



## Record of Decisions

This document is a preliminary working paper for the use of the Governing Body and officials of the Office. It records only the Governing Body's decisions, and not the circumstances of their adoption, except where they were the result of a formal vote. The comments or reservations by individual members or groups subject to which the decisions were made will be found in the minutes of the session.

Where an Office publication or paper refers to a Governing Body decision, the source given should be the relevant Governing Body document and minutes, and not this Record of Decisions.

The Record of Decisions is arranged in the order of the items on the Governing Body's agenda. All decisions relating to a particular paper or section of a paper are grouped together. After the decision the sitting at which it was taken is indicated in brackets together with the basis on which it was taken, including appropriate references to Governing Body papers. The decisions are reproduced in full, with the exception of those relating to reports of the Committee on Freedom of Association, where a simple reference is made to the paragraphs of the report which form the basis of the decision.

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*First item on the agenda***Approval of the minutes of the 280th and 281st Sessions of the Governing Body**

1. Subject to the correction received, the Governing Body approved the minutes of its 280th and 281st Sessions. (First sitting; [GB.282/1](#), para. 3.)

*Second item on the agenda***Proposals for the agenda of the 92nd Session (2004) of the International Labour Conference**

2. The Governing Body requested law and practice reports or more detailed proposals on the following subjects to be submitted to it at its 283rd (March 2002) Session:
  - (a) New measures concerning discrimination in employment and occupation – Extension of the grounds on which discrimination is prohibited in Article 1 of Convention [No. 111](#) (standard setting);
  - (b) New gender-related proposal (taking into account the items Employment of women; Gender equality in the world of work; and Work and family in the twenty-first century) (general discussion based on an integrated approach);
  - (c) New gender-related proposal (taking into account the items Employment of women; Gender equality in the world of work; and Work and family in the twenty-first century) (general discussion based on an integrated approach);
  - (d) Migrant workers (general discussion based on an integrated approach); and
  - (e) Social dialogue (modified in the light of the discussion held) (general discussion).
3. In order to permit a choice between at least two standard-setting items for the agenda of the 92nd Session (2004) of the International Labour Conference, the Governing Body requested the Office to examine the possibility of proposing to the Governing Body at its 283rd (March 2002) Session at least one additional item for standard setting.
4. The Governing Body requested the Office to clarify the reasons for which the revision of the Human Resources Development Recommendation, 1975 ([No. 150](#)), necessitated a second discussion at the 92nd Session (June 2004) of the International Labour Conference.
5. The Governing Body further indicated that research work and consultation should be accelerated on the following items:
  - (a) Prevention of sexual harassment in the workplace;
  - (b) Working time; and
  - (c) An integrated approach to work in ports.(First sitting; [GB.282/2/1](#), para. 25 and summary by the Chair.)

**Withdrawal of Recommendations Nos. 2, 12, 16, 18, 21, 26, 32, 33, 34, 36, 43, 46, 58, 70, 74 and 96**

6. In order to draw up the agenda of the 92nd Session (2004) of the Conference, the Governing Body decided to place the proposal to withdraw the abovementioned Recommendations on the agenda of its 283rd Session (March 2002) for closer scrutiny. (First sitting; [GB.282/2/2](#), para. 6.)

*Third item on the agenda*

**Report and conclusions of the Thirteenth Asian Regional Meeting**  
(Bangkok, 28-31 August 2001)

7. The Governing Body requested the Director-General:
- (a) to draw the attention of the governments of the member States of the Asia-Pacific region and, through them, that of their national employers' and workers' organizations, to the conclusions adopted by the Meeting;
  - (b) to bear the conclusions in mind in executing ongoing programmes and in preparing future programme and budget proposals;
  - (c) to transmit the text of the conclusions:
    - (i) to the governments of all member States and, through them, to national employers' and workers' organizations;
    - (ii) to the international organizations concerned, including the non-governmental international organizations having consultative status.

(Second sitting; [GB.282/3](#), para. 75.)

8. The Governing Body decided to refer to the LILS Committee at its 283rd Session (March 2002), the question of possible ways of improving the follow-up to conclusions adopted by Regional Meetings.

*Fourth item on the agenda*

**Developments concerning the question of the observance by the Government of Myanmar of the Forced Labour Convention, 1930 (No. 29): Examination of the report of the High-level Team**

9. The Governing Body:
- (a) noted with great interest the report of the High-Level Team and extended its gratitude to the Team and to its Chairperson, Sir Ninian Stephen, for having accepted this important and difficult task, as well as its congratulations on the quality of its work;



- (b) acknowledged that the Myanmar authorities had fulfilled their commitments under the Understanding of 19 May 2001, but intended to remain vigilant with regard to the parallel commitment made by these authorities to refrain from taking any action against persons or organizations who might have directly or indirectly contributed information to the Team;
- (c) recognized the efforts made by the authorities to disseminate the Orders among the population, although it considered that these efforts should be strengthened and extended to include all the media and the use of the appropriate languages, in accordance with paragraph 42 of the report;
- (d) expressed profound concern regarding the very limited impact of this new legislation to date and, in particular, the persistent impunity with regard to criminal prosecution of persons who have committed violations, despite the provisions of this legislation;
- (e) called for urgent efforts to be undertaken by the Myanmar authorities to rectify this situation and provide more convincing evidence of their willingness to achieve this by the next session of the Governing Body;
- (f) requested the Director-General to pursue the dialogue with the authorities in order to define the modalities and parameters of continued and effective ILO representation in Myanmar, which should be put in place as soon as possible;
- (g) requested the Director-General to continue to provide assistance to the authorities with a view to giving effect to the other concrete suggestions put forward in the report, including with regard to establishing a form of ombudsman;
- (h) invited the Director-General to report to the next session of the Governing Body so as to permit the Governing Body in the light of the progress or lack of progress achieved on the different points under consideration, including criminal proceedings concerning the allegations mentioned in paragraph 28 of the report if they are founded, to draw appropriate conclusions, both regarding action within its remit and that which it should refer to the Conference.

(Fourth sitting; [GB.282/4/2](#), paras. 1-8.)

*Fifth item on the agenda*

**Special technical cooperation programme  
for Colombia (2001-03)**

- 10.** The Governing Body took note of the report. (Third sitting; [GB.282/5](#).)

*Sixth item on the agenda***Reports of the Committee on Freedom of Association****326th Report**

11. The Governing Body took note of the introduction to the report. (Third sitting; [GB.282/6](#), paras. 1-180.)
12. The Governing Body adopted the recommendations in paragraphs 195 (Case No. 2095: Argentina); 209 (Case No. 2117: Argentina); 244 (Case No. 2090: Belarus); 268 (Case No. 2135: Chile); 287 (Cases Nos. 2017 and 2050: Guatemala); 301 (Case No. 2103: Guatemala); 320 (Case No. 2122: Guatemala); 362 (Case No. 2116: Indonesia); 375 (Case No. 2113: Mauritania); 418 (Case No. 2013: Mexico); 431 (Case No. 2096: Pakistan); 450 (Case No. 2105: Paraguay); 477 (Case No. 2111: Peru); 493 (Case No. 2094: Slovakia); and 517 (Case No. 2067: Venezuela). (Third sitting; [GB.282/6](#).)

*Seventh item on the agenda***Reports of the Programme, Financial and Administrative Committee****First report: Financial questions*****Programme and Budget for 2000-01: Regular budget account and Working Capital Fund***

13. The Governing Body authorized the Director-General to submit proposals for any necessary transfers within the 2000-01 expenditure budget to the Chairperson for approval, in accordance with usual practice, prior to the closing of the 2000-01 accounts in January 2002 and subject to confirmation of such approval by the Governing Body at its 283rd Session (March 2002). (Seventh sitting; [GB.282/7/1](#), para. 24.)

***Voluntary contributions and gifts***

14. The Governing Body took note of this section of the report. (Seventh sitting; [GB.282/7/1](#), paras. 30-36.)

***Financial questions relating to the International Institute for Labour Studies***

15. The Governing Body took note of this section of the report. (Seventh sitting; [GB.282/7/1](#), paras. 37-38.)

**Programme and Budget proposals for 2002-03:  
Authorization to accept contributions and gifts**

16. The Governing Body endorsed the programme and approved the budget for the International Institute for Labour Studies for 2002-03 as set out in document [GB.282/PFA/3/1](#).

17. The Governing Body accepted the contributions and gifts listed in document [GB.282/PFA/3/2](#). (Seventh sitting; [GB.282/7\(Add. & Corr.\)](#), paras. 6-7.)

### ***International Training Centre of the ILO, Turin***

18. The Governing Body took note of this section of the report. (Seventh sitting; [GB.282/7/1](#), paras. 39-58.)

### ***Proposed 2002-03 budgets for extra-budgetary accounts***

International Occupational Safety and Health  
Information Centre (CIS)

19. The Governing Body approved the proposed 2002-03 income and expenditure budget for the International Occupational Safety and Health Information Centre (CIS) extra-budgetary account. (Seventh sitting; [GB.282/7/1](#), para. 75.)

Inter-American Research and Documentation  
Centre on Vocational Training (CINTERFOR)

20. The Governing Body approved the income and expenditure estimates for 2002-03 of the Inter-American Research and Documentation Centre on Vocational Training (CINTERFOR) extra-budgetary account. (Seventh sitting; [GB.282/7/1](#), para. 90.)

### ***Programme and Budget for 2002-03: Technical meetings reserve***

21. The Governing Body took note of this section of the report. (Seventh sitting; [GB.282/7/1](#), paras. 91-95.)

### ***Other financial questions***

Report of the Joint Inspection Unit of the United Nations  
on its activities for the year ended 31 December 2000

*Information Systems Technology Fund*

22. The Governing Body took note of these sections of the report. (Seventh sitting; [GB.282/7/1](#), paras. 96-108.)

Financial arrangements for the World Commission  
on the Social Dimension of Globalization

23. The Governing Body decided that, in case it established a Commission on the Social Dimension of Globalization, the cost, estimated at \$768,000, would be financed in the first instance from savings in Part I of the Programme and Budget for 2002-03; on the understanding that, should this subsequently prove impossible, the Director-General would propose alternative methods of financing at a later stage in the biennium. (Seventh sitting; [GB.282/7\(Add. & Corr.\)](#), para. 14.)

**Second report: Personnel questions****I. Statement by the staff representative**

24. The Governing Body took note of this section of the report. (Seventh sitting; [GB.282/7/2](#), paras. 2-5.)

**II. Amendments to the Staff Regulations****(a) Amendments approved by the Director-General**

25. The Governing Body took note of this section of the report. (Seventh sitting; [GB.282/7/2](#), para. 6.)

**(b) Proposed amendments to the Staff Regulations**

26. The Governing Body:

(a) approved the scheme of the paternity leave benefit as outlined in document [GB.282/PFA/8/1](#) (paragraph 5) on a pilot basis, with guidance on the conditions of entitlement to the benefit being provided through an associated Office circular. The scheme would be reviewed in the light of any guidelines proposed subsequently by the ICSC;

(b) approved the text of article 3.16(b) as set out in document [GB.282/PFA/8/1](#) (paragraph 10); and

(c) approved the text of the Staff Regulations set out in Appendix I to document [GB.282/PFA/8/1](#).

(Seventh sitting; [GB.282/7/2](#), para. 12.)

**III. Exceptions to the Staff Regulations**

27. The Governing Body took note of this section of the report. (Seventh sitting; [GB.282/7/2](#), para. 13.)

**IV. ILO human resources strategy: Update****V. Review of contracts policy**

28. The Governing Body took note of these sections of the report. (Seventh sitting; [GB.282/7/2](#), paras. 14-45.)

**VI. Domestic partnerships**

29. The Governing Body authorized the Office to proceed on the following basis:

(a) that, for present purposes, it define the phrase “domestic partner” as meaning a couple of the same or opposite sex, whose relationship may be regulated by legal instruments, but who are unable legally, or do not intend, to enter into a legal relationship of marriage;

- (b) that the criteria which must be met for recognition of a “domestic partnership” be those identified in paragraph 2 of document [GB.282/PFA/12](#);
- (c) that further consideration be given as to what benefits/assistance should be extended to a staff member in respect of a domestic partner. In this context, it is noted that:
  - (i) the Office will now provide assistance in obtaining the necessary permit for a domestic partner to live with the staff member at the duty station and that, in the event of an evacuation from a duty station for reasons of security, the Office would assume the same responsibility for a domestic partner as it does for other recognized family members;
  - (ii) with the agreement of the International Civil Service Commission (ICSC), the Office would extend, on a pilot basis, to domestic partners the benefit of payment of travel costs on appointment, transfer and repatriation;
  - (iii) the Office will seek to identify, in discussion with other organizations of the United Nations common system, what additional benefits or assistance might be granted on a trial basis, following further consultation with ICSC;
  - (iv) the Office will approach the Management Committee of the Staff Health Insurance Fund (SHIF) to discuss the possibility, consequences and basis on which some or all of the health insurance benefits granted to other recognized dependent family members could be extended to domestic partners;
  - (v) the Office will approach the United Nations Joint Staff Pension Fund with a view to having the issue of recognition of a domestic partner as a beneficiary under a United Nations pension placed on the agenda of the next meeting of the United Nations Joint Staff Pension Board in 2002; and
  - (vi) in parallel, measures will be taken in the context of inter-agency discussions to advance the human resources reform strategy and, in particular, the Work and Family Agenda being pursued in the United Nations, to seek agreement among the common system agencies for the governing bodies of individual agencies to address the issue of the recognition of domestic partners in the context of their own staff regulations or rules.

**30.** The following Government members expressed reservations about the above decision: Chad, El Salvador, Indonesia, Malaysia, Pakistan, United Arab Emirates and Yemen. Opposition was expressed by the following Government members: Dominican Republic, Islamic Republic of Iran, Libyan Arab Jamahiriya, Namibia and Sudan. (Seventh sitting; [GB.282/7/2](#), para. 66.)

## **VII. Pensions questions**

- (a) Report of the Board of Trustees of the Special Payments Fund
- (b) Report of the 184th Session of the Standing Committee of the Board of the United Nations Joint Staff Pension Fund (UNJSPF)

**31.** The Governing Body took note of these sections of the report. (Seventh sitting; [GB.282/7/2](#), paras. 67-70.)

**VIII. Report of the International Civil Service Commission**

32. The Governing Body:

- (a) accepted the recommendations of the ICSC, subject to their approval by the United Nations General Assembly, on the following entitlements:
  - (i) an increase of 3.87 per cent in the base/floor salary scale; and
  - (ii) consequential increases in the mobility and hardship allowance and separation payments for staff in the Professional and higher categories with effect from 1 March 2002; and
- (b) authorized the Director-General to give effect in the ILO, through amendments to the Staff Regulations (as necessary), to the measures referred to in subparagraph (a), subject to their approval by the General Assembly.

(Seventh sitting; [GB.282/7/2](#), para. 73.)

**IX. Matters relating to the Administrative Tribunal of the ILO****X. Other personnel questions**

33. The Governing Body took note of these sections of the report. (Seventh sitting; [GB.282/7/2](#), paras. 74-75.)

**Corrections**

34. The Governing Body took note of this section of the report. (Seventh sitting; [GB.282/7\(Add. & Corr.\)](#), para. 15.)

*Eighth item on the agenda*

**Reports of the Committee on Legal Issues and International Labour Standards****First report: Legal issues****I. Revision of the Rules for Regional Meetings**

35. The Governing Body took note of this section of the report. (Seventh sitting; [GB.282/8/1](#), para. 2.)

**II(a). Standing Orders of the International Labour Conference: Consolidation of measures taken to improve the functioning of the International Labour Conference**

36. The Governing Body:

- (a) decided that all the measures adopted by the Conference at its 89th Session (June 2001) would be maintained at its 90th Session (June 2002);
- (b) proposed that the Conference make the necessary derogations from article 4, paragraph 2; article 9(a); article 14, paragraph 6; and article 56, paragraph 9, of the Conference Standing Orders, so as to implement the above measures at that session, pending the adoption of the proposed amendments to the Standing Orders;
- (c) proposed to the Conference at its 90th Session that its Officers recommend the suspension of article 52, paragraph 3, of the Conference Standing Orders to the extent necessary to allow the government electoral college to vote by electronic means;
- (d) recommended to the Conference at its 90th Session (June 2002) that it amend article 4, paragraph 2; article 9; article 14, paragraph 6; article 52, paragraph 3; article 56, paragraph 9; and article 75, of its Standing Orders, as they appear in [Appendix I](#) to the present *Record of Decisions*;
- (e) requested the Office to present to the LILS Committee and the PFAC in March 2002 an estimate of the costs involved in updating the electronic voting system and making available various information technology facilities, as well as an assessment of the expenditure and savings made in this area during the last five sessions of the Conference; and
- (f) decided that the official opening of the 90th Session of the Conference (June 2002) should as an exception be scheduled for the Monday evening, so as to permit the committees to begin their work on Tuesday morning, as well as the holding of a brief second plenary sitting.

(Seventh sitting; [GB.282/8/1](#), para. 12.)

**II(b). Practical arrangements for the examination of the Global Report presented under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work**

37. The Governing Body requested the Office to prepare, for its 283rd Session (March 2002), a document on the ad hoc arrangements which the Conference will be invited to adopt at its 90th Session for the discussion of the Global Report, taking into account the views expressed by the Committee. (Seventh sitting; [GB.282/8/1](#), para. 27.)

**III. ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up: Review of the forms for annual reports under the follow-up**

38. The Governing Body took note of this section of the report and requested the Office to prepare a new document following further consultations. (Seventh sitting; [GB.282/8/1](#), paras. 28-47.)

**IV. Other legal issues: Agreement between the International Labour Organization and the Organisation internationale de la francophonie**

39. The Governing Body approved the text of the Agreement between the International Labour Organization and the Organisation internationale de la francophonie, which is reproduced as amended by the Committee in [Appendix II](#) to the present *Record of Decisions*, and

authorized the Director-General (or his representative) to sign the Agreement on behalf of the ILO. (Seventh sitting; [GB.282/8/1](#), para. 52.)

## **Second report: International labour standards and human rights**

### **V. Examination of standards-related reporting arrangements**

**40.** The Governing Body decided to:

- (a) maintain the two-year and five-year reporting cycles, with the Conventions presently in each group;
- (b) approve the grouping of fundamental and priority Conventions with countries divided alphabetically for reporting purposes;
- (c) approve the principle of arranging all other Conventions by subject groups for reporting purposes;
- (d) discontinue detailed reports on fundamental and priority Conventions unless there are changes, or they are requested by supervisory bodies;
- (e) discontinue the automatic requirement to send a detailed report if the government fails in its obligation to send a simplified report;
- (f) discontinue the automatic requirement for detailed second first reports;
- (g) maintain the present timing of the session of the Committee of Experts on the Application of Conventions and Recommendations, and the due dates for reports;
- (h) promote cooperation through agreements on country-by-country assistance programmes to resolve problems of application of Conventions and related questions;
- (i) invite the Director-General to hold further consultations on strengthening tripartite participation at the national level;
- (j) discuss at the 283rd (March 2002) Session:
  - (i) a draft grouping of non-fundamental Conventions for purposes of reporting; and
  - (ii) all other details, including the timetable, for the implementation of the modifications in the reporting system as outlined in subparagraphs (b) to (f) above; and
- (k) invite the Director-General to prepare for the 283rd (March 2002) Session of the Governing Body an overview of the discussions on possible improvements in the supervisory mechanism of the ILO, indicating what had already been discussed and what remained to be dealt with.

(Seventh sitting; [GB.282/8/2](#), para. 47.)



**VI. Report of the Working Party on Policy regarding the Revision of Standards**

41. The Governing Body:

- (a) took note of the report of the Working Party on Policy regarding the Revision of Standards and of the opinions expressed during the meeting of the Committee; and
- (b) approved the recommendations contained in the corresponding paragraphs of the report on which there was consensus in the Working Party and the Committee.

(Seventh sitting; [GB.282/8/2](#), para. 58.)

**VII. Ratification and promotion of fundamental ILO Conventions**

42. The Governing Body took note of this section of the report. (Seventh sitting; [GB.282/8/2](#), paras. 59-72.)

**VIII. Form for reports on the application of ratified Conventions (article 22 of the Constitution): The Safety and Health in Agriculture Convention, 2001 (No. 184)**

43. The Governing Body adopted the report form for the Safety and Health in Agriculture Convention, 2001 (No. 184), as amended in light of the observations of the Worker and Employer members (Appendix I to [GB.282/LILS/8](#)). (Seventh sitting; [GB.282/8/2](#), para. 77.)

**IX. Choice of instruments on which reports under article 19 of the Constitution should be requested in 2003 and 2004**

44. The Governing Body invited governments to submit reports under article 19 of the Constitution on the following instruments:

- In 2003: the Employment Policy Convention, 1964 (No. 122), the Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169), the Human Resources Development Convention, 1975 (No. 142), and the Job Creation in Small and Medium-Sized Enterprises Recommendation, 1998 (No. 189).
- In 2004: the Hours of Work (Industry) Convention, 1919 (No. 1), and the Hours of Work (Commerce and Offices) Convention, 1930 (No. 30).

(Seventh sitting; [GB.282/8/2](#), para. 88.)

**X. Intergovernmental Committee on the International Convention for the Protection of Performers, Producers of Phonograms and Broadcasting Organizations (Rome Convention, 1961): Report of the 18th Ordinary Session (Geneva, 27-28 June 2001)**

45. The Governing Body took note of this section of the report. (Seventh sitting; [GB.282/8/2](#), paras. 89-90.)

*Ninth item on the agenda*

**Report of the Committee on Employment and Social Policy**

**I. Global Employment Agenda**

46. The Governing Body took note of this section of the report. (Fifth sitting; [GB.282/9](#), paras. 3-39.)

**II. The Second World Assembly on Ageing**

47. The Governing Body requested the Director-General to take account, in preparing the ILO's contribution to the Second World Assembly on Ageing, of the opinions expressed by the Committee on the following issues:

- gradual and flexible transition from active working life to retirement as a means to give older workers the opportunity to remain active longer should they wish;
- the development of necessary measures to prevent discrimination in employment and occupation with special attention to older women workers;
- implementation of policies to train and retrain older workers in order to help them adapt to new demands and opportunities using the guiding principle of lifelong learning as a long-term preventive strategy;
- the potential of ICT to open up employment and training possibilities for older people including those with disabilities as well as the realization of this potential for the majority of the world's older people;
- the development of measures appropriate to national conditions and practice to enable older workers to stay longer in employment and to make it attractive for them to do so;
- the social security challenge to respond to changing family structures and lifestyles by guaranteeing equality of treatment between men and women on, for instance, pensionable age and survivors' benefits;
- the development of mechanisms that keep social transfer systems in financial equilibrium by sharing the financial burden of ageing fairly between the active and inactive populations;

- the costs of ageing for health-care systems as well as the positive economic impact of healthy older workers;
- the scope and limitations of migration replacement as a solution to population ageing;
- the importance of social integration, family links, multi-generational relationships and the rights of older people necessary to guarantee a secure and decent old age;
- the development of work and working environment as key issues to reduce long-term invalidity and to ensure decent retirement and health at old age;
- ways to strengthen traditional and family-based safety networks as a means to mitigate the negative effects of HIV/AIDS.

(Fifth sitting; [GB.282/9](#), para. 67.)

### **III. ILO relations with Bretton Woods institutions**

- 48.** The Governing Body took note of this section of the report. (Fifth sitting; [GB.282/9](#), paras. 68-85.)

### **IV. Report of the Tripartite Meeting of Experts on the Management of Disability at the Workplace**

- 49.** The Governing Body authorized the Director-General to publish the code of practice on the management of disability at the workplace. (Sixth sitting; [GB.282/9\(Add.\)](#), para. 99.)

*Tenth item on the agenda*

## **Report of the Committee on Sectoral and Technical Meetings and Related Issues**

### **I. Review of the Sectoral Activities Programme**

- 50.** The Governing Body:

- (a) set up a small working party comprised of two Government representatives (Germany and Ghana), two Employer representatives (Ms. Sasso-Mazzufferi and Mr. Jeetun) and two Worker representatives (Mr. Sibanda and Mr. Zellhoefer) to consider the issues related to the review of sectoral activities, and submit a report for the consideration of the Committee at the 283rd Session of the Governing Body in March 2002; and
- (b) postponed to the 283rd Session of the Governing Body, a decision on the meetings and agenda which have been provisionally selected for 2003.

(Fifth sitting; [GB.282/10](#), para. 37.)

- 51.** Furthermore, the Governing Body noted the views expressed on the timing of official consultations during its meetings.

## II. Composition and purpose of the meeting concerning health services to be held in 2002

### 52. The Governing Body:

- (a) adopted the type of meeting and the number of delegates as proposed in paragraph 3(b) of document [GB.282/STM/2](#); and
- (b) decided that the purpose of the meeting be as proposed and amended in paragraph 4 to read:

... to exchange views on new structures and approaches in health services and how they affect the capacity and effectiveness of the social partners in social dialogue and to identify a framework for how social dialogue could be strengthened, using a report prepared by the Office as a basis for its discussions; to adopt conclusions that include practical guidance for the strengthening of social dialogue and proposals for action by governments, by employers' and workers' organizations at the national level and by the ILO; and to adopt a report on its discussion. In addition, the meeting may also adopt resolutions.

(Fifth sitting; [GB.282/10](#), para. 50.)

## III. Effects to be given to the recommendations of sectoral meetings

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

### 53. The Governing Body:

- (a) authorized the Director-General to communicate the *Note on the Proceedings*:
  - (i) to governments, requesting them to communicate the texts to the employers' and workers' organizations concerned;
  - (ii) to the international employers' and workers' organizations concerned; and
  - (iii) to the international organizations concerned;
- (b) requested the Director-General to bear in mind, when drawing up proposals for the future programme of work of the Office, the wishes expressed by the Meeting in paragraphs 11-13 of the conclusions and in the relevant parts of the resolutions.

(Fifth sitting; [GB.282/10](#), para. 55.)

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

**54.** The Governing Body:

- (a) authorized the Director-General to communicate the *Note on the Proceedings* 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;
- (b) requested the Director-General to bear in mind, when drawing up proposals for the future programme of work of the Office, the wishes expressed by the Meeting in paragraphs 16 and 17 of the conclusions and in the relevant parts of the resolutions.

(Fifth sitting; [GB.282/10](#), para. 60.)

**IV. Report of the Meeting of Experts on Safety and Health in the Non-ferrous Metals Industries**  
(Geneva, 28 August-4 September 2001)

- 55.** The Governing Body took note of the report of the Meeting and authorized the Director-General to publish the code of practice on safety and health in the non-ferrous metals industries. (Fifth sitting; [GB.282/10](#), para. 65.)

**V. Report of the Third 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, 30 April-4 May 2001)

**56.** The Governing Body:

- (a) took note of the report of the third session of the Working Group;
- (b) approved the actions set out in paragraph 4 of document [GB.282/STM/5](#); and
- (c) approved the holding of a fourth session of the Working Group, with participation by the eight ILO (four shipowner and four seafarer) representatives, at no cost to the ILO, in mid-2002, with the terms of reference provided in paragraph 5 of the same document.

(Fifth sitting; [GB.282/10](#), para. 72.)

## VI. Report of the ILO Working Group on Harmonization of Chemical Hazard Communication

57. The Governing Body:

- (a) took note of the successful completion of the task given to the ILO Working Group on Harmonization of Chemical Hazard Communication;
- (b) took note of the establishment of a new United Nations body to maintain and update the globally harmonized system for the classification of labelling of chemicals;
- (c) endorsed the work of the ILO Working Group.

(Fifth sitting; [GB.282/10](#), para. 81.)

## VII. Other questions

### *Oral report on the emergency meetings*

58. The Governing Body took note of this section of the report. (Fifth sitting; [GB.282/10](#), paras. 2-9.)

### *Informal Meeting on the Hotel and Tourism Sector: Social Impact of the Events Subsequent to 11 September 2001*

*(Geneva, 25-26 October 2001)*

59. The Governing Body:

- (a) authorized the Director-General to communicate the report of the discussion and the Chairperson's summary:
  - (i) to governments, requesting them to communicate these texts to the employers' and workers' organizations concerned;
  - (ii) to the international employers' and workers' organizations concerned; and
  - (iii) to the international organizations concerned;
- (b) requested the Director-General to bear in mind, when drawing up proposals for the future work of the Office, the recommendations made by the social partners for action by the ILO, as reflected in the Chairperson's summary of the Meeting.

(Fifth sitting; [GB.282/10](#), para. 12.)

### *Modification of the title of the Tripartite Meeting on Restructuring of Civil Aviation: Consequences for Management and Personnel* *(Geneva, 21-25 January 2002)*

60. The Governing Body:

- (a) approved the change in title and the purpose of the Meeting as proposed in document [GB.282/STM/7](#), paragraph 2;

- (b) invited the Director-General, in these circumstances, to extend an invitation, at no cost to the Office, to the other governments of ILO member States, to relevant international organizations and, also as observers, relevant and directly concerned international non-governmental organizations that may wish to attend the Meeting;
- (c) recommended that Worker and Employer representatives might, at no cost to the Office, be accompanied by advisers;
- (d) recommended that, notwithstanding the provisions of the Standing Orders for sectoral meetings, all participants should have the right to speak and participate in the Meeting.

(Fifth sitting; [GB.282/10](#), para. 18.)

### *Eleventh item on the agenda*

## **Report of the Committee on Technical Cooperation**

### **I. Report of the Steering Committee on IPEC: Oral presentation**

### **II. The ILO's technical cooperation programme, 2000-01**

### **III. Further developments regarding technical cooperation activities in the United Nations system**

### **IV. On-the-spot reviews – Oral reports on Africa and Asia**

**61.** The Governing Body took note of these sections of the report. (Seventh sitting; [GB.282/11](#), paras. 3-105.)

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

**62.** The Governing Body endorsed the approach outlined in the document [GB.282/TC/5](#), and requested that it be kept informed, through the Committee on Technical Cooperation, of the implementation of the activities proposed. (Seventh sitting; [GB.282/11](#), para. 123.)

**VI. Oral report on the follow-up to the thematic evaluation: ILO projects on training for employment**  
(March 2001, GB.280/16)

**VII. Other business**

- 63.** The Governing Body took note of these sections of the report. (Seventh sitting; [GB.282/11](#), paras. 124-146.)

*Twelfth item on the agenda*

**Report of the Working Party on the Social Dimension of Globalization**

**Oral report by the Chairperson of the Working Party, Ambassador Jean-Jacques Elmiger of Switzerland**

- 64.** The Governing Body took note of the oral report by the Chairperson of the Working Party, with emphasis on the next steps with regard to enhancing its action and the creation of a World Commission on the Social Dimension of Globalization. (Fifth sitting; [GB.282/12](#).)

*Thirteenth item on the agenda*

**International Institute for Labour Studies: Report of the 43rd Session of the Board**

**Report of the Director**

- 65.** The Governing Body took note of this section of the report. (Seventh sitting; [GB.282/13](#), paras. 5-27.)

**Programme and Budget for 2002-03**

- 66.** The Governing Body endorsed the programme and approved the budget, in accordance with article II, paragraph 6, of the Regulations of the Institute. (Seventh sitting; [GB.282/13](#), para. 31.)

**Acceptance of contributions and gifts**

**Other questions**

- 67.** The Governing Body took note of these sections of the report. (Seventh sitting; [GB.282/13](#), paras. 32-35.)



*Fourteenth item on the agenda*

## **Report of the Director-General**

- I. **Progress in international labour legislation**
- II. **European Agreement concerning the Social Security of Boatmen Engaged in Inland Navigation**
- III. **Internal administration**

68. The Governing Body took note of the report. (Seventh sitting; [GB.282/14.](#))

## **Presentation of Governing Body documents**

### ***Oral report***

69. The Governing Body took note of an oral report by the representative of the Director-General and invited the Office to submit proposals regarding improvements to the presentation of documents. (Seventh sitting; summary by the Chairperson.)

### **First Supplementary Report: World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance (Durban, South Africa, 31 August-7 September 2001)**

70. The Governing Body took note of the report. (Fourth sitting; [GB.282/14/1.](#))

### **Second Supplementary Report: Representation alleging non-observance by Ecuador of the Indigenous and Tribal Peoples Convention, 1989 (No. 169), made under article 24 of the ILO Constitution by the Ecuadorian Confederation of Free Trade Union Organizations (CEOSL)**

71. The Governing Body adopted the recommendations in the report and declared closed the procedure initiated before the Governing Body as a result of the submission of the representation.

(Sixth (private) sitting; [GB.282/14/2](#), para. 45.)

### **Third Supplementary Report: Representation alleging non-observance by Colombia of the Indigenous and Tribal Peoples Convention, 1989 (No. 169), made under article 24 of the ILO Constitution by the Single Confederation of Workers of Colombia (CUT)**

72. The Governing Body adopted the recommendations in the report and declared closed the procedure initiated before the Governing Body when the representation was submitted.

(Sixth (private) sitting; GB.282/14/3, para. 94.)

**Fourth Supplementary Report:  
Representation alleging non-observance by Colombia  
of the Indigenous and Tribal Peoples Convention, 1989  
(No. 169), made under article 24 of the ILO Constitution  
by the Central Unitary Workers' Union (CUT) and the  
Colombian Medical Trade Union Association (ASMEDAS)**

73. The Governing Body adopted the recommendations in the report and declared closed the procedure initiated before the Governing Body as a result of the submission of the representation.

(Sixth (private) sitting; GB.282/14/4, para. 68.)

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

74. The Governing Body adopted the recommendations in the report and declared closed the procedure initiated as a result of the representation.

(Sixth (private) sitting; GB.282/14/5, para. 40.)

**Sixth Supplementary Report:  
Think Tank on the Impact of the  
11 September 2001 Events for Civil Aviation  
(Geneva, 29-30 October 2001)**

75. The Governing Body authorized the Director-General to communicate the report of the discussion and the Chairperson's summary:

- (a) to governments, requesting them to communicate these texts to the employers' and workers' organizations concerned;
- (b) to the international employers' and workers' organizations concerned; and
- (c) to the international organizations concerned.

76. The Governing Body requested the Director-General to bear in mind, when drawing up proposals for the future work of the Office, the recommendations made by the Think Tank for action by the ILO, as reflected in the Chairperson's summary of the meeting. (Third sitting; GB.282/14/6, paras. 6-7.)

*Fifteenth item on the agenda*

## **Reports of the Officers of the Governing Body**

**First report: Representation alleging non-observance by Ecuador of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), made under article 24 of the ILO Constitution by the Association of Human Resources Consultancies (ASECORH)**

77. The Governing Body decided that the representation was not receivable. (Sixth (private) sitting; GB.282/15/1, para. 6.)

**Second report: Representation alleging non-observance by Chile of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), made under article 24 of the ILO Constitution by Workers Union No. 3 of the National Copper Corporation of Chile (CODELCO), Chuquicamata Division**

78. The Governing Body decided that the representation was not receivable. (Sixth (private) sitting; GB.282/15/2, para. 6.)

**Third report: Representation alleging non-observance by Mexico of the Indigenous and Tribal Peoples Convention, 1989 (No. 169), made under article 24 of the ILO Constitution by the Union of Workers of the Autonomous University of Mexico (STUNAM) and the Independent Union of Workers of *La Jornada* (SITRAJOR)**

79. The Governing Body:

- (a) decided that the representation was receivable; and
- (b) deferred the establishment of a committee for its examination until the March 2002 session of the Governing Body.

(Sixth (private) sitting; GB.282/15/3, para. 6.)

**Fourth report: Representation alleging non-observance by Mexico of the Indigenous and Tribal Peoples Convention, 1989 (No. 169), made under article 24 of the ILO Constitution by the Union of Academics of the National Institute of Anthropology and History (SAINAH)**

80. The Governing Body:

- (a) decided that the representation was receivable; and
- (b) deferred the establishment of a committee for its examination until the March 2002 session of the Governing Body.

(Sixth (private) sitting; GB.282/15/4, para. 6.)

**Sixth report: Representation alleging non-observance by Guatemala of the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), made under article 24 of the ILO Constitution by the Popular Labour Action Unity (UASP) and the Trade Union of Workers of Guatemala (UNSITRAGUA)**

**81.** The Governing Body:

- (a) decided that the representation was receivable; and
- (b) deferred the establishment of a committee for its examination until the March 2002 session of the Governing Body.

(Sixth (private) sitting; GB.282/15/6, para. 7.)

*Sixteenth item on the agenda*

**Composition and agenda of standing bodies and meetings**

**Committee of Experts on the Application of Conventions and Recommendations**

***Reappointments***

**82.** The Governing Body reappointed, for a period of three years, the following members of the Committee of Experts on the Application of Conventions and Recommendations:

Mr. Anwar Ahmad Rashed Al-Fuzaie (Kuwait);

Ms. Janice R. Bellace (United States);

Ms. Laura Cox (United Kingdom);

Ms. Blanca Ruth Esponda Espinoza (Mexico);

Mr. Sergey Petrovitch Mavrin (Russian Federation);

Baron Bernd von Maydell (Germany);

Mr. Edilbert Razafindralambo (Madagascar);

Mr. Miguel Rodríguez Piñero y Bravo Ferrer (Spain);

Mr. Budislav Vukas (Croatia).

(Seventh sitting; GB.282/16, para. 1.)

***New appointments***

**83.** The Governing Body appointed the following persons as members of the Committee for a period of three years:

Mr. Rafael Albuquerque (Dominican Republic): Professor of Law, Autonomous University of Santo Domingo; former Minister of Labour; and

Mr. Pierre Lyon-Caen (France): Public Prosecutor at the Court of Appeal.

(Seventh sitting; GB.282/16, para. 2.)

- 84.** The Governing Body requested the Director-General to convey to Mr. Verdier its deep gratitude for the services he had rendered to the ILO. (Seventh sitting; GB.282/16, para. 4.)

## **ILO Declaration Expert-Advisers**

### ***Reappointments***

- 85.** The Governing Body reappointed, for a period of three years, the following members of the ILO Declaration Expert-Advisers:

Dr. Ahmed El Borai (Egypt);

Ms. Mária Ladó (Hungary);

Ms. Nieves Roldan-Confesor (Philippines);

Mr. Jean-Jacques Oechslin (France);

Mr. Robert White (Canada).

(Seventh sitting; GB.282/16, para. 5.)

### ***New appointments***

- 86.** The Governing Body appointed, for a period of two years, the following persons, as members of the ILO Declaration Expert-Advisers:

Ms. Thelma Awori (Uganda-Liberia);

Ms. Maria Cristina Cacciamali (Brazil).

(Seventh sitting; GB.282/16, para. 6.)

## **High-level Tripartite Working Group on Maritime Labour Standards (first meeting)**

(Geneva, 17-21 December 2001)

### ***Invitation of governments as observers***

- 87.** The Governing Body authorized the Director-General to invite the Government of Estonia as observer to the Working Group. (Seventh sitting; GB.282/16, para. 9.)

**Tripartite Meeting on Civil Aviation: Social and Safety Consequences of the Crisis Subsequent to 11 September 2001**

(Geneva, 21-25 January 2002)

***Invitation of intergovernmental organizations***

**88.** The Director-General informed the Governing Body of his intention to invite the following intergovernmental organizations:

- Arab Labour Organization;
- European Civil Aviation Conference;
- European Commission;
- International Civil Aviation Organization;
- International Monetary Fund;
- United Nations;
- United Nations Economic Commission for Africa;
- United Nations Economic Commission for Latin America and the Caribbean;
- United Nations Economic and Social Commission for Asia and the Pacific;
- World Bank.

(Seventh sitting; GB.282/16, para. 10.)

***Invitation of non-governmental international organizations***

**89.** The Governing Body authorized the Director-General to invite, in addition to the non-governmental international organizations that have general consultative status with the ILO, the following organizations to be represented at the Meeting as observers:

- Aircraft Engineers International;
- Airports Council International;
- Civil Air Navigation Services Organization;
- European Cockpit Association;
- International Air Carrier Association;
- International Air Transport Association;
- International Federation of Air Line Pilots' Associations;
- International Federation of Air Traffic Controllers' Associations;
- International Federation of Air Traffic Safety Electronic Associations;

- International Federation of Business and Professional Women;
- International Federation of Trade Unions of Transport Workers;
- International Federation of Transport Executives;
- International Federation of University Women;
- International Flight Attendants' Association;
- International Metalworkers' Federation;
- International Transport Workers' Federation;
- International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations;
- Public Services International;
- Trade Unions International of Transport Workers;
- Union Network International.

(Seventh sitting; GB.282/16, para. 12.)

**Tripartite Meeting on the Promotion of Good Industrial Relations in Oil and Gas Production and Oil Refining**  
(Geneva, 25 February-1 March 2002)

***Invitation of intergovernmental organizations***

90. The Director-General informed the Governing Body of his intention to invite the following intergovernmental organizations to be represented at the Meeting as observers:

- European Commission;
- International Energy Agency;
- United Nations Economic Commission for Europe;
- United Nations Environment Programme;
- United Nations Industrial Development Organization.

(Seventh sitting; GB.282/16, para. 13.)

***Invitation of non-governmental international organizations***

91. The Governing Body authorized the Director-General to invite, in addition to the non-governmental international organizations that have general consultative status with the ILO, the following organizations to be represented at the Meeting as observers:

- European Chemical Industry Council;
- European Petroleum Industry Association;

- International Federation of Chemical, Energy, Mine and General Workers' Unions;
- International Association of Oil and Gas Producers.

(Seventh sitting; GB.282/16, para. 15.)

**Tripartite Forum on Promoting the Tripartite Declaration on Principles concerning Multinational Enterprises and Social Policy**

(Geneva, 25-26 March 2002)

92. The Governing Body took note of this section of the report. (Seventh sitting; GB.282/16, paras. 16-17.)

**Tripartite Meeting on Employment, Employability and Equal Opportunities in the Postal and Telecommunications Services**

(Geneva, 13-17 May 2002)

***Invitation of intergovernmental organizations***

93. The Director-General informed the Governing Body of his intention to invite the following intergovernmental organizations to be represented at the Meeting as observers:

- Arab Labour Organization;
- European Commission;
- International Telecommunication Union;
- Organisation for Economic Co-operation and Development;
- United Nations;
- United Nations Conference on Trade and Development;
- Universal Postal Union;
- World Bank;
- World Trade Organization.

(Seventh sitting; GB.282/16, para. 18.)

***Invitation of non-governmental international organizations***

94. The Governing Body authorized the Director-General to invite, in addition to the non-governmental international organizations that have general consultative status with the ILO, the following organizations to be represented at the Meeting as observers:

- Disabled Peoples' International;
- Global Applied Disability Research and Information Network on Employment and Training;



- International Confederation of Public Service Officers;
- International Federation of Business and Professional Women;
- International Federation of Employees in Public Services;
- International Federation of University Women;
- International Organization for the Provision of Work for Persons with Disabilities and Who are Occupationally Handicapped;
- Public Services International;
- Rehabilitation International;
- Trade Unions International of Public and Allied Employees;
- Union Network International;
- World Blind Union.

(Seventh sitting; GB.282/16, para. 20.)

#### **Appointment of Governing Body representatives on various bodies**

##### ***Tripartite Meeting on Civil Aviation: Social and Safety Consequences of the Crisis Subsequent to 11 September 2001***

*(Geneva, 21-25 January 2002)*

95. The Governing Body appointed Mr. Elmiger (Government, Switzerland), who will also chair the Meeting. (Seventh sitting; GB.282/16, para. 21.)

##### ***Tripartite Meeting on the Promotion of Good Industrial Relations in Oil and Gas Production and Oil Refining***

*(Geneva, 25 February-1 March 2002)*

96. The Governing Body appointed Ms. Yacob (Worker member), who will also chair the Meeting. (Seventh sitting; GB.282/16, para. 22.)

##### ***Tripartite Meeting on Employment, Employability and Equal Opportunities in the Postal and Telecommunications Services***

*(Geneva, 13-17 May 2002)*

97. The Governing Body appointed Mr. Pierides (Employer member), who will also chair the Meeting. (Seventh sitting; GB.282/16, para. 23.)

\* \* \*

**Matters on which the Officers of the Governing Body took decisions on its behalf****Meetings for the remainder of 2001 and for 2002-03**

98. The Officers of the Governing Body approved the programme of meetings for the remainder of 2001 and for 2002-03, as set out in document GB.282/Inf.1.

**Symposia, seminars, workshops and similar meetings**

99. The Officers of the Governing Body approved proposals for a number of symposia, seminars, workshops and similar meetings, as set out in document GB.282/Inf.2 and GB.282/Inf.2(Add.).

**Requests from non-governmental international organizations wishing to be represented at the 90th (2002) Session of the International Labour Conference**

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

- (a) to invite the organizations listed below to be represented at the 90th (2002) Session of the International Labour Conference, it being understood that it will be for the Selection Committee of the Conference to consider their requests to participate in the work of the committees dealing with the agenda items in which they have stated a special interest;
- (b) to inform the organizations concerned that they may nominate one person only for each of the agenda items in respect of which their interest has been recognized.

**Workers' organization**

General Confederation of Trade Unions

**Other organizations**

International Association of Universities of the Third Age

International Federation Terre des Hommes

Women's International League for Peace and Freedom

World Movement of Christian Workers

World Organization Against Torture

(Communicated to the Governing Body in GB.282/Inf.3.)

(Seventh sitting, GB.282/Inf.1, 2 and 3.)

## Appendix I

### Proposed amendments to the Conference Standing Orders as approved by the Committee

(passages which it is proposed to delete are shown between square brackets, those which it is proposed to add are underlined)

#### ARTICLE 4

##### *Selection Committee*

...

2. It shall be the duty of the Selection Committee to arrange the programme of the Conference, to fix the time and agenda for the plenary sittings, to act on behalf of the Conference with respect to decisions on non-controversial questions of a routine nature and to report to the Conference on any other questions requiring a decision for the proper conduct of its business, in accordance with the Conference Standing Orders. Where appropriate, the Committee may delegate any of these functions to its Officers.

#### ARTICLE 9

##### *Adjustments to the membership of committees*

The following rules shall apply to all committees appointed by the Conference with the exception of the Selection Committee, the Credentials Committee, the Finance Committee of Government Representatives and the Drafting Committee:

(a) once the various committees have been established and their initial membership appointed by the Conference, it shall be for [the Selection Committee to propose to the Conference, for its approval,] the groups to determine subsequent changes in the composition of such committees.

#### ARTICLE 14

##### *Right to address the Conference*

...

6. Except with the special consent of the Conference, no speech, whether by a delegate, a visiting minister, an observer or a representative of an international organization, shall exceed ten minutes exclusive of the time for translation, and no speech concerning the reports of the Chairperson of the Governing Body and the Director-General referred to in article 12, paragraphs 1 and 2, shall exceed five minutes exclusive of the time for translation. The President may, after consultation with the Vice-Presidents, submit to the Conference for decision without debate a proposal to reduce the time limit for speeches on a specific topic before the opening of the discussion thereof.

## ARTICLE 56

*Composition of committees and right  
to participate in their work*

...

9. *Representatives of non-governmental international organizations with which the International Labour Organization has established consultative relationships and with which standing arrangements for representation at the Conference have been made, and representatives of other non-governmental international organizations which the Conference, or the Selection Committee within the limits set out in article 4, paragraph 2, has invited to be represented at the committee, may be present at the meetings of the committee. ...*

## ARTICLE 52

*Procedure of voting*

...

3. *The counting of the votes shall be carried out under the direction of the representative of the President of the Conference assisted by two returning officers appointed by the electoral college from among its members. However, if an electoral college requests to vote by electronic means, the provisions of article 19, paragraph 16, concerning a vote by secret ballot shall apply.*

**(Deleted)**

## [ARTICLE 75

*Procedure for the nomination of members of committees  
by the Government group*

1. *In making nominations for committees, the Government group shall proceed as follows:*
2. *At the first official meeting of the group, the delegates of each government shall inform the Secretary of the group, in writing, upon which committees their government desires representation and in what order of preference.*
3. *The Secretary shall thereupon prepare for each committee a list showing what governments desire representation thereon and the order of their preference. These lists shall be communicated to the members of the group.*
4. *The group shall first make its nominations for that committee for which there are the largest number of candidates. After the members of the first committee have been nominated the same principle shall be followed in respect of the remaining committees.]*

## Appendix II

### Agreement between the International Labour Organization and the *Organisation internationale de la francophonie* (OIF)

**The Organisation internationale de la francophonie (OIF) in Paris (hereinafter referred to as “the OIF”), represented by the Secretary-General, and  
The International Labour Organization (ILO) in Geneva (hereinafter referred to as “the ILO”), represented by the Director-General,**

**Considering** that the objectives of the OIF include those of helping to prevent conflicts, supporting the rule of law and human rights, bringing peoples closer together through mutual knowledge and strengthening their solidarity through multilateral cooperation with a view to promoting the growth of their economies, with respect for the sovereignty, languages and cultures of different States;

**Considering** also that the fundamental goal of the ILO is to promote justice, social progress and access to employment, specifically through the development of international labour standards, technical cooperation programmes and research activities, with a view to achieving material progress and spiritual fulfilment for all people in conditions of freedom and dignity, economic security and equality of opportunity;

**Considering**, furthermore, the many member countries and areas of activity which the OIF and ILO have in common;

**Valuing** institutional dialogue between governments, the social partners and representatives of civil society in their respective bodies;

**Recalling** the institutional relations that have existed for many years between the two organizations;

**Convinced of** the importance of linguistic diversity as a factor in development and peace and as a key element in multilateralism and international democracy;

**Desirous of** continuing and strengthening their collaboration in order to enhance the effectiveness of their respective activities and better achieve their common objectives for the benefit of their members;

**Agree** to direct and harmonize their efforts to ensure reciprocal information, consultation and cooperation in accordance with the following provisions.

#### **Article 1 – Reciprocal information**

Subject to any provisions that may be needed to safeguard the confidentiality of certain documents, the OIF and ILO shall regularly exchange information, publications and any documents on matters of common interest, so as to promote the development of their activities. The practical means of organizing such exchanges shall be determined by the two parties jointly.

#### **Article II – Reciprocal invitations**

The parties shall invite one another to appoint representatives at meetings and conferences of common interest where the relevant regulations provide for the attendance of such representatives.

To that end, each of the parties shall inform the other in advance of its schedule of meetings and of the nature of those meetings.

### **Article III – Consultation**

1. A joint committee may be established to administer the application of the present Agreement. Its members in that case shall be appointed by the Secretary-General of the OIF and the Director-General of the ILO. The practical organization of the committee's meetings and the content of its discussions shall be defined jointly by the parties.
2. The OIF shall inform the ILO of any of its projects relating to common objectives for which it desires the ILO's cooperation. Similarly, the ILO shall inform the OIF of any of its projects relating to common objectives for which it desires the cooperation of the OIF.

### **Article IV – Cooperation**

1. As part of their respective programmes, the ILO and OIF may agree to formulate and implement joint collaborative activities, in particular in the following areas:
  - the social dimension of globalization, within the framework of a comprehensive social and economic development strategy in which economic and social policies are mutually reinforcing with the aim of combating poverty and bringing about broadly based and sustainable development based on respect for the fundamental rights at work, promotion of access to employment and income, improvement and expansion of social protection, and strengthening of social dialogue;
  - the promotion of the ILO Declaration on Fundamental Principles and Rights at Work – namely, freedom of association and effective recognition of the right of collective bargaining, the elimination of all forms of forced or compulsory labour, the effective abolition of child labour, the elimination of discrimination in employment and occupation – and of its follow-up, and the study, promotion and application of international labour standards;
  - integration of young people at work, in particular through the development of vocational training and support to the creation and management of small and micro-enterprises and cooperatives;
  - promotion of equal opportunities for men and women in the world of work, in particular through vocational training;
  - strengthening of the training capacities of the *Ecoles nationales d'administration* and the regional labour administration centres, especially in Africa, making use in particular of distance training tools and new information technologies;
  - strengthening of the capacity of management training schools with a view to promoting cooperation between enterprises;
  - harnessing of new information technologies, such as the Internet, by vocational training providers, through a programme to introduce multipurpose cyber centres;
  - promotion of cultural diversity and of the French language in the various spheres of activity of the ILO and OIF.
2. The development and implementation of joint activities in areas of common interest shall be the subject of special arrangements defining the practical, technical and financial modalities of participation of the parties which shall be clearly defined.
3. Any minor and routine expenses arising from the implementation of the present Agreement shall be borne by each of the respective organizations. Any other obligation, activity or expenditure which either of the parties might wish to undertake under the present Agreement shall be the subject of consultations between the ILO and the OIF with a view to determining the availability of the

necessary resources, the best way of sharing the cost burden and, if resources are not available, the best means of obtaining them.

### **Article V – Implementing provisions**

1. The Secretary-General of the OIF and the Director-General of the ILO shall consult one another as necessary on matters relating to the present Agreement. They may agree on additional administrative provisions for the purpose of implementing the present Agreement.
2. The present Agreement, having been approved in advance by the Governing Body of the ILO and by the competent bodies of the OIF, shall enter into force on the date on which it is signed by the authorized representatives of the parties.
3. The present Agreement shall not be amended except by formal agreement of both parties. Any such amendment shall enter into force three months after the date on which agreement is given.
4. Each of the parties may abrogate the present Agreement by giving prior notice in writing, six months in advance, to the other party. Denunciation of the present Agreement by one of the parties shall not in any way affect any obligations previously entered into.
5. Each party shall apply the Agreement in accordance with its own rules and regulations and in accordance with any decisions by its competent bodies.
6. Any dispute regarding the interpretation or application of the present Agreement shall be settled amicably by the parties.

IN WITNESS WHEREOF the representatives of the OIF and ILO have signed two copies of the Agreement in French, both copies being equally authoritative.

Done at ..... , ..... 2001

For the *Organisation internationale  
de la francophonie* (OIF)

For the *International Labour  
Organization* (ILO)

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