



INTERNATIONAL LABOUR OFFICE

GB.295/PV  
295th Session

Governing Body

Geneva, March 2006

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## **Minutes of the 295th Session**

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The 295th Session of the Governing Body of the International Labour Office was held in Geneva, from Tuesday, 28 to Thursday, 30 March 2006, under the chairmanship of Mr. Carlos A. Tomada (Argentina).

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

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**MINUTES OF THE 295TH SESSION  
OF THE GOVERNING BODY OF THE  
INTERNATIONAL LABOUR OFFICE**

Geneva, Tuesday, 28 to Thursday, 30 March 2006

**First item on the agenda**

APPROVAL OF THE MINUTES OF THE 294TH SESSION  
OF THE GOVERNING BODY  
(GB.295/1)

1. The Office received the following correction to the English version:

*A Government representative of Japan* stressed that Myanmar had to ensure the safety of the ILO Liaison Officer and investigate publicly the threats made against his life; Myanmar nationals should have free access to the Liaison Officer; this Officer should have access, as and when necessary, to a focal point in the military for forced labour issues, and should be able to travel with sufficient freedom in the country.

**Governing Body decision:**

2. *The Governing Body approved the minutes of its 294th Session, as amended.* (GB.295/1, paragraph 3.)

**Second item on the agenda**

DATE, PLACE AND AGENDA OF THE INTERNATIONAL LABOUR CONFERENCE

*Agenda of the 97th Session (2008)  
of the International Labour Conference*  
(GB.295/2)

3. *The Chairperson* stressed that the choice of dates for the 2008 session of the Conference required further consultation. As regards the agenda, he recalled that the ILC would consider three standing items and three technical items which would be selected from the five following items:
- (i) child labour and protection of young workers (general discussion based on an integrated approach);
  - (ii) skills for improved productivity, employment growth and development (general discussion);
  - (iii) promotion of rural employment for poverty reduction (general discussion based on an integrated approach);
  - (iv) employment and social protection in the new demographic context (general discussion based on an integrated approach);
  - (v) gender equality at the heart of decent work (general discussion).

4. As matters stood, the Governing Body was required to select either the three items which would be examined by the Conference, or two items only, leaving the selection of a third item to a later session of the Governing Body.
5. *The Worker Vice-Chairperson* thought it necessary to discuss the Governing Body's working methods in order to use the time available more efficiently. The setting of the Conference agenda was a lengthy exercise that demonstrated the need for a new approach. The different groups always examined the items separately before the Governing Body itself discussed them. The Workers believed that it would be more efficient if the work on selection of items took place in small representative groups; one option would be to bring together the members of the Governing Body secretariat, the advisers of the Employers' and Workers' groups, and the Government regional coordinators. They would not take a decision but the results of their work would be forwarded to the group. This work could also be undertaken by the spokespersons of the groups in the Governing Body committees, who would meet and forward their opinion to the Office, which, in turn, would prepare a note to be circulated to the constituents. In this way, the Governing Body would only discuss this item after in-depth consultations, even in tripartite consultations at national level. This would make for greater coherence and significant time savings. The small groups could also look into the issue of standards and how they could be drafted in order to attract as much support as possible and achieve large-scale ratification. It was regrettable that none of the items presented in the document were of a normative nature. Decent work was a dynamic concept that presupposed evolutionary standards.
6. On the specific issue of the agenda for the 2008 session of the ILC, the Workers wanted two items only to be selected at the present session. They were in favour of rural employment and pointed out that at global level 75 per cent of the poor lived in rural areas. The second item that the Workers preferred was gender equality; the situation had developed in a positive manner within the Office, but this should not mask the fact that much progress remained to be made all around the world. The third item should be left aside until 2007. If a group were set up using the model presented by the Workers, it could look into different possibilities such as export processing zones (EPZs), consulting and informing workers' organizations in the framework of economic restructuring, HIV/AIDS as an item for standard setting and decent work in global supply chains.
7. *The Employer Vice-Chairperson* commented on the Workers' intervention. EPZs were major production and worksites, and labour legislation had to be applied in them; alleged cases of abuse of legislation had to be addressed in a timely manner. As regards the ILO's standard-setting system, the Employers attached great importance to respect for the fundamental principles and rights contained in the Declaration and which were a precondition for a fair globalization. A major revision of standards was under way and the ILO had to take into account the fact that standards not only had to be adopted but also ratified and, ultimately, implemented. As social partners, the Employers played a role in the evaluation of these instruments before their adoption. Once Conventions were ratified, governments assumed the responsibility of implementing them.
8. Turning to the Conference agenda, the speaker declared that his group approved three of the five items proposed. The outcome of the 2007 Conference must not be prejudiced and, in addition, the item on the agenda of that session, concerning the strengthening of ILO capacity to meet its essential mission, should be reserved for a general discussion. The three items selected by the Employers were essential and their preparatory work, with all the human and technical resources that this implied, would not be wasted. The Employers gave priority to the issue of skills for improved productivity, employment growth and development; this item was integral to technological change and new forms of work organization; it met one of the group's fundamental requirements for the development of small and medium enterprises. The second item the Employers had selected was rural

employment to reduce poverty, and the third was gender equality at the heart of decent work.

9. *A Government representative of Canada*, speaking on behalf of the governments of the industrialized market economy countries (IMEC), expressed disappointment with the limited choice of items and was of the opinion that the process of preparation and selection of Conference agenda items required review in other areas. IMEC had already insisted that Conference agenda items had a direct link to the ILO's strategic framework. Follow-up was required to the work of the Working Party on Policy regarding the Revision of Standards as well as an exploration of the potential for standards revision. IMEC invited the Office to prepare a document for the November session of the Governing Body, containing a list of items that were either earmarked as priority in the ILO strategic framework or identified by the Governing Body or sectoral meetings as areas for future action. Standards requiring revision or consolidation should also be presented in this document. Speaking on behalf of the Government of Canada, he selected item (iv) employment and social protection in the new demographic context, which should be discussed on the basis of a report presenting the impact of different demographic trends at the regional level. He also proposed either rural development or gender equality and suggested leaving the third item until the November session.
10. *A Government representative of the Philippines*, speaking on behalf of the governments of Asia and the Pacific, stated that, in the discussions of the Working Group on the International Labour Conference, there was a need to look into how strategic principles should be applied when preparing and selecting items for the Conference agenda, mainly where development of new standards was required. The intention was not to reduce the standard-setting role of the Conference but to ensure the relevance of standards and how they fitted in with the Organization's aims. In order to allow the Office to respond more rapidly to new issues, the group proposed that a workplan based on the strategic framework be drawn up; this workplan, updated annually as a function of the new strategic framework, would allow proposals to be drawn up for technical items for the Conference agenda.
11. *A Government representative of Australia*, associating herself with the comments of both IMEC and the Asia-Pacific group, requested greater transparency in the processing of selection of agenda items. She spoke of the possibility of using an electronic voting system to gauge support for each item. Regarding the agenda of the 97th Session of the ILC, her country was in favour of items (iv) and (ii), and asked that the choice of the third item be deferred to a later session of the Governing Body, so that account could be taken of the outcomes of the June 2006 session of the Conference.
12. *A Government representative of South Africa* favoured a simplification of the process, which currently took up too much time. The Workers' group proposal was a step in the right direction. His country favoured item (iii) followed by item (ii).
13. *A Government representative of Mozambique* pointed out that all the items were important; however, his country preferred items (iii), (ii) and (i) in that order of priority. The item concerning rural development was particularly important in sub-Saharan African countries and played a fundamental role in poverty reduction at global level.
14. *A Government representative of Cuba* believed employment to be at the heart of social policy; her country favoured the item on social policy for the Conference agenda, as well as item (iv), followed by items (iii) and (ii).

15. *A Government representative of Japan* supported IMEC and the Asia-Pacific groups. He stressed the need to review the organization of the Conference so that agenda items examined would in fact meet constituents' needs and give rise to lively discussion. Japan would like to know if the item on strengthening of ILO's capacity to meet its essential mission, on the agenda of the 2007 session of the Conference, was to be discussed a second time in 2008 or not. As to the other items, he favoured item (iv), followed by item (ii).
16. *A Government representative of the United Kingdom* requested that the agenda for the 2008 session of the Conference be set completely. She was in favour of item (iv) which could be examined in relation to the first examination of the Madrid Five-Year Plan of Action, which would take place in 2007-08. She also supported items (iii) and (ii).
17. *A Government representative of Cameroon* stressed his Government's will to fight poverty and social exclusion. He therefore supported items (ii), (iv) and (v). For the longer term, he asked that the Conference discuss HIV/AIDS in the workplace.
18. *A Government representative of Sri Lanka* supported the statement of the Asia-Pacific group on the need to use the strategic framework to prepare proposed Conference agenda items. The Office should demonstrate faster reaction to new issues that were of relevance to the Organization. He supported the selection of two items, i.e. (i) and (iii).
19. *A Government representative of China* also supported the statement made by the Asia-Pacific group and favoured two items: (iii), which was important in the context of globalization and the fight against poverty, as rural employment helped slow down the rural exodus; and (iv), which should be discussed in relation to decent work. The postponement of the third item to a later date would allow selection of an issue better adapted to current realities.
20. *A Government representative of Nigeria* explained that his choice of items took into account the problems encountered by most African countries. He selected item (iii), as unemployment in rural areas was at the root of many problems, from rural exodus to criminality, and item (v), since, in many developing African countries, women faced significant discrimination.
21. *A Government representative of France* favoured items (iv) and (v) which both met the basic requirements of today's world.
22. *A Government representative of the United States* regretted the limited number of items proposed and was surprised that the Governing Body's previous discussions on some of the points had not been taken more into account. She supported two items: (iv) and (v).
23. *A Government representative of Mexico* judged item (i) to be particularly important; poverty reduction resulted from the elimination of child labour and decent work for youth. She also supported item (ii) and was in favour of postponing the selection of the third item.
24. *A Government representative of the Netherlands* supported the IMEC statement and stressed the need to select items that were relevant to the world of work. He favoured item (iv). In the context of a more strategic approach to the selection of agenda items, he pointed to the importance of work on revising labour standards, with a view to updated instruments drafted in such a way as to allow ratification and implementation throughout the world. He hoped for a proposal on this issue at a forthcoming session of the Governing Body. Items (iv) and (v) were linked to core ILO Conventions and he trusted that discussion on these points would not lead to a revision that weakened the standards concerned.



25. A *Government representative of India* supported, in order of importance, items (iii), (ii) and (iv).
26. A *Government representative of Barbados* said that all the items proposed were important. He particularly supported items (iii) and (v).
27. A *Government representative of the Russian Federation* spoke in favour of items (ii) and (iv), but was of the opinion that all the items deserved discussion.
28. A *Government representative of Finland* supported item (ii), extending it to cover the notion of “sustainable productivity”, as well as item (v). He approved postponement of the selection of the third item.
29. A *Government representative of Morocco* spoke of the relevance of all the items and stated that they could be included in the economic and social development strategies of all countries. However, he specifically supported items (i), (iii) and (v). He stressed that, once the standards were adopted, technical cooperation would be required to assist countries in implementation.
30. A *Government representative of Malawi* found items (ii) and (iii) particularly interesting as far as Africa was concerned, in view of the massive rural exodus on the continent.
31. A *Government representative of Germany* hoped that the Office would present the Governing Body with a new proposal for selecting agenda items for the Conference. As regards the 97th Session of the Conference, he gave priority to item (iv). The ageing of the population was a phenomenon that not only interested the industrialized world, but also those countries whose demographic growth was particularly high. In second place, he chose item (v).
32. A *Government representative of Pakistan* selected items (ii) and (iii) and requested the postponement of the third item.
33. A *Government representative of Senegal* noted the relevance of the items proposed. He suggested grouping items (iii) and (iv) into a single item called “promoting employment and widening social protection” and selected item (v) as his second choice.
34. A *Government representative of Côte d’Ivoire* gave priority to items (iii), (ii) and (v). He stressed the need for an improved selection process and raised the issues of postponing important items which had lost their relevance and of the Office’s reaction time to new problems.
35. A *Government representative of Trinidad and Tobago* spoke of the importance of all the proposals, but, taking his country’s situation into account, preferred items (ii) and (iv). He deferred his choice for the third item.
36. A *Government representative of the Bolivarian Republic of Venezuela* selected item (ii) which addressed the issue of training facing many governments, and item (iii). He selected item (iv) as a third choice but was willing to discuss the issue at the November session.
37. A *Government representative of Italy* supported the IMEC position and was in favour of items (iii) and (iv).
38. A *Government representative of the Philippines* favoured items (ii) and (iii), as a discussion on these items would help develop real action programmes at national level, and

of postponing the selection of the third item to the November 2006 session of the Governing Body.

39. *A Government representative of Brazil* explained that his Government's position had evolved through consultations, resulting in a preference for item (iv), followed by items (iii) and (v).
40. *A Government representative of El Salvador* supported item (i), followed by (ii), as well as postponed selection of the third item to the next Governing Body discussion.
41. *A Government representative of Argentina* selected items (ii) and (iii) and preferred seeing the selection of the third item postponed.
42. *A representative of the Director-General* agreed that the current procedure was not perfect. The different proposals made, including those by the Workers' group, would be examined and consultations would take place mainly in relation to the work of the Working Group on the International Labour Conference. He gave the assurance that the list presented in November would be longer and that the Office would undertake all efforts to present the proposals in a clear manner and in relation to strategic objectives. The discussion showed that there was majority support for postponement of the selection of the third item. As regards the two other items, (iii) and (ii) recorded the most support. The Employers had selected item (v) as the third item, but would withdraw this choice if the selection of the third item was postponed until a later session of the Governing Body.

**Governing Body decision:**

43. *The Governing Body:*

- (a) *selected the two following proposals to be placed on the agenda of the 97th Session (2008) of the International Labour Conference:*
- (i) *promotion of rural employment for poverty reduction (general discussion based on an integrated approach);*
- (ii) *skills for improved productivity, employment growth and development (general discussion);*
- (b) *postponed the selection of the third item to complete the agenda of the 97th Session of the International Labour Conference to one of its subsequent sessions.*

(GB.295/2, paragraph 8(a).)

**Third item on the agenda**

YOUTH EMPLOYMENT: ORAL REPORT ON FOLLOW-UP ACTION  
ON THE RESOLUTION ADOPTED BY THE 93RD SESSION (2005)  
OF THE INTERNATIONAL LABOUR CONFERENCE

44. *A representative of the Director-General* gave a presentation of measures and initiatives that were being taken or planned to ensure that the issue of youth employment was addressed throughout the Organization, as requested by the Governing Body in November 2005.

45. He began by recalling that decent and productive employment for youth was a commitment of the Millennium Declaration and an essential element of the Global Employment Agenda. The resolution adopted by the Conference in June 2005 provided clear guidance to the Office in this regard and contained a plan of action. In addition, youth employment was an “outcome” written into the Programme and Budget for 2006-07 and was one of the Office’s four priorities in the employment sphere.
46. Concerning the ILO’s programme in particular, it was based on the three pillars of the plan of action adopted in the Conference resolution, namely building knowledge, advocacy and technical assistance.
47. In regard to building knowledge, the speaker referred to ongoing interagency work on youth development indicators, the preparation of the report *Global employment trends for youth 2006*, the definition of a research agenda and the development of tools to support national policies and programmes. With regard to advocacy, he mentioned the ECOSOC preparatory meeting, the ILO American and Asian Regional Meetings, cooperation with the European Commission and regional and subregional tripartite events, partnership with the World Bank and contacts with the media in preparation for the global campaign. Concerning requests for technical assistance, these were on the increase, reflecting the priority given by member States to the issue of youth employment. National action programmes (NAPs) on youth employment provided a good practical example of how the Organization was seeking to have an impact in the field and optimize the use of its financial and technical resources to meet countries’ needs. ILO assistance in the case of NAPs was provided in five stages: identification of focus countries, development of guidelines for the preparation of NAPs, a document on the good practice process, capacity building of constituents in the development of NAPs and technical assistance in their implementation.
48. At headquarters, all departments in the Employment Sector had made youth employment a priority: an intersectoral team had been set up to coordinate the programme and, in the field, employment specialists provided support, together with specialists from ACTRAV, ACT/EMP and other sectors. With regard to financial resources, the programme would draw on both regular budget and extra-budgetary resources. An extra-budgetary resource mobilization strategy was being developed with the Department of Partnerships and Development Cooperation (PARDEV) to assist governments and the social partners in formulating integrated youth employment projects.
49. The speaker went on to present the Youth Employment Network (YEN) established in 2001 by the United Nations Secretary-General to support the Millennium Development Goals. As a partnership among the United Nations, the ILO and the World Bank, the YEN was backed by a high-level panel of experts and practitioners, decision-makers and the social partners. Since the 2005 session of the Conference, the number of lead countries had doubled, with 19 member States now included in this group. The ILO hosted the YEN secretariat, which was responsible for leveraging resources, knowledge management and YEN constituency capacity building. The Organization had a platform for advocacy on decent youth employment. The speaker added that the Government of Sweden had just announced that it was renewing its financial support to the YEN secretariat.
50. The representative of the Director-General concluded by presenting the Employment Sector’s short-to-medium-term priorities with regard to youth employment: support to governments and social partners in the design, monitoring and evaluation of NAPs; further research to inform youth employment policy development; assessment of the effectiveness of youth employment programmes and dissemination of good practices; and the development of tools and methodologies to assist constituents in promoting decent employment for young people.

**51. *The Governing Body took note of the oral report presented by the Office.*****Fourth item on the agenda****MATTERS ARISING OUT OF THE 94TH (MARITIME) SESSION  
OF THE INTERNATIONAL LABOUR CONFERENCE (2006)  
(GB.295/4)**

- 52.** *The Chairperson* recalled that the Maritime Labour Convention, 2006, had been adopted unanimously at the 94th (Maritime) Session of the International Labour Conference in February 2006. It was an innovative instrument and the fruit of four years of intensive tripartite work. In accordance with the resolutions that had also been adopted by the Conference, the Governing Body now needed to take a number of steps with a view to follow-up of the new Convention and to take full advantage of the opportunities it offered.
- 53.** *The Employer Vice-Chairperson* congratulated the Office on the upstream work which had enabled the Conference to achieve such a success. The new instrument had been adopted unanimously, and the Employers endorsed the point for decision in paragraph 12 of the Office report.
- 54.** *The Worker Vice-Chairperson* congratulated the Office on its preparatory work. What was needed now was the genuine political will to apply the instrument, and the speaker called on governments to act swiftly. He endorsed the measures contained in the point for decision.
- 55.** *A Government representative of Kenya* highlighted the exceptional nature of the Maritime Labour Convention. The 17 resolutions that had also been adopted by the Conference were of great importance to achieving the instrument's objectives, and the willingness of the ILO and the IMO to cooperate on promoting the instrument was crucial to achieving improvements in the world of work. It was now up to the member States to follow up their previous support for the Convention with specific ratification and implementation mechanisms. She endorsed the point for decision.
- 56.** *A Government representative of Japan* described the Convention as historic, and thanked everyone who had worked to achieve its adoption. Member States now needed to move rapidly to ratify and apply the instrument.
- 57.** *A Government representative of France* requested more detailed information on the specific measures envisaged for promoting the Convention, which was of great importance in the standard-setting history of the ILO. She also endorsed the resolutions that had been adopted, in particular those concerning the development of guidelines for port State control, and said that these should be developed without delay.
- 58.** *A Government representative of China* welcomed the adoption of the milestone Convention. It was now vital to redouble efforts to promote the instrument, in accordance with the resolutions that had also been adopted by the Conference. China was considering ratification of the new Convention and endorsed the point for decision.
- 59.** *A Government representative of Cuba* considered that the ILO should now encourage promotion of the important new instrument, and in particular supported the first resolution adopted by the Conference. She endorsed the point for decision.

60. *A Government representative of Nigeria* said that follow-up measures for the innovative new consolidated Convention were needed, and he strongly endorsed the point for decision.
61. *A representative of the Director-General* emphasized that the enthusiasm surrounding the adoption of the Convention needed to be transformed into specific measures to ratify and apply the instrument in member States. The ILO and the Officers of the Conference, with the support of the constituents, agreed on the need for a follow-up strategy at several levels linking together the different parties involved, with a view to obtaining as rapidly as possible the ratifications of the 30 Members representing 33 per cent of the world's merchant shipping fleet in terms of gross registered tonnage. Human and financial resources would be needed for this. The text of the Convention would be transmitted to governments with information intended to facilitate the submission of the instrument to national parliaments. At the national level, governments would need to develop a strategy with a view to ratification and application of the Convention; the necessary guidelines would be developed in collaboration with the IMO and the different port State control organizations. The work was a priority for the Office, and it was to be hoped that it would also be a priority at the national level.
62. *The Director-General* emphasized that tripartism and social dialogue had made it possible to draw up an innovative and modern instrument which demonstrated the vitality and the relevance of the ILO to current problems. He expressed sincere thanks to all those who had taken part in this historic event. The next stage was ratification, in connection with which he had already contacted a number of flag States. The high number of ratifications which had been set reflected the seriousness with which the Convention had been drawn up. Nevertheless, however willing countries were, a technical cooperation programme capable of sustaining the entire process was essential.

**Governing Body decision:**

**63. *The Governing Body requested the Director-General to:***

- (a) *begin preparatory work with a view to the promotion of the Maritime Labour Convention, 2006, in accordance with the first resolution adopted by the Conference, referred to in paragraph 10 of document GB.295/4;*
- (b) *discuss with the Secretary-General of the IMO the continuation of cooperation within the Joint IMO/ILO Ad Hoc Expert Working Group on Liability and Compensation regarding Claims for Death, Personal Injury and Abandonment of Seafarers and the creation of a Joint IMO/ILO Working Group concerning the human element, referred to in the two resolutions mentioned in paragraph 11 of document GB.295/4;*
- (c) *present to the Governing Body specific proposals, as appropriate, concerning the implementation of resolutions and other resolutions reproduced in the annex to document GB.295/4.*

## Fifth item on the agenda

### REVIEW OF ANNUAL REPORTS UNDER THE FOLLOW-UP TO THE ILO DECLARATION ON FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK (GB.295/5)

64. *The Employer Vice-Chairperson* supported the point for decision in paragraph 5 of the document under examination. The national baseline information provided each country with a view of the situation over recent years and valuable elements for making forward projections; this information should in no way serve to make comparisons between countries, as that would go against the promotional character of the Declaration. Moreover, given the gap that had opened up in certain countries between the standard and the reality, it was very important that the information submitted under this mechanism should reflect national practice and not simply the existing legislation.
65. Regarding the future follow-up to the Declaration, the speaker wished to know the Expert-Advisers' opinion as to the future "value added" of the work already undertaken. In his view, one of the most important activities lay in identifying member States' technical cooperation needs. If the aim was that the Declaration should become the vehicle by which countries came to respect the fundamental principles and rights, the ILO must find the means to help them achieve this objective.
66. With reference to the recommendations of the Expert-Advisers on undertaking in-depth studies in countries in volunteering countries, the speaker asked what was the concrete aim of these studies, which could be carried out through the decent work country programmes (DWCPs).
67. The Employers' group supported unreservedly the recommendation that the Office continue to supply its valuable collaboration to countries to give effect to the principles and rights enshrined in the Declaration. As regards the recommendation that the Office should undertake consultations with the constituents to review the baseline information, the Employers and Workers themselves should be allowed to judge the interest of such consultations. The ILO should give them such technical assistance as might be necessary to this effect.
68. *The Worker Vice-Chairperson*, referring to the submission of annual reports, recognized that at the end of six years, a crossroads had been reached, and that it might be appropriate in June 2006 to hold a discussion on the use of the reports, not only as a catalyst for ratification, but also for the implementation of fundamental labour Conventions, whether or not member States had ratified these Conventions. Despite the positive effect that the Declaration had had in its eight years of existence, it was inconceivable that half the active population of ILO member States should be found in countries that had not ratified Conventions Nos. 87 and 98. The year 2015, fixed as an objective for universal ratification of Conventions Nos. 87 and 98 as part of the ILO's contribution to the Millennium Development Goals, seemed too distant a date. He urged member States, and in particular the governments of those that were members of the Governing Body, to show the political will to bring this date forward. He asked the Office to calculate the number of workers in ILO member States who were not protected by the rights established under the fundamental Conventions because they remained unratified, and asked that the Governing Body be kept informed of any developments in respect of member States' intentions to ratify. He also asked the Office to send copies of national baseline information to the employers' and workers' organizations of the countries concerned, so as to receive their comments in this connection.

69. The speaker noted that the statement by the International Organisation of Employers was reproduced *in extenso* in paragraph 309 of the document, despite the Workers not supporting this practice, and having made this clear on previous occasions. He regretted that no heed had been paid to ACTRAV's call that material should be produced to build the capacities of trade unions. In respect of paragraph 62 of the document, on the increasingly frequent participation by non-governmental organizations in the struggle against child labour, the speaker objected to the fact that on many occasions the social partners lost opportunities to act, as the donors preferred to deal directly with non-governmental organizations to avoid official contacts.
70. The Workers' group was concerned about the future of the follow-up to the Declaration. The speaker considered that the first evaluation of the follow-up should be carried out at the June 2008 Conference. The Governing Body should encourage governments that were not represented within it to participate in the debates on this matter and share national experience; he proposed strengthening the existing relationship between the annual reporting process, the Global Report and ILO technical assistance, and that the Declaration follow-up should be linked more effectively with the actual needs expressed by the constituents in the annual reports. In order to hold a discussion on technical cooperation activities undertaken in the context of the Declaration, the Office should submit a report on these activities to the Governing Body Committee on Technical Cooperation, which would allow a closer interrelation between technical cooperation action plans and the implementation reports on such plans. The DWCPs should be designed to contribute to this. The Workers' group supported the content of paragraphs 28, 30 and 31 of the Expert-Advisers' Introduction, and encouraged countries to volunteer to carry out detailed studies on the baseline information which would allow progress to be made towards ratification and implementation of the standards. The Office should adopt an integrated approach in seeking respect for the fundamental principles and rights at work.
71. A Government representative of Mexico stressed the need to retain the promotional aspect of the follow-up to the ILO Declaration. With specific reference to paragraph 134 of the document under examination, she pointed out that the text distorted the information supplied by the Government of Mexico in reply to the observations of the ICFTU, which had failed to explain the way in which the reform to the Federal Labour Law would affect the right to collective bargaining.
72. A Government representative of India explained that in his country the practice was to ratify ILO Conventions after having brought national legislation into harmony with the provisions of the respective instrument. To date, his country had ratified four of the eight fundamental Conventions. As regards the follow-up to the ILO Declaration, which India fully supported, the ILO should work with the national authorities in identifying obstacles to the implementation of the Declaration. Care should be taken to ensure that activities to promote the Declaration should not serve protectionist interests and should not be guided by donor priorities. All technical cooperation projects should be initiated primarily at the request of the recipient countries.
73. A Government representative of Japan stated that his delegation supported the point for decision in paragraph 5 and reiterated the importance of paragraph 24 of the Expert-Advisers' Introduction, to the effect that the principles and rights established under the Declaration should be reflected far more closely in the work and structure of the International Labour Office. In this, the importance of the ILO field offices, thanks to their proximity to the constituents, was paramount. Standards specialists should be deployed in the field to promote fundamental principles and rights at work.
74. A Worker member from Canada said that the annual reports allowed member States to review real progress made by governments, and the social partners, towards the respect for,

promotion, ratification and implementation of, the ILO fundamental Conventions. The Committee on Freedom of Association periodically examined cases against the federal Government of Canada, often on account of the actions of provincial governments in contravention of freedom of association and the right to collective bargaining. Legislation was usually the central theme of these cases, but rather than reiterate them, the speaker wished to refer to the positive aspects reported by the Government in respect of the participation of employers and workers in various tripartite meetings and in the public debate in general. In Canada, the ratification process of an ILO Convention began in national labour centres which, together with the provincial centres, put pressure on the provincial and territorial authorities to amend legislation progressively in each of their jurisdictions, and provide leadership to governments of other provinces and the territorial authorities in their ratification efforts. Canadian workers' organizations would continue to encourage Canada to ratify Convention No. 98, as they considered that the promotion of rights at work was an integral part of the defence of human rights.

- 75.** *A Government representative of Morocco* stressed that the Labour Code in his country had been drawn up and adopted by the Government in consensus with the social partners. In its article 1, the Labour Code set out provisions applicable to all industrial, commercial, agricultural and professional activities, and agricultural workers were only excluded from two or three of these provisions. In Morocco, the right to strike was written into the Constitution. To ensure that recourse to strike action should be limited to cases in which its use constituted a legitimate means of defending workers' interests, the Government was elaborating a draft organic law on the basis of the relevant international labour standards, including the jurisprudence established by the Committee on Freedom of Association. This draft would be examined jointly with the social partners.
- 76.** *A Government representative of Cameroon* said that four years previously the Government of his country had initiated an ambitious review of around 30 collective agreements, with the participation of the social partners. It had also undertaken the revision and negotiation of salary levels, under the coordination of a special tripartite committee. Cameroon had ratified all international instruments on the right to collective bargaining. Thanks to the collaboration of the ILO Subregional Office for Central Africa, in Yaoundé, Cameroon had recently adopted an important law in relation to the combat against child labour. His delegation supported the recommendations in paragraph 5 of the document.
- 77.** *A Worker member from Bahrain* stressed that the ILO's promotion in member States of adopted standards on freedom of association was a constitutional duty rather than interference in matters which concerned the State. The Government of Bahrain had proposed amending the legislation on trade unions, begrudgingly permitting the right to strike as a means of legitimate defence of the interests of workers while imposing its decisions by force. The amendment of this legislation must not be based on the texts of the World Trade Organization (WTO), but must satisfy the aspirations of the workers. The Government of Bahrain used pluralism as a means of limiting freedom of association, whereas in reality pluralism should be one of the premises of the trade union movement. Despite the improvement in participation, violation of the principle of freedom of association in Bahrain prevented attempts to build an independent workers' organization. He called on the ILO to provide Bahrain with the assistance needed, to encourage the ratification and implementation by the Government of the relevant standards, to move towards a democratic process which would allow the country to escape extremism.
- 78.** *A Government representative of Finland* suggested that the Expert-Advisers could formulate general conclusions in the Introduction, drawn from the particular developments of each case. This would make it easier to obtain an idea of the scale and quality of the improvements observed, as well as of general concerns in respect of delivery on commitments accepted under the Declaration. It would certainly give rise to more fruitful



discussions, and more publicity for the report, and would also benefit the promotion of the rights and principles established under the Declaration. He supported the proposals formulated in this respect, and in particular those contained in paragraphs 28 to 31.

- 79.** *A Worker member from Pakistan* recognized the historical importance of the ILO Declaration on Fundamental Principles and Rights at Work, as its aim was to promote ratification of the ILO core Conventions and encourage the efforts of member States to this effect. The Fourteenth Asian Regional Meeting, which would be held from 29 August to 1 September 2006, would also provide an opportunity to promote the ratification of these instruments in the Asia-Pacific region, where the majority of workers lacked the protection of the Declaration's fundamental principles and rights. Pakistan had ratified seven ILO fundamental Conventions and the workers were putting pressure on the Government to ratify the Minimum Age Convention, 1973 (No. 138). Regarding the International Programme on the Elimination of Child Labour (IPEC), the speaker recalled that in his country a wide-ranging time-bound programme was in progress. The Government would honour its promise to bring the Industrial Relations Ordinance, article 27(b) of the Banking Companies Ordinance and provincial government labour policy into line with the relevant ILO Conventions that had been ratified. He considered that the report of the Expert-Advisers and the principles outlined should be more widely diffused in member States and among employers' and workers' organizations. He supported without reserve the recommendations contained in paragraphs 28 to 31 of the document and suggested that the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), might help in respect of the baseline reviews called for under paragraph 31.
- 80.** *A Government representative of Spain* agreed with previous speakers who had said that respect for human rights could not be made conditional on the level of economic development achieved by a country. Referring specifically to paragraph 29 of the Expert-Advisers' Introduction, he stated that the defence of human rights must not lie in the hands of a few actors, but all civil society must be made aware of the need for such defence. Ecology and social justice were today themes that much preoccupied the young, and which were part of the promotion of the Declaration and the implementation of the ILO Decent Work Agenda.
- 81.** *A representative of the Director-General* noted that there had been no proposal to modify the text of the point for decision. In reply to the comments of the Employer Vice-Chairperson, he recalled that the Expert-Advisers had been an eminently independent group, and their intention was in no way to establish a comparative ranking of countries. In the knowledge that the number of ratifications had increased, at least in three of the four categories, and that the number of national situations under study was diminishing, the Expert-Advisers had decided to analyse the future "value added" of their work. Regarding the aim of the baseline information, he understood that the Expert-Advisers were seeking ways to link the promotion of the Declaration's principles and rights with other issues which could be integrated into the DWCPs. On this basis, and in collaboration with the national employers' and workers' organizations, it would be possible to identify areas for technical cooperation.
- 82.** Responding to concerns expressed by the Worker Vice-Chairperson, he added that the Global Report on freedom of association and collective bargaining, submitted to the 92nd (2004) Session of the International Labour Conference, indicated that 50 per cent of the active population of the world was not covered by Conventions Nos. 87 and 98. The baseline information available today showed that all member States, in one way or another, had been involved in the process of presenting information. In November 2006, the Committee on Legal Issues and International Labour Standards would have before it an updated document on the ratification campaign and member States' latest intentions in this respect. Regarding paragraph 62 of the document, on the fight against child labour, he

guaranteed that the views expressed by the members of the Governing Body in this connection would be brought to the attention of the Expert-Advisers. As to the proposal by the Workers' group on the evaluation of the Declaration follow-up, the speaker recalled that June 2008 would mark the tenth anniversary of the Declaration. A decision would have to be taken on the manner in which the follow-up would be carried out, on the basis of its three elements – the annual review, the Global Report, and technical cooperation. The discussion on technical cooperation activities undertaken in the context of the Declaration appeared to be overly fragmented and should be centralized.

83. The baseline information would be placed on a CD-ROM, which would shortly be available from the Declaration secretariat.
84. Finally, responding to the comments of the Government representative of Japan, he confirmed that standards specialists in the ILO field offices did contribute locally to promoting the Declaration and the standards agenda of the ILO.

**Governing Body decision:**

85. *The Governing Body, having examined the Introduction by the ILO Declaration Expert-Advisers to the compilation of annual reports, and in particular, its paragraphs 18 to 26, adopted the recommendations contained in paragraphs 28 to 31 of the document.* (GB.295/5, paragraph 5.)

**Sixth item on the agenda**

DEVELOPMENTS IN THE UNITED NATIONS  
AND OTHER INTERNATIONAL FORUMS  
(GB.295/6)

86. *The Chairperson* stressed the importance of the document presented by the Office, as it contained a summary of the pioneering work carried out by the Organization in respect of the social dimension of globalization, with the aim of promoting understanding, in national, regional and international forums, of the ILO Decent Work Agenda among member States and other international organizations. In paragraph 47 of the Outcome document of the 2005 World Summit held in September of that year, the governments had decided to include in their national and international policies the objectives of full and productive employment and of decent work for all, thus corroborating the relevance of the ILO mandate and opening up new opportunities for the Organization and its constituents.
87. *The Employer Vice-Chairperson* suggested that, to the extent that the requisite information was available, the Office should submit to the Governing Body a programme of future activities of the type described in the document. He also suggested that consideration should be given to the possible participation of a tripartite delegation in regional and international forums to allow the ILO, which was represented in the different regions of the world, to bring a valuable tripartite perspective to these technical and political meetings.
88. *The Worker Vice-Chairperson* said that, in agreeing to integrate the objectives of full and productive employment and decent work for all into their policies, governments were implicitly ratifying the institutional programme and values of the ILO. Later, ways to put these good intentions into practice had to be found. In this connection, the speaker noted that civil society and non-governmental organizations were perceived as having an important role to play in certain fields. It was essential that this perception should not result in the sidelining of employers' and workers' organizations.

**89. *The Governing Body took note of the report.* (GB.295/6.)**

**Seventh 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.295/7)

- 90.** *The Ambassador of Myanmar* said that his country's mission in Geneva had responded to the call from the 294th Session (November 2005) of the Governing Body to engage in effective dialogue with the Office, and that there had been intensive consultations with the ILO on possible options for further cooperation. These had resulted in two proposed courses of action by the Office. The first of these was to increase the capacity of the ILO Liaison Officer to allow that office to review complaints of abuse of forced labour and provide protection to complainants or their representatives, and the second was to establish a joint panel mechanism which placed the two sides on an equal footing, for the same purpose. An ILO mission had been invited to Yangon to explore these two options further, and this mission had had intensive discussions with the Myanmar side, led by the Minister of Labour, and with the participation of the Ambassador, on 12 and 13 March 2006.
- 91.** Myanmar was willing to consider the first option, based on the existing framework of the ILO Liaison Officer. However, the authorities considered that the second option – the joint panel mechanism – could be construed as parallel to the national judiciary and as such infringed national sovereignty; it was therefore unacceptable. A further fundamental problem for Myanmar arose from the need to avoid a proliferation of false allegations of forced labour. These had been used both within and without the country to tarnish the image of the Government. Indeed, most of the complaints so far had been politically motivated.
- 92.** The Government was prepared to consider a system based on the framework of the ILO Liaison Officer, in which the authorities undertook to take no action against a person filing a false complaint for a first time; administrative action would be taken if the same person filed a second false complaint; and legal action would be instigated on the third occasion. If it was proven that the complaint was genuine, then the perpetrators would be prosecuted in accordance with the existing laws. As the Governing Body was aware, a number of such prosecutions had already been made.
- 93.** The Office report, in paragraph 3, referred to Mr. Léon de Riedmatten as the “Yangon representative of the Centre for Humanitarian Dialogue and Informal Facilitator for the ILO” and to the non-renewal of his visa to remain in Myanmar. However, there was no agreement between the two sides as to his appointment as Informal Facilitator. In fact, the joint plan of action instigating the office of Informal Facilitator had not been signed or implemented on account of the ILO's unilateral decision to withdraw from the negotiations in 2003. Mr. de Riedmatten's visa had expired on 26 February 2006, and the authorities had shown their goodwill by extending it for a further month to allow him to make arrangements for his departure. Moreover, the Geneva office of Humanitarian Dialogue had announced its intention to close its Yangon-based office.
- 94.** Regarding specific cases mentioned in the report, the Ambassador informed the Governing Body that Ma Su Su Nwe had received the medical attention she required, as the Liaison Officer had been able to verify. In respect of Aye Myint, the Ambassador reiterated that he had not been charged with contacting the ILO, but with spreading false information under section 5(e) of the 1950 Emergency Provisions Act. As for the nine “trade unionists”, mentioned in paragraph 13 of the report, who had been prosecuted for contact with illegal

organizations, in the authorities' view none of the persons was a trade unionist. They had received equipment and funding from the Federation of Trade Unions of Burma (FTUB), an unlawful association, and had used it to create instability in the country. Myanmar was continuing to cooperate with the ILO, and believed that a mutually acceptable solution to the issue of forced labour in the country could be found.

95. *The Worker Vice-Chairperson* said that he had met earlier with the Ambassador, who had confirmed that all details contained in the Office report were accurate. Nothing in the comments that he had just made in response to that report allayed the Workers' concerns. There was no commitment on the part of the Government to stop prosecuting citizens using the official channels to lodge complaints concerning forced labour. Rather, the Government wished to classify such complaints as false a first, second and third time, taking action against complainants on a consequent scale of gravity. The Government had not entered into dialogue with the Office on the basis of the mandate established by the 93rd Session of the International Labour Conference, to address the issues and cases raised at the 294th Session (November 2005) of the Governing Body, nor had it ceased to prosecute victims of forced labour or taken action against the perpetrators of abuse.
96. No progress had been made on the issues raised by the Governing Body in November 2005, as paragraphs 14-24 of the report demonstrated. The Liaison Officer *ad interim* could travel freely but was unable to act on complaints he received for fear that his action would result in the complainants being punished by the authorities. Thus, the courageous action by Ma Su Su Nwe in helping citizens to take up cases of forced labour abuse had resulted in her imprisonment for 18 months, against which sentence her final appeal had been quashed summarily by the Supreme Court. Aye Myint, a lawyer who had previously been sentenced in connection with his contacting the ILO and the FTUB, had been released, then subsequently rearrested and sentenced to seven years' imprisonment for taking up a case with the authorities concerning land confiscation. His appeal had been rejected and he remained in gaol. Three more persons were now indicted for reporting allegedly false information about the death of a citizen engaged in forced labour to the authorities and the ILO. The FTUB had been declared a terrorist organization, and one person sent to gaol for contacting it had died there. The Governing Body should demand the immediate release of all these prisoners. The FTUB and other credible sources were sending an increasing number of examples of exactions of forced labour, with workers being obliged to seek refuge in neighbouring countries, all of which placed them in another precarious situation and exposed them to other forms of abuse.
97. An item should be placed on the agenda of the 95th Session of the International Labour Conference to revisit the article 33 measures adopted at its 88th Session (June 2000) and, as appropriate, strengthen them. Many States had taken economic measures against Myanmar. Governments should make a thorough appraisal of the results obtained, to allow the ILC to decide whether to reinforce these measures, in such areas as foreign direct investment, and imports and exports into and out of Myanmar. The International Labour Conference in 2005 had instructed the Director-General to request the United Nations Economic and Social Council (ECOSOC) to reactivate its consideration of the forced labour issue in Myanmar, and ECOSOC would do so in July 2006. In June 2006, the International Labour Conference could mandate the Officers of the Governing Body, or other appropriate persons, to address ECOSOC directly during that discussion. The United Nations Security Council had held a first discussion on the subject of Myanmar; it was now time for the ILO to refer the matter formally to the Security Council and to the International Court of Justice for an urgent advisory opinion. The ILC might also wish to recall that the Commission of Inquiry had concluded that, irrespective of national legislation, recourse to forced labour was an international crime, which, if committed in a widespread or systematic manner, was also a crime against humanity.

98. The ILO had followed developments in Myanmar for 13 years. The Office, in consultation with the Officers of the Governing Body or their delegates, should examine the effect of the measures taken so far, to be able to put before the ILC in June 2006 all relevant options for action to ensure compliance by the Government with Convention No. 29. The Workers therefore proposed that the Governing Body adopt the following resolution:

The Governing Body,

Considering that in the Conclusions adopted by the Governing Body at its 294th Session in November 2005, the question was raised of placing a specific item on the agenda of the ILC in 2006 “to enable the ILC to revisit measures adopted in the 2000 ILC resolution under article 33 of the Constitution”, and it was noted that this would “in any case need to be reconfirmed at its next session”;

Taking note of the report submitted by the Office in GB.295/7, as regards the prospects for an “effective” and meaningful dialogue to continue as well as the determination expressed by the authorities to prosecute persons bringing “false allegations”;

Decides to place on the agenda of the 95th Session of the ILC (2006) the following item:

“To review what further action could be taken by the ILO in accordance with its Constitution in order to: (i) effectively secure compliance by Burma/Myanmar with the recommendations of the Commission of Inquiry; and (ii) ensure that no action is taken against complainants or their representatives.”

For this purpose, the Office should prepare an analysis of all the relevant options that the ILC could consider.

99. This question should be discussed at a special plenary sitting. The Director-General should also request Governments to report on their actions aimed at encouraging Myanmar to comply with the Convention.
100. *The Employer Vice-Chairperson* said that the situation in Myanmar continued to be of grave concern to his group, which shared many of the doubts expressed by the Worker Vice-Chairperson. Hitherto, the cooperative attitude of the Ambassador had given cause for hope; now, no favourable outcome was clear. The practice of exacting forced labour continued in Myanmar, and was worsened by the impunity granted to the perpetrators. The Ambassador had asked for more time, but the ILO had already devoted much energy and resources to this matter, with scant results. The Employers had listened attentively to the resolution proposed by the Workers, and would pronounce on it after hearing the Governments’ points of view.
101. *A Government representative of Finland* spoke on behalf of the Member States of the European Union (EU) and, as Austria was not currently a member of the Governing Body, that of the Austrian-held presidency of the Union. The acceding countries of Bulgaria and Romania, the candidate countries of Croatia, The former Yugoslav Republic of Macedonia and Turkey, the countries of the stabilization and association process and potential candidates, Bosnia and Herzegovina, the Republic of Moldova, Norway, Serbia and Montenegro, Switzerland and Ukraine aligned themselves to the statement. The report produced by the Office should be read in conjunction with the latest report of the Special Rapporteur of the United Nations Human Rights Commission, which concluded that no transition process was worthy of the name where fundamental freedoms were denied, voices advocating democratic reform were silenced, elected representatives imprisoned and human rights defenders criminalized.
102. While the orchestrated campaign of death threats against the Liaison Officer *ad interim* had ceased, and he had been able to resume some of his activities, this was the only positive move since the November discussion and represented meagre progress. The EU urged the Government immediately to renew the visa of Mr. Léon de Riedmatten, ILO

Informal Facilitator and the Yangon representative of the Henri Dunant Centre for Humanitarian Dialogue. It was deeply worrying that the authorities had, since the end of 2005, barred visits to prisons by the International Committee of the Red Cross, and that other international organizations and United Nations agencies were threatened by new government guidelines which could jeopardize humanitarian assistance delivery.

- 103.** The United Nations Special Rapporteur had related the widespread and systematic practice of forced labour throughout Myanmar, including child labour and forced recruitment. This was confirmed by the Liaison Officer *ad interim*, who reported that individuals who had lodged complaints were, and continued to be, subsequently prosecuted. The statement by the Deputy Labour Minister that such prosecutions were not connected to contacting the ILO was not credible. In short, it was clear that violations of Convention No. 29 continued in Myanmar.
- 104.** In November 2005, the Governing Body requested the Government of Myanmar to resume effective dialogue with the ILO, to address all outstanding issues. The Office had made all efforts to reactivate the dialogue, both in Geneva and on the 12-13 March 2006 mission to Yangon. The authorities had shown some inclination to engage in dialogue, but it was deeply disappointing that they failed to accept any of the proposals put forward by the mission. The EU was obliged to conclude that the Government's expressions of willingness to eradicate forced labour and cooperate with the ILO were not genuine. The EU therefore supported the proposal to place an additional, separate item on the agenda of the forthcoming International Labour Conference, under which the Conference would revisit the resolution adopted in 2000, review the developments since its adoption, and draw appropriate conclusions. The ILC would also, on the basis of comprehensive documentation and legal information prepared by the Office, consider how the measures might be made more effective. In the meantime, all ILO constituents and relevant international organizations should reconsider their relations with Myanmar in line with the ILC resolution of 2000. The Myanmar authorities should take advantage of the time remaining before the ILC to revise their attitude, respond positively to the proposals of the Office and bring an end to the prosecution of the human rights defenders who had made complaints about forced labour.
- 105.** A *Government representative of the Philippines*, speaking on behalf of the Association of Southeast Asian Nations (ASEAN) that were ILO Members, acknowledged the importance of the ILO presence in Myanmar, and expressed appreciation of the efforts expended by the Liaison Officer *ad interim* in assisting the Myanmar authorities to comply with Convention No. 29. The ASEAN member States welcomed the commitment by Myanmar to eradicate forced labour and encouraged and supported any discussion between the Government and the ILO in this connection. Intensive dialogue had taken place since the last Governing Body session and, rather than adopting alternative measures, the two sides should maintain this process of cooperation with a view to finding a mutually acceptable solution at the earliest possible occasion, keeping ASEAN ILO members States informed of progress.
- 106.** A *Government representative of Japan* noted that the death threats against the Liaison Officer *ad interim* had ceased, and that he was free to travel throughout the country. However, the report said his request for a meeting with the army focal point was left unanswered, and the authorities were prosecuting persons lodging complaints regarding forced labour on the grounds that such complaints were false. Progress was unsatisfactory. The authorities should allow access to ILO officials, and should establish the joint panel mechanism suggested in the report on a time-bound experimental basis. If this were not possible, then the office of the Liaison Officer should be reinforced administratively to allow it to address complaints filed. The Myanmar mission should report the Governing Body's strongly held views urgently to its capital. The Ambassador of Myanmar had said

that his Government would cooperate with the ILO over forced labour. The Government of Japan fully supported this cooperation.

107. *A Government representative of the United States* noted that the regime in Myanmar showed no inclination to eliminate forced labour. The practice continued with impunity in the army; persons convicted for contacting the ILO with complaints of forced labour remained in prison; perpetrators were not brought to justice; the relevant legislative texts, in particular the Village Act and the Towns Act, had still not been brought into line with the Convention; the election results of 1990 went unrecognized, with Aung San Suu Kyi still under house arrest. The United Nations Security Council had discussed the situation in Myanmar in December 2005, and it would be taken up at the July 2006 ECOSOC meeting, at the request of the ILO. The issue should be on the agenda of the 95th Session of the ILC, and thus would be addressed at the highest levels of the entire United Nations system. It should also remain on the agenda of the Governing Body, to allow it to review the record of the regime.
108. *A Government representative of India* noted that the Ambassador had expressed his country's commitment to work towards the eradication of forced labour, and to the continued presence of the ILO in Myanmar. India was steadfastly opposed to the practice of forced labour, which was prohibited under its constitution, and had consistently encouraged dialogue between Myanmar and the ILO in this connection. The proposal by the authorities to strengthen the capacity of the Office of the Liaison Officer was welcome. Workers' rights could best be promoted through dialogue and cooperation, and this process should go forward.
109. *A Government representative of the Republic of Belarus* strongly condemned the practice of forced labour. Constructive dialogue and cooperation were the way forward, and the proposal to develop a joint panel mechanism to examine questions relating to forced labour appeared positive. The delegation therefore did not support the proposed resolution.
110. *A Government representative of Cuba* welcomed the statement by the Ambassador of Myanmar and the Government's commitment to continue working with the ILO to address outstanding issues. The route of coercion and sanctions should not be taken. Dialogue and technical cooperation were the appropriate tools to help countries implement ratified Conventions. The ILO and Myanmar should seek solutions through those means.
111. *A Government representative of China* endorsed the statements made on behalf of ASEAN member States, and by the representatives of Cuba and India. Practice had shown that sanctions were not effective and only inflicted misery on the country and its people. The Government of Myanmar had chosen to remain within the ILO and had not denounced the Convention; it had agreed to the establishment of an ILO Liaison Office in the country, and had set up a focal point in the army for forced labour questions. Its efforts should be recognized and encouraged. Myanmar needed the assistance of the international community to root out the problem of forced labour. The conditions set out at the 294th Session (November 2005) of the Governing Body had been largely met by the Government. Myanmar, as a sovereign State, had the right and obligation to take legal action against persons providing politically motivated false information. The cooperation between the ILO and Myanmar must continue through dialogue. The matter should not be brought to the attention of the ILC in June 2006.
112. *A Government representative of Canada* noted the increasing self-imposed international isolation of Myanmar. The Special Envoy to Myanmar of the United Nations Secretary-General and the Special Rapporteur for the Commission on Human Rights had been unable to visit the country for two years. The Global Fund for HIV/AIDS, tuberculosis and malaria had been forced out by restrictions placed on international aid organizations.

Mr. de Riedmatten was unable to renew his visa to remain in Myanmar, though the Centre for Humanitarian Dialogue was a trusted, impartial and discrete mediator; this visa should be renewed forthwith. While important progress had been made in guaranteeing the safety and freedom of movement of the ILO Liaison Officer, it was clear that the Government did not wish to engage in sincere dialogue to eradicate forced labour. Aye Myint had been imprisoned on the basis of an Emergency Act that had been kept in force for 56 years. Aung San Suu Kyi had had her house arrest extended. She, and all other political prisoners, should be released immediately. Canada regretted the Myanmar authorities' rejection of a joint panel mechanism for addressing forced labour complaints, and was gravely concerned by instances of prosecutions of those filing complaints. Canada supported the resolution put forward by the Workers.

- 113.** *A Government representative of Australia*, speaking also on behalf of New Zealand, noted the lack of progress achieved in this matter. Myanmar had not engaged in substantive dialogue with the ILO and had failed to respond positively to the Governing Body's call for a just solution to the cases of Su Su Nwe, Aye Myint, Zaw Htay, Thein Zan and Aung Than Tun. Moreover, the authorities continued to prosecute those lodging complaints of forced labour, in direct contravention of the Convention. This situation was by no means new: the Organization had been calling on the country to abandon forced labour practices for over 40 years, to very little effect. Myanmar had also failed to implement the recommendations of the Commission of Inquiry. Australia and New Zealand called on the Government to ensure that international human rights standards were respected and accorded to all Myanmar citizens, and that Convention No. 29 was respected. The item should figure on the agenda of the June 2006 ILC.
- 114.** *The Government representative of the Russian Federation* said that the solution to the problem was to be found in cooperation between Myanmar and the ILO and not through other means. He welcomed the guarantees of personal safety and freedom of movement given by the Government in respect of the Liaison Officer. The Government should cooperate with the ILO to take decisive steps to eliminate forced labour and should seek a mutually acceptable mechanism for dealing with complaints. He did not support the Workers' resolution.
- 115.** *A Government representative of Barbados* said that inactivity on the part of Myanmar could no longer be tolerated. As diplomacy had not proved effective, this required a stringent approach. Dialogue should continue, but should be backed up by feasible, agreed measures.
- 116.** *The Chairperson* read out the following statement received from the Ambassador of Myanmar:

Mr. Chairman, Myanmar is the official name of my country recognized by the United Nations. Since the ILO is a UN Specialized Agency, Burma cannot be accepted in an official document submitted in a United Nations forum.

We strongly object to the use of Burma as mentioned above.

*(Signed)* The Ambassador of Myanmar

- 117.** *The Employer Vice-Chairperson* said he agreed that dialogue and cooperation were fundamental but, after all the years of debate on this question, forced labour persisted in Myanmar, its perpetrators went unpunished, and those who complained were prosecuted. The Employers' group therefore supported putting this matter before the ILC in June 2006, but wished to make a small amendment to the text submitted by the Workers' group. This involved deleting the words at the end of the second paragraph: "determination expressed by the authorities to prosecute persons bringing 'false allegations'"; and replacing them by:



“serious concerns stressed during the discussions that took place at this session of the Governing Body”. The Workers’ group approved this amendment.

118. *The Chairperson* read the following conclusions, which had been approved by the Employer and Worker Vice-Chairpersons:

**Governing Body conclusions:**

119. *The Governing Body had considered all the information before it, including the comments of the Permanent Representative of Myanmar. The overwhelming reaction was one of profound concern at the continued lack of any meaningful progress in the situation.*

*In particular, the determination expressed by the Myanmar authorities to prosecute individuals involved in lodging “false allegations” represented a further deterioration in the situation which seriously undermined any prospect of progress, and was in direct contradiction with the conclusions adopted at the International Labour Conference (ILC) in 2005. The Myanmar authorities should cease prosecuting such individuals and should release those already imprisoned for such activities, including Ma Su Su Nwe and U Aye Myint.*

*Under these circumstances, the Workers moved that, as previously envisaged in November 2005, an item should be placed on the agenda of the 95th Session (May-June 2006) of the ILC as follows: “To review what further action could be taken by the ILO in accordance with its Constitution in order to: (i) effectively secure Myanmar’s compliance with the recommendations of the Commission of Inquiry; and (ii) ensure that no action is taken against complainants or their representatives”. For that purpose, the Office would be instructed to prepare an analysis of all relevant options which the ILC could consider taking to ensure compliance with the Convention or to draw in any other appropriate way the consequences of the situation.*

*This resolution, with an amendment made by the Employers to the Preamble, received the general support of the Employers and many Governments and it can thus be considered that it has sufficient support to be adopted as amended. In the course of the discussion, a number of specific proposals concerning possible action were made. It was understood that the Office would take these into consideration in preparing its analysis of the options.*

*In the meantime, all remaining possibilities to resolve the issue should continue to be pursued.*

### **Eighth item on the agenda**

#### REPORTS OF THE COMMITTEE ON FREEDOM OF ASSOCIATION

*340th Report*  
(GB. 295/8/1)

120. *The Reporter for the Committee* noted that the Committee had before it 122 pending cases, of which 37 had been examined on their merits. The workload, both for the Office and the

Committee, was increasing, and adequate resources should be attributed to the ILO translation and text-processing services to avoid delays in document production.

- 121.** The Governments of Argentina, Cambodia, Guatemala, Haiti and Zimbabwe, despite a considerable lapse of time since the complaints against them had been submitted, had not supplied complete observations to the Committee and were urgently requested to do so. The Committee examined 46 cases in which the governments had provided information, and noted with interest or satisfaction that nine of the cases contained constructive developments. The Governing Body's particular attention was drawn to the serious and urgent cases of Colombia (No. 1787), Myanmar (No. 2268) and Nepal (No. 2412), as well as to the recommendations of the Commission of Inquiry subsequent to the article 26 complaint against Belarus.
- 122.** The Committee was interested to note the report of the high-level tripartite visit to Colombia. This had taken place at the request of the Government from 24 to 29 October 2005, and had included the Chairperson of the Committee and the Employer and Worker Vice-Chairpersons of the Committee on the Application of Conventions and Recommendations. The Government should take all measures possible to end the violence against trade union officials and members; the information it had provided had been noted, and it should continue to provide details of current and future measures. It should investigate all new allegations and vigorously pursue such inquiries, to put an end to the impunity that reigned. The Committee requested information on progress made by the unit within the National Public Prosecutor's Office that dealt with cases of human rights violations involving trade unions, and the entry into force and review of the law on justice and peace. The Committee acknowledged the Government's efforts at providing protection to trade unions, their officials and members, and in pursuing investigations, and stressed that tripartite dialogue was necessary for these efforts to continue. It supported the reactivation of the Inter-institutional Committee, and felt that the Standing Negotiation Committee on Labour and Wage Policies, and the Special Committee for the Handling of Conflicts should also be reactivated. Serious consideration should be given to setting up an ILO Office in Colombia. The Committee noted the extremely serious allegations made by the municipal enterprises of Cali and called on the Government to provide the Procurator-General's Office with all means necessary to conduct a full independent investigation, report its results and ensure the physical integrity of those threatened.
- 123.** In respect of Case No. 1865 (Republic of Korea), the Committee noted with interest the entry into force of the Act on the establishment and operation of public officials' trade unions. It requested the Government to consider ensuring the right of grade 5, or higher, public servants, and of firefighters, to join and form associations of their choice. Steps should be taken to legalize trade union pluralism at enterprise level; amend the essential services list; and bring section 314 of the Penal Code into line with the principles of freedom of association. Recent allegations had been made of arrest and prosecution of the leaders of the Korean Government Employees' Union. Such action did not make for a stable industrial relations system. Finally, the Committee regretted the allegations made by the International Federation of Building and Woodworkers concerning police harassment and prosecution of officials of the Korea Federation of Construction Industry Trade Union. The Government should take steps to stop this harassment immediately.
- 124.** In Cases Nos. 2177 and 2183, concerning the current reform of the public service in Japan, the Committee noted with interest that there was dialogue between the parties and encouraged consensus on reform, bringing the law into harmony with Conventions Nos. 87 and 98. It noted in particular that the Government had withdrawn the general principles maintaining restrictions on basic labour rights for civil servants. It requested a copy of the planned draft administrative reform promotion bill from the Government, and reminded the Government that the ILO could provide technical assistance in this connection.

- 125.** Case No. 2268, on Myanmar, was very serious, and the Committee again urged the Government to enact legislation guaranteeing freedom of association to all workers, to publicize such legislation and diffuse it widely and to abolish legislation, including Orders 288 and 688, that undermined freedom of association and collective bargaining, and to protect workers' organizations from interference by the authorities, including the army. The Government should institute an independent inquiry into the alleged murder of Saw Mya Than; ensure the immediate release of Myo Aung Thant; instruct the Seamen Employment Control Division to refrain from anti-union discrimination; and immediately bring the model agreement concerning Myanmar's seafarers into conformity with Convention No. 87. ILO technical assistance was available to the Government in this connection.
- 126.** Case No. 2412, on Nepal, concerned anti-trade union action taken after the February 2005 state of emergency in the country, which had forced many members and leaders of unions to go into exile, under fear of harassment and arrest. The Committee recalled that, in states of emergency, the Government, with its social partners, should rely as far as possible on ordinary law rather than the emergency measures, which tended to restrict fundamental rights. The Government should conduct an independent inquiry into the allegations of ill-treatment of detainees, arrests and threats of arrests and take appropriate measures, including compensation for damages, and punish those responsible. The authorities should cease interfering in legitimate trade union affairs and allow unions to operate freely. All documents seized from the Nepal Trade Union Centre should be returned forthwith. The Civil Service Act, which had been drafted without consulting the public service trade unions, should be amended to allow public servants to establish cross-professional organizations, and join associations and federations of their choice, and the union should be free to exercise its activities again. A direct contacts mission could visit the country to promote freedom of association.
- 127.** In Case No. 2414, on the Bolivarian Republic of Venezuela, the Committee considered that the statute on the election of trade union officials adopted by the National Electoral Council was in serious breach of Article 3 of Convention No. 87 and should be amended accordingly with immediate effect. It also asked the Government to keep it informed regarding the bill to be examined by the National Assembly granting the National Electoral Council the right to intervene in trade union elections only at the request of the union itself. The Committee noted that the Council was not an independent judicial body and should not have the authority to nullify trade union elections, as it had done in 2001 in respect of the elections of the executive committee of the Venezuelan Workers' Confederation. The Committee regretted that the Government had not recognized the legality of the union for four years, and stressed that the next elections should be held with no interference.
- 128.** *The Employer spokesperson for the Committee* referred to Case No. 2406, on South Africa, which concerned a conflict between two trade unions within one enterprise. The Committee concluded clearly that it was not competent to resolve conflicts between trade union organizations. The Government had not interfered in this case. All judicial recourse had been exhausted and the Committee considered that it would be inappropriate for it to substitute its decisions for those taken by the internal courts.
- 129.** In Case No. 2417, on Argentina, the Committee had correctly confirmed that the most representative trade union, rather than minority or specialized unions, should retain the right to bargain collectively. This principle should be noted, as a shift in trade union practice, which had resulted in a certain proliferation of sometimes very small unions, had become apparent.
- 130.** Case No. 2433, on Bahrain, concerned a trade union monopoly in the public service. The Committee had been quite correct in stressing that if the workers so wished, they could

form another union. Care should be taken to ensure that this right was exercised in such a way as to avoid contradiction and as ruled in the previous case, it should always be the majority union that bargained collectively.

- 131.** In Case No. 2405, on Canada, the Employers' group considered it important that the Committee recognized that it was the Government's responsibility – in Canada's case, either the provincial or federal Government – to set out general education policy. When this policy directly affected teaching staff, consultations must be held.
- 132.** Case No. 1787, on Colombia, was among the longest standing cases before the Committee. As the Reporter had noted, the Government had made considerable efforts, and there had been definite progress. The manner in which the Committee was being kept informed by the Government had greatly improved. Colombia now had a security budget to protect trade unionists, or those groups which had suffered from the problems in the country. Fifty-four per cent of this budget went to trade unionists, and this group now reported the least number of victims. This showed that the protection proposed by the Committee, and implemented by the Government, had worked. The Committee had expressed satisfaction that the Government had also submitted a report on legal action taken, sanctioning those who had caused harm to trade unionists, which marked the real start in the combat against impunity. As a result of the high-level tripartite mission to Colombia, led by the Chairperson of the Committee, Mr. Paul van der Heijden, accompanied by the Employer and Worker spokespersons for the Committee on the Application of Conventions and Recommendations, and in view of the progress achieved under the strong impulse of the Regional Office in Lima, the Committee suggested that the Governing Body consider the possibility of establishing an ILO Office in Colombia. In the meantime, the ILO should maintain its presence in Colombia through the influence of the Lima Office.
- 133.** Case No. 1865, on the Republic of Korea, had also been before the Committee for a long time. New allegations had been made in this already complex and voluminous case. In paragraph 781(h), the Committee had adopted a position in respect of a pending decision by the national courts. It should be made clear that the Committee in no way intended to influence the course of justice.
- 134.** In Cases Nos. 2177 and 2183, on Japan, the Committee noted that there had been important progress towards an excellent solution in a field generally difficult for governments: the right to strike and bargain collectively for certain categories of public service employees – in this case firefighters.
- 135.** Case No. 2415, on Serbia and Montenegro, concerned the public air transport service in the country. In the past, the Committee had recognized that in certain circumstances public air transport could be considered an essential service. This was not the case in Serbia and Montenegro, as the country was very small in size, had no international flights, and because the Government had set the level of minimum service at 100 per cent activity. There was therefore a clear difference between this case and those of the Philippines, in respect of public maritime transport, or of Australia or Argentina, in respect of public air transport.
- 136.** In Case No. 2414, on the Bolivarian Republic of Venezuela, the Employers considered freedom of association to be a fundamental human right; the existence of the National Electoral Council was in violation of Article 3 of Convention No. 87, and rendered impossible a legal solution through the national courts. This was unacceptable.
- 137.** *The Worker spokesperson for the Committee* stressed that the Committee's work was promotional in nature. It examined allegations of violations of trade union rights, allowed governments sufficient time to make observations, and then drew conclusions and

recommendations to remedy the issues raised. The nature of violations of trade union rights by governments and employers could vary from extreme violence, to threats, intimidation and coercion. The Committee's findings were based on consensus, in the light of over 50 years of interpretation of Conventions Nos. 87 and 98, and the jurisprudence in the *Digest of decisions and principles of the Freedom of Association Committee*.

- 138.** The Committee drew the Governing Body's particular attention to the extremely serious and urgent Cases Nos. 1787 (Colombia); 2268 (Myanmar); 2412 (Nepal); and the follow-up to the recommendations of the Commission of Inquiry regarding the article 26 complaint against the Government of Belarus, contained in the 341st Report. In respect of Colombia, it noted the full cooperation extended by the Government to the high-level visit that had taken place in October 2005.
- 139.** In Case No. 2354, on Nicaragua, which concerned allegations of discrimination against trade union officials, the Committee noted with interest the Government's efforts to respond to its requests, and the information from complainants and the Government showing positive outcomes. Equally, in Case No. 2177, on Japan, progress was apparent in that the Government had withdrawn the general principles for the civil servants' reform of 2001, and was now considering the possibility of granting basic labour rights in the public services.
- 140.** In Case No. 2433, on Bahrain, the Committee expected the legislation to be amended, allowing public employees to establish unions of their choice. It further expected six public service unions to be registered, and new legislation should be adopted to allow both public and private sector workers to set up more than one union per enterprise. Technical assistance was offered in this connection.
- 141.** Regarding Case No. 1787, on Colombia, the Committee noted that there had been some improvements; to put an end to the impunity would require the sustained assistance and political commitment recommended by the high-level visit. The report of the visit contained a forthright and practical approach for the next phase. While progress had been achieved in curbing violence, only 15 convictions had been handed down, and although this was an increase, the situation of impunity persisted. Since 2004, 73 trade unionists had been assassinated, and unionists were still targeted by armed groups; protection programmes must therefore be maintained. The Committee appreciated the report of the high-level visit, and the conclusions contained positive suggestions, highlighting the importance of tripartite dialogue, recommending the reactivation of the Inter-institutional Committee, the Standing Negotiation Committee on Labour and Wage Policies, and the Special Committee for the Handling of Conflicts referred to the ILO, as well as urging the Government to investigate all new allegations of aggression and put an end to the impunity. Lastly, the Committee urged that serious consideration be given to establishing an ILO Office in Colombia, to facilitate dialogue between the Government, the social partners and the CFA.
- 142.** Case No. 2268, on Myanmar, concerned the absence of freedom of association in both law and practice. The Committee strongly urged the Government to abolish Orders Nos. 2/88 and 6/88 and legislate to guarantee freedom of association and collective bargaining, and protect workers' organizations from interference by the Government, including the army. ILO technical assistance was available in this connection. An independent inquiry should be established to investigate the alleged murder of Saw Mya Than; Myo Aung Than should be freed from prison immediately; and the Government should instantly cease all acts of anti-union discrimination against seafarers, and revise the model agreement concerning seafarers in conformity with Convention No. 87.

- 143.** In respect of Nepal, Case No. 2412, following the royal coup in February 2005, all civil liberties and all trade union rights had been suspended, and numerous acts of harassment of unionists, including arrests, unwarranted searches and intimidation, had been perpetrated. Many union leaders and activists had sought safety in exile. Public sector unions were all banned. The Committee recalled that in a state of emergency, the Government should, in matters concerning unions, rely as much as possible on ordinary law, rather than on the emergency measures. The Committee recommended that the Government should conduct an independent inquiry into the allegations of arrests, ill treatment of detainees, and threats, and provide compensation for damages and punish those responsible. The Government should ensure that interference ceased, and return all documents seized from the Nepal Trade Union Centre without delay; it should amend the Civil Service Act to allow public employees to establish national cross-professional organizations, and join federations and confederations of their own choosing; return the assets of the Nepal Government Employees' Organization immediately and allow it to carry out its activities freely. The Government should consider a direct contacts mission to promote freedom of association.
- 144.** Case No. 1865, on Korea, had been before the Committee for ten years. Now, new allegations had been made concerning the prosecution and imprisonment of organizers and officials from the Korea Federation of Construction Industry Trade Unions, and severe repressive measures against the Korean Government Employees' Union. This should cease forthwith, and appropriate compensation be awarded. The Committee noted the adoption and promulgation of the Act on the establishment and operation of public officials' trade unions, and asked the Government to ensure that firefighters could establish and join organizations of their own choosing, public servants at grade 5 or higher could form associations to defend their interests, and limit restrictions on the right to strike in the public sector to those exercising authority in the name of the State and strictly essential services.
- 145.** In Case No. 2301, on Malaysia, the issues raised, which included denying workers the right to establish and join organizations of their own choosing, or to form federations and confederations, had been before the Committee on seven occasions, over a period of more than 15 years. The Government should give effect to the Committee's recommendations as soon as possible.
- 146.** In Case No. 2405, on Canada, the Committee reminded the Government that the principles of freedom of association should be fully respected throughout its territory.
- 147.** Finally, in Case No. 2416, on Morocco, in which it was alleged that the Government had used force to intervene in a protest strike, the Committee urged the Government to conduct an independent inquiry to determine whether there were any casualties requiring hospitalization during the police intervention and to inform the Committee thereon. Information should also be supplied on the verdicts to the appeals filed by the nine trade unionists charged with obstructing the freedom to work, and the Government should ensure that section 288 of the Penal Code concerning obstructing the freedom to work would not be used abusively in future.
- 148.** A *Worker member from France* pointed out that the Committee had 122 cases before it, and had dealt with 37. The resulting report was a voluminous legal analysis, 1,441 paragraphs long. It was essential that the means be provided to allow the Committee to do its work. Cases could not be delayed for lack of language staff. The Governing Body should examine the conditions under which the staff responsible for the report were working, and consider ways in which that activity might be facilitated.
- 149.** A *Government representative of Senegal* expressed satisfaction at the small number of cases before the Committee that concerned African countries, which he attributed to an

ancestral tradition of dialogue in African nations. In 2003, Senegal had established the National Commission for Social Dialogue, and in 2005, the National Charter for Social Dialogue was promulgated, with full tripartite backing. The ILO Office in Dakar had assisted in this connection. In respect of the reform of the CFA, Senegal fully supported the position of the African group, to enlarge Committee membership, so as to take account of geographical representation and facilitate the examination of the cases. Greater means should be put at the disposal of the officials responsible for drawing up the report, to assist them in their work.

- 150.** *The Employer Vice-Chairperson* stressed that the question of enlarging the Committee's membership needed to be debated, or referred to the appropriate forum. The Employers' group was not necessarily in agreement with the proposed enlargement.
- 151.** *The Worker Vice-Chairperson* said that basing membership of the Committee on Freedom of Association on geographical distribution would jeopardize the personal capacity in which members served: they were not the political representatives of any group of countries. The Workers' group did not support enlargement, and would not do so in the future.
- 152.** *The Reporter for the Committee* supported the remarks concerning reinforcement of the staff, especially the technical staff responsible for the preparation of the report of the Committee.

#### **Governing Body decision:**

- 153.** *The Governing Body took note of the introduction to the report in paragraphs 1-235 and adopted the Committee's recommendations in paragraphs 262 (Case No. 2406: South Africa); 273 (Case No. 2377: Argentina); 293 (Case No. 2414: Argentina); 308 (Case No. 2417: Argentina); 327 (Case No. 2433: Bahrain); 372 (Case No. 2439: Cameroon); 432 (Cases Nos. 2314 and 2333: Canada); 457 (Case No. 2405: Canada).*
- 154.** *Mr. Santos Calderón, Vice-President of Colombia*, thanked the ILO high-level visit that had come to Colombia at his Government's invitation for having acknowledged the efforts deployed by the Government to resolve the situation faced by his country. Since he had last attended the Governing Body, three-and-a-half years previously, the circumstances had changed. In 2002, 196 trade unionists had been murdered; in 2005 the figure stood at 40. Of course, this was unacceptable, but represented a move in the right direction, although the only acceptable figure was zero. The protection budget had increased from US\$7 million in 2002 to US\$21 million in 2005; 54.9 per cent of this money went to protect trade union headquarters and trade unionists, as the high-level visit report indicated. The majority of assassinations was currently of teachers in various regions of the country, carried out by illegal armed forces. Teachers' protection committees had been created in 78 territorial entities, coordinated by the departmental education secretariats, these had relocated 1,500 teachers in various towns or departments.
- 155.** A plan of action for the protection and promotion of workers' rights had been developed, and had initiated dialogue with different labour representatives in nearly 20 regions of the country. These meetings were chaired by the Vice-President of the Republic and by the Minister or Deputy Minister for Social Protection. The meetings would resume in January 2006, and would also be attended by high-ranking security officials, high-ranking officials from the State investigatory bodies, and employers and workers from the regional and national levels.

- 156.** The Standing Committee on Labour and Wage Policies had increased annual wages to nearly five points above inflation over the past four years. The Standing Committee for Coordination had met periodically to discuss employment, the informal sector, cooperatives, child labour, and collective bargaining in the public service. Twenty-two departmental subcommittees had been set up to coordinate labour and wage policies, and act as forums for dialogue at regional level. Seventeen of these regions now had action plans. Ten conferences on fundamental human rights at work had been held in different cities.
- 157.** As regards the combat against impunity, the cases of trade union assassinations had been referred to the Public Prosecutor's Human Rights Unit, in which a sub-unit had been created to investigate crimes against unionists. Legal procedures had been engaged: an example was the case of three unionists assassinated in Arauca in 2004. Four members of the national military forces had been arrested and were about to be sentenced. Effective protection had been provided to all unionists protected under the "Operation Dragon" programme, and had been able to carry out their activities normally. Two of these persons had been elected to the Colombian Senate a few weeks previously, and one to the Chamber of Representatives, showing that they had been able to campaign freely. The National Public Prosecutor had undertaken to maintain contact with the ILO in respect of Case No. 1787, and would come to Geneva in person to discuss possibilities with the CFA at its next session. His Office had already supplied the first report to the Committee in this connection. A number of national and regional seminars had been held to inform public prosecutors and judges on international labour Conventions ratified by Colombia, and encourage them to sanction appropriately in the cases of murdered trade unionists. Great importance was attached to the elaboration, in cooperation with the Government of the Netherlands and with technical assistance provided by the UN High Commission for Human Rights, of a special public policy to combat impunity in cases of violation of human rights and transgressions of international humanitarian law. This policy had been adopted by a Council of Ministers a month earlier, and had been accorded a budget of US\$18 million.
- 158.** Over the past three-and-a-half years, trade unionists had been able to take part in local, regional and parliamentary elections, and had undertaken highly important tasks: for example, one had become mayor of the capital city, Santafé de Bogotá; others had entered regional government or had become mayors of other important cities, as well as obtaining the best results yet in the parliamentary elections, with seven seats in the Senate of the Republic.
- 159.** All this progress was due to the Government's conviction that a democracy without trade unions was incomplete. The ILO, through its Regional Office in Lima and through the Special Technical Cooperation Programme, had provided permanent and effective support. For this reason, the Government was concerned at the CFA recommendation that an Office for Colombia should be established. Dialogue, through ILO-Lima, had always existed, and had intensified in recent years. The Vice-President feared that the establishment of such an Office would send a negative message to countries that opened their doors, collaborated with the ILO, and where concrete progress had been made as a result. Colombia was a member State that fully respected multilateralism, and cooperated with the UN and the ILO, and had provided a favourable evaluation of the Special Technical Cooperation Programme, submitting a new phase of the Programme to the donor community. The Governing Body had given tripartite approval to the continuation of the Programme. Funds destined to finance the Colombian Office would be better used by the Special Programme. The opening of the Office might simply serve to duplicate the work of the Programme. The Government of Colombia therefore had reservations in respect of the recommendation in paragraph 620(a) of the report, but reaffirmed its desire to continue working in close collaboration with the ILO.



- 160.** *A Government representative of Honduras*, speaking on behalf of the governments of the Group of Latin American and Caribbean States (GRULAC), highlighted the efforts made by the Government of Colombia to improve protection for trade unionists and their organizations, and to push forward investigations into the cases; the increase in the protection budget was significant, and measures had recently been adopted by Colombia to eradicate impunity in cases of violations of human rights, including trade union rights. The Government had always remained open to communication on themes such as social dialogue, tripartite cooperation, and the elimination of impunity. This had been apparent to the high-level visit, which had been able to meet with the highest authorities in the country. GRULAC called on the ILO and interested countries to give technical and financial support to the new phase of the Special Programme. As regards the CFA's recommendation that an ILO Office be established in Colombia, this did not correspond exactly to the wording of the report of the high-level visit, which referred to a "permanent presence", and did not necessarily mean an office. Furthermore, the objectives of this permanent presence, as set out in the report, did not include facilitating communication with the CFA. This included ensuring a more sustainable programme addressed at combating impunity, and the effective implementation of freedom of association, tripartite dialogue and the Special technical cooperation programme objectives. The information supplied by the Government and the presence of the Vice-President bore witness to the good functioning of the channels of communication between the Government and the CFA. The suggestion of a permanent presence in the country could therefore continue to be fulfilled through the ILO Regional Office in Lima. It was fundamental that the Special technical cooperation programme should continue, with adequate resources.
- 161.** *A Worker member from the United Kingdom* recalled that at the Committee on the Application of Conventions and Recommendations in June 2005, he had questioned the accuracy of the information the Government had supplied to the ILO in respect of the very small number of convictions for the murder of unionists. At that time, there had been fewer than ten convictions for 3,500 murders. During the discussion on the Special technical cooperation programme in the Technical Cooperation Committee, the Ambassador of Colombia had reported a fall from 94 assassinations of unionists in 2004 to 70 in 2005. Today, the Vice-President had declared that 40 unionists were murdered in 2005. Such discrepancies could only add confusion to an already difficult situation.
- 162.** *A Worker member from Colombia* deplored the continued need to discuss Case No. 1787 on his country. As the Vice-President of Colombia had inferred, it was incorrect to talk of progress while citing a reduced number of assassinations. The only true progress would be when there were zero assassinations. However, not all measurement of the situation should be based on the number of victims, although the right to life was the most sacred of all basic human rights. The Governing Body should not only discuss issues concerning the victims of violence, but also the question of freedom of association in Colombia and the experience of trade unionism in the country. The high-level visit had been able to hear the testimony of more than 50 trade union organizations; the Vice-President and the speaker had been able to speak to unionists throughout the country, and their concern was not only for the right to life, but also for the right to organize, and to increase levels of union representation. While it was true that 54 per cent of the protection budget went to safeguarding trade unionists, the answer to the problem did not lie in providing bullet-proof waistcoats, cell phones or armoured cars: the answer lay in ensuring freedom of association in the country. The Government should undertake, before the international community, to achieve this aim, and thereby create a different climate, which would provide answers to Case No. 1787.
- 163.** *The Employer Vice-Chairperson* thanked the Vice-President of Colombia, on behalf of the Employers' group, for his presence at this Governing Body session. He noted that paragraph 620(a) had generated a certain concern on the part of the Vice-President, the

Government of the country, and among members of GRULAC, in suggesting “that consideration be given very seriously to the possibility of setting up an ILO office in Colombia”. However, while paragraph 620(b) to 620(f) concerned questions that fell within the mandate of the CFA, the establishment of an office was a question that required decision by the Governing Body and the International Labour Conference, and the adoption of the Committee’s report did not imply that such an office would be automatically established. The Employers’ group had committed itself to technical cooperation, and that remained so. The statement by the Worker member from Colombia showed that dialogue was taking place and, only a few years previously, this had not been the case. This was clearly the fruit of technical cooperation. In view of the chaotic situation, much remained to be done, and the group was committed to making every effort to move matters forward in the appropriate way. The question raised in paragraph 620(a) of the establishment of an office in Colombia would be considered by the Governing Body in the correct way, taking full account of the facts, and in the light of the suggestions made by GRULAC.

- 164.** *The Worker Vice-Chairperson* thanked the Vice-President of Colombia for his presence at this session of the Governing Body, and for his assurances that the matters under discussion were given the highest priority by his Government. The wording of paragraph 620(a) of the report had very clearly been an attempt to reflect what the members of the Committee, and the members of the high-level visit, thought would be best in Colombia. The intention behind the establishment of an office in the country was not to punish, but to recognize and support the work being done, and facilitate dialogue between the Government, the social partners and the CFA.
- 165.** *A Government representative of China* felt that technical cooperation should continue in Colombia, and did not consider the establishment of an ILO office in the country necessary.

**Governing Body decision:**

- 166.** *The Governing Body adopted the recommendations in paragraphs 620 (Case No. 1787: Colombia); and 692 (Case No. 2424: Colombia).*
- 167.** *A Government representative of Cameroon* wished to refer to Case No. 2439, adopted above. This case had been brought before the Committee by the Confederation of Independent Trade Unions of Cameroon (CSIC), and the allegations made in the case were under examination in the national courts. The legal system in Cameroon rendered Government interference in the judiciary quite impossible. However, the speaker requested ILO assistance in strengthening the capacities of magistrates and other members of the judiciary in matters related to freedom of association and the trafficking of children. Cameroon made every effort to respect freedom of association and to avoid interference in the legitimate activities of the unions. More than 450 unions had been created at different levels in the country, with seven confederations. Far from interfering in trade union affairs, the Government had established a system for social dialogue with the social partners called the Committee for Synergy, which met at three-month intervals; the speaker would chair the next meeting of this Committee, to take place on 6 April 2006. As had been communicated in writing to the ILO, the initiator of the present complaint was no longer legally empowered to speak for the CSIC, since he had been rejected by his own confederation. A new Secretary-General had been elected a year previously, and the officers listed in the annex to the case had no legitimacy. In respect of the problems concerning the AES-SONEL enterprise, this company was being restructured following purchase. The Government was following the process closely, and no workers were being excluded for being union members. As regards the SNI-ENERGIE union, it had been legally registered four months previously.

168. *A Government representative of Korea* said that the Government had established a new law guaranteeing the right to organize and bargain collectively for public officials. It had set out measures to address other pending issues, including union pluralism at enterprise level, and amending the list of essential services. Tripartite consultations on these measures had begun, but the legislation had been delayed through difficulty in reaching tripartite consensus. Two points in the Committee's recommendation required comment. Firstly, the request to review all convictions, prison sentences and to provide compensation for those found guilty by regional and higher court rulings was considered by the Government to be interference in the national judicial system, and as such outside the CFA's mandate. Secondly, the Government considered that dismissing persons engaged in collective action demanding the right to strike did not infringe the principles of freedom of association in the light of the State's duty to protect public interests. The Committee had in the past ruled that the right to strike might be restricted or prohibited for public servants. The Government was making progress, and hoped the CFA would view its efforts and achievements in a more balanced manner.
169. *The Reporter for the Committee* said the Committee had researched the complaint against the Government of Korea very thoroughly; however the report was an interim report, and further progress would be noted as the Government continued to adapt its legislation and practice to Convention No. 87. The *Digest* provided very clear jurisprudence regarding the right to strike in the public service, and as to what kind of measures should be put in place to avoid disruption of very essential services.

**Governing Body decision:**

170. *The Governing Body adopted the recommendations in paragraphs 781 (Case No. 1865: Republic of Korea); 791 (Case No. 2368: El Salvador); 812 (Case No. 2418 (El Salvador); 830 (Case No. 2241: Guatemala); 861 (Case No. 2259: Guatemala); 877 (Case No. 2339: Guatemala); 889 (Case No. 2397: Guatemala); 908 (Case No. 2413: Guatemala); 924 (Case No. 2431: Equatorial Guinea); 999 (Cases Nos. 2167 and 2183: Japan).*
171. *A Government representative of Morocco*, speaking in respect of Case No. 2416, said that freedom of association had greatly progressed in Morocco, where there were now around 20 unions. The conflict in this case had been resolved after negotiation between the parties, with the support of the Ministry of Labour. In respect of article 288 of the Penal Code, this article was neither intended nor used for restricting freedom of association, but was used in cases of obstruction of freedom to work. Freedom of association was protected by the law. Moreover, in this case, eight of the persons charged with obstructing freedom to work had been acquitted, while the ninth person had been sanctioned for a crime that had nothing to do with labour relations. Copies of the judgements of the court of the first instance had been supplied to the ILO, but an appeal had been filed, which had made its judgement on 28 February 2006; copies of this judgement would be supplied shortly.

**Governing Body decision:**

172. *The Governing Body adopted the recommendations in paragraphs 1030 (Case No. 2416: Morocco); 1063 (Case No. 2393: Mexico); 1112 (Case No. 2268: Myanmar); 1142 (Case No. 2412: Nepal); 1158 (Case No. 2354: Nicaragua); 1178 (Case No. 2394: Nicaragua); 1198 (Case No. 2429: Niger); 1231 (Case No. 2400: Peru); 1261 (Case No. 2415: Serbia and Montenegro); 1275 (Case No. 2380: Sri Lanka); 1296 (Case No. 2419: Sri Lanka); 1352 (Case No. 2351: Turkey); 1361 (Case No. 2270: Uruguay); 1400 (Case No. 2411: Bolivarian Republic of Venezuela); 1441 (Case No. 2428: Bolivarian Republic of*

***Venezuela); and adopted the 340th Report of the Committee on Freedom of Association as a whole.***

*Measures taken by the Government of the Republic of Belarus to implement the recommendations of the Commission of Inquiry*

*341st Report  
(GB.295/8/2)*

- 173.** *The Reporter for the Committee* said the Committee deeply regretted that the Government, rather than attempting to implement its recommendations, appeared to wish to eliminate all remnants of an independent trade union movement in Belarus. It therefore reiterated its recommendations that the Government should take steps to ensure that workers could form and join organizations of their own choice, rather than join the government-oriented union, and that these should be allowed to exercise their activities without government interference. The Committee deplored that the Government had blocked the freely chosen representative of the Congress of Democratic Trade Unions (CDTU) from taking the seat on the National Council for Labour and Social Issues (NCLSI) by voting in favour of a minimum membership requirement for free trade unions that would eliminate the Congress' membership. The Government should ensure forthwith that the free trade union had a seat on the National Council, to allow its voice to be heard in social dialogue at national level. The free trade union movement had been, and continued to be, subject to significant interference by the Government, and a recent initiative, led by the government union to amend trade union law, placed focus on areas that were not the subject of the recommendations of the Commission of Inquiry. The Committee expected that the Government would transmit any new drafts of the law to the ILO for advice on conformity with international labour standards before submitting them to Parliament for adoption.
- 174.** *The Worker spokesperson for the Committee* said his group fully supported the conclusions and recommendations in the report. The Government clearly intended to eliminate any remaining elements of a free, democratic union movement in Belarus. It had participated in attempting to exclude the freely chosen representative of the CDTU from participating in the NCLSI, despite the Committee's recommendation to that effect. The Workers' group had received recent information from the Independent Belarusian Radio and Electronic Industry Workers' Union (REWU) that the Government continued to interfere, intimidate and repress, arresting and detaining trade union members. It was hard to understand how the Government of Belarus could deal with the contradictions between its position and actions in this case, whilst remaining a member of the Governing Body. The ILO should consider further measures to ensure that freedom of association and fundamental human rights were restored in the country.
- 175.** *The spokesperson for the Employers' group* noted that the Commission of Inquiry's report and the recommendations of the Committee revealed that there were fundamental contradictions between the principles of freedom of association and the conduct of the Government. There had been no real progress, and there appeared to be no desire to make progress. The group was particularly disturbed that the Government in its responses sought to shift the blame for the culture in its legislation onto the conduct of employers. The group supported the adoption of the report.
- 176.** *The Government representative of Belarus* said that his Government had developed a plan of action that had been approved by the ILO, to implement the recommendations of the Commission of Inquiry. The recommendations had been published by the Ministry of Labour and Social Protection. A letter had been written to managing directors of enterprises, indicating that they must not interfere in trade union activities; the letter was sent by the Ministry of Labour and Social Protection, with other documentation detailing

how freedom of association should be conducted in the country. The CFA had seen copies of this letter and documentation. The Labour Inspectorate in Belarus had made painstaking efforts to investigate all the instances of dismissals of workers included in the complaints. No instances had been found of discrimination against trade unionists on the basis of their legitimate activities. This had been confirmed by court decisions. Regarding the seats on the NCLSI, the Government had decided to limit membership on the Council to employers' and workers' associations which had more than 50,000 members, as there were only 11 seats on the Council and it was therefore impossible to include representatives of every existing union. In thus imposing a limit, the Government had based its action on existing international practice. However, a special section had been created within the NCLSI to allow bodies, of which the membership fell beneath the threshold, to participate in its work. These small entities received documentation and could participate in discussions on its agenda and could attend its meetings. The Council had held a meeting on 9 March 2006, at which it had discussed the implementation of the 2005 agreement, and the signature of a new agreement for 2006-08. The Government therefore maintained that the NCLSI had been instituted according to the Commission's recommendations.

- 177.** Conventions Nos. 87 and 98 did not regulate in detail the way in which tripartite consultations should be carried out. Indeed, the conclusions of the June 2005 report of the Committee on the Application of Conventions and Recommendations made no mention of the activities of the NCLSI. The Government of Belarus had therefore shown proof of goodwill, by accepting to examine the functioning of the NCLSI. The CFA had also recommended improvements in the national legislation, including on trade union registration. The Government intended to follow up on this recommendation, and a draft would be submitted this year to the committee established, in accordance with the recommendations of the Commission, to examine improvements to labour legislation.
- 178.** In January 2006, the Government had received an ILO mission, headed by the Executive Director for fundamental principles and rights at work. Consultations had been held with the Ministries of Labour, of Foreign Affairs and of the Interior, among others. Employers' and workers' organizations were also involved in very constructive discussions, and some breakthroughs were made in organizing technical cooperation with the ILO. There was agreement on holding seminars to share international experience, an initiative that was supported by the social partners. The Government recognized that there were problems, and that its responsibility was great. Each step had to be carefully planned, in accordance with the law, and must take account of the interests of the country.
- 179.** A *Government representative of Finland* spoke on behalf of the European Union and its Member States, of Austria, and as that country, currently presiding over the EU, was not a member of the Governing Body, on behalf of the Presidency. The acceding countries, Bulgaria, Romania, the candidate countries, Turkey, Croatia and The Former Yugoslav Republic of Macedonia; the countries of the stabilization and association process and potential candidates, Bosnia and Herzegovina, Serbia and Montenegro, as well as Ukraine, the Republic of Moldova and Switzerland, all aligned themselves with the statement. For many years the European Union had watched with increasing concern the precarious human rights situation in Belarus, a member of the ILO Governing Body. A number of Council conclusions and declarations by the Presidency related to the basic EU position. The latest of these, on 22, 24 and 25 March 2006, stated that the presidential elections in the country were fundamentally flawed, and it highlighted unacceptable measures taken by the Government against peaceful demonstrators. The EU called on the Government of Belarus to honour its international commitments and to allow its people the right of assembly, association and freedom of expression. It should release forthwith those detained for exercising fundamental rights. In a statement at the 93rd Session (2005) of the International Labour Conference, the EU had called on the Government to give full effect

in law and practice to Convention No. 87. In November 2005, the Governing Body had noted the CFA's concern at the lack of positive action by the Government.

- 180.** On 17 August 2005, the European Commission decided to monitor and evaluate the situation in Belarus, with a view to temporary withdrawal of trade preferences under the Generalized System of Preferences, on account of persistent non-respect for international legal obligations as enshrined in Conventions Nos. 87 and 98. The monitoring period expired on 30 March 2006. The Government must formally commit to conforming within eight months with the 12 recommendations of the Commission of Inquiry, or face the next steps under the Generalized System of Preferences procedure. An opportunity to act had been given in connection with the ILO mission to Belarus in January, but the conclusions of that mission simply reconfirmed the EU's concerns. It was particularly alarming that the ILO had to seek assurances from the Belarus Permanent Mission that persons meeting the mission would be free from negative consequences for having cooperated with it, and the amendment to the Belarus Criminal Code concerning penalties for the "transmittal of wittingly false information to a foreign state, foreign or international organizations [...]" was equally disturbing. The EU supported the Committee's recommendations and urged the Government to take immediate action to conform with its international obligations.
- 181.** *A Government representative of China* noted that the Government of Belarus had already taken many of the measures required by the Committee, and had cooperated willingly with the ILO mission of January 2006. The Governing Body should consider the positive attitude of the Government and continue dialogue and cooperation with it.
- 182.** *A Government representative of the Russian Federation* noted the concern expressed by the CFA in regard to the progress made in implementing the recommendations of the Commission of Inquiry. However, the Government had cooperated with the ILO mission of January 2006 and was now taking certain measures to resolve the situation of trade unions in the country. In particular, a representative of the CDTU had been invited to participate in the work of the NCLSI, and new legislation was in preparation in respect of trade unions. The managing directors of enterprises had been issued with guidance to the effect that they should not interfere in trade union activities. The Office should provide technical assistance, and cooperate with Belarus to find a mutually acceptable solution to the problems.
- 183.** *The Reporter for the Committee* accepted that the Government of Belarus had received several missions and the Commission of Inquiry. These missions had provided the Committee with a considerable amount of information, which had made it possible to study this case in depth. It appeared to the Committee that the Government's replies did not truly address the issues. For example, while it was true that the CDTU had achieved representation on the NCLSI, the minimum membership requirement for unions had been set so high that most unions were unable to become legally registered. The Committee had also received information that the Government had interfered in the election of the leaders of the free trade unions, but it had not answered the Committee's queries on this point. The Committee's recommendations had been made after very thorough investigation, and therefore stood.

**Governing Body decision:**

- 184.** *The Governing Body adopted the recommendations in paragraph 53 of the report, and adopted the 341st Report of the Committee on Freedom of Association as a whole.*

## Ninth item on the agenda

### REPORTS OF THE PROGRAMME, FINANCIAL AND ADMINISTRATIVE COMMITTEE

- 185.** *The Reporter of the Programme, Financial and Administrative Committee* stated that some of the papers submitted to the Committee should have been referred to as “documents for information and guidance”, since they covered both aspects. Referring to the time available to the Committee to complete its work, the speaker requested that the established time limits and schedules be observed, since any change in the programme could result in prolonging the meetings and raising representation problems among the members. Concerning financial questions, the speaker regretted that some governments were still in arrears with their contributions, but pointed out at the same time that one of the major contributors had settled its arrears. It had been necessary the previous year to borrow from the Working Capital Fund, which was not consistent with sound financial management. The Committee supported all the points for decision.
- 186.** Continuing as *spokesperson for the Workers’ group*, the speaker was surprised that certain issues that had an impact on the programme and budget of the Organization had been examined in the form of supplementary reports of the Director-General. This was the case of the Sixth Supplementary Report, on the electronic distribution of preparatory documentation for sessions of the Governing Body, and the Ninth Supplementary Report, on the consequences for the 95th Session of the International Labour Conference of decisions taken in relation to the Programme and Budget for 2006-07. He requested that in future these questions be submitted to the Programme, Financial and Administrative Committee or, where appropriate, since they dealt with communication issues, to the Information and Communications Technology Subcommittee. The decision not to translate delegates’ speeches delivered in plenary at the General Conference appeared to have been taken in haste.

*First report: Financial questions  
Part I: Items for decision  
(GB.295/9/1(Rev.))*

*Arrangements for the selection of the External Auditor*

#### **Governing Body decision:**

- 187.** *The Governing Body decided that applications to become the External Auditor of the ILO would be evaluated by a selection panel and appointed the members of the panel as follows:*
- *Mr. Zapata (Government, Honduras)*
  - *Mr. Klekner (Government, Hungary)*
  - *Mr. Tsunekawa (Government, Japan)*
  - *Mr. Zirikudondo (Government, Malawi)*
  - *Mr. Barde (Employer)*
  - *Mr. Van Vuuren (Employer)*
  - *Mr. Trotman (Worker)*

– *Mr. Nakajima (Worker)*

*The Governing Body requested the Programme, Financial and Administrative Committee to make its final recommendation to the Governing Body, based on the recommendations of that panel. (GB.295/9/1(Rev.), paragraph 11.)*

*Technical meetings reserve for 2006-07*

**Governing Body decision:**

188. *The Governing Body decided that, in addition to the two meetings agreed upon in November 2005 (International Symposium on the Role of Trade Unions in Workers' Education: The Key to Trade Union Capacity Building; and Symposium on Managing Labour and Social Issues in Supply Chains: Challenges for Business), the following meetings would be financed from the technical meetings reserve for 2006-07: Interregional Symposium on the Informal Economy: Enabling Transition to Formalization; and International Forum on the occasion of the 30th Anniversary of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy.*

(GB.295/9/1(Rev.), paragraph 24.)

*Framework for future work on results-based management*

**Governing Body decision:**

189. *The Governing Body requested the Director-General to submit at its 297th (November 2006) Session a strategy for continued improvement of results-based management, based on document GB.295/PFA/4 and its discussion, as part of the preview of the Programme and Budget proposals for 2008-09.*

(GB.295/9/1(Rev.), paragraph 38.)

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

**Governing Body decision:**

190. *The Governing Body delegated to its Officers, for the period of the 95th Session (May-June 2006) of the International Labour Conference, the authority to carry out its responsibilities under article 18 of the Conference Standing Orders in relation to proposals involving expenditure in the 70th financial period ending 31 December 2007. (GB.295/9/1(Rev.), paragraph 41.)*

*Report of the Building Subcommittee*

**Governing Body decision:**

191. *The Governing Body decided that:*

(a) *the amount of 64,500 Swiss francs remaining from the allocation approved for the replacement of the escalators should be used to finance partially*



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*the cost of installing a lift for persons with disabilities, estimated at 120,000 Swiss francs; and*

- (b) the balance of 55,500 Swiss francs should be charged to the Building and Accommodation Fund.*

(GB.295/9/1(Rev.), paragraph 48.)

*Appointments to the Investments Committee of the  
International Labour Organization*

**Governing Body decision:**

**192. The Governing Body:**

- (a) expressed its appreciation to Mr. Yves Oltramare and Baron Sirtema van Grovestins for their years of service to the Investments Committee;*
- (b) renewed the appointment of Mr. Jean-Pierre Cuoni as a member of the Investments Committee for a further period of three years, expiring on 31 December 2008; and*
- (c) appointed Mr. Rolf Banz and Mr. René Zagolin as members of the Investments Committee for a period of three years, expiring on 31 December 2008.*

(GB.295/9/1(Rev.), paragraph 51.)

*Financial arrangements for the funding of the ILO  
Liaison Office in Yangon*

**Governing Body decision:**

- 193. The Governing Body approved the additional cost of operating the Liaison Office in Yangon in 2006-07, estimated at US\$436,000, and decided that it should be financed in the first instance from fund-raising of extra-budgetary resources or, failing that, from savings in Part I of the budget or, failing that, through Part II.**

(GB.295/9/1(Rev.), paragraph 55.)

*Part II. Other items*

*Programme and Budget for 2004-05: Regular budget account and Working Capital Fund as at 31 December 2005*

*Programme and Budget for 2006-07*

*Follow-up action to the report of the Chief Internal Auditor for the year ended 31 December 2004*

*Report of the Chief Internal Auditor for the year ended 31 December 2005*

*ILO programme implementation 2004-05*

*Future development of the Turin Centre and its relations with the ILO*

**194. *The Governing Body took note of these sections of the report.***

(GB.295/9/1(Rev.), paragraphs 56 to 143.)

*Second report: Personnel questions  
(GB.295/9/2(Rev.))*

*Part I. Items for decision*

*Amendments to the Staff Regulations*

**Governing Body decision:**

**195. *The Governing Body approved the amendments to the Staff Regulations contained in Appendix I of document GB.295/9/2(Rev.).***

(GB.295/9/2(Rev.), paragraph 5.)

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

**Governing Body decision:**

**196. *Subject to the approval by the United Nations General Assembly of the proposals contained in the ICSC report for 2005, the Governing Body authorized the Director-General to give effect in the ILO to those decisions through amendments to the Staff Regulations, as necessary.***

(GB.295/9/2(Rev.), paragraph 9.)

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*Matters relating to the Administrative Tribunal of the ILO*

*(a) Recognition of the Tribunal's jurisdiction by the International Organisation of Vine and Wine (OIV)*

**Governing Body decision:**

**197.** *The Governing Body approved the recognition of the jurisdiction of the Administrative Tribunal of the ILO by the International Organisation of Vine and Wine (OIV), with effect from the date of such approval.*

(GB.295/9/2(Rev.), paragraph 13.)

*(b) Composition of the Administrative Tribunal of the ILO*

**198.** *A Worker representative of France was satisfied with the reputation enjoyed by the Administrative Tribunal of the ILO. He pointed out that in cases involving ILO staff, the Tribunal usually found in favour of the staff.*

**199.** *He referred to two officials who were leaving the Office, Mr. Burton, Chief Internal Auditor, and Mr. Trémeaud, Director of the International Training Centre of the ILO in Turin, and warmly thanked them for the work they had done.*

**200.** *The Employer Vice-Chairperson insisted on the importance of submitting candidatures for posts in the Administrative Tribunal of the ILO and other bodies sufficiently in advance so that a decision could be made on the basis of an examination of their backgrounds and a comparison between candidatures, rather than in a process resembling ratifying some procedure.*

**Governing Body decision:**

**201.** *The Governing Body:*

*(a) expressed its profound appreciation to Mr. James K. Hugessen for his contribution to the international community over the last nine years, and recommended to the International Labour Conference that it also expressed its appreciation to Mr. James K. Hugessen;*

*(b) authorized its Officers to submit a proposal on its behalf directly to the International Labour Conference concerning the renewal of the term of office of Mr. Seydou Ba and the filling of the two vacancies.*

(GB.295/9/2(Rev.), paragraph 18.)

*Part II: Other items*

*Statement by the staff representative*

*Exceptions to the Staff Regulations*

*Composition and structure of the staff*

*Preliminary update on the implementation of the revised Human Resources Strategy*

*Pensions questions*

**202. *The Governing Body took note of these sections of the report.*** (GB.295/9/2(Rev.), paragraphs 19-46.)

*Report of the Government members of the  
Committee on Allocations Matters  
(GB.295/9/3)*

*Scale of assessments of contributions to the budget for 2007*

**Governing Body decision:**

**203. *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, that the ILO scale of assessment for 2007 should be based on the United Nations scale for 2006, and accordingly proposed to the Conference the adoption of the draft scale of assessment for 2007 as set out in the appendix to document GB.295/9/3, subject to such adjustments as might be necessary following any further change in the membership of the Organization before the Conference was called upon to adopt the recommended scale.*** (GB.295/9/3, paragraph 5.)

**Tenth item on the agenda**

REPORT OF THE COMMITTEE ON LEGAL ISSUES  
AND INTERNATIONAL LABOUR STANDARDS  
(GB.295/10(REV.))

*Legal issues*

*I. Compendium of rules applicable to the Governing Body:  
Progress in finalization*

*II. Progress in the work to adapt the Manual for  
drafting ILO instruments*

**204. *The Governing Body took note of these sections of the report.***

(GB.295/10(Rev.), paragraphs 2-18.)

*III. Standing Orders of the International Labour Conference: Practical arrangements for the discussion, at the 95th Session (June 2006) of the International Labour Conference, of the Global Report prepared under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work*

**Governing Body decision:**

- 205. *The Governing Body confirmed the decision taken at its 292nd Session (March 2005) on the provisional ad hoc arrangements concerning the discussion of the Global Report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work. (GB.295/10(Rev.), paragraph 26.)***

*International labour standards and human rights*

*IV. Improvements in the standards-related activities of the ILO: A progress report (November 2005-March 2006)*

**Governing Body decision:**

- 206. *The Governing Body, taking note of the Office paper and the comments made during the discussion, and recalling its decision taken at the 294th Session (November 2005) of the Governing Body, contained in paragraph 90 of document GB.294/9(Rev.), recommended that the Office:***

- (a) hold tripartite consultations based on the present discussion and on all issues before the Committee as reflected in the decision taken in November 2005; and*
- (b) submit at its next session a paper based on the present discussion and on all issues before the Committee as reflected in the decision taken in November 2005.*

(GB.295/10(Rev.), paragraph 70.)

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

- 207. *The Governing Body took note of this section of the report. (GB.295/10(Rev.), paragraphs 71-87.)***

*VI. Form for reports on the application of unratified Conventions and Recommendations (article 19 of the Constitution): The Labour Clauses (Public Contracts) Convention, 1949 (No. 94), and Recommendation, 1949 (No. 84)*

**Governing Body decision:**

- 208. *The Governing Body adopted the report form on the application of unratified Conventions and Recommendations (article 19 of the Constitution): the Labour Clauses (Public Contracts) Convention, 1949 (No. 94), and Recommendation, 1949 (No. 84), as amended (see appendix). (GB.295/10(Rev.), paragraph 95.)***

*Other questions*

*Agenda of the next session of the Committee on Legal Issues  
and International Labour Standards*

- 209.** *A Government representative of Nigeria repeated her opinion that it was the Governing Body's task to review and set the agenda items for the meetings of the Committee on Legal Issues and International Labour Standards, particularly with respect to the situation relating to privileges and immunity of the ILO in its member States.*
- 210.** *The Governing Body took note of this section of the report.* (GB.295/10(Rev.), paragraph 96.)

**Eleventh item on the agenda**

REPORT OF THE SUBCOMMITTEE ON MULTINATIONAL ENTERPRISES  
(GB.295/11(Rev.))

*Promotion of the Tripartite Declaration of Principles concerning  
Multinational Enterprises and Social Policy*

*Follow-up to and promotion of the Tripartite Declaration of  
Principles concerning Multinational Enterprises and Social  
Policy: Strategic priorities for 2006-07*

*Corporate Social Responsibility training offered by the  
International Training Centre (ITC) of the ILO*

*Report of the Employers' Symposium on the Evolving  
Corporate Social Responsibility Debate: Issues for Employers  
and their Organizations*

- 211.** *The Governing Body took note of these sections of the report.* (GB.295/11(Rev.), paragraphs 3-43.)

*Updates regarding CSR-related activities*

**Governing Body decision:**

**212. The Governing Body:**

- (a) *endorsed the Eighth Survey report of the Working Group of the Subcommittee and the recommendations adopted by the Subcommittee in paragraphs 91, 94, 96, 97, 100, 102, 104, 106, 108 and 110, in line with the discussion thereon reflected in the report of the Subcommittee to the Governing Body on this item;*
- (b) *invited the Director-General to distribute, as broadly as possible, the results of the Eighth Survey;*
- (c) *taking into account the discussion in the Subcommittee, requested the Office to prepare for the November 2006 meeting a more detailed paper outlining the preferred options identified by the Subcommittee for evaluating the*

*effect given to the MNE Declaration, with a view to deciding at that time on any revisions to be made;*

- (d) adopted the proposed amendments to the MNE Declaration as indicated in the appendix to this report;*
- (e) requested the Office to include in its plan of work for 2006-07, within the framework of the approved Programme and Budget for 2006-07, activities to follow up the symposia, taking into account the priorities identified;*
- (f) taking into account the discussion in the Subcommittee, endorsed the proposal for an event to mark the 30th anniversary of the Tripartite Declaration, financed through the technical meetings reserve, subject to the approval of the Programme, Financial and Administrative Committee;*
- (g) endorsed the strategic priorities of MULTI for 2006-07;*
- (h) endorsed the strategic orientations of the InFocus Initiative on CSR; and*
- (i) requested that the work of the International Training Centre on CSR be done within the strategic orientations of the InFocus Initiative, and in close consultation with MULTI, ACTRAV and ACT/EMP.*

(GB.295/11(Rev.), paragraph 48.)

#### **Twelfth item on the agenda**

REPORT OF THE COMMITTEE ON EMPLOYMENT AND  
SOCIAL POLICY  
(GB.295/12(Rev.))

*I. Employability by improving knowledge and skills*

*II. Occupational safety and health: Synergies between security and productivity*

*III. Global Employment Agenda implementation*

**213. The Governing Body took note of this report.** (GB.295/12(Rev.))

#### **Thirteenth item on the agenda**

REPORT OF THE COMMITTEE ON SECTORAL AND  
TECHNICAL MEETINGS AND RELATED ISSUES  
(GB.295/13(Rev.))

*I. Report on sectoral activities in 2004-05*

**214. The Governing Body took note of this section of the report.**

(GB.295/13(Rev.), paragraphs 5-11.)

*II. Purpose, duration and composition of sectoral meetings  
to be held in 2006-07*

**Governing Body decision:**

**215. The Governing Body decided that:**

- (a) the purpose, duration and composition of the Tripartite Meeting on Social and Labour Implications of the Increased Use of Advanced Retail Technologies be as proposed in paragraphs 4-7 of document GB.295/STM/2;*
- (b) the purpose, duration and composition of the Tripartite Meeting on Labour and Social Issues Arising from Problems of Cross-Border Mobility of International Drivers in the Road Transport Sector be as proposed in paragraphs 9-12 of document GB.295/STM/2; and*
- (c) the purpose, duration and composition of the Tripartite Meeting on the Production of Electronic Components for the IT Industries: Changing Labour Force Requirements in a Global Economy be as proposed in paragraphs 14-17 of document GB.295/STM/2, with the participation of ten Employer and ten Worker representatives.*

(GB.295/13(Rev.), paragraph 16.)

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

- (a) Tripartite Meeting on Promoting Fair Globalization in  
Textiles and Clothing in a Post-MFA Environment  
(Geneva, 24-26 October 2005)*

**Governing Body decision:**

**216. The Governing Body:**

- (a) authorized the Director-General to communicate the Note on the proceedings of the Meeting (TMTC-PMFA/2005/8) to:*
  - (i) governments, requesting them to communicate these texts to the employers' and workers' organizations concerned;*
  - (ii) the international employers' and workers' organizations concerned;  
and*
  - (iii) 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 the relevant paragraphs of the Chairperson's summary.*

(GB.295/13(Rev.), paragraph 26.)



*(b) Tripartite Meeting of Experts on the ILO Multilateral Framework  
on Labour Migration*

(Geneva, 31 October-2 November 2005)

- 217.** *A Government representative of Spain insisted that the ILO examine periodically progress made with the implementation of the multilateral framework. He expressed his gratitude to the staff of the Office for the work accomplished.*

**Governing Body decision:**

**218. The Governing Body:**

- (a) took note of the report of the Tripartite Meeting of Experts;*

- (b) decided that:*

*(i) the words “Tripartite Meeting of Experts” replace “Governing Body of the International Labour Office” in the introductory phrase of the Preamble to the ILO Multilateral Framework on Labour Migration: Non-binding principles and guidelines for a rights-based approach to labour migration;*

*(ii) the penultimate preambular paragraph “Having considered the report and draft ILO Multilateral Framework on Labour Migration submitted to it by the Tripartite Meeting of Experts in 2005;” be deleted; and*

*(iii) in the final paragraph of the Preamble, the words “Hereby requests the Governing Body to take note of” replace the words “Hereby approves”, and the words “adopted by the Governing Body of the International Labour Office,” be deleted;*

- (c) authorized the Director-General to publish the ILO Multilateral Framework on Labour Migration.*

(GB.295/13(Rev.), paragraph 49.)

*(c) Meeting of Experts on Updating the List of Occupational Diseases  
(Geneva, 13-20 December 2005)*

**Governing Body decision:**

**219. The Governing Body:**

- (a) took note of the report of the Meeting of Experts on Updating the List of Occupational Diseases;*

*(b) convened another meeting of experts to complete the work accomplished by the Meeting already held concerning the review and updating of the list of occupational diseases included in the annex to the List of Occupational Diseases Recommendation, 2002 (No. 194). To that end the Office is invited to proceed with consultations for the purpose of preparing common ground before the convening of the next meeting by the Governing Body; and*

- (c) *requested that the Director-General make proposals for financing such a meeting within the Programme and Budget proposals for 2008-09.*

(GB.295/13(Rev.), paragraph 63.)

*(d)(i) 30th Session of the Joint Maritime Commission  
(Geneva, 23 February 2006)*

*(ii) Report of the Subcommittee of the Joint Maritime Commission  
on Wages of Seafarers  
(Geneva, 24 February 2006)*

**Governing Body decision:**

**220. The Governing Body:**

- (a) *requested the Director-General to take into consideration the views of the Commission when making proposals for the future work programme of the Office; and*
- (b) *authorized the Director-General to:*
- (i) *communicate the text of the resolution concerning the ILO minimum basic wage for able seafarers to governments of member States, drawing their attention to the paragraph relating to the increase in the wage figure which should be applied in substitution for those contained in the Seafarers' Wages, Hours of Work and the Manning of Ships Recommendation, 1996 (No. 187), and Guideline B2.2.4 of the Maritime Labour Convention, 2006, on the minimum monthly basic pay or wage figure for able seafarers;*
  - (ii) *communicate the text of the resolution to the international employers' and workers' organizations having consultative status;*
  - (iii) *request governments to transmit the text of the resolution to the employers' and workers' organizations concerned; and*
  - (iv) *in due course, consult the international employers' and workers' organizations concerned on the convening of a meeting of the Joint Maritime Commission Subcommittee on wages of seafarers as requested by the resolution.*

(GB.295/13(Rev.), paragraph 68.)

*IV. Sectoral action programme evaluation framework*

- 221. The Governing Body took note of this section of the report.** (GB.295/13(Rev.), paragraphs 69-74.)

*V. Report of the Sixth Session of the Joint IMO/ILO Ad Hoc Expert Working Group on Liability and Compensation regarding Claims for Death, Personal Injury and Abandonment of Seafarers (London, 19-21 September 2005)*

**Governing Body decision:**

**222. The Governing Body:**

- (a) took note of the report of the Sixth Session of the Joint IMO/ILO Ad Hoc Expert Working Group on Liability and Compensation regarding Claims for Death, Personal Injury and Abandonment of Seafarers (IMO/ILO/WGLCCS 6/6); and*
- (b) approved:*
  - (i) the revised terms of reference for further work of the Working Group, as contained in Annex 1 of the report;*
  - (ii) the operation of a database on incidents of abandonment of seafarers on the terms proposed by the Working Group; and*
  - (iii) the holding of a seventh session of the Working Group, with participation by eight ILO representatives (three Shipowner, one fishing vessel owner, and four Seafarer), at no cost to the ILO.*

(GB.295/13(Rev.), paragraph 78.)

*VI. Other questions*

- (a) Report of the Second Session of the Joint ILO/IMO/Basel Convention Working Group on Ship Scrapping (Geneva, 12-14 December 2005)*

**223. The Governing Body took note of this section of the report.** (GB.295/13(Rev.), paragraphs 79-82.)

- (b) Invitation by the International Maritime Organization (IMO) to the ILO to participate in the development of safety standards for small fishing vessels*

**Governing Body decision:**

**224. The Governing Body:**

- (a) took note of the letter from the IMO Secretary-General inviting the ILO to participate in the development of safety standards for small fishing vessels; and*
- (b) recommended that the Governing Body approve the proposals by the Office set out in paragraph 6 of document GB.295/STM/6/2.*

(GB.295/13(Rev.), paragraph 86.)

## Fourteenth item on the agenda

### REPORT OF THE COMMITTEE ON TECHNICAL COOPERATION (GB.295/14)

#### *I. Decent work country programmes and the role of technical cooperation*

##### **Governing Body decision:**

**225. *The Governing Body requested the Director-General to provide the Committee on Technical Cooperation at all its November sessions with a progress report on the implementation of decent work country programmes and the role and impact of technical cooperation in such programmes. This could be a part of the annual report on technical cooperation submitted to this Committee. (GB.295/14, paragraph 47.)***

#### *II. Thematic evaluation: HIV/AIDS and the world of work*

##### **Governing Body decision:**

**226. *The Governing Body, taking note of the thematic evaluation on HIV/AIDS and the world of work, requested the Director-General to:***

- (a) continue to support the ILO Programme on HIV/AIDS and the World of Work;***
- (b) recognize the important contribution that the social partners can make to combating the pandemic in the workplace; and***
- (c) report regularly to the Committee on the progress made in the implementation of the ILO Programme on HIV/AIDS and the World of Work and the effectiveness of the programme for constituents.***

(GB.295/14, paragraph 59.)

#### *III. Discussion on thematic evaluation and the overall evaluation strategy*

##### **Governing Body decision:**

**227. *The Governing Body requested the Director-General to ensure that the submission of thematic evaluation reports to the Committee on Technical Cooperation be continued at the March sessions of the Governing Body.***

(GB.295/14, paragraph 66.)

#### *IV. Operational aspects of the International Programme on the Elimination of Child Labour (IPEC)*

#### *V. Special technical cooperation programme for Colombia*

#### *VI. Other questions*

**228. *The Governing Body took note of these sections of the report. (GB.295/14, paragraphs 67-97.)***

### **Fifteenth item on the agenda**

REPORT OF THE WORKING PARTY ON THE SOCIAL  
DIMENSION OF GLOBALIZATION  
(GB.295/15)

*Oral report by the Chairperson of the Working Party,  
Mr. C. Tomada, Government delegate of Argentina*

- 229.** *The Worker Vice-Chairperson* agreed that a forum should be held on decent work for fair globalization, which would operate as a think-tank. The preparation for this should continue, in close collaboration with the Officers of the Governing Body. He said that he would put forward suggestions at a later date in respect of the budget that should be ascribed to this activity, and also in respect of the number of participants.
- 230.** *The Employer Vice-Chairperson* recalled that, in the earlier discussion, the Employers' group had not lent its support to the idea of a forum on decent work for fair globalization. However, at this point, the group was prepared to accept the conceptual framework of the forum, and to continue to exchange ideas in respect of the organization of the event.
- 231.** *The Governing Body took note of the oral report of the Chairperson of the Working Party.*

### **Sixteenth item on the agenda**

REPORT OF THE DIRECTOR-GENERAL  
(GB.295/16)

*I. Progress in international labour legislation*

- 232.** *The Worker Vice-Chairperson* commended the efforts made by ILO member States to ratify Conventions and bring their legislation into line with these instruments. He could only encourage the Office to continue with its promotional efforts.

*II. Internal administration*

*III. Publications and documents*

- 233.** *A Worker representative from France* expressed his concern at the fact that the number of non-periodical publications in French and Spanish was far lower than the number published in English.
- 234.** *The Governing Body took note of the report.* (GB.295/16.)

*First Supplementary Report:  
Report of the Committee of Experts on the Application  
of Conventions and Recommendations  
(GB.295/16/1)*

- 235.** *The Governing Body took note of the report of the Committee of Experts on the Application of Conventions and Recommendations.* (GB.295/16/1.)

*Second Supplementary Report:  
Activities of the International Occupational Safety and  
Health Information Centre (CIS) in 2004-05  
(GB.295/16/2)*

- 236.** *The Employer Vice-Chairperson* requested, in view of the importance of the CIS, that the Centre's French-language web page be updated and that a Spanish version be created so that information could be provided in the three official languages on an equal basis.
- 237.** *The Worker Vice-Chairperson* said he was pleased that the dissemination of information had not created expenses for the constituents, especially for those who would have been least able to provide monies. He emphasized the importance of disseminating information in different languages. He requested that, before developing other fundamental labour standards, the Office further develop its efforts to protect workers' safety and health.
- 238.** *A Government representative of Japan* emphasized the crucial importance of the work done by the CIS, in particular with regard to the dissemination free of charge of information as a means of preventing occupational accidents and diseases. The number of occupational accidents was declining throughout the world, but many workers were still employed in hazardous conditions. The work done by the Centre was consistent with the global safety and health strategy adopted by the International Labour Conference at its 91st Session in 2003. He hoped that a fruitful discussion on occupational safety and health would take place at the 95th Session in 2006.
- 239.** *A Government representative of Nigeria* considered that one of the most notable achievements of the ILO in recent years had been the creation of the International Occupational Safety and Health Information Centre. Thanks to the Centre's work, conditions in Nigeria had improved in this area, which posed considerable challenges for the national labour administration. He hoped that in future the number of affiliated centres would increase beyond the current number of 141 in an effort to make these services available to the ILO's constituents and promote decent work.
- 240.** *The Governing Body took note of the report.* (GB.295/16/2.)

*Third Supplementary Report:  
Procedural aspects relating to preparation of the discussion of the item  
concerning work in the fishing sector on the agenda of the 96th Session (2007)  
of the International Labour Conference  
(GB.295/16/3)*

- 241.** *The Employer Vice-Chairperson* endorsed the point for decision and said his group would do whatever it could to ensure the adoption of a standard on work in the fishing sector. To that end, and despite the budget implications, the Office should set up a group of experts to carry out preparatory work on the subject, which was a complex one, and prepare the ground so that a successful conclusion could be achieved.
- 242.** *The Worker Vice-Chairperson* said that in order to prevent possible divergences when it came to taking a final decision, representatives of the three groups should hold prior consultations among themselves. Some of the interested parties had in fact already held informal consultations.
- 243.** *A Government representative of Kenya* endorsed the point for decision. He was convinced that there had been no loss of interest on the part of the constituents in an instrument which had missed being adopted because of failure to obtain a quorum, and by only one vote. He

also considered that the reports which the Office would have to prepare would not be substantively different from those presented for previous discussions.

244. *The Employer Vice-Chairperson* explained that the failure to obtain a quorum had not been due to the lack of one vote for or against but to the abstention by the Workers' group.
245. *A Government representative of the Philippines*, speaking on behalf of the Asia and Pacific group, explained that most members of her group had abstained because of major discrepancies between the amendments they had wanted to make and the proposed text. In order to overcome this, clear consultations needed to be held with the constituents. The Office questionnaire should not be obligatory, and replies to the questions should indicate the reasons for the proposed Convention not being adopted. She proposed that the report to be presented by the Office in February 2007 should indicate how to proceed in the future. The revised Office text should be flexible, based on principles, and reflect the concerns expressed by Members. She endorsed the point for decision, and requested the Office to do everything possible to develop systems that would allow the views of all the constituents to be heard and reflected in the texts.

**Governing Body decision:**

**246. *The Governing Body:***

- (a) *decided that the preparation of the discussion of the item concerning work in the fishing sector, which was on the agenda of the 96th Session (2007) of the International Labour Conference, would be governed by a single discussion procedure adapted to the special circumstances in which the discussion would take place; and*
- (b) *approved the programme for reduced intervals for reports, so that the first report would be sent to governments with a questionnaire in May 2006 and the definitive report would be sent to them in February 2007.*

(GB.295/16/3, paragraph 7.)

*Fourth Supplementary Report:*

*Endorsement by the boards of UNAIDS Cosponsors of the UNAIDS Programme  
Coordinating Board decisions on the Global Task Team recommendations  
(GB.295/16/4)*

247. *The Worker Vice-Chairperson* drew attention to the alarming proportions which the HIV/AIDS problem was acquiring. One of the principal aspects of the work done by the Workers' group was to promote the ILO's code of practice on HIV/AIDS at the workplace as part of the Joint United Nations Programme on HIV and AIDS (UNAIDS). It was essential for the social partners to collaborate in order to enhance each worker's capacity to deal with this problem at the workplace. The ILO needed to ensure, through its different programmes, that a combative message was sent out against the discrimination suffered by victims infected or thought to be infected by the virus.
248. *A Government representative of the United Kingdom*, speaking also on behalf of the IMEC group, endorsed the point for decision. In the fight against HIV/AIDS, it was vital to apply the recommendations of the Global Task Team (GTT). In the coming years, the ILO and the UNAIDS Cosponsors would need to tackle the difficult task of bringing together the parties that made up the global system and governments so that they could agree on the solutions to the problem, while allowing other concerned parties, such as governments, the freedom needed to develop and apply their own solutions.

249. *The Employer Vice-Chairperson* emphasized the vital importance of the issue for the Employers' group, which spared no effort in the search for solutions through its federations and members and in collaboration with the Workers' group and the ICFTU. He advocated full and effective implementation of the GTT recommendations.

**Governing Body decision:**

250. *The Governing Body endorsed the recommendations contained in the final report of the Global Task Team, and the related decisions of the UNAIDS Programme Coordinating Board as set out in the appendix to document GB/295/16/4.* (GB.295/16/4, paragraph 10.)

*Fifth Supplementary Report:  
Strengthening the ILO's capacity to assist its Members' efforts  
to reach its objectives in the context of globalization  
(GB.295/16/5(Rev.))*

251. *The Chairperson* presented the document, the title of which had been placed as an agenda item for the 2007 session of the International Labour Conference (ILC) by the Governing Body at its November 2005 session.

252. *The Employer Vice-Chairperson* expressed satisfaction with the informal consultations which had taken place and with the process which had led to the item being selected for the agenda of the ILC. This was a fundamental item and work on it should be carried out in a continuous framework of consensus and consultation, with the aim of providing the Organization, in a tripartite manner, with real concrete guidelines for best adapting to its Members' needs and to improve the link to the four strategic objectives. Productive work was quite naturally a component of this reflection and therefore called for the active participation not only of the Employers but also of Governments. The functioning of decent work country programmes (DWCPs) and their relationship with the ILO's four sectors should also be studied. The Employers stressed that the item should be the subject of a general discussion. The aim was not to adopt a "Convention of Conventions", nor to reopen the discussion on globalization.

253. *The Worker Vice-Chairperson* agreed with the importance of consensus and collaboration between the groups, but highlighted a number of important issues for the Workers. The tripartite constituents must recognize that, in a globalized economy, social progress and justice were the results of a global social policy which recognized that the universality and interdependence of ILO objectives featured in the concept of decent work. It was up to each member State to determine the main lines of this policy which should nevertheless take ILO objectives into account and respect fundamental principles and rights at work. The ILO played a fundamental role in encouraging its Members to develop an integrated social policy. The mechanism proposed for studying social policies provided for exchange of good practices. The Workers' group encouraged partnerships between Members in operationalizing ILO objectives through social policies and asked that the next report deal with this issue. The Office could also provide, at regular intervals, an overview of the situation regarding each strategic objective. This work should be performed taking into account the General Survey carried out under article 19 of the Constitution.

254. The report presented to the Conference should look into the way in which the ILC could identify the Organization's priorities for the coming period, thanks to the overview provided by the Office. It would then be a matter of translating these priorities into programme and budget proposals.



255. Finally, there was a need for greater coherence in the mandate of the different international organizations, the ILO having a legitimate interest in guaranteeing that employment and fundamental principles and rights at work be sufficiently taken into account in the various upcoming initiatives. Without speculating on steps that could be taken after 2007, the Workers' group left all options open on principle and looked forward to new consultations once the Office had made progress in preparing the report based on the discussions of the current Governing Body.
256. *A Government representative of the Bolivarian Republic of Venezuela* expressed satisfaction that the Governing Body had instigated a series of consultations prior to the general discussion on the issue of strengthening ILO capacity to support its Members' efforts in reaching their goals in the context of globalization. This was a very important subject whose main aim was the enhancement of the ILO's image and visibility through improvement of its relevance and institutional efficiency. The Director-General was moving in the right direction in replacing the ILO's mission in a new context and grouping the Organization's objectives around the concept of decent work, which should be the main thrust of all the Organization's efforts. At the same time, the constituents should be able to evaluate, in a constructive manner, the progress made and avoid past mistakes.
257. The speaker proposed that the Governing Body reflect on a number of issues, such as the ILO's reaction to a globalization which made those excluded into factors that prevented the strengthening of ILO capacity or which were harmful to its image and visibility, or a mistaken interpretation of the aims of cooperation. In view of the failure of neoliberal policies, new concepts had to be designed and a balance struck between competition, capital accumulation and protectionism to provide a fair globalization. Member States should take a proactive role in the belief that another world was possible if political will, resources and social sensitivity were combined.
258. *A Government representative of Japan* recalled that his country had always supported this discussion, and it would do all possible to allow constituents to reach a common position at the 2007 session of the International Labour Conference. Several issues were at stake, including the ILO's role in the presence of so many competing international organizations. The number of international organizations had increased significantly since the ILO was created in 1919 and many had employment as part of their mandate. It was therefore normal that the ILO's role had developed since the Declaration of Philadelphia. The ILO had to strive to improve working conditions through bilateral negotiations and strengthening of the social partners in order to promote peace and democracy. Another issue was the financial constraints on the ILO. It was highly unlikely that the budget would increase rapidly and the Organization had therefore to concentrate its limited resources on activities that were at the heart of its mandate.
259. Finally, the speaker declared that his country would continue to support ILO activities in the hope that it would not become a multilateral development organization but would remain a unique international organization which supported the promotion of tripartism among its member States.
260. *A Government representative of Finland* congratulated the Office on a document that demonstrated the difficulties faced by the ILO in a globalized economy that was marked by increased competition and the weakening of the role of the State. In such a situation, it was imperative to clarify the ILO's role in order to make its work more relevant and visible in the global village. The speaker agreed entirely with the suggestions laid out in the report.
261. On the issue of the most appropriate manner to assist Members in implementing an environment which reflected the ILO's mission at national level, the Finnish Government

was also in agreement with the document. How could the ILO help align national and international policies to its own objectives? Depending on the way in which they were drawn up and used, the Global Reports could provide a more concise study that accurately reflected an integrated social policy at the global level. This was an issue that deserved closer attention so as not to create an extra workload for the Office and its constituents.

- 262.** *A Government representative of Canada* thanked the Office for organizing the in-depth consultations which resulted in the present document. The question now was to find out how the ILO could respond to governments', workers' and employers' needs in a globalized economy. This could lead to a new role for the ILO, within the ILO's existing framework and Constitution. The document made a number of suggestions that, because of their importance, ran the risk of not finding a consensus. The Canadian Government believed that the report needed a tighter focus, as did the ILC discussion in order to improve chances of success. The speaker supported the idea of assisting ILO member States in finding the positive synergies which existed between the Organization's objectives and the demands of economic growth in a globalized economy. This new role for the Organization could constitute a basis for consensus at the ILC.
- 263.** *A Government representative of the United States* said he did not see a need to redefine the ILO mandate. The four strategic objectives and the Declaration of Philadelphia were perfectly sufficient. The term "integrated social policy" should be clarified in order to avoid giving it a too pronounced normative or prescriptive connotation. The second issue raised in the document was fundamental as it mainly concerned governance, be it by governments, the ILO or the United Nations system, and the speaker trusted that it would be at the heart of next year's discussions. There was a need to study how the ILO could develop programmes that encouraged good governance. The United States Government was actively interested in restructuring of the functioning of the Conference. Reform of the functioning of the Organization itself was indispensable and should focus on three points: clear aims, activities that really are of benefit to workers, and good management practices, in the same way as the United Nations reforms.
- 264.** *A Government representative of France* was satisfied with the action proposed by the Office. There was no need to open a new discussion on globalization but to place ILO action in a context of economic, social and societal change which posed the main challenges to the Organization. There was a need to reflect on the way in which this could help Members overcome the challenges of globalization and take advantage of the possibilities it offered. This approach had already begun to be taken on board by the Organization as demonstrated by the results of the Maritime Conference. The ILO must continue to set up a new standards framework to support state activities in the social field.
- 265.** *A Government representative of Nigeria* thanked the Office for placing employment and decent work at the heart of achieving the MDGs. The ILO must strengthen its capacity to assist Members in achieving the decent work and job creation objectives in the context of globalization. It must help them to cope with policies often imposed by multilateral institutions without respect for fundamental principles and rights at work. It must cooperate at regional and national levels so that employment and decent work country programmes were integrated into States' social policies. Where ILO and other United Nations system programmes overlapped, the ILO must be able to coordinate activities in conformity with policy coherence initiatives.
- 266.** *A Government representative of the United Kingdom* thanked the Office for the consultations that it had organized and for the document before the meeting. Paragraph 4 was particularly important. It was clear that progress could only be made on issues where there was consensus while being ready to discard others. The aim was not to modify the Organization's mandate but to increase its visibility and impact by updating its message.

The speaker warned against especially ambitious proposals which could have serious consequences for member States and the social partners.

- 267.** The Government of the United Kingdom wanted to see more information on the regular reporting system mentioned in paragraph 22 of the Office report, as well as on the rationalization of certain Conference practices mentioned in paragraph 25. He asked for assurances that the cycle proposed would not lead to additional workload and expressed the concern that the proposal to study social policy, made in paragraph 29, would not increase the Governing Body's workload.
- 268.** In conclusion, the speaker expressed satisfaction that the discussion was going forward but noted that there was still much to be done and that all ambiguities in the direction to be taken had to be cleared up.
- 269.** *A Government representative of the Netherlands* explained that his comments were intended to allow the best possible preparation for the 2007 Conference. Referring to paragraph 12 in the document, he stressed the need to promote decent work and make efficient use of the framework and instruments related to decent work in the context of globalization. The speaker wanted to know more about the "officialization" of the concept with a view to the general discussion at the Conference and requested additional information on this point. Two responses were proposed to the issue of updating the ILO message. The speaker believed that these two options were not mutually exclusive but could be merged. He requested that the Office work on this issue. Finally, he said that the results of the general discussion in 2007 should not be prejudiced.
- 270.** *A Government representative of China* explained that his Government was in favour of a general discussion on the way in which the ILO might respond to the challenges before it in a context of globalization and restructuring. He especially supported the concept of decent work. The discussions, without being too ambitious, should mainly focus on the way in which the ILO could make best use of its tripartite nature in order to better respond to its constituents' needs.
- 271.** *A Government representative of Brazil* recalled that his country had always enthusiastically supported work on the social dimension of globalization. The document raised a number of highly relevant issues, mainly on the capacity and *raison d'être* of the ILO, as well as on the coherence of its activities compared with those of other results-based organizations.
- 272.** *The Governing Body took note of the Office report.* (GB.295/16/5.)

*Sixth Supplementary Report:  
Electronic distribution of preparatory documentation  
for sessions of the Governing Body  
(GB.295/16/6)*

- 273.** *The Worker Vice-Chairperson* emphasized that electronic distribution of Governing Body preparatory documents should not be adopted as a general policy for the sole method of distribution because many countries were not yet prepared for working in that way.
- 274.** *The Governing Body took note of the report.* (GB.295/16/6.)

*Seventh Supplementary Report:  
Arrangements for an ILO Decent Work Research Prize  
(GB.295/16/7)*

**275.** *A Government representative of Mozambique* said that the Prize was an excellent initiative in that it would promote the work and achievements of the ILO. In the modern world, the idea that the social dimension should be integrated into economic activity was gaining ground. The Prize should not simply be awarded for university research but rather for work on the analysis and definition of specific measures, especially for developing countries.

**276.** *The Governing Body took note of the report.* (GB.295/16/7.)

*Eighth Supplementary Report:  
Regional meetings  
(GB.295/16/8(Rev.))*

**277.** *The Employer Vice-Chairperson* requested that, given that the Sixteenth American Regional Meeting would be held in Brasilia, interpretation from Portuguese be provided.

**Governing Body decision:**

**278.** *The Governing Body:*

- (a) approved the partial derogation of article 9, paragraph 4(a), of the Rules for Regional Meetings, regarding the determination of the period allowed for the presentation of complaints regarding credentials;*
- (b) invited the Governments of Portugal and Spain to be represented at the Sixteenth American Regional Meeting by an observer delegation; and*
- (c) noted the other information in document GB.295/16/8(Rev.). (GB.295/16/8(Rev.), paragraph 8.)*

*Ninth Supplementary Report:  
Consequences for the 95th Session (May-June 2006) of the  
International Labour Conference of decisions taken in relation to  
the Programme and Budget for 2006-07  
(GB.295/16/9)*

**Governing Body decision:**

**279.** *The Governing Body took note of the information given in document GB.295/16/9 and agreed to its referral for consideration by the International Labour Conference at its 95th Session (May-June 2006).* (GB.295/16/9, paragraph 5.)

*Tenth Supplementary Report:  
ILO Guidelines on occupational safety and health management systems  
(ILO-OSH 2001)  
(GB.295/16/10)*

**280.** *The Employer Vice-Chairperson* agreed to the Office's proposal to discuss the matter of the proposal from the International Organization for Standardization (ISO) to collaborate with the ILO with a view to developing international guidelines on occupational safety and

health management systems (*ILO-OSH 2001*), and he stated that the ILO's standard-setting function in that area should be respected and no attempt should be made to replace it.

- 281.** *The Worker Vice-Chairperson* shared the concern of his Employer counterpart, in the sense that collaboration with the ISO should not imply depriving the ILO of its own specific role in that area, which was acknowledged by the other specialized institutions of the United Nations system.
- 282.** *A Government representative of Canada*, speaking also on behalf of the other IMEC countries, said that he had high expectations of the discussion on this item that would take place in the Governing Body in November 2006, following informal consultation now being organized by the Office. He also requested the Office to communicate the Governing Body's decision on this agenda item to the ISO.
- 283.** *A Government representative of Australia*, speaking on behalf of the other countries of the Asia and Pacific group, endorsed the point for decision but wanted to be sure that the item would be examined during the Governing Body's forthcoming November session. The ISO was not a tripartite organization, and the ILO's constituents did not have voting rights in the ISO's decision-making process. She requested the Office to prepare supporting documents for the implementation of OSH management systems, and to support the initiatives to set up those systems, especially in developing countries.
- 284.** *A Government representative of Japan* considered that the ILO should not collaborate with the ISO in developing international guidelines on OSH management systems, and gave three reasons. Firstly, the ILO should be responsible for developing safety and health standards, as it was the specialized institution of the United Nations system which dealt with everything concerning work and had a tripartite decision-making mechanism; the ISO, on the other hand, was an international non-governmental organization that dealt with standardization, and the ILO's constituents had no voting rights in its decision-making. Secondly, if the ISO were to adopt the management system as an ISO standard, the same management system might end up being imposed on everyone, which could prevent countries from adapting the system to their own conditions and practices. Thirdly, if the ISO were to adopt a standard on OSH management systems, it would probably be used for commercial purposes and ISO certification would become obligatory, as had already happened in the case of ISO 9000. That created a financial burden on businesses, as well as an administrative burden involved in obtaining certification.
- 285.** It was nevertheless essential for the Office to prepare a supplementary document on the application of guidelines for companies that would be required to set up OSH management systems. The Government of Japan was willing to provide the necessary support for the preparation of such a document.

#### **Governing Body decision:**

- 286.** *The Governing Body invited the Office to submit a document at its 297th Session (November 2006) on the promotion of the ILO Guidelines on occupational safety and health management systems, based on consultations with the constituents and any discussions that it might have with the International Organization for Standardization (ISO).* (GB.295/16/10, paragraph 4.)

### Seventeenth item on the agenda

#### REPORTS OF THE OFFICERS OF THE GOVERNING BODY

*Representation alleging non-observance by Brazil of the  
Indigenous And Tribal Peoples Convention, 1989 (No. 169),  
made under article 24 of the ILO Constitution by the  
Union of Engineers of the Federal District (SENGE/DF)  
(GB.295/17)*

#### **Governing Body decision:**

**287. *The Governing Body decided that the representation was receivable and appointed the members of the committee for its examination.*** (GB.295/17, paragraph 6.)

### Eighteenth item on the agenda

#### COMPOSITION AND AGENDA OF STANDING BODIES AND MEETINGS (GB.295/18)

##### *Joint Maritime Commission*

#### **Governing Body decision:**

**288. *The Officers of the Governing Body recommended that the Governing Body take note of the appointment of the following representatives of Shipowners as regular and deputy members of the Commission:***

##### ***Regular Shipowner members:***

- *Mr. L. Payne (Australia)*
- *Mr. H. Morales Villamor (Chile)*
- *Mr. M. Wengel-Nielsen (Denmark)*
- *Adm. M. Hatim El Kady (Egypt)*
- *Mr. G. Sulpice (France)*
- *Mr. D. Lindemann (Germany)*
- *Mr. G. Koltsidopoulos (Greece)*
- *Mr. S. Hajara (India)*
- *Mr. R. Aglieta (Italy)*
- *Mr. I. Tsutomu (Japan)*
- *Mr. M.H. Ali (Kuwait)*

- 
- *Mr. G. Hollaar (Netherlands)*
  - *Mr. T. Kazakos (Cyprus)*
  - *Mr. J. Vatne (Norway)*
  - *Mr. C. Salinas (Philippines)*
  - *Mr. R. Niemiec (Poland)*
  - *Mr. C.J. Park (Republic of Korea)*
  - *Mr. V. Volchenkov (Russian Federation)*
  - *Mr. T. Springett (United Kingdom)*
  - *Mr. J. Cox (United States)*

*Deputy Shipowner members:*

- *Mr. G.M. Cabral (Argentina)*
- *Ms. N. Simons (Belgium)*
- *Mr. L. Ocejo (Mexico)*
- *Mr. P. Sprangers (Sweden)*

*Regular Seafarer members:*

- *Ms. V. Mesatywa (South Africa)*
- *Mr. A. Serang (India)*
- *Mr. S. Idemoto (Japan)*
- *Mr. G. Oca (Philippines)*
- *Mr. P. Crumlin (Australia)*
- *Mr. Z. Wu (China)*
- *Mr. K.-H. Biesold (Germany)*
- *Mr. I. Pavlov (Russian Federation)*
- *Ms. J. Smith (Norway)*
- *Mr. R. di Fiore (Italy)*
- *Mr. H. Berlau (Denmark)*
- *Mr. J. Halas (Greece)*

- *Mr. T. Abrahamsson (Sweden)*
- *Mr. J. Pérez-Vega Artime (Spain)*
- *Mr. B. Orrell (United Kingdom)*
- *Mr. J. Jouault (France)*
- *Mr. B. Berlan (Croatia)*
- *Mr. E. Sarton (Netherlands)*
- *Mr. D. Heindel (United States)*
- *Mr. Almeida Filho (Brazil)*

*Deputy Seafarer members:*

- *Mr. A. El Sobehy (Egypt)*
- *Mr. S. Buckman (Ghana)*
- *Mr. R. Gralewicz (Canada)*
- *Mr. M. Castro (Argentina)*

(GB.295/18, paragraphs 2 and 3.)

*Meeting of Experts on Safety and Health in Coal Mines*  
(Geneva, 8-13 May 2006)

**Governing Body decision:**

**289.** *The Governing Body authorized the Director-General to invite the following international non-governmental organizations to be represented at the Meeting as observers:*

- *International Energy and Mines Organization (IEMO);*
- *International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM);*
- *International Council on Mining and Metals (ICMM);*
- *International Occupational Hygiene Association (IOHA);*
- *International Social Security Association (ISSA).*

(GB.295/18, paragraph 5.)



*Tripartite Meeting on the Social and Labour Implications  
of the Increased Use of Advanced Retail Technologies  
(Geneva, 18-20 September 2006)*

**Governing Body decision:**

**290.** *The Governing Body authorized the Director-General to invite the above international non-governmental organizations to be represented at the Meeting as observers:*

- *EuroCommerce (EC);*
- *International Council of Nurses (ICN);*
- *International Federation of Business and Professional Women;*
- *International Federation of University Women (IFUW);*
- *Union Network International (UNI).*

(GB.295/18, paragraph 8.)

*Tripartite Meeting on Labour and Social Issues Arising from  
Problems of Cross-border Mobility of International Drivers in  
the Road Transport Sector  
(Geneva, 23-26 October 2006)*

**Governing Body decision:**

**291.** *The Governing Body authorized the Director-General to invite the above international non-governmental organizations to be represented at the Meeting as observers:*

- *International Road Transport Union (IRU);*
- *International Transport Workers' Federation (ITF).*

(GB.295/18, paragraph 11.)

*Appointment of Governing Body representatives on various bodies*

*Tripartite Meeting on the Social and Labour Implications of the  
Increased Use of Advanced Retail Technologies  
(Geneva, 18-20 September 2006)*

**Governing Body decision:**

**292.** *The Governing Body appointed Ms. Velasco (Government, Philippines) as its representative, who will also chair the above Meeting. (GB.295/18, paragraph 13.)*

*Tripartite Meeting on Labour and Social Issues Arising from  
Problems of Cross-border Mobility of International Drivers  
in the Road Transport Sector  
(Geneva, 23-26 October 2006)*

**Governing Body decision:**

**293. *The Governing Body appointed Mr. Tomek (Employer, Austria) as its representative, who will also chair the Meeting.*** (GB.295/18, paragraph 14.)

**Information notes**

PROGRAMME OF MEETINGS AS APPROVED BY THE  
OFFICERS OF THE GOVERNING BODY  
(GB.295/Inf.1)

APPROVED SYMPOSIA, SEMINARS, WORKSHOPS AND SIMILAR MEETINGS  
(GB.295/Inf.2)

REQUESTS FROM INTERNATIONAL NON-GOVERNMENTAL ORGANIZATIONS  
WISHING TO BE REPRESENTED AT THE 95TH SESSION (2006) OF THE  
INTERNATIONAL LABOUR CONFERENCE  
(GB.295/Inf.3)

**294. *The Governing Body took note of the information presented in the documents indicated above.***

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## Annexe / Appendix / Anexo

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**295e session - Genève - mars 2006**  
**295th session - Geneva - March 2006**  
**295.a reunión - Ginebra - marzo de 2006**

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### Liste des personnes assistant à la session

### List of persons attending the session

### Lista de las personas presentes en la reunión

Membres gouvernementaux titulaires	Regular Government members
Miembros gubernamentales titulares	

<b>Président du Conseil d'Administration :</b> <b>Chairperson of the Governing Body :</b> <b>Presidente del Consejo de Administración :</b>	<b>Sr. C. TOMADA (Argentina)</b>
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#### Afrique du Sud    South Africa Sudáfrica

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Mr. L. KETTLEDAS, Deputy Director-General, Department of Labour.

*substitute(s):*

Mr. S. NDEBELE, Counsellor (Labour), Permanent Mission, Geneva.

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#### Allemagne    Germany Alemania

---

Mr. W. KOBERSKI, Director for European Policy, Federal Ministry of Economic Affairs and Labour.

*substitute(s):*

Mr. E. KREUZALER, International Employment and Social Policy Department, Federal Ministry of Economic Affairs and Labour.

\* *délégués accrédités mais non enregistrés* / \* *delegates accredited but not registered* /  
 \* *delegados acreditados no registrados*

Ms. M. SCHLEEGER, Head of Division for ILO and UN Affairs, Federal Ministry of Economic Affairs and Labour.

Ms. B. ZEITZ, Deputy Head, ILO and UN Department, Federal Ministry of Economic Affairs and Labour.

*accompanied by:*

Mr. U. PRETSCHKER, Adviser, Federal Ministry of Economic Affairs and Labour.

Ms. S. HOFFMANN, Counsellor, Permanent Mission, Geneva.

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**Arabie saoudite Saudi Arabia  
Arabia Saudita**

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\* Mr. Y. ALYAHYA, Director-General, International Organizations Affairs Directorate, Ministry of Labour.

*substitute(s):*

Mr. A. AL-GHORRI, Legal Adviser, International Organizations Directorate, Ministry of Labour.

---

**Argentine Argentina  
Argentina**

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Sr. C. TOMADA, Presidente del Consejo de Administración de la OIT y Ministro de Trabajo, Empleo y Seguridad Social.

*suplente(s) :*

Sr. A. DUMONT, Embajador, Misión Permanente, Ginebra.

*acompañado(s) de :*

Sr. G. CORRES, Subcoordinador de Asuntos Internacionales, Ministerio de Trabajo, Empleo y Seguridad Social.

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Sr. E. VARELA, Asesor, Ministerio de Trabajo, Empleo y Seguridad Social.  
Sr. D. CELAYA ALVAREZ, Consejero, Misión Permanente, Ginebra.

Sra. S. CORRADETTI, Asesora, Ministerio de Trabajo, Empleo y Seguridad Social.

\* Sr. D. MANDELMAN, Asesor del Señor Ministro, Ministerio de Trabajo, Empleo y Seguridad Social.

Sra. M. ARES, Secretaria del Sr. Ministro.

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**Australie Australia  
Australia**

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\* Ms. L. LIPP, Executive Director, International Relations Branch, Department of Employment and Workplace Relations.

*substitute(s):*

Mr. S. EVANS, International Relations Section, Internal Relations Branch, Department of Employment and Workplace Relations.

*accompanied by:*

Mr. M. SAWERS, First Secretary, Permanent Mission, Geneva.

Ms. J. TAYLOR, Intern, Permanent Mission, Geneva.

Mr. S. BRADY, Intern, Permanent Mission, Geneva.

Mr. A. WHYATT, Intern, Permanent Mission, Geneva.

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**Bélarus Belarus Belarús**

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\* Ms. E. KOLOS, First Deputy Minister, Ministry of Labour and Social Protection.

*substitute(s):*

\* Mr. S. ALEINIK, Ambassador, Permanent Mission, Geneva.

*accompanied by:*

- \* Mr. A. SAVINYKH, Deputy Permanent Representative, Permanent Mission, Geneva.
- \* Mr. I. STAROVOYTOV, Director of External Relations and Partnership Policy Department, Ministry of Labour and Social Protection.
- \* Mr. A. MOLCHAN, Counsellor, Permanent Mission, Geneva.

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**Brésil    Brazil    Brasil**

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- \* Mr. C. ROCHA PARANHOS, Ambassador, Alternate Permanent Representative, Permanent Mission, Geneva.

*accompanied by:*

- \* Mr. P. CARVALHO NETO, Counsellor, Permanent Mission, Geneva.
- Mr. J. ZAVALA, Secretary, Permanent Mission, Geneva.
- Mr. N. FREITAS, Special Adviser to the Minister of Labour and Employment, Ministry of Labour and Employment.
- Mr. S. PAIXÃO PARDO, Head of International Organizations Division, Ministry of Labour and Employment.

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**Cameroun    Cameroon  
Camerún**

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M. R. NKILI, Ministre du Travail et de la Sécurité sociale.

*accompagné(s) de:*

- \* M. J. NDJEMBA ENDEZOU MOU, Ambassadeur et Représentant permanent, Mission permanente, Genève.
- M. C. MOUTE A BIDIAS, Directeur général du Fonds National de l'Emploi.

M. S. INACK INACK, Chef de Division, Etudes, Prospective et Coopération, Ministère du Travail et de la Sécurité sociale.

M. F. NGANTCHA, Ministre Conseiller, Mission permanente, Genève.

M. L. NOAH MANGA, Chef, Division Normes et Coopération internationale, Ministère du Travail et de la Sécurité sociale.

Mme S. NGONO, Chef de Cellule, Division des Normes, Ministère du Travail et de la Sécurité sociale.

M. R. AKOLLA EKA, Chargé de Mission à la Présidence de la République du Cameroun.

Mme N. FEUDJIO VOUGMO DJUA, Attaché au Secrétariat des Services du Premier Ministre, Ministère du Travail et de la Sécurité sociale.

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**Canada    Canada    Canadá**

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Mr. A. GILES, Director General, International and Intergovernmental Labour Affairs, Human Resources and Social Development Canada.

*substitute(s):*

Mr. J. MCKENNIREY, Assistant Deputy Minister, Labour Program, Human Resources and Social Development Canada.

Ms. D. ROBINSON, Director, International Labour Affairs, Labour Program, Human Resources and Social Development Canada.

- \* Mr. P. OLDHAM, Counsellor and Consul, Permanent Mission, Geneva.

*accompanied by:*

- \* Mr. T. CORMIER, Minister and Deputy Permanent Representative, Permanent Mission, Geneva.
- Ms. J. BÉDARD, Senior Policy Analyst, International Labour Affairs, Human Resources and Social Development Canada.

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\* *delegados acreditados no registrados*

---

**Chine China China**


---

Mr. Z. SHA, Ambassador and Permanent Representative, Permanent Mission, Geneva.

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Ms. X. LU, Counsellor, Permanent Mission, Geneva.

*accompanied by:*

Ms. J. GUAN, Director, Department of International Cooperation, Ministry of Labour and Social Security.

Mr. L. ZHANG, Director, Department of International Cooperation, Ministry of Labour and Social Security.

Mr. S. RONG, Second Secretary, Permanent Mission, Geneva.

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**Cuba**


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Sr. J. FERNÁNDEZ PALACIOS, Embajador, Misión Permanente, Ginebra.

*suplente(s) :*

Sra. G. HERNÁNDEZ OLIVA, Especialista Principal de Relaciones Internacionales, Ministerio de Trabajo y Seguridad Social.

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**El Salvador**


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\* Sr. J. ESPINAL ESCOBAR, Ministro de Trabajo y Previsión Social.

*acompañado(s) de :*

\* Sr. B. LARIOS LÓPEZ, Embajador, Misión Permanente, Ginebra.

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Sra. E. AVILA DE PEÑA, Asesora del Despacho Ministerial, Ministerio de Trabajo y Previsión Social.

\* Sr. A. SURIANO, Asistente del Despacho Ministerial, Ministerio de Trabajo y Previsión Social.

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**Espagne Spain España**


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Sra. A. DOMÍNGUEZ GONZÁLEZ, Subsecretaria del Ministerio de Trabajo y Asuntos Sociales.

*suplente(s) :*

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Sr. G. LÓPEZ MACLELLAN, Consejero Diplomático, Misión Permanente, Ginebra.

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**Etats-Unis    United States  
Estados Unidos**

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Ms. M. WILKINSON, Associate Deputy Secretary for Management, Department of Labor.

\* Mr. K. MOLEY, Ambassador, Permanent Mission, Geneva.

*substitute(s):*

Mr. R. SHEPARD, Director, Office of International Organizations, Bureau of International Labor Affairs, Department of Labor.

*accompanied by:*

Ms. J. MACKIN BARRETT, Manpower Analyst, Office of International Organizations, Bureau of International Affairs, Department of Labor.

Mr. J. CHAMBERLIN, Labor Attaché, Permanent Mission, Geneva.

Mr. J. GUTHRIE-CORN, Deputy Director, Office of Technical Specialized Agencies, Bureau of International Organization Affairs, Department of State.

Mr. L. KARESH, Assistant United States Trade Representative for Labor, Office of the United States Trade Representative, Executive Office of the President.

Ms. K. KRUGLIKOVA, International Resource Management Officer, Permanent Mission, Geneva.

Ms. J. MISNER, Assistant Director, Office of International Organizations, Bureau of International Labor Affairs, Department of Labor.

Mr. K. SWINNERTON, Research Economist, Office of International Economic Affairs, Bureau of International Labor Affairs, Department of Labor.

Mr. C. WATSON, International Program Analyst, Office of International Organizations, Bureau of International Labor Affairs, Department of Labor.

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**France    France    Francia**

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Mme N. AMELINE, Déléguée gouvernementale de la France au Conseil d'administration du BIT.

M. J. RIPERT, Ambassadeur, Mission permanente, Genève.

*suppléant(s) :*

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Mme A. LECLERC, Déléguée aux Affaires Européennes et Internationales, Ministère de l'Emploi, de la Cohésion Sociale et du Logement.

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M. M. TAHERI, Délégation aux Affaires européennes et internationales, Ministère de l'Emploi, de la Cohésion Sociale et du Logement.

M. M. THIERRY, Inspecteur général des Affaires Sociales.

M. P. ILLIONNET, Sous-Directeur des Gens de Mer et de l'Enseignement Maritime, Direction des Affaires Maritimes, Ministère des Transports, de l'Equipeement, du Tourisme et de la Mer.

M. A. MOUSSAT, Chef du Bureau de l'Inspection du Travail Maritime,

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Mme E. SENDRANE, Mission permanente, Genève.

M. N. BOUTROUE, Mission permanente, Genève.

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### Inde    India    India

---

Mr. K.M. SAHNI, Secretary (Labour and Employment), Ministry of Labour and Employment.

*accompanied by:*

Mr. S. SINGH, Ambassador, Permanent Mission, Geneva.

Mr. K. CHANDRAMOULI, Joint Secretary, Ministry of Labour and Employment.

Mr. M.S. GROVER, Deputy Permanent Representative, Permanent Mission, Geneva.

Mr. A. SINGH, Director, Ministry of Labour and Employment.

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### Italie    Italy    Italia

---

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Mme V. RUSSO, Expert, Mission permanente, Genève.

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### Japon    Japan    Japón

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Mr. K. TSUNEKAWA, Assistant Minister for International Affairs, Minister's Secretariat, Ministry of Health, Labour and Welfare.

Mr. H. MINAMI, Minister, Permanent Mission, Geneva.

Mr. M. HAYASHI, Counsellor, Permanent Mission, Geneva.

Mr. H. HORIE, Counsellor, Permanent Mission, Geneva.

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Mr. A. MIKAMI, Director for Planning, Personnel and Pension Bureau, Ministry of Internal Affairs and Communications.

Mr. Y. ARAI, First Secretary, Permanent Mission, Geneva.

Mr. Y. HIKASA, First Secretary, Permanent Mission, Geneva.

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

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

Mr. S. YASUI, Technical Assessment Officer, Safety Division, Industrial Safety and Health Department, Labour Standards Bureau, Ministry of Health, Labour and Welfare.

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

Ms. N. MAEDA, Deputy Director, Specialized Agencies Division, Global Issues Department, Minister's Secretariat, Ministry of Foreign Affairs.

Mr. S. SUDO, Section Chief, International Affairs Division, Minister's Secretariat, Ministry of Health, Labour and Welfare.

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\* *delegados acreditados no registrados*



Ms. Y. FUJIWARA, Official,  
International Affairs Division,  
Minister's Secretariat, Ministry of  
Health, Labour and Welfare.

*accompanied by:*

Mr. A. DAUDI, Secretary for Labour and  
Vocational Training.  
Mr. E. ZIRIKUDONDO, Deputy Labour  
Commissioner, Ministry of Labour and  
Vocational Training.  
Mr. H. NYANGULU, Director of  
Occupational Safety and Health,  
Ministry of Labour and Vocational  
Training.

---

## Kenya

---

Mr. N. KULUNDU, Minister for Labour  
and Human Resource Development.  
Ms. A. MOHAMED, Ambassador,  
Permanent Mission, Geneva.

*substitute(s):*

Mr. P. OWADE, Ambassador/Deputy  
Permanent Representative, Permanent  
Mission, Geneva.  
Mr. J. KAVULUDI, Labour  
Commissioner, Ministry of Labour and  
Human Resource Development.

*accompanied by:*

Mr. G. OMONDI, Counsellor - Labour,  
Permanent Mission, Geneva.  
Mr. P. WAMOTO, Assistant Labour  
Commissioner, Ministry of Labour and  
Human Resource Development.  
Ms. G. OTIENO, Technical Adviser,  
Ministry of Labour and Human  
Resource Development.  
Mr. J. MWANZIA, Personal Assistant to  
the Minister, Ministry of Labour and  
Human Resource Development.  
Mr. I. ONYANGO, Director,  
International Jobs Office, Directorate of  
Personnel Management.  
Mr. S. MACHARIA, Budget Department,  
Ministry of Finance.

---

## Malawi

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Mr. K. LIPENGA, Minister of Labour  
and Vocational Training.

---

## Maroc    Morocco    Marruecos

---

M. M. MANSOURI, Ministre de  
l'Emploi et de la Formation  
professionnelle.

*accompagné(s) de:*

M. M. LOULICHKI, Ambassadeur,  
Mission permanente, Genève.

M. A. BOUHARROU, Chef, Division de  
la Réglementation et des Organisations  
internationales du Travail, Ministère de  
l'Emploi et de la Formation  
professionnelle.  
M. N. HALHOUL, Secrétaire des  
Affaires Etrangères, Mission  
permanente, Genève.  
Mme S. FAHEM, Chef du service des  
Organismes Internationaux du Travail,  
Ministère de l'Emploi et de la Formation  
professionnelle.

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## Nigéria    Nigeria    Nigeria

---

Mr. H. LAWAL, Minister of Labour and  
Productivity.

*substitute(s):*

Ms. T. KORIPAMO-AGARY,  
Permanent Secretary, Federal Ministry  
of Labour and Productivity.

*accompanied by:*

Ms. B. EDEM, Director, PM.

\* *délégués accrédités mais non enregistrés* / \* *delegates accredited but not registered* /  
\* *delegados acreditados no registrados*

Dr. E. MERIBOLE, AD (OH).  
 Ms. H.G.N. ADABA, Director,  
 Inspectorate.  
 Ms. O. AIMUWU, Chief Labour Officer.  
 Ms. O. AJAYI, DD, Lagos State Office.  
 Mr. P.N.U. AJUZIE, Assistant Director,  
 Industrial Relations.  
 Mr. A.A. ADEYEMO, AD (E&W).  
 Mr. D. NEBURAGHO, Chief Labour  
 Officer.  
 Mr. S.O. ADELODUN, Director-  
 General, National Directorate of  
 Employment.  
 Ms. S. AJAYI, Director-General,  
 National Productivity Centre.  
 Mr. A. RUFA'I MUHAMMAD,  
 MD/CEO, Nigerian Social Insurance  
 Trust Fund.  
 Mr. I. ISA, Personal Assistant to the  
 Minister.  
 Mr. V. TUKURA, Special Assistant to  
 the Minister.  
 Mr. I.O. OFOEDU, Assistant Chief  
 Administration Officer.

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### **Pérou    Peru    Perú**

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Sr. M. RODRÍGUEZ CUADROS,  
 Embajador, Misión Permanente,  
 Ginebra.

*acompañado(s) de :*

Sr. C. CHOCANO, Representante  
 Permanente Alterno, Misión  
 Permanente, Ginebra.  
 Srta E. BERAUN ESCUDERO, Primera  
 Secretaria, Misión Permanente, Ginebra.  
 Sr. D. BELEVAN, Primero Secretario,  
 Misión Permanente, Ginebra.  
 Sra. C. GUEVARA, Segunda Secretaría,  
 Misión Permanente, Ginebra.

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### **Philippines    Philippines Filipinas**

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Mr. B. BITONIO, National Labor  
 Relations Commission, Department of  
 Labor and Employment.

*substitute(s):*

\* Mr. E. MANALO, Ambassador,  
 Permanent Mission, Geneva.

*accompanied by:*

Mr. C. LAGUNZAD, Labor Attché,  
 Philippine Overseas Labor Office,  
 Brussels.  
 Ms. M. EASTWOOD, Labour Attaché,  
 Permanent Mission, Geneva.  
 \* Mr. F. CIMA FRANCA, Minister-  
 Counsellor, Permanent Mission, Geneva.  
 \* Mr. J. GARCIA, Third Secretary,  
 Permanent Mission, Geneva.  
 Mr. E. AREVALO, Overseas Labour  
 Office, Permanent Mission, Geneva.

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### **Roumanie    Romania Rumania**

---

M. V. BINDEA, State Secretary, Ministry  
 of Labour, Social Solidarity and Family.

*suppléant(s) :*

M. D. COSTEA, Ambassadeur, Mission  
 permanente, Genève.

*accompagné(s) de:*

Mme G. CONSTANTINESCU, Premier  
 secrétaire, Mission permanente, Genève.  
 Mme L. PASA, Première Secrétaire,  
 Mission permanente, Genève.  
 Mme C. MEREUTA, Head of Unit,  
 Division for Labour Policies, Ministère  
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 Mme C. DUMITRIU, Counsellor,  
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**Royaume-Uni**  
**United Kingdom**  
**Reino Unido**

---

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\* Ms. H. THOMAS, Attaché, Permanent  
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**Fédération de Russie**  
**Russian Federation**  
**Federación de Rusia**

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## Sri Lanka

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<b>Membres gouvernementaux adjoints</b>	<b>Deputy Government members</b>
<b>Miembros gubernamentales adjuntos</b>	

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**Barbade Barbados**  
**Barbados**

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**Cambodge Cambodia**  
**Camboya**

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**Chili Chile Chile**

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**Corée, Rép. de  
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Mr. S. KIM, Deputy Director, International Negotiation Team, Ministry of Labour.

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**Côte d'Ivoire**

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**Ethiopie    Ethiopia    Etiopía**

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**Finlande Finland Finlandia**


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**Hongrie Hungary Hungría**


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**Grèce Greece Grecia**


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**Honduras**


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### **Irlande    Ireland    Irlanda**

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### **Jordanie    Jordan    Jordania**

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- \* Mr. N. AL-BADER, First Secretary,  
Permanent Mission, Geneva.

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### **Mexique    Mexico    México**

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- \* Sr. P. MACEDO, Embajador,  
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### **Mozambique**

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**Pakistan    Pakistan  
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**Pays-Bas    Netherlands  
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**Sénégal    Senegal    Senegal**

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**Singapour Singapore  
Singapur**

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**Tchèque, Rép.  
Czech Republic  
República Checa**

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**Trinité-et-Tobago Trinidad  
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**Tunisie Tunisia Túnez**

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**Venezuela (Rép. bolivarienne)  
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Venezuela (Rep. bolivariana)**

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## Viet Nam

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<b>Miembros empleadores titulares</b>	
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\* Mr. R. NARANG, accompanying Mr. Anand.

Mr. A. POLUEKTOV, accompanying Mr. Eremeev.

**Membres suppléants assistant à la session :**

**Substitute members attending the session :**

**Miembros suplentes presentes en la reunión :**

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

Mr. B. PIRLER (Turkey), Secretary General, Turkish Confederation of Employers' Associations.

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

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

\* Mme L. SASSO MAZZUFFERI (Italie), Conseiller spécial des affaires internationales, Confédération générale des employeurs d'Italie, CONFINDUSTRIA.

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

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<b>Membres travailleurs titulaires      Regular Worker members</b> <b>Miembros trabajadores titulares</b>	
<b>Vice-président du Conseil d'administration: Vice-Chairperson of the Governing Body: Vicepresidente del Consejo de Administración:</b>	<b>Sir Roy TROTMAN (Barbados)</b>
<b>Secrétaire du groupe des travailleurs: Secretary of the Workers' group: Secretaria del grupo de los trabajadores:</b>	<b>Ms. A. BIONDI</b>
<b>Secrétaire adjointe du groupe des travailleurs: Deputy Secretary of the Workers' group: Secretario adjunto del grupo de los trabajadores:</b>	<b>Sr. A. GONZALEZ</b>

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

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

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

\* Mme 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. ENGELEN-KEFER (Germany), Vice-President, German Confederation of Trade Unions (DGB).

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. OSHIOMHOLE (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), International Officer, EU and International Relations Department, Trades Union Congress.

Sir R. TROTMAN (Barbados), Vice-Chairperson of the ILO Governing Body, General Secretary, Barbados Workers' Union.

Mr. J. ZELLHOEFER (United States), European Representative, AFL-CIO European Office.

\* Ms. M. HAYASHIBALA, accompanying Mr. Nakajima.

Ms. B. KÜHL, accompanying Ms. Engelen-Kefer.

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Membres travailleurs adjoints	Deputy Worker members
Miembros trabajadores adjuntos	

- Mr. K. AHMED (Pakistan), General Secretary, All Pakistan Federation of Trade Unions.
- 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).
- \* Mme C. BRIGHI (Italie), Assistant Director International, C.I.S.L.
- \* Mr. B. CANAK (Serbia and Montenegro), President, United Branch Trade Unions, United Branch Trade Unions - Nezavisnost.
- \* Mr. T. ETTY (Netherlands), International Department, Netherlands Trade Union Confederation, FNV.
- Sra. A. GARCIA (Angola), Secrétaire générale, Centrale générale des syndicats indépendants et libres de l'Angola.
- Ms. N. GOULART (Brazil), Vice-Présidente, Força Sindical nacional.
- 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.
- Mr. L. ONGABA (Uganda), Secretary General, National Organization of Trade Unions.
- M. A. PALANGA (Togo), Secrétaire général, Confédération Nationale des Travailleurs du Togo (CNTT).
- Ms. C. PANDENI (Namibia), Treasurer, National Union of Namibian Workers (NUNW).
- Mr. E. PATEL (South Africa), National Labour Convenor, COSATU.
- Mr. R. SILABAN (Indonesia), General Chairman, Confederation of Indonesian Prosperous Labour Union (K-SBSI).
- \* Ms. H. YACOB (Singapore), Assistant Secretary General, National Trade Unions Congress.

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**Membres suppléants assistant à la session :**

**Substitute members attending the session :**

**Miembros suplentes presentes en la reunión :**

- Mr. K. GYÖRGY (Hungary), Member of the Executive Board, National Confederation of Hungarian Trade Unions.

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**Représentants d'autres États 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, Mission permanente, Genève.
- M. B. SEDKI, Ministre Plénipotentiaire, Mission permanente, Genève.
- M. H. KHELIF, Secrétaire diplomatique, Mission permanente, Genève.

**Autriche    Austria    Austria**

- Ms. I. DEMBSHER, Head of Unit, Federal Ministry of Economic Affairs and Labour.
- Mr. C. LASSMANN, Minister, Federal Ministry for Foreign Affairs.
- Mr. G. ZWERENZ, Advisor, Federal Ministry of Economics and Labour.
- Mr. A. WOJDA, First Secretary, Permanent Mission, Geneva.
- Ms. K. MAYER, Attaché, Permanent Mission, Geneva.

**Bangladesh**

- \* Mr. T. ALI, Ambassador, Permanent Mission, Geneva.
- \* Mr. M. ZAMAN, Minister, Permanent Mission, Geneva.
- \* Mr. N. AHMED, Third Secretary, Permanent Mission, Geneva.

**Belgique    Belgium    Bélgica**

- \* M. F. VANDAMME, Conseiller à la Division des Affaires internationales, Service Public Fédéral Emploi, Travail et Concertation sociale.

M. J. CLOESEN, Conseiller, Service Public Fédéral Emploi, Travail et Concertation sociale.

Mme L. EVEN, Attaché à la Division des affaires internationales, Service Public Fédéral Emploi, Travail et Concertation sociale.

M. F. ROUX, Ambassadeur, Mission permanente, Genève.

M. J. DE PRETER, Premier conseiller, Mission permanente, Genève.

Mme F. GUSTIN, Ministre Conseiller, Représentant permanent adjoint, Mission permanente, Genève.

Mme S. DE DOBBELAERE, Mission permanente, Genève.

\* Mme M. TIMMERMANS, Déléguée Wallonie-Bruxelles à Genève.

Mme O. SCHOONBROODT, Délégation Wallonie-Bruxelles à Genève.

Mme V. MOREAU, Délégation Wallonie-Bruxelles à Genève.

**Botswana**

Mr. B. MOKGOTHU, Ambassador, Permanent Mission, Geneva.

Ms. M. MATLHO, Counsellor, Permanent Mission, Geneva.

**Bulgarie    Bulgaria    Bulgaria**

Mr. P. DRAGANOV, Ambassador, Permanent Mission, Geneva.

Ms. J. POPOVA, State expert, Human Rights and International Humanitarian Affairs Department, Ministry of Foreign Affairs.

Mr. A. KOLCHAKOV, Junior expert in the International Relations Unit, Ministry of Labour and Social Policy.

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Ms. M. YOTOVA, Third Secretary,  
Permanent Mission, Geneva.

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**Colombie    Colombia  
Colombia**

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Sr. F. SANTOS CALDERON,  
Vicepresidente de Colombia  
Sra. C. FORERO UCROS, Embajadora,  
Misión Permanente, Ginebra.  
Sra. L. ARANGO DE BUITRAGO,  
Ministro Consejero, Misión Permanente,  
Ginebra.  
Sra. V. GONZALEZ, Ministro Consejero,  
Misión Permanente, Ginebra.  
Sr. R. VELEZ, Ministro Consejero,  
Misión Permanente, Ginebra.  
Sra. M. GNECCO, Primer Secretario,  
Misión Permanente, Ginebra.  
Sr. R. QUINTERO, Segundo Secretario,  
Misión Permanente, Ginebra.  
Sr. G. SARMIENTO, Misión  
Permanente, Ginebra.  
Sr. S. CASTELLANO, Misión  
Permanente, Ginebra.

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**Costa Rica**

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Sr. L. VARELA QUIRÓS, Embajador,  
Misión Permanente, Ginebra.  
Sr. C. GARBANZO BLANCO, Ministro  
Consejero, Misión Permanente, Ginebra.

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**Danemark    Denmark  
Dinamarca**

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Mr. J. BERING LIISBERG, Head of  
Division, Ministry of Employment.  
\* Ms. L. WANG KRISTENSEN, Attaché,  
Permanent Mission, Geneva.

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**Egypte    Egypt    Egipto**

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\* Ms. A. ABDEL HADY  
ABDELGHANY, Minister of  
Manpower and Migration.  
\* Mr. S. SHOUKRY, Ambassador,  
Permanent Mission, Geneva.  
\* Mr. A. MELEIKA, Deputy Permanent  
Representative, Permanent Mission,  
Geneva.  
\* Ms. S. EL ERIAN, Labor Counsellor,  
Permanent Mission, Geneva.  
\* Mr. M. FAKHRY, Counsellor, Permanent  
Mission, Geneva.  
\* Mr. O. SHALABY, Second Secretary,  
Permanent Mission, Geneva.  
\* Ms. M. ABDEL RAHMAN, Head,  
Migration Sector, Ministry of Manpower  
and Migration.

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**Equateur    Ecuador    Ecuador**

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\* Sr. J. FAIDUTTI, Embajador, Misión  
Permanente, Ginebra.  
Sr. C. SANTOS, Funcionario, Misión  
Permanente, Ginebra.  
Sr. J. THULLEN, Asesor, Ministerio de  
Trabajo.

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**Estonie    Estonia    Estonia**

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

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**Gabon    Gabon    Gabón**

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\* Mme M. ANGONE ABENA, Conseiller,  
Mission permanente, Genève.

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## Ghana

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- \* Mr. K. BAWUAH-EDUSEI,  
Ambassador, Permanent Mission,  
Geneva.
- \* Mr. P. ARYENE, Deputy Permanent  
Representative, Permanent Mission,  
Geneva.
- Ms. D. RICHTER, First Secretary,  
Permanent Mission, Geneva.

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## Guatemala

---

Sr. C. MARTINEZ ALVARADO,  
Embajador, Misión Permanente,  
Ginebra.

Srta A. CHAVEZ BIETTI, Ministra  
Consejera, Misión Permanente, Ginebra.

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## Indonésie    Indonesia Indonesia

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- \* Mr. S. SOEMARNO, Minister  
Counsellor, Permanent Mission, Geneva.
- \* Mr. A. SOMANTRI, Second Secretary,  
Permanent Mission, Geneva.

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## Israël    Israel    Israel

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- \* Mr. I. LEVANON, Ambassador,  
Permanent Mission, Geneva.
- \* Ms. N. FURMAN, Counsellor,  
Permanent Mission, Geneva.
- \* Ms. E. GOULDMAN-ZARKA, Adviser,  
Permanent Mission, Geneva.

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## Lituanie    Lithuania    Lituania

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- \* Mr. E. BORISOVAS, Ambassador,  
Permanent Mission, Geneva.
- Ms. R. KAZRAGIENE, Counsellor,  
Permanent Mission, Geneva.

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## Malaisie    Malaysia    Malasia

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- \* Mr. W. WAN ZULKFLI, Labour  
Attaché, Permanent Mission, Geneva.

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## Malte    Malta    Malta

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- \* Mr. S. BORG, Ambassador, Permanent  
Mission, Geneva.
- \* Mr. R. SARSERO, Counsellor,  
Permanent Mission, Geneva.
- \* Mr. J. BUSUTTIL, First Secretary,  
Permanent Mission, Geneva.
- Mr. T. BONNICI, First Secretary,  
Permanent Mission, Geneva.

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## Norvège    Norway    Noruega

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Mr. O. VIDNES, Counsellor, Permanent  
Mission, Geneva.

Mr. T. STENVOLD, Adviser, Ministry of  
Foreign Affairs.

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## Nouvelle-Zélande New Zealand Nueva Zelandia

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Ms. N. CRENNAN, Deputy Director,  
International Services, Department of  
Labour.

Ms. N. HOWELL, Adviser, International  
Services, Department of Labour.

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## Panama    Panama    Panamá

---

- \* Sr. J. CASTILLERO, Embajador, Misión  
Permanente, Ginebra.
- \* Sra. U. REYES, Embajadora,  
Representante Adjunta, Misión  
Permanente, Ginebra.
- \* Sr. J. CORRALES, Consejero, Misión  
Permanente, Ginebra.

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## Portugal

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M. J. SOUSA FIALHO, Conseiller,  
Mission permanente, Genève.

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## République dominicaine Dominican Republic República Dominicana

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- \* Sr. J. RAMÓN FADUL, Secretario de Estado de Trabajo.
- \* Sr. H. HERNÁNDEZ SÁNCHEZ, Embajador, Representante Permanente (designado), 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.
- Sr. Z. NUÑEZ, Asesor, Secretaría de Estado de Trabajo.

---

## Saint-Siège The Holy See Santa Sede

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- \* Mgr. M. TOMASI, Nonce Apostolique, Mission permanente, Genève.
- Mgr. M. DE GREGORI, Mission permanente, Genève.
- Dr. P. GUTIÉRREZ, Conseiller technique, Mission permanente, Genève.

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## Slovaquie Slovakia Eslovaquia

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- \* Ms. N. SEPTÁKOVÁ, First Secretary, Permanent Mission, Geneva.

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## Slovénie Slovenia Eslovenia

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Ms. M. DEISINGER, Adviser, Ministry of Labour, Family and Social Affairs.

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## Suède Sweden Suecia

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Ms. E. BORSIIN BONNIER,  
Ambassador, Permanent Mission,  
Geneva.

Ms. S. CALLTORP, First Secretary,  
Permanent Mission, Geneva.

Mr. C. ERIKSSON, Director, Special  
Expert, Ministry of Industry,  
Employment and Communications.

Mr. J. STRÖM, Deputy Director,  
Department for Global Development,  
Ministry of Foreign Affairs.

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## Suisse Switzerland Suiza

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- M. J. ELMIGER, Ambassadeur, Chef des Affaires internationales du Travail, Secrétariat d'Etat à l'économie (SECO).
- Mme T. ALVESALO-ROESCH, Suppléante du Chef des Affaires internationales du Travail, Secrétariat d'Etat à l'économie (SECO).
- \* M. E. AMHOF, Chef de la section Organisations internationales et politique d'accueil, Département fédéral des affaires étrangères.
- Mme S. GRATWOHL, Collaboratrice diplomatique, Section Organisations internationales et politique d'accueil, Département fédéral des affaires étrangères.
- Mme B. SCHAER BOURBEAU, Deuxième secrétaire, Mission permanente, Genève.

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**Thaïlande Thailand  
Tailandia**

---

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

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**Turquie Turkey Turquía**

---

Mr. H. OYMAN, Expert, Permanent  
Mission, Geneva.

---

**Uruguay**

---

Sr. G. VALLES GALMÉS, Embajador,  
Misión Permanente, Ginebra.  
Sr. R. GONZALEZ ARENAS,  
Embajador representante alterno, Misión  
Permanente, Ginebra.  
Sra. A. ROCANOVA, Segundo  
Secretario, Misión Permanente, Ginebra.  
Sr. C. PEREIRA, Misión Permanente,  
Ginebra.

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

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**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. T. MASUKU, Director, FAO Liaison Office, Geneva.  
\* Mr. P. KONANDREAS, Senior Liaison Officer, FAO Liaison Office, Geneva.  
Mr. P. PAREDES-PORTELLA, Liaison Officer, Geneva Office.
- 

**Organisation des Nations Unies pour l'éducation, la science et la culture  
United Nations Educational, Scientific and Cultural Organization  
Organización de las Naciones Unidas para la Educación, la Ciencia y la Cultura**

---

- \* Ms. I. BREINES, Director, Liaison Office, Geneva.  
Ms. K. HOLST, Liaison Officer.
- 

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

---

- \* Mr. J. CHAUFFOUR, Senior Economist, Representative in Geneva.
- 

**Organisation des Nations Unies pour le développement industriel  
United Nations Industrial Development Organization  
Organización de las Naciones Unidas para el Desarrollo Industrial**

---

- \* Ms. K. UNO, Director, Geneva Office.
- 

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

---

- \* Ms. V. KULAÇOĞLU, Director, Trade and Environment Division.  
\* Ms. G. MARCEAU, Counsellor, Office of the Director-General.
- 

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

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- \* Ms. M. KLEIN SOLOMON, Acting Deputy Director, Migration Policy, Research and Communication.
  - \* Mr. F. LACZKO, Head, Research and Publications Division, Migration Policy, Research and Communication.
  - \* Mr. N. BARUAH, Head, Labour Migration Division, Migration Management Services Department.
  - \* Mr. R. CHOLEWINSKI, Labour Migration Specialist, Labour Migration Division, Migration Management Service Department.
  - \* Ms. S. NONNENMACHER, Migration Policy, Research and Communications.
- 

**Organisation internationale de la francophonie**  
**Organización Internacional de la Francofonía**

---

- M. L. BARARUNYERETSE, Ambassadeur, Représentant permanent.
  - \* Mme S. COULIBALY LEROY, Représentant permanent adjoint.
- 

**L'Union africaine**  
**African Union**  
**Unión Africana**

---

- \* Ms. B. GAWANAS, Commissioner for Social Affairs.
  - \* Ms. K. MASRI, Ambassador and Permanent Observer.
  - \* Mr. V. WEGE-NZOMWITA, Counsellor, Geneva Office.
- 

**Organisation arabe du travail**  
**Arab Labour Organization**  
**Organización Árabe del Trabajo**

---

- Dr. I. GUIDER, Director General.
  - \* Mr. K. AL BALUSHI, Assistant Director.
  - Mr. A. HUMSI, Head of the Permanent Delegation in Geneva.
  - Ms. A. HILAL, Permanent Delegation in Geneva.
  - Ms. Z. KASBAOUI, Permanent delegation in Geneva.
- 

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

---

- \* Mr. S. ALFARARGI, Ambassador, Permanent Observer.
- \* Mr. Y. TILIOUANT, 1er Attaché de la Délégation.
- \* Dr. O. EL-HAJJE, Member.
- \* Mr. S. AEID, Member.

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**Commission européenne**  
**European Commission**  
**Comisión Europea**

---

- \* Mr. L. MICHEL, European Commissioner for Development and Humanitarian Aid.
- \* Mr. C. TROJAN, Ambassador, Head of Permanent Delegation, Geneva.
- \* Mr. T. BÉCHET, Head of UN Section, Permanent Delegation Office, Geneva.
- \* Mr. J. TRICARD, Head of Unit, DG Employment, Brussels.  
M. R. DELARUE, Official, DG Employment, Brussels.
- Mr. G. FLOATER, Official, DG External Trade, Brussels.
- \* Mr. C. DUFOUR, UN Section, Permanent Delegation Office, Geneva.

\* \* \* \*

Mr. G. HOUTTUIN, Deputy Head, Liaison Office of the General Secretariat, Geneva,  
Council.

Mr. S. VAN THIEL, Counsellor, Liaison Office of the General Secretariat, Geneva, Council.

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**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.
- \* Mr. J. IMBSEN, Director of Development.

**Confédération internationale des syndicats libres**  
**International Confederation of Free Trade Unions**  
**Confederación Internacional de Organizaciones Sindicales Libres**

- \* Ms. A. BIONDI, Director, Geneva Office.
- \* Ms. R. GONZALEZ, Assistant Director.

**Confédération mondiale du travail**  
**World Confederation of Labour**  
**Confederación Mundial del Trabajo**

- \* M. E. ESTEVEZ, Secrétaire confédéral.
- M. H. SEA, Représentant permanent à Genève.

**Fédération syndicale mondiale**  
**World Federation of Trade Unions**  
**Federación Sindical Mundial**

- \* Mr. R. CARDONA NUEVO, Deputy Secretary General, Permanent Representative, Geneva.
- Ms. A. AVELLA, Adviser, Geneva Office.
- \* Mr. R. MULLER.
- \* Mr. M. ALIGISAKIS.
- \* Mr. J. AVELLA GARCIA, Collaborator, Geneva Office.

**Organisation internationale des employeurs**  
**International Organization of Employers**  
**Organización Internacional de Empleadores**

- \* Mr. A. PEÑALOSA, Secretary-General.
- \* Mr. B. WILTON, Deputy Secretary-General.
- Mr. C. POSSIENKE, Advisor.

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**Organisation de l'unité syndicale africaine**  
**Organization of African Trade Union Unity**  
**Organización para la Unidad Sindical Africana**

---

- Mr. H. SUNMONU, Secretary-General.  
\* Mr. D. DIOP, Assistant Secretary-General.  
Mr. A. DIALLO, Permanent Representative to the ILO and UN Mission in Geneva.

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**Association internationale de la sécurité sociale**  
**International Social Security Association**  
**Asociación Internacional de la Seguridad Social**

---

- \* Mr. H. KONKOLEWSKY, Secretary General.  
\* Mr. Y. D'HAENE, Chief of Development, Communication and Research.  
\* Mr. J. THIRION, Chief of Finance and Administration.

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\* delegados acreditados no registrados*

**Mouvement de libération  
Liberation movement  
Movimiento de liberación**

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**Palestine    Palestine    Palestina**

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Mr. I. MUSA, First secretary, Permanent Observer Mission of Palestine in Geneva.