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Folder Title: United Nations [UN] - International Labour Office [ILO] - Correspondence - Volume 1

Folder ID: 1596524

Series: Liaison with external organizations

Dates: 02/07/1995 - 12/20/1996

Fonds: Records of the Office of External Relations

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THE WORLD BANK

Washington, D.C.

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The World Bank

1818 H Street NW

Washington DC 20433

Telephone: 202-473-1000

Internet: www.worldbank.org

PUBLIC DISCLOSURE AUTHORIZED

G-6 UN-ILO (International Labour Office)
(Vol. 1995 - 1996)

RETURN TO EXTERNAL AFFAIRS
INFORMATION CENTER

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WBG Archives

The World Bank Group
Archives



1596524

R1999-378 Other #: 8 Box # 152203B
United Nations [UN] - International Labour Office [ILO] - Correspondence
Volume 1

RETURN TO EXTERNAL AFFAIRS
INFORMATION CENTER

CLOSE-OUT SHEET

This file is closed as of Dec. 1996.

For further correspondence, please see Vol. 1997.



CORRESPONDENCE MANAGEMENT FOR THE PRESIDENT'S OFFICE

CHORUS

External Correspondence Profile

FOR ACTION: James D. Wolfensohn

STATUS: Filed

VPU: EXC Room #: E1227 Telephone: 85120

Log Date:

12/20/96 02:22:29 PM

Logged in by:

Elvira Scott

Response

Date:

CORRESPONDENCE DESCRIPTION:

From: Michel Hansenne
Organization: ILO

To: Mr. Wolfensohn
Dated: 12/20/96
Topic: Your visit to the June 1997 conference

ACTION INSTRUCTIONS:

Due Date:

3. FOR INFORMATION ONLY. NO COPIES REQUESTED BY THE CORRESPONDENCE UNIT IF ACTION IS TAKEN.

Thank you.

SPECIAL INSTRUCTIONS:

None

INFORMATION COPIES:

Frank, Richard (D-11097), Malloch-Brown, Mark (U 11-185)

For information, please contact:

Correspondence Unit, Room E1247 (Ext. 82441)

cc LP Ry

NS 1/12/3

H. J. Packer
2. J. Hill: CG-
ILO

No.: EXC-14456



INTERNATIONAL LABOUR OFFICE
GENEVA

THE DIRECTOR-GENERAL

20 DEC. 1996

Dear Mr. Wolfensohn,

Thank you for the reply to my letter concerning your visit to the June 1997 Conference which Mr. Frank sent on your behalf on 17 October 1996. We are all looking forward to your visit and Ms. Hagen is keeping in close contact with your staff regarding the necessary arrangements. You will be hearing more from us as the date approaches.

Concerning follow-up to the ILO-World Bank initiative on cooperation, Mr. Frank had suggested that representatives from both our institutions could meet on either 19 November or 26 November 1996. My staff considered alternative dates with Mr. Malloch Brown and Ms. Armitage as those proposed were not convenient for them to travel to Washington. We have now agreed to schedule the ILO team's visit for 20 and 21 February 1997.

The ILO team will be pleased to participate, as suggested by Mr. Frank, in a morning session with Bank managers in Development Economics, Environmentally Sustainable Development, Finance and Private Sector Development, Human Development and other relevant vice presidencies. An afternoon session would be devoted to cooperation in the various regions. On the second day the ILO team could hold

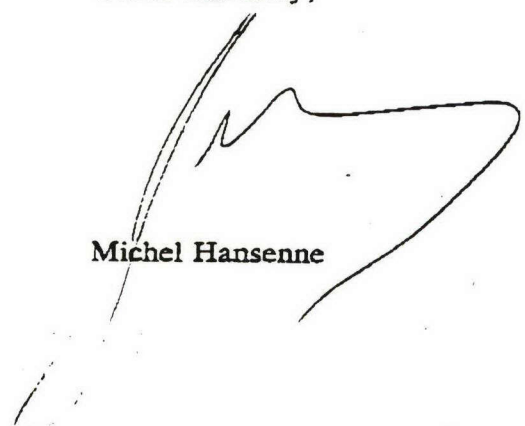
Mr. James D. Wolfensohn,
President,
The World Bank,
1818 H Street, N.W.,
WASHINGTON, D.C. 20433

2.

targeted follow-up meetings involving smaller groups or one-on-one sessions as needed. As far as possible, this would have to be planned in advance. Ms. Hagen will coordinate with Mr. Malloch Brown and Ms. Armitage on the specific subjects that would be of interest to both teams in advancing this joint initiative.

All the best for the holiday season.

Yours sincerely,



Michel Hansenne

The World Bank
Washington, D.C. 20433
U.S.A.

David de Ferranti
Director
Human Development Department

December 18, 1996

Mr. Carlos L. Custer
Secretary-General
World Confederation of Labor
33 Rue de Treves
B-1040 Bruxelles
Belgique

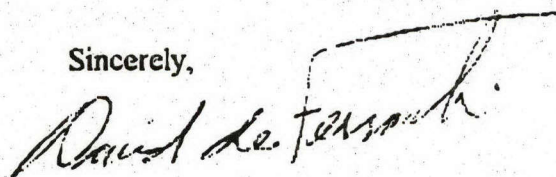
Dear Mr. Custer,

Thank you for your letter to Mr. Wolfensohn of November 18. I am replying on his behalf as Director of the Human Development Department.

We note your concern regarding Mr. Wolfensohn's recent visit to Brussels. This visit was a specific mission to the European Union that lasted only a day or so. Inevitably, Mr. Wolfensohn's time was fully occupied with European Union matters, and it was not possible for him to meet with representatives of other organizations. Although, as noted in an earlier letter from Mr. Ishrat Husain, we will contact you if a suitable opportunity for a meeting presents itself, I regret that this was not a suitable occasion.

Let me take this opportunity to assure you once more that Mr. Wolfensohn is committed to strengthening the links between the Bank and major trade union organizations.

Sincerely,



Mr. Carlos L. Custer

- 2 -

December 18, 1996

bcc: Nguyen (PSP), Fallon (HDDSP), Correspondence Unit, (EXC).

Pfallon:mm-a
HDD539
EXC13934

SP
C:\MSOFFICE\WINWORD\LETTERS\DDFWCLDOC
December 18, 1996 12:27 PM

HDD CORRESPONDENCE LOG

HDD CORRESPONDENCE LOG	539
DATE	06-Dec-96
TIME	
LOCATION	

SP# 291

HDD CORRESPONDENCE LOG

FROM	Carlos L. Custer, Secretary-general World Conferation of Labour
TO	Mr. Wolfensohn
DATE	28-Nov-96
REMARKS	Letter requesting a meeting with Mr. Wolfensohn

HDD CORRESPONDENCE LOG

Peter Falon

HDD CORRESPONDENCE LOG

Please prepare response for David de Ferranti's signature. Please note due date.

HDD CORRESPONDENCE LOG

18-Dec-96

HDD CORRESPONDENCE LOG

HDD CORRESPONDENCE LOG

THE WORLD BANK GROUP

ROUTING SLIP		DATE: December 4, 1996	
NAME		ROOM. NO.	
David de Ferranti			
cc: Correspondence Unit, E1247			
☐	URGENT	☐	PER YOUR REQUEST
☐	FOR COMMENT	☐	PER OUR CONVERSATION
☒	FOR ACTION	☐	NOTE AND FILE
☐	FOR APPROVAL/CLEARANCE	☐	FOR INFORMATION
☐	FOR SIGNATURE	☐	PREPARE REPLY
☐	NOTE AND CIRCULATE	☐	NOTE AND RETURN
☐		☐	
RE: EXC-13934, Correspondence from Carlos L. Custer			
REMARKS:			
Please handle the attached communication from the President's Office. Attached for your reference is a copy of the previous correspondence sent to Mr. Custer which was handled by the Social Protection Group.			
Thank you.			
FROM Minh Chau Nguyen		ROOM NO. S10-143	EXTENSION 32745



No.: EXC-13934

DEC 4 1996

CORRESPONDENCE MANAGEMENT FOR THE PRESIDENT'S OFFICE

CHORUS

External Correspondence Profile

FOR ACTION: Ishrat Husain

STATUS: Open

VPU: HRO Room #: S 10-051 Telephone: 81415	Log Date: 12/03/96 10:11:31 AM Logged in by: Thomas C. Joyce Response Date:
--	---

CORRESPONDENCE DESCRIPTION:

From:	Carlos L. Custer, Secretary General
Organization:	World Confederation of Labor, Brussels
To:	Mr. Wolfensohn
Dated:	11/28/96
Topic:	Expressing surprise that Mr. Wolfensohn did not meet with them during his visit to Brussels.

ACTION INSTRUCTIONS:

Due Date: 12/18/96

2. PLEASE HANDLE AND PROVIDE ONE COPY OF THE REPLY TO THE CORRESPONDENCE UNIT WITH THE EXC REFERENCE NUMBER MARKED UNDER THE BANK COPY RECIPIENTS.

If the action marked is incorrect, or an item of correspondence has been overtaken by events, please send an E-Mail to the "Correspondence Unit" All-in-One account.

Thank you.

SPECIAL INSTRUCTIONS:

See EXC-06721

INFORMATION COPIES:

Please return to: Correspondence Unit, Room E1247 (Ext. 82441)

FROM

01-14-97 03:56PM TO

95222646

#438 P.5/16

11/28/96 18:33:47

MCII Traffic Ops.->

Z6Z+52Z+3831

Page 002

28-NOV-1996 13:29

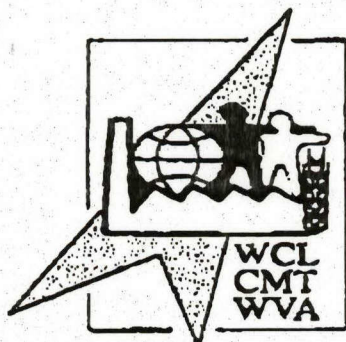
CMT/WCL Brussels

32 2 230 87 22

P.01 13939

I. Husain

also 6721



Confédération Mondiale du Travail
Confederación Mundial del Trabajo
World Confederation of Labour
WereldVerbond van de Arbeid
WeltVerband der Arbeitnehmer

Mr James Wolfensohn
President World Bank
1818 H Street N.W.
Washington D.C. 20433
USA

28.11.1996

CLC/Rv/ 2479

FAX 00.1.202/477.6391

Mr. President, Dear Sir,

We have been informed of your recent stay in Brussels and your contacts with the European Commission.

As you know, the World Confederation of Labour and also the International Confederation of Free Trade Unions are maintaining since many years relations with the World Bank and the International Monetary Fund.

At the occasion of our last stay in Washington in July of this year, WCL President Willy Peirens and myself, accompanied by our adviser for relations with IMF and World Bank, Ronald Janssen, we tried to have a meeting with you, but we did not succeed. However, we could have a contact with one of your collaborators, Mr. Husain, during which we insisted once again to meet you personally in Washington or in Brussels.

You will understand that we were rather surprised to hear now that you were in Brussels and that we didn't have the possibility to meet you on behalf of the World Confederation of Labour, representing millions of workers all over the world.

Yours faithfully,

Carlos L. Custer
Secretary-general

SECRÉTARIAT GÉNÉRAL : 31 RUE DE TREVES - B-1040 BRUXELLES - BELGIQUE
TEL : 02206.4700 - FAX : 02230.8722 - TELEGRAMME : MUNDOLABOR - BRUXELLES

ORGANISATION CONSULTATIVE AUTRES DES ORGANISATIONS DES NATIONS UNIES

TOTAL P.01

The World Bank**INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT
INTERNATIONAL DEVELOPMENT ASSOCIATION****1818 H Street N.W.
Washington, D.C. 20433
U.S.A.****(202) 477-1234
Cable Address: INTBAFRAD
Cable Address: INDEVAS****March 13, 1996**

**Mr. Carlos Luis Custer
Secretary-General
World Confederation of Labour
33 Rue de Treves
B-1040 Bruxelles
Belgique**

Dear Mr. Custer

Thank you for your recent letter and good wishes to Mr. Wolfensohn. He has asked me to respond on his behalf.

Mr. Wolfensohn was pleased to learn of the long-standing cooperation between the World Confederation of Labor and the World Bank. He believes that the Bank must strengthen and broaden its partnerships -- with the members of the UN system, the regional development banks, the private sector, NGOs and civil society. Continuing and deepening our dialogue and cooperation with trade unions is an essential element of this partnership.

As you know, the Bank is devoting increasing attention to employment, wages, work conditions and social protection in its work on economic and social issues. Indeed, last year's World Development Report "Workers in an Integrating World" was devoted to the important issue of labor. We will be incorporating the findings of that report into our country assistance strategies, lending decisions and our policy dialogue with borrowing governments.

Mr. Wolfensohn was also glad to learn that WCL had participated in the productive consultations with the international labor movement during the preparation of the WDR. The preliminary evaluation of the WDR and the press release issued by the WCL and ICFTU reveal the high degree of expertise, interest and commitment to development by the international labor movement, as well as some differences in outlook between trade unions and the Bank. Employment and labor issues are complex and often contentious and continued dialogue and interactions between us are likely to be fruitful for all concerned.

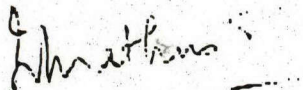
Mr. Carlos Luis Custer

-2-

March 13, 1996

I would like to thank you for your invitation to receive Mr. Wolfensohn at the WCL General Secretariat in Brussels, and if an opportunity presents itself in the coming months, we will certainly get in touch. We also appreciate your willingness to come to Washington for a meeting. Unfortunately, Mr. Wolfensohn has a very heavy travel schedule for the next few months, and regrets, therefore, that a meeting in the near future will be difficult. In the meantime, he has asked Mr. Choksi, Vice President for Human Capital Development, who has responsibility for labor policy at the Bank, to be in touch with you and explore ways to ensure that our dialogue continues.

Sincerely,



Ishrat Husain
Acting Vice President
Human Capital Development

Mr. Carlos Luis Custer

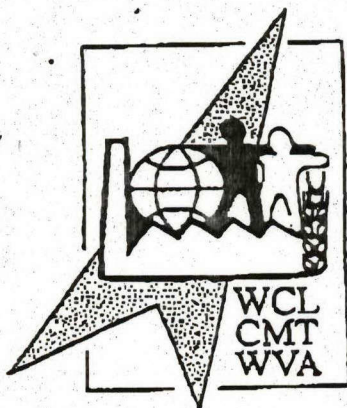
-3-

March 13, 1996

bcc: Thahane, Pachter (UNAVP); Aniba (EXC), Husain (PSPDR), Armitage (PSP)

Jarmitage:mm-a
HCD00105
EXC06721

Handwritten signature/initials



Confédération Mondiale du Travail
Confederación Mundial del Trabajo
World Confederation of Labour
WereldVerbond van de Arbeid
WeltVerband der Arbeitnehmer

Mr James Wolfensohn
President of the World Bank
Washington DC 20433
USA

Brussels 13 February 1996
CLC/Rv/jc 0285

Fax n° 00.1.202/52 23 237

Mr President,
Dear Sir.

In view of the fact that we have not yet had an occasion to meet since your election, I send you my very cordial greetings and best wishes of success with your high responsibilities.

The World Confederation of Labour — the oldest international trade union representing affiliates in 110 countries all over the world — has maintained for a long time information and cooperation contacts with the World Bank.

Considering the great economic and social issues at stake in the present-day world, taking into account the prominent part the World Bank is playing in the promotion of a better-balanced development, and knowing also that you take a special interest in this matter, we would like to have an opportunity to have a meeting and a discussion with you.

It goes without saying that we are entirely at your disposal to receive you at our general secretariat in Brussels, but the president of the WCL, Mr Willy Peirens, and I are also willing to pay you a visit at the head office of the World Bank in Washington at a moment at your convenience.

Hoping for a meeting with you, we remain, Mr President,

Yours respectfully,

Handwritten signature of Carlos Luis Custer
Carlos Luis Custer
Secretary-general

MAR 11 1996 (200)

03/08/9606:32:10 PM, HCOVP

H#
JA
Pl-handle

Correspondence Management for HCDVP
CHORUS
Correspondence Profile

Reference #: HCD-00105
EXC-06721

For Action: Husain	Log Date: 03/08/96
Unit: PSP Room #: S 10-051 Telephone: 81415	Status: Open
	Response Date:

Correspondence Description:

From: Carlos Luis Custer, Secretary-General World Confederation of Labour, Brussels
To: Mr. Wolfensohn
Dated: 02/13/96
Topic: Request meeting in Brussels or DC with Pres. Will Peirens, "World Confederation of Labour"

Action Instructions**Due Date:** 03/12/96

6. Please refer to the pink sheet from EXC

Special Instructions

None

Information Copies:

Please return to:
Armeane M. Choksi HCDVP S13-131
The final response document should be saved as O:\registry\[department]\HCO00105
(eg. O:\registry\hdd\HCO00105).

HUMAN CAPITAL DEVELOPMENT

Vice Presidency

Assigned to: <i>JH</i>	
Copied to:	
1. _____	
2. _____	
3. _____	
Action required:	
1. URGENT	
2. Please prepare a reply for Mr. Choksi's signature.	☒
3. Please prepare a reply for JDW's signature.	
4. Please respond/handle.	
5. For information.	
6. Other (see comments below).	
Reassigned to:	
Due to HCDVP by: <i>02/12/97</i>	
Reference number:	
File under:	
Comments:	

CORRESPONDENCE MANAGEMENT FOR THE PRESIDENT'S OFFICE
CHORUS
External Correspondence Profile

Reference #: EXC-06721

For Action: Armeane Choksi	Log Date: 03/04/96 02:57:07 PM
VPU: HRO Room #: S-13-131 Telephone: 31811	Status: Open
	Response Date:

CORRESPONDENCE DESCRIPTION:

From: Carlos Luis Custer, Secretary-General, World Confederation of Labour, Brussels
To: Mr. Wolfensohn
Dated: 02/13/96
Topic: Request meeting in Brussels or DC with Pres. Willy Peirens, "World Confederation of Labour"

ACTION INSTRUCTIONS:

Due Date: 03/13/96

1. Please handle/respond on behalf of Mr. Wolfensohn and provide a copy to EXC.

SPECIAL INSTRUCTIONS:

Mr. Choksi: We have called Miss Jane Armitage. In her absence, her assistant has advised that you would be the VPU able to assist us in advising how to handle the request to meet with a delegation of the World Confederation of Labor.. Thank you very much. RMM

INFORMATION COPIES:

Please return to: Rachel McColgan-Mohamed, EXC, E1247, 82441
--

FROM

01-14-97 03:58PM TO

95222646

#438 P.13/16

*Trade Councils
New hanging file*

July 19, 1996 1692



Confédération Mondiale du Travail
Confederación Mundial del Trabajo
World Confederation of Labour
WereldVerbond van de Arbeid
WeltVerband der Arbeitnehmer

Mr Ishrat Hussain
World Bank Acting Vice President
Human Capital Development
1818 H Street NW
Washington DC 20433
USA

Fax n° 00/1/202/477.6391

Brussels 17 July 1996
CLC/Mm/jc

Dear Sir,

Allow me first to thank you cordially on behalf of the president of the WCL, Willy Peirens, our special adviser, Ronald Janssen, and in my personal name for the meeting we had with you a few weeks ago at the World Bank.

Please find enclosed for your information a copy of our letter to Mr Wolfensohn, in which I inform him of our meeting while reiterating our appreciation if he would be willing to meet us next time he will be in Europe.

Thanking you again for your co-operation, we remain,

Yours very sincerely,

Carole Lule Custer
Carole Lule Custer
Secretary-general



Confédération Mondiale du Travail
 Confederación Mundial del Trabajo
 World Confederation of Labour
 WereldVerbond van de Arbeid
 WeltVerband der Arbeitnehmer

Mr James Wolfensohn
 President of the World Bank
 1818 H Street NW
 Washington DC 20433
 USA

Fax n° 00/1/222/477.6391

Brussels 17 July 1996
 CLC/Mm/jc

Dear Mr President,

While deploring that you were not in Washington at the moment of our recent visit to the World Bank, I wish to inform you that we had an excellent meeting with Mr Ishrat Husain, acting vice-president Human Capital Development and Social Policy director.

We expressed our very great concern about the economic situation world-wide and the resulting grave social effects; the repercussions of the foreign debt on the countries, the financial speculations and the lack of control over the international capital flows; the problem of unemployment; the employment policy; and the lack of follow-up of the Declaration and Plan of Action of the Social Summit in Copenhagen.

We pointed out, further, the need to recognise trade unions and to work out an international social legislation. Moreover, we explained our position to the social clauses which, if combined with multilateral guarantees and procedures, could be feasible, non-protectionist and necessary instruments for a rational and efficient globalisation. We also pointed out the positive fact that the trade unions had been given the opportunity to express their views in the World Development Report 1995. We would greatly appreciate it, for that matter, if the elaboration of the Report 1997 on the role of the State could be preceded by an inter-union consultation which, in our opinion, may prove to be positive.

We know that your schedule is extremely tight, yet we hope that you will do us the honour of meeting us next time you will be in Europe and particularly in Brussels. In the meantime, we remain,

Yours very sincerely,

[Signature]
 Benito Luis Custer
 Secretary-general



Confédération Mondiale du Travail
Confederación Mundial del Trabajo
World Confederation of Labour
WereldVerbond van de Arbeid
WeltVerband der Arbeitnehmer

M. Michel Gandessus, Directeur général
Fonds Monétaire International
700, 19^e Street
Washington D.C. 20431
USA

Fax: 001/202/623.62.20

Date: 18.07.96
Ref.: CLC/Mm/

Monsieur le Directeur général,

En premier lieu j'aimerais vous remercier tout particulièrement de l'accueil que vous avez réservé au Président de la CMT, M. Willy Peirens, à notre conseiller spécial, M. Ronald Janssen, et à moi-même lors de notre dernière rencontre à Washington.

Nous estimons que, même si nous n'avons pas toujours les mêmes approches, ce contact nous a permis d'avoir un échange d'idées très valable et j'espère que nous aurons la possibilité de le poursuivre à l'avenir. Au cours de notre entretien, nous avons abordé tout particulièrement votre préoccupation en vue de trouver des mécanismes qui devraient soulever la grave hypothèque de la dette extérieure sur les pays les moins développés. Nous suivons attentivement cette action et nous vous souhaitons beaucoup de succès dans la réalisation de cette proposition.

Lors de votre discours à Bruxelles, vous avez souligné l'importance et le rôle que les organisations des travailleurs devraient jouer dans la situation actuelle; nous regrettons de ne pas avoir pu approfondir votre idée, mais nous souhaitons vivement avoir des éclaircissements de votre part sur les possibilités réelles et les niveaux de cette participation.

Nous n'avons pas non plus pu approfondir la question concernant le flux des capitaux au niveau international et la possibilité de la taxe 'Tobin'. En ce qui concerne la législation internationale, et éventuellement des 'clauses sociales' avec des garanties non-protectionnistes et multilatérales, nous suivons attentivement les préparatifs et les possibilités de la prochaine Conférence ministérielle de l'Organisation Mondiale du Commerce.

Je me permets de vous rappeler quelques aspects concrets que nous espérons pouvoir réaliser:

- a. le séminaire pour nos organisations de l'Europe Centrale et de l'Est (sur lequel nous avons eu un entretien après notre réunion avec M. Roberto Bräuning) pour lequel nous comptons sur votre soutien;

CLC/Mm/11.07.96

p. 2

- b. prévoir pour l'année 1997 un séminaire similaire pour les pays subsahariennes et de l'Afrique centrale;
- c. la possibilité d'organiser des contacts plus structurels dans les pays entre le mouvement syndical et les représentants du FMI;
- d. la possibilité d'élaborer une brochure qui puisse contenir de façon synthétique les objectifs et la politique du FMI et de la Banque Mondiale, ainsi que les points de vues des syndicats.

En vous remerciant de votre disposition et en espérant pouvoir continuer nos contacts, je vous prie d'agréer, Monsieur le Directeur général, l'expression de mes salutations les meilleures.



Carlos L. Custer
Secrétaire général

*M. Mallock Brown**fy I*

INTERNATIONAL LABOUR OFFICE

BUREAU INTERNATIONAL DU TRAVAIL

GENÈVE

DEPUTY DIRECTOR GENERAL

DIRECTEUR GÉNÉRAL ADJOINT

27 November 1996

*Mr ID
G-6*

Dear Ishrat,

In reference to our telephone conversation of Monday, 25 November 1996, thank you for offering to cancel the inter-agency meeting in Djakarta next week which you had scheduled to discuss the draft country review of Indonesia which you had prepared for the ACC Task Force on Employment and Sustainable Livelihoods. It is probably the best way to deal with the immediate situation.

You have received a copy of the press release following the conclusion of last week's session of the ILO Governing Body. The press release contains a report of the action taken by the ILO's Committee on the Freedom of Association on a complaint brought against the Government of Indonesia by the International Confederation of Trade Unions, the World Confederation of Labour and the Indonesian Serikat Buruh Sejahtera Trade Union. The Committee expressed grave concern about the "serious and worsening infringements of basic human and trade union rights and violation of freedom of association principles in law and in practice." The Governing Body discussed this report at considerable length and agreed with the Committee's deep concern about the apparent violations of fundamental human rights in Indonesia. As you know, the Governing Body has a tripartite membership, and I was especially impressed that strong statements of concern came from all three groups.

Members of the Governing Body also noted that the country review of Indonesia for the ACC Task Force on Employment and Sustainable Livelihoods was being coordinated under the leadership of the World Bank and specifically requested that senior level representation from the ILO to the World Bank be made to draw attention to these matters and to ensure that they are taken into account in the report of the country review. Therefore, I am copying this letter to Ms. Marianne Haug, Director of Country Department III which includes Indonesia in the East Asia and Pacific Regional Office and, given the vacancy in the position of Vice President for East Asia and the Pacific, to Mr. Gautam Kaji, Managing Director. Of course, I am also sharing this information with Ms. Jane Armitage, Director of External Relations.

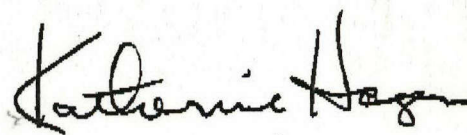
.../...

Mr. Ishrat Hussain
Director
Poverty and Social Policy Department
The World Bank
1818 H Street
WASHINGTON, D.C. 20433

- 2 -

I believe we will need to follow up on this communication with further dialogue on the country review. I understand that you will be attending the meeting of the ACC Task Force on Employment and Sustainable Livelihoods on 6 December in Geneva, and I hope that we can get together prior to that meeting to reach an understanding on what the next steps should be. Your support of the Task Force has been much appreciated, and I hope we can continue to benefit from that support.

Yours sincerely,



Katherine A. Hagen

cc: Ms. Marianne Haug
Mr. Gautam Kaji
Ms. Jane Armitage ✓

The World Bank

INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT
INTERNATIONAL DEVELOPMENT ASSOCIATION

1818 H Street N.W.
Washington, D.C. 20433
U.S.A.

(202) 477-1234
Cable Address: INTBAFRAD
Cable Address: INDEVAS

File: 66-110

November 19, 1996

Ms. Katherine Hagen
Deputy Director-General
International Labour Organization
4, route des Morillons
CH-1211 Geneva 22
Switzerland

Dear Ms. Hagen:

This is in response to Mr. Hansenne's invitation on behalf of the Governing Body of the International Labour Office to the Bank to attend its 267th session from November 19-21, 1996.

We appreciate the invitation, but unfortunately are unable to send a representative. Apparently, the above message was to have already been conveyed to you, but appears to have been inadvertently routed to our Paris office. I hope that this has not caused any inconvenience.

Sincerely yours,

/s/

Elise F. Pachter
International Relations Officer
United Nations Affairs

cc: Mr./Mmes. J. Armitage (EXTDR); A. Sfeir-Younis (EXTUN);
J. Maguire (EXTVP); L. Brown (EXTIM); Correspondence Unit

LPachter:lmw
EXC/EXT Log Nos. 12765/961017001

Follow-up?

A L L - I N - 1 N O T E

DATE: 16-Oct-1996 10:58am

TO: Lisa Pachter

(LISA PACHTER)

FROM: Peter R. Fallon, HDDSP

(PETER R. FALLON)

EXT.: 34420

SUBJECT: ILO Governing Body

Unless you feel strong diplomatic pressure on this, I do not think it worthwhile for anyone to attend this meeting.

CC: Lisa Wood

(LISA WOOD)

The World Bank/IFC/MIGA
O F F I C E M E M O R A N D U M

DATE: October 16, 1996 04:18pm

TO: Peter R. Fallon

(PETER R. FALLON)

FROM: Lisa Wood, EXTUN

(LISA WOOD)

EXT.: 31778

SUBJECT: ILO Governing Body

Thanks for your EM to Ms. Pachter. I spoke with Jane Armitage who suggest the response come from your office. Signed by either you or Mr. de Ferranti.

Please provide Ms. Pachter with a copy of your response.
Many thanks.

CC: Lisa Pachter

(LISA PACHTER)

The World Bank/IFC/MIGA
O F F I C E M E M O R A N D U M

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TO: Peter R. Fallon

(PETER R. FALLON)

FROM: Lisa Wood, EXTUN

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CC: Lisa Pachter

(LISA PACHTER)

Successful Transmission Report

Page 1

11-08-96

09:09AM

Memory Sending Doc. No 43 Pages: 1

Remote Fax Telephone Number	Remote Fax Name	Date	Time	Usage	Remarks
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THE WORLD BANK GROUP
Headquarters: Washington, D.C. 20433 U.S.A.
Tel. No. (202) 477-1234 • Fax (202) 477-4381 • Telex No. RCA 248423

FACSIMILE COVER SHEET AND MESSAGE

DATE:	November 7, 1996	NO. OF PAGES: 1 (including cover sheet)	MESSAGE NO.:
TO:	Ms. Cathy Russell		FAX NO.: (33-1) 47 23 74 36
Title:			
Organization:	EXTBU		
City/Country:	Paris, France		
FROM:	Mr. Peter Fallon		FAX NO.: (202) 522-3252
Title:	Acting Manager		Telephone: (202) 473-4420
Dept/Div:	HDCSP		Dept/Div. No.: 69330
Room No.:	S10-027		
SUBJECT:	ILO Governing Body - November 7-21, 1996		

MESSAGE:

Please note that we do not normally send anyone to this particular ILO meeting.

cc: Armitage (EXTVP), Pachter (EXTUN)

Transmission authorized by:

If you experience any problem in receiving this transmission, inform the sender of the telephone or fax no. listed above.

The World Bank/IFC/MIGA
O F F I C E M E M O R A N D U M

DATE: November 19, 1996 11:53am

TO: Lisa Wood

(LISA WOOD@A1@WBHQB)

FROM: Cathy Russell, EXTEU

(CATHY RUSSELL@A1@PARIS)

EXT.: 3023

SUBJECT: RE: ILO Governing Body

Lisa:

I have not sent, or been asked to send, anything to the ILO concerning this meeting.

Regards,

Cathy

THE WORLD BANK GROUP
Headquarters: Washington, D.C. 20433 U.S.A.
Tel. No. (202) 477-1234 • Fax (202) 477-6391 • Telex No. RCA 248423

FACSIMILE COVER SHEET AND MESSAGE

DATE:	November 7, 1996	NO. OF PAGES: 1 (including cover sheet)	MESSAGE NO.:
TO:	Ms. Cathy Russell		FAX NO.: (33-1) 47 23 74 36
	Title:		
	Organization: EXTEU		
	City/Country: Paris, France		
FROM:	Peter Fallon		FAX NO.: (202) 522-3252
	Title: Acting Manager		Telephone: (202) 473-4420
	Dept/Div: HDDSP		Dept./Div. No.: 69330
	Room No.: S10-027		
SUBJECT:	ILO Governing Body - November 7-21, 1996		

MESSAGE:

Please note that we do not normally send anyone to this particular ILO meeting.

cc: Armitage (EXTVP), Pachter (EXTUN)

Transmission authorized by:

If you experience any problem in receiving this transmission, inform the sender at the telephone or fax no. listed above.

WORLD BANK OFFICE TRACKING SYSTEM
EXTVP - OFFICE OF THE VICE PRESIDENT
Routing and Action Transmittal Sheet

TO:

Lisa Pachter

DATE:

10/17/96

cc: Jane Armitage, EXTDR
Judith Maguire, EXTVP

SUBJECT DOCUMENT:

From: Michel Hansenne, ILO
To: Mr. Wolfensohn
Dated: 10/10/96

Reference No.: EXT961017001

Topic: 267th Session of the ILO in Geneva 11/19/96

Incoming Reference Number: EXC-12765
Incoming Action Requested: TO HANDLE
Requested Due Date: 11/01/96

ACTION INSTRUCTIONS:

DUE DATE:

☐ XXX HANDLE
☐ REVIEW AND RECOMMEND
☐ FOR YOUR INFORMATION
☐ DISCUSS WITH _____
☐ AS WE DISCUSSED
☐ PREPARE RESPONSE FOR _____ SIGNATURE
☐ FOR YOUR FILES
☐ RETURN TO _____
☐ OTHER: _____

11/01/96

Remarks: Please handle/respond on behalf of Mr. Wolfensohn and cc:
Mr. Malloch Brown, Mmes: Maguire (EXTVP); Armitage (EXTDR);
Brown (EXTIM); Correspondence Unit (EXC)



No.: EXC-12765

CORRESPONDENCE MANAGEMENT FOR THE PRESIDENT'S OFFICE

CHORUS

External Correspondence Profile

FOR ACTION: Mark Malloch Brown

STATUS: Open

VPU: EXT Room #: U 11-185 Telephone: 85914

Log Date: 10/17/96 10:41:54 AM
Logged in by: Thomas C. Joyce
Response Date:

CORRESPONDENCE DESCRIPTION:

From: Michel Hansenne, Director-General
Organization: International Labor Office, ILO

To: Mr. Wolfensohn
Dated: 10/10/96
Topic: 267th Session of the ILO, in Geneva 11/19/96

ACTION INSTRUCTIONS:

Due Date: 11/01/96

2. PLEASE HANDLE AND PROVIDE ONE COPY OF THE REPLY TO THE CORRESPONDENCE UNIT WITH THE EXC REFERENCE NUMBER MARKED UNDER THE BANK COPY RECIPIENTS.

If the action marked is incorrect, or an item of correspondence has been overtaken by events, please send an E-Mail to the "Correspondence Unit" All-in-One account.

Thank you.

SPECIAL INSTRUCTIONS:

None

INFORMATION COPIES:

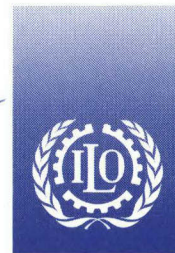
Please return to:

Correspondence Unit, Room E1247 (Ext. 82441)

INTERNATIONAL LABOUR OFFICE
BUREAU INTERNATIONAL DU TRAVAIL
OFICINA INTERNACIONAL DEL TRABAJO

149
51
OCT 1996

MMB(2)
12765



4, route des Morillons
CH-1211 GENÈVE 22
Télégrammes INTERLAB GENEVE
Télex 415647 ilo ch
Fac-similé (22) 798 86 85
Téléphone direct (22) 799
central (22) 799 61 11

Réf. BIT/ILO

GB 267-115

Votre réf.

The President of the World Bank
1818 H Street NW
WASHINGTON DC 20433
Etats-Unis

10 OCT. 1996

Dear Sir,

I have pleasure in conveying to your organization, on behalf of the Governing Body of the International Labour Office, a cordial invitation to be represented at the 267th Session of the Governing Body, which will be held at the International Labour Office, Geneva, from Tuesday, 19 November at 3 p.m. to Thursday, 21 November 1996. The full session will be preceded by meetings of various committees of the Governing Body, beginning on Thursday, 7 November.

A copy of the agenda of the session is enclosed for your information, together with the programme of meetings. The documents relating to the various items on the agenda will be sent to you as they become available.

Should your organization be able to accept this invitation, it would be much appreciated if you would communicate to me, at your earliest convenience, the name and address of the representative who will attend the session.

Yours faithfully,

A handwritten signature in black ink, which appears to read 'Hansenne', is written over a horizontal line. Below the signature, the name and title of the signatory are printed.

Michel Hansenne
Director-General



Agenda

1. Approval of the minutes of the 265th and 266th Sessions of the Governing Body.
2. Proposals for the agenda of the 87th Session (1999) of the Conference.
3. Effect to be given to the resolution concerning the elimination of child labour, adopted by the Conference at its 83rd Session (June 1996).
4. Questions arising out of the 84th (Maritime) Session of the International Labour Conference (Geneva, 8-22 October 1996).
5. Report on the Second United Nations Conference on Human Settlements (Habitat II, Istanbul, 3-14 June 1996).
6. Report of the Meeting of Experts on Workers' Privacy (Geneva, 1-7 October 1996).
7. Reports of the Committee on Freedom of Association.
8. Reports of the Programme, Financial and Administrative Committee.
9. Reports of the Committee on Legal Issues and International Labour Standards.
10. Report of the Committee on Employment and Social Policy.
11. Report of the Committee on Sectoral and Technical Meetings and Related Issues.
12. Report of the Committee on Technical Cooperation.
13. Report of the Working Party on the Social Dimensions of the Liberalization of International Trade.
14. International Institute for Labour Studies.
15. Report of the Director-General.
16. Reports of the Officers of the Governing Body.
17. Composition and agenda of standing bodies and meetings.



Programme of meetings for the 267th Session of the Governing Body¹

Thursday, 7 November

11 a.m. Committee on Freedom of Association
and 3 p.m.

Friday, 8 November

10 a.m. Committee on Freedom of Association
and 3 p.m.

Monday, 11 November

10 a.m. Committee on Technical Cooperation
and 3 p.m.

10 a.m. Working Party on Policy regarding the Revision of Standards
and 3 p.m.

Tuesday, 12 November

10 a.m. Building Subcommittee
11 a.m. Committee on Employment and Social Policy
and 3 p.m.

Wednesday, 13 November

10 a.m. Programme, Financial and Administrative Committee
and 3 p.m.

¹ The Board of the International Training Centre of the ILO will meet on Wednesday, 6 November in Turin. The Board of the International Institute for Labour Studies will meet on Tuesday, 12 November at 10 a.m.

Thursday, 14 November

- 10 a.m. Programme, Financial and Administrative Committee
- 3 p.m. Committee on Legal Issues and International Labour Standards

Friday, 15 November

- 10 a.m. Committee on Legal Issues and International Labour Standards
and 3 p.m.
- 10 a.m. Committee on Sectoral and Technical Meetings and Related Issues
and 3 p.m.
- At the close of the LILS meeting Subcommittee on Multinational Enterprises

Monday, 18 November

- 10 a.m. Working Party on the Social Dimensions of the Liberalization of
and 3 p.m. International Trade

Tuesday, 19 November

- 9 a.m. Employers' group
Workers' group
- 10 a.m. Government group
- 3 p.m. Governing Body

Wednesday, 20-Thursday, 21 November

- 10 a.m. Governing Body
and 3 p.m.

Friday, 22 November (if necessary)

- 10 a.m. Governing Body

File: GG-IL0

The World Bank
Washington, D.C. 20433
U.S.A.

Jane Armitage
Director
External Affairs

October 22, 1996

Mrs. Teresa Prada de Mesa
Deputy Director
International Labour Organization
Liaison Office with the United Nations
220 East 42nd Street
Suite 3101
New York, NY 10017

Dear Mrs. Prada de Mesa:

Please find attached, a schedule of meetings for Mrs. Katherine Hagen's visit to the World Bank on October 24. A street plan of World Bank buildings and their addresses is also attached for your information.

I would appreciate if you could let me know who will accompany Mrs. Hagen. Also, if Mrs. Hagen would like to meet briefly with Ms. Jane Armitage, I could schedule a meeting at 2:00 p.m. Please let me know.

Many thanks.

Sincerely,

Joy Le Blanc-Alston

Joy Le Blanc-Alston
Assistant to Ms. Armitage

Attachments

cc: Mr. Anthony Freeman, ILO, Washington, D.C.

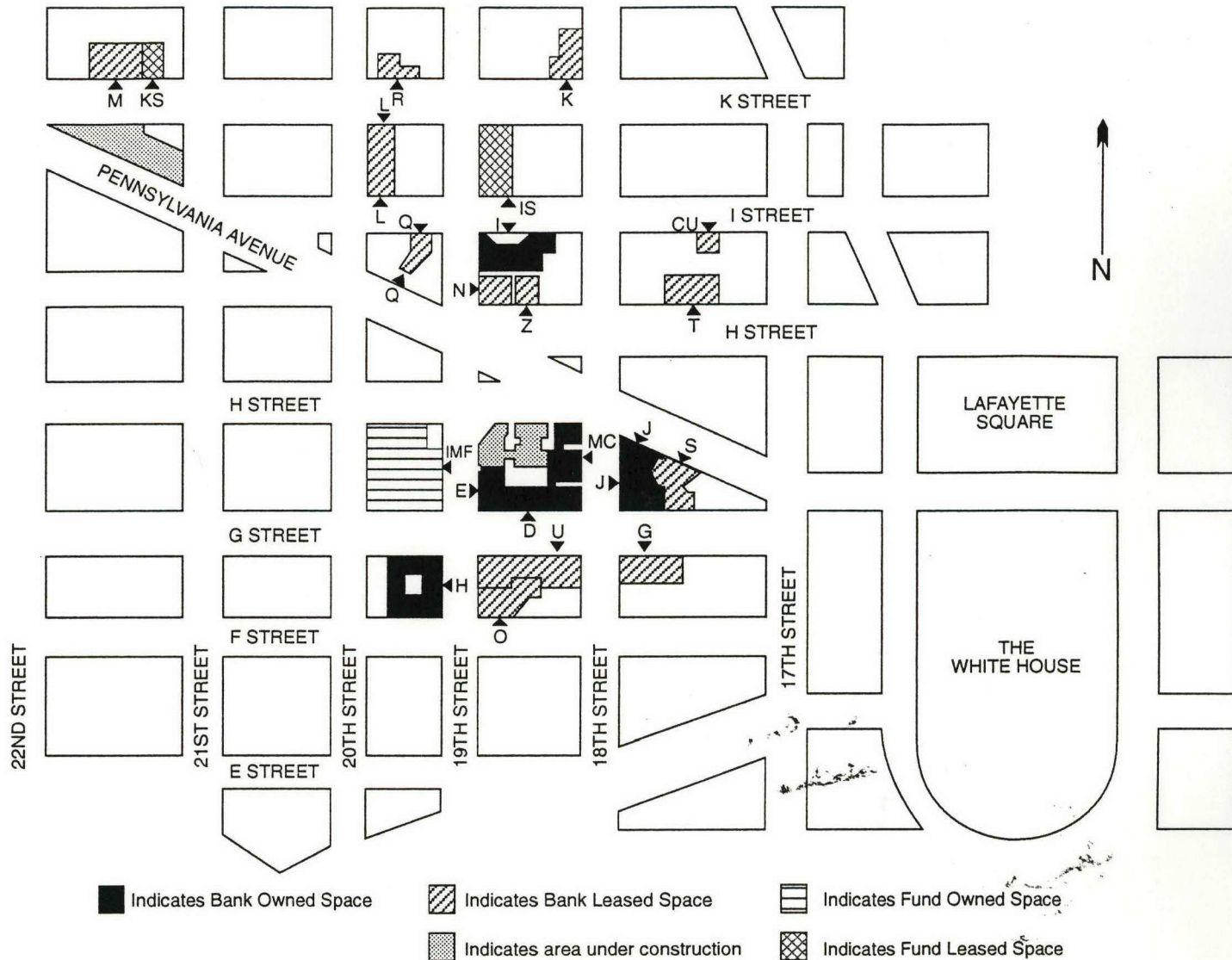
Visit of Mrs. Katherine Hagen

Deputy Director General, ILO, Geneva

October 24, 1996

<u>Time</u>	<u>Place</u>	<u>Staff</u>
2:30 p.m.	H 4-049	<i>Mr. Daniel Ritchie</i> Acting Vice President Middle East and North Africa Region <i>Mr. Mirza Qamar Ahmad</i> Senior Operations Officer West Bank and Gaza Middle East and North Africa Region
3:30 p.m.	MC 8-315	<i>Mr. Harold Messenger</i> Acting Vice President South Asia Region
4:30 p.m.	I 9-467	<i>Mr. Shahid Javed Burki</i> Vice President Latin America & the Caribbean Region

STREET PLAN OF WORLD BANK GROUP AND FUND BUILDINGS



HEADQUARTERS
 1818 H Street, N.W.
 Washington, D.C. 20433, U.S.A.
 Telephone (202) 477-1234

Letter	Address
"CU"	1722 I Street, N.W.
"D"	1809 G Street, N.W.
"E"	701-19th Street, N.W.
"G"	1776 G Street, N.W.
"H"	600-19th Street, N.W.
"I"	1850 I Street, N.W.
"J"	701-18th Street, N.W.
"K"	1801 K Street, N.W.
"L"	1990 K Street, N.W.
	Floors 3-5, 8, 11
	Floors 3, 4 (vacated as of 6/30/96)
"M"	2131 K Street, N.W.
"MC"	700 18th Street, N.W.
"N"	801-19th Street, N.W.

Letter	Address
"O"	1889 F Street, N.W., Floors 4,5,6
"Q"	1919 Pennsylvania Avenue, N.W.
	Floors 4, 5, 7
"R"	1909 K Street, N.W.
"S"	1750 Pennsylvania Ave, N.W.
"T"	1717 H Street, N.W.
	Floors 7, 8, 9
"U"	1800 G Street, N.W.
	Floors 3, 11, 12
"Z"	1819 H Street, N.W.
	Floor 11
"IMF"	700-19th Street, N.W.
"IS"	1875 I Street, N.W.
"KS"	2121 K Street, N.W. (IMF)

Mrs. Prada de Mesa

-2-

October 22, 1996

bcc: Mr. Sfeir-Younis, Ms. Lisa Pachter (EXTUN)

/jla

ORGANISATION INTERNATIONALE DU TRAVAIL
BUREAU DE LIAISON AVEC LES NATIONS UNIES



ORGANIZACION INTERNACIONAL DEL TRABAJO
OFICINA DE ENLACE CON LAS NACIONES UNIDAS

INTERNATIONAL LABOUR ORGANIZATION
LIAISON OFFICE WITH THE UNITED NATIONS

FACSIMILE

Number of Pages: 1

Our ref.:

To: Ms. Jane Armitage, Director (Fax. 202-522-2646)
External Affairs, The World Bank

From: Teresa Prada de Mesa, Deputy Director *[Signature]*

Date: 16 October 1996

c.c.: Ms. K. Hagen (Fax. 4122-799-7289)
Mr. S. Taylor (Fax. 4122-799-6872)
Washington B.O. (Fax. 202-653-7687)

Following our telephone conversation this morning, please find below the list of people from the Bank whom Katherine Hagen would like to meet on 24 October, as well as the subjects she wishes to discuss with them. Please take note that she plans to travel to New York on the 25th, but can take appointments for that morning, if needed. Otherwise, she prefers to fill up the 24th.

1. *Kamal Demb*
Mr. Caio Koch-Weser, Vice President for Middle East & North Africa :
Procurement and possibilities for ILO/World Bank cooperation in post-conflict situation programmes
2. **Mr. Shahid Javed Burki**, Vice President for Latin America :
 - a) Possibilities to enhance ILO/World Bank work in the region;
 - b) Views of the Bank on Social Development, in his capacity as Chairman of the World Bank's Social Development Task Force.
3. **Mr. D. Joseph Wood**, Vice President for South Asia :
Possibilities to strengthen ILO/World Bank work in the region.

If Mr. Wood is not available, she would like to meet with the person you consider most appropriate in this Vice Presidency.

Thank you very much for all your help. Best regards,

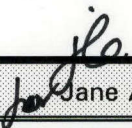
***Visit of Mrs. Katherine Hagen
Deputy Director General, ILO, Geneva***

***Accompanied by
Mrs. Teresa Prada de Mesa, Deputy Director, ILO, New York;
Mr. Anthony Freeman, Director; Ms. Celeste ten Booke, Associate Expert for
International Financial Institutions, ILO, Washington., D.C.***

Thursday, October 24, 1996

<u>Time</u>	<u>Place</u>	<u>Staff</u>
2:00 p.m.	U11-205	<i>Ms. Jane Armitage</i> Director External Affairs and UN Affairs
2:30 p.m.	H 4-049	<i>Mr. Daniel Ritchie</i> Acting Vice President Middle East and North Africa Region <i>Mr. Mirza Qamar Ahmad</i> Senior Operations Officer West Bank and Gaza Middle East and North Africa Region <i>Mr. Etienne Linard</i> Procurement Adviser Office of the Vice President Middle East and North Africa Region
3:30 p.m.	MC 8-315	<i>Mr. Harold Messenger</i> Acting Vice President South Asia Region
5.00 p.m.	I 8-467	<i>Mr. Shahid Javed Burki</i> Vice President Latin America & the Caribbean Region

File: CG-ILG

ROUTING SLIP			Date: October 22, 1996
JANE ARMITAGE DIRECTOR EXTERNAL AFFAIRS (EXTDR)			
NAME		FAX NO.	
Mr. Daniel Ritchie		70432	
Mr. Mirza Qamar Ahmad		77511	
Mr. Shahid Javed Burki		61173	
Mr. Harold Messenger		21663	
	URGENT		For action/comment
	Per your request	✓	Appropriate disposition
	Information/discard		Returned
	Approval/clearance		Note and return
	See my E-mail		Per our conversation
	Signature/initial		File
SUBJECT: YOUR MEETING WITH MS. KATHERINE HAGEN, ILO			
Please see attached materials on the ILO, including a letter from Ms. Hagen to Mr. Wolfensohn and her CV data. Ms. Hagen will be accompanied by Teresa Prada de Mesa, Deputy Director, ILO Office, New York, and either Tony Freeman, Director, or Celeste ten Broeke of the ILO office in Washington.			
 Jane Armitage		Rm. U 11-205	Ext. 81114

BANK-ILO COLLABORATION

- We are strongly in favor of continued and expanding collaboration with the ILO. We value their experience and expertise in employment and social policy. However, we do not encourage formal, top-down Memoranda of Understanding of Cooperative Programs.
- At the policy level, we encourage regular consultations by managers on issues of mutual concern -- such as labor legislation and standards, training, gender, pensions, child labor - and joint policy work, seminars and training programs as appropriate. There was excellent collaboration between ILO and EDI on last May's Tri-partite seminar on labor policy for Government, employers and labor leaders.
- At the country level, operational guidelines issued to staff following the 1995 WDR on Workers in an Integrating World workers encouraged consultation with the ILO in areas where their specialized knowledge and expertise can enhance the quality of analysis and effectiveness of country dialogue. However, formal Cooperative Programs, such as the one with the Food and Agricultural Organization (FAO/CP), that lock Bank staff into use of other agency staff to carry out the Bank's internal work program, have not proven to be an effective use of resources.
- The ILO, like other UN agencies, also takes part in the implementation of Bank-financed projects. For small contracts, UN agencies may be selected on a "sole source" basis, meaning they need not compete with commercial firms. Under these special contracts, UN agencies are allowed to draw funds in advance of work done and enjoy certain privileges and immunities not available to private firms. The Bank's management is currently considering the concerns expressed by the EDs at the end of last month regarding the \$2 million ceiling for sole sourcing of UN agencies. It is likely that a lower ceiling will be suggested. In addition, UN agencies will have to meet the same criteria that consultants currently must meet. The sole-source model Contract was agreed upon with UN agencies in June 1996. The ILO is also eligible to bid competitively for larger contracts with borrowing governments to implement components under Bank-financed projects, in accordance with standard Bank procurement and contract procedures.

ILO - Bank Relations: At a Glance

ILO Mandate: To improve the working conditions and living standards of workers throughout the world and to advance social justice.

ILO Governing Body: Tri-partite - Government, Employers and Trade Unions.

Relations with the Bank: The ILO and The Bank agree on the need for a market-friendly, outward-oriented development strategy, supported by investments in people, and safety nets for the poor. However, differences of view remain due to:

- **turf:** The Bank is increasingly involved in areas (labor policies, training and pension reform) that have traditionally been in the ILO's domain;
- **ideology:** The ILO has less faith in markets and more faith in the effectiveness of public sector interventions than the Bank;
- **different mandates:** The ILO explicitly focuses on human rights, social justice, equity and equality; the Bank's economic focus leads it to place more emphasis on efficiency;
- **different audience/clients:** ILO's tri-partite structure encourages a narrower focus on helping workers in the formal sector, versus the Bank's focus on helping the poor.

Bank staff draw on ILO expertise for design and implementation of labor-related reforms in adjustment programs, labor-intensive public works, social funds, employment services, pension reform and training, mainly in Africa and ECA. In 1995, disbursements of about USD 2 million were made to the ILO out of proceeds of World Bank loans and credits.

Intensive consultations took place during preparation for the Social Summit and the Beijing Conference on Women, and the 1995 WDR.

The Bank and ILO are currently carrying out joint policy studies on:

- *Current issues and reforms in Vocational Education and Training Policy; and*
- *The Impact of Labor Standards and Regulation on Employment and Work Conditions, particularly for Female Workers, in Export Processing Zones;*

The ILO is helping the Bank and Fund to organize regional seminars on employment and labor policy for trade union leaders. EDI is facilitating a tri-partite dialogue between Government, workers and employers in mid May, with significant ILO involvement.

The Bank is working with the ILO on development of an integrated social budget model, including pensions, health and other social expenditures.

The UN Administrative Committee on Coordination (ACC) has established three Task Forces to follow up on major global conferences, especially the Social Summit. The ILO chairs the Task Force on *Employment and Sustainable Livelihoods*. The Bank chairs the Task Force on an *Enabling Environment for Social and Economic Development*. The Bank and the ILO are participating in each Task Force, which will cooperate closely.

INTERNATIONAL LABOUR OFFICE



BUREAU INTERNATIONAL DU TRAVAIL

GENÈVE

DEPUTY DIRECTOR GENERAL

DIRECTEUR GÉNÉRAL ADJOINT

24 September 1996.

Dear Mr. Wolfensohn,

Please let me add my own thanks for your visit to the ILO last May, which was received so well by everyone here. Mr. Hansenne exchanged correspondence with you earlier to outline the main initiatives we should be taking in follow-up to your visit, and he has recently written to extend the ILO's official invitation to address the International Labour Conference on 12 June 1997. Because I plan to be in Washington for your annual meetings next week, I would like to take the opportunity to meet briefly with you to discuss how we should go from here.

In his letter, Mr. Hansenne refers to his having asked me to put together a small high-level team within the ILO to develop our own objectives for an enhanced relationship between our two institutions. I have started the process, and our small team has endorsed the desirability of a dialogue with a select group from your management team, as you suggested in May, for the sake of designing an overall strategy as well as to agree on some priorities for working together and exchanging ideas on how we can strengthen our linkages and make them inherently a part of our respective cultures.

Our group would suggest that the dialogue should focus on how our two institutions might work more closely with each other on three major objectives, as described in the attached summary - (1) promoting full employment and an enabling environment for full employment, (2) supporting the implementation of

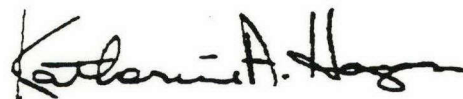
.../...

Mr. James D. Wolfensohn
President
The World Bank
1818 H Street NW
WASHINGTON DC 20433

- 2 -

fundamental labour standards, and (3) improving effective technical cooperation. I would be interested in your initial reaction to these objectives and would also like to talk with you about how we might develop a broad range of initiatives for building an enhanced relationship, whether with these objectives or others you may have in mind. I realize how busy you must be at this time, but I do hope that we will be able to meet. Therefore, I have asked the Washington office of the ILO to call you to try to set up a short meeting next week.

Yours sincerely,

A handwritten signature in dark ink, appearing to read "Katherine A. Hagen". The signature is fluid and cursive, with a large initial 'K' and a long, sweeping underline.

Katherine A. Hagen

ILO Objectives and Priorities for Dialogue with the World Bank Group
Preliminary Proposals
September 1996

1. The promotion of full employment and an enabling environment for full employment

At the 1996 International Labour Conference in June, the ILO adopted a set of policy conclusions on employment policies in a global context. The Conference delegates specifically requested the ILO to strengthen its ongoing dialogue with the Bretton Woods institutions "with a view to promoting a better mutual understanding of the interrelationship between economic, social and employment policies." The document encourages the ILO to stress the importance of consensus among the social partners, raising both the quality and quantity of employment and the development of adequate compensatory programmes of social safety nets, as well as the introduction of employment targets in structural adjustment programmes. In addition, there is an interest in encouraging a closer look at what the two institutions can do together in the important area of understanding how the development of the private sector affects employment creation.

2. The implementation of fundamental labour standards

The question of the implementation of international labour standards, and particularly of the fundamental human rights standards, needs to be faced head-on. A core set of ILO standards were identified at the World Summit for Social Development in Copenhagen as standards which all countries should ratify and implement. The relevant ILO Conventions cover the principles of freedom of association, the right to collective bargaining and prohibitions on forced and child labour and discrimination in employment and pay. It should be useful to explore how these core standards could be incorporated into the policies and practices of the Bank. Given the consensus nature of these standards, they should not be considered to be controversial "political conditionalities" which the Bank understandably wishes to avoid. The widespread concern about the exploitation of child labour, for example, underlines the urgent need for the two institutions to cooperate in its elimination. Furthermore, one might consider exploring the interaction between efficiency and equity as well as the overall issue of how and when certain fundamental values work and whether they are dependent on the level of development or not. The unique research capacity and developmental perspective of the Bank and the ILO's knowledge and work could be combined, or mutually reinforce one another, to address the optimal ways of promoting and implementing fundamental labour standards. These concerns relate as well to the importance of tripartite cooperation, involving employers and workers with governments, where some initiatives could also be taken.

3. Enhanced technical cooperation.

There is an interest in the overall framework for technical cooperation activities. The ILO and the Bank would benefit from an effort to improve collaboration and coordination of their efforts to assist countries in job creation, enterprise development, training, employment services, the design of social security systems, the promotion of occupational safety and health, and the operation of industrial relations systems generally. One aspect of this involves enhanced cooperation in post-conflict situations, and recent experiences in the Middle East and Bosnia trigger an interest in more effectively integrating cooperative efforts at early stages. Another aspect is the scope and terms for competitive bidding on World Bank-financed contracts.

KATHERINE A HAGEN

Biographical Sketch

Chemin de la Tour
1268 Begnins, Switzerland
Tel: (41) (22) 799-6332 (office)
(41) (22) 366-0067 (home)
Email: katherine.hagen@ituch

Katherine Ann Hagen is Deputy Director General of the International Labor Organization, headquartered in Geneva, Switzerland, and has responsibility for relations with the United Nations and the international financial institutions, as well as public relations and liaison with the American tripartite members of the ILO. She works closely with the World Bank and the International Monetary Fund to stimulate a policy dialogue on issues of mutual concern and to encourage enhanced collaboration in the programs and operations of the respective organizations. Among her responsibilities for relations with the UN system, she has recently assumed the chairmanship of the ACC Task Force on Employment and Sustainable Livelihoods.

Supplementing these activities, Ms. Hagen has been assigned the challenge of developing and implementing a new external relations strategy for the ILO to improve the public image and knowledge of what the ILO does. She brings considerable communications and promotional skills to this assignment, along with her substantive familiarity with the range of concerns facing the ILO.

Before joining the ILO in 1994, she was Vice President for Federal Government Affairs at AT&T, where she specialized in tax, labor relations, employee benefits and corporate governance issues. She was instrumental in persuading Congress to enact an important revision in pension funding law to strengthen the funding of retiree health benefits. Through The Business Roundtable, she represented the CEO of AT&T at delicate negotiations on controversial legislation with the civil rights community, Congress and the White House and also mobilized business support for the NAFTA Side Agreement on Labor. It was, however, through her close rapport with the Communications Workers of America and the International Brotherhood of Electrical Workers and her longstanding support for collective bargaining and workers rights that she was given the crucial backing of organized labor, as well as the backing of the business community and the US government, for her successful candidacy to become Deputy Director General of the ILO.

The CWA and the IBEW were also key to her earlier success in running for the North Carolina State Senate, to which she was elected three times in the mid-1970's. As a state senator, she worked with the unions, civil rights organizations and other interest groups on legislation to promote equal opportunity, juvenile and criminal justice reform, and election law reform. She also continued to teach international and Asian politics at Guilford College in Greensboro, North Carolina, where she was on the faculty for eleven years. In 1979-1980, Ms. Hagen was a White House Fellow and gained experience in personnel management and how one implements reforms as Special Assistant to the Director of the US Office of Personnel Management during the year after the Civil Service Reform Act was enacted. She combined these experiences with a law degree before she joined AT&T.

Ms. Hagen holds a Ph.D. in international relations from The American University in Washington, DC and a J.D. in law from the University of North Carolina at Chapel Hill. A native of Minnesota, she spent most of her formative years in India, where her father was a medical missionary.

File: 66-ILO

THE WORLD BANK
Washington, D.C. 20433
U.S.A.

OFFICE OF THE PRESIDENT

October 17, 1996

Mr. Michel Hansenne
Director-General
International Labour Organization
4, route des Morillons
CH-1211 Geneva 22
Switzerland

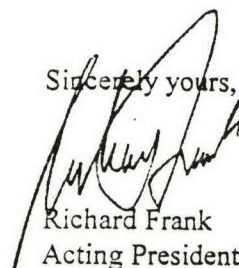
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Mr. Wolfensohn looks forward to seeing you again in Geneva.

Sincerely yours,



Richard Frank
Acting President

PREVIOUSLY FAXED

cc: Mmes./Messrs. M. Malloch Brown (EXTVP); J. Armitage (EXTDR); A. Sfeir-Younis (EXTUN);
J. Maguire (EXTVP); P. Fallon (PSP); L. Brown (EXTIM); Correspondence Unit
Ms. K. Hagen, Deputy Director-General, ILO

bcc: Ms. T. Prada de Mesa, Deputy Director, ILO New York
Mr. A. Freeman, Director, ILO Washington

LPachter:lmw
EXC/EXT Log Nos. 12297/961001001

INTERNATIONAL LABOUR OFFICE



BUREAU INTERNATIONAL DU TRAVAIL

GENÈVE

DEPUTY DIRECTOR GENERAL

DIRECTEUR GENERAL ADJOINT

24 September 1996.

Dear Mr. Wolfensohn,

Please let me add my own thanks for your visit to the ILO last May, which was received so well by everyone here. Mr. Hansenne exchanged correspondence with you earlier to outline the main initiatives we should be taking in follow-up to your visit, and he has recently written to extend the ILO's official invitation to address the International Labour Conference on 12 June 1997. Because I plan to be in Washington for your annual meetings next week, I would like to take the opportunity to meet briefly with you to discuss how we should go from here.

In his letter, Mr. Hansenne refers to his having asked me to put together a small high-level team within the ILO to develop our own objectives for an enhanced relationship between our two institutions. I have started the process, and our small team has endorsed the desirability of a dialogue with a select group from your management team, as you suggested in May, for the sake of designing an overall strategy as well as to agree on some priorities for working together and exchanging ideas on how we can strengthen our linkages and make them inherently a part of our respective cultures.

Our group would suggest that the dialogue should focus on how our two institutions might work more closely with each other on three major objectives, as described in the attached summary - (1) promoting full employment and an enabling environment for full employment, (2) supporting the implementation of

Mr. James D. Wolfensohn
President
The World Bank
1818 H Street NW
WASHINGTON DC 20433

- 2 -

fundamental labour standards, and (3) improving effective technical cooperation. I would be interested in your initial reaction to these objectives and would also like to talk with you about how we might develop a broad range of initiatives for building an enhanced relationship, whether with these objectives or others you may have in mind. I realize how busy you must be at this time, but I do hope that we will be able to meet. Therefore, I have asked the Washington office of the ILO to call you to try to set up a short meeting next week.

Yours sincerely,



Katherine A. Hagen

INTERNATIONAL LABOUR OFFICE
GENEVA

THE DIRECTOR-GENERAL

19 September 1996

Dear Jim.

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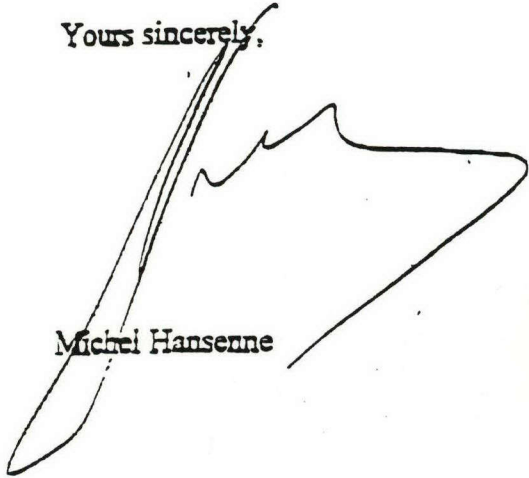
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Mr. James Wolfensohn,
President
The World Bank
1818 H Street NW,
WASHINGTON, DC 20433

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I look forward to our strengthened collaboration, and I am especially pleased to extend to you this invitation to address the 1997 International Labour Conference as an important part of that process.

Yours sincerely,



Michel Hansenne

THE WORLD BANK
Washington, D.C. 20433
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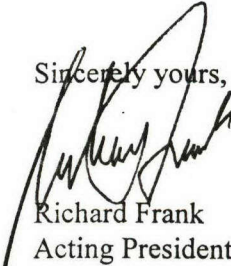
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PREVIOUSLY FAXED

Gill. GG-ILO

*Faxed to Geneva
on 17 October.*

*Hard copy sent on
18th.*

INTERNATIONAL LABOUR OFFICE



BUREAU INTERNATIONAL DU TRAVAIL

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GENEVA

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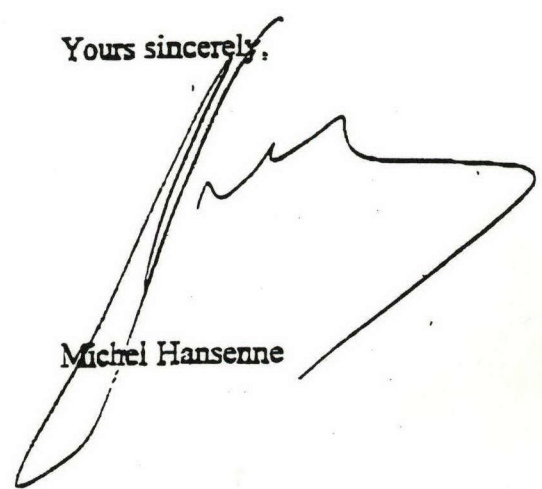
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Yours sincerely,



Michel Hansenne

THE WORLD BANK/IFC/M.I.G.A.

OFFICE MEMORANDUM

file ILO *Mr. Mark Malloch-Brown*
157 Received
LP

DATE October 3, 1996

TO Messrs. Callisto Madavo and Jean Louis Sarbib, AFRVP

FROM Ishrat Husain, Director, PSP

EXTENSION 81415

SUBJECT **ILO Seminar on Adjustment, Employment and Labor Markets
in Kampala, Uganda**

I attended the above seminar held in Kampala on September 25-27 as an invited speaker and resource person. The seminar was attended by government officials, trade union leaders, employer federation representatives and academics from Kenya, Tanzania, Uganda, Zambia and Zimbabwe. The seminar discussed the findings of five-country case studies commissioned by ILO on the impact of adjustment on employment and labor market institutions. I am separately sending the copies of these studies to the respective Country Directors.

What pleasantly surprised me was the favorable assessment of the trade union leaders present at the seminar on the need for a lean and efficient civil service and thus retrenchment of civil servants, privatization of state-owned enterprises and trade liberalization. Although they were not satisfied with the speed and sequencing of various reforms in all cases, they did not question their validity. The union leaders, however, were vocal that visiting Bank and Fund missions negotiating SACs or SECALs do not bother to consult them or do not bring them together with the government in the design of policy reforms. They were of the view that, by bringing them into the loop early on and keeping them fully informed and consulting them at appropriate stages, the resistance to various reforms could be softened, a much broad-based support could be mobilized and implementation will be helped.

I informed the audience that Africa Region has appointed NGO liaison officers at the Resident Missions whose mandate is to broaden the dialogue with different parts of civil society, including the trade unions. I also promised to deliver their message about consultation with trade unions by visiting missions to you.

Having seen this change in the attitude of the trade unions over the last two years, I think this is an excellent opportunity for us to involve them in our policy dialogue and consult them when reforms such as retrenchment of civil servants or privatization of state-owned enterprises are designed.

A copy of my presentation at the seminar is attached.

cc: James W. Adams, Kevin Cleaver, Stephen Denning, Andrew Rogerson,
Serge Michailof, Philip Owusu, Arif Zulfiqar, Roberto Chavez, Judith Edstrom
Gedion Nkojo, David Cook, Stephen O'Brien, Fayez Omar, Ronald Brigish,
Randolph Harris, Francois Nankobogo, Robert Lacey, Salomon Samen,
Yao Pokou, Philippe Le Houerou, R. Venkateswaran, Micheal Azefor, Albert Osei,
Shigeo Katsu, Kaikhosrouk Framji, Edward Brown, Trevor Byer, Monique Garrity,
Eduardo Locatelli, Grace Yabrudy, Cadman Mills, Aan Gelb, Peter Harrold,
Charles P. Humphreys, Ataman Aksoy, Roger Grawe, Emmanuel Akpa (AFR)
PSP Staff, Mark Malloch-Brown, Jane Armitage, Alfredo Sfeir-Younis

IHusain:jc
iloafrvp

**Presentation by Mr. Ishrat Husain, Director,
Poverty and Social Policy Department, World Bank,
at the ILO Seminar on Adjustment, Employment and
Labor Initiatives in Kampala, September 25-27, 1996**

I have listened to the discussion during the last two days and have learnt a lot about the specific concerns that the trade unions have about the process of economic reforms. In response, I would like to address three issues: (a) benefits of economic reform programs; (b) the relationship between growth and poverty reduction; and (c) the role of informal sector.

Benefits of Economic Reform Programs

As pointed out earlier the average growth rate of Sub-Saharan Africa has, for the first time in the decade, reached 5 percent in 1995 and 1996. But the beginning of this resurgence in growth actually goes back to 1992. As the first transparency shows, 31 countries out of 42 had recorded positive growth rates during the period FY 92-94. In the earlier five years, only 15 to 20 countries were able to attain positive growth. Since January 1994 when devaluation took place in the CFA zone, there has been a turn around in many of these countries which were facing economic decline or stagnation for many years.

The resurgence of growth is the result of the hard work and sacrifices made by the African population for more than a decade during which huge costs have been borne in form of austerity programs, reduction in public expenditures and retrenchment of public sector employees. The benefits have begun to trickle in but the momentum for economic reforms has to be kept up. The economic landscape of Africa looks very different from what it was even five years ago. There are no queues or shortages of essential necessities of life. There is no black market in foreign exchange. There is no license required for procuring imports. There are no price controls and yet inflation has been drastically curtailed. This radical change in the economic landscape has positive effects on the incentives for production and trade. It is heartening to note that the representatives of the Trade Union also realize that trade liberalization, privatization, civil service reform and a lean and efficient government are essential for resumption of growth.

The African people and governments should be congratulated for this achievement but they should also realize that the international competition for financial resources, investment, technology and trade has intensified in the recent years and is likely to become even more stiff in the coming years. There is no room for complacency or slowing down the pace of reforms. Efforts have to be redoubled to increase Africa's share in the international market.

What needs to be done in the future to maintain and consolidate these gains? The first step is to ensure that economic policies remain consistent and credible. If these policies remain on track, private investors will be attracted to establish new businesses and firms and create employment opportunities in the economy. This is the only viable way for finding employment to absorb the large numbers of new entrants to the labor force. The second task is to begin the process of institutional reforms that focuses on strengthening administrative capacity of the state to deliver basic social services and to provide essential infrastructure. The third task is to forge stronger relationships and partnerships among the government and the civil society for a shared vision of development, an articulation of the strategy and the implementation of development programs and projects.

Relationship Between Growth and Poverty Reduction

As I submitted earlier, the policies supporting economic reforms are necessary for broad-based growth but not sufficient. So is growth necessary for poverty reduction but not sufficient. It is the complementarity between growth, investment in people and institutional capacity that can reinforce the linkages that will work towards poverty reduction.

I would like to illustrate this point with the aid of the data on social indicators and poverty incidence for the five countries represented at this workshop. The second transparency clearly shows that, with the exception of life expectancy, all social indicators in the five countries have improved between 1987—the beginning of the adjustment programs—and 1993. Life expectancy has declined in Uganda and Zambia but this was because of the spread of HIV/AIDS in these countries.

If we look at the poverty trends, the two countries - Uganda and Tanzania - which have recorded positive per capita income growth since 1987 are the only ones that have also witnessed reduction in the incidence of poverty. There is, on the other hand, unambiguous evidence that poverty has increased in Zambia where economic growth rates have declined consistently. As we heard this morning, Zambia has not yet been able to stabilize its economy although strenuous efforts are being made since 1991. Kenya, which has also been inconsistent in the implementation of economic reforms until recently, shows no change in the incidence of poverty. Since 1992, there has been perceptible increase in per capita incomes and that should lead to some downward movement in poverty incidence but we do not have current information. As income distribution in Kenya is relatively unequal compared to the other countries in the region, a larger growth component is required to make some dent in reducing poverty. There is also not enough information about Zimbabwe although my hunch is that poverty has not been reduced there either. Economic growth rate has lagged behind population growth in Zimbabwe in the last decade. This evidence shows that there is a positive correlation between growth and poverty reduction in this region too like other developing regions.

In Africa, we should remember that there are two favorable characteristics that can help us in devising solutions towards poverty reduction. First, a majority of the poor live in the rural areas and derive their incomes from agriculture sector. Second, the initial distribution of land assets is fairly equal with the exception of S. Africa, Zimbabwe and Kenya and most agricultural output is produced by small-holders. Thus any policies, investment and institutional changes that benefit the agriculture sector will invariably lead to improvement in the status of the rural poor. The policies of structural adjustment that have removed distortions such as overvaluation of exchange rate, liberalized agricultural prices and removed monopolies in agricultural marketing have all helped the small holders in raising their incomes. This is the mechanism through which adjustment policies affect the growth positively and as the pattern of this growth is right, it also contributes towards poverty reduction.

The undue emphasis on retrenchment in public sector, in my view is misplaced. First, public sector employees account for only 5 percent of the total labor force in Uganda and therefore in terms of magnitude do not pose a serious problem as far as impact on overall employment levels are concerned. Second, the retrenched employees do not fall among the ranks of the poor but, in most cases, belong to the middle income groups. Therefore, it will be wrong to attribute retrenchment directly to the worsening of the poverty. Third, only a small proportion of the public sector employees 10-20 percent has been retrenched but there are reports that almost as many new employees have been hired or retrenched workers rehired by different public sector organizations. Therefore, the net impact has been negligible.

The Role of Informal Sector

I have heard some dismissive and negative remarks about the growth of the informal sector in the African economies in the post-adjustment period. I would submit that this growth is a positive development and has very sound economic rationale. There are three factors that can explain this observed buoyancy of the informal sector.

First, liberalization has dismantled the barriers to entry for the small and informal business. As foreign exchange becomes available without restrictions and at the market rate, the advantage which the formal sector had enjoyed through privileged access to foreign exchange at subsidized official rate has disappeared. The abolition of import licensing system has enabled the small businesses to obtain their goods and raw materials at the same price as the few selected import licensees used to receive in the past. The removal of subsidies on interest rate has equalized the costs of capital across enterprises although the access to capital remains an unresolved issue. Therefore, the spurt in small and informal enterprises making or selling goods and services is an expected rational response to this episode of liberalization.

Second, the products and services that are provided by the informal sector are highly responsive to the preferences, tastes and demand of the majority of the

population. The specifications and quality of the goods and services supplied by the informal sector match the requirements of the low income population. The formal sector caters to a narrow, sophisticated, westernized segment of the population and the informal sector to the large majority of the population. As the purchasing power of the rural income earners, who benefit from the shift in terms of trade in form of agriculture, rise their demand for the goods and services supplied by the informal sector also rises. This spills over to the urban informal sector where the second round multiplier effect operates. Hence this expansion in the volume of the businesses in the informal sector is a logical answer to the increased purchasing power of those segments of the population that had no access to these goods and services in the pre-liberalization era.

Finally, the organized or formal private sector has not only been subjected to excessive taxation of various kind but also harassed by government officials of all types. This combination of high tax payment and informal payments raises the transaction costs of doing business which are then realized through higher consumer prices for the goods and services they sell. By contrast, the unregulated or unregistered businesses do not pay taxes and are not monitored by a whole host of government ministries and departments. Thus their transaction costs are relatively lower than their counterparts in the organized sector. This cost advantage is passed on to the consumers who, on perfect rational grounds, choose to shift their purchase of goods and services towards the informal sector.

The combination of lower transaction and production costs, the specifications of products meeting the preferences of the majority of the population and the improved access to inputs, goods, foreign exchange, imports as in the post-liberalization period have led to this increase in the level of activity in the informal sector.

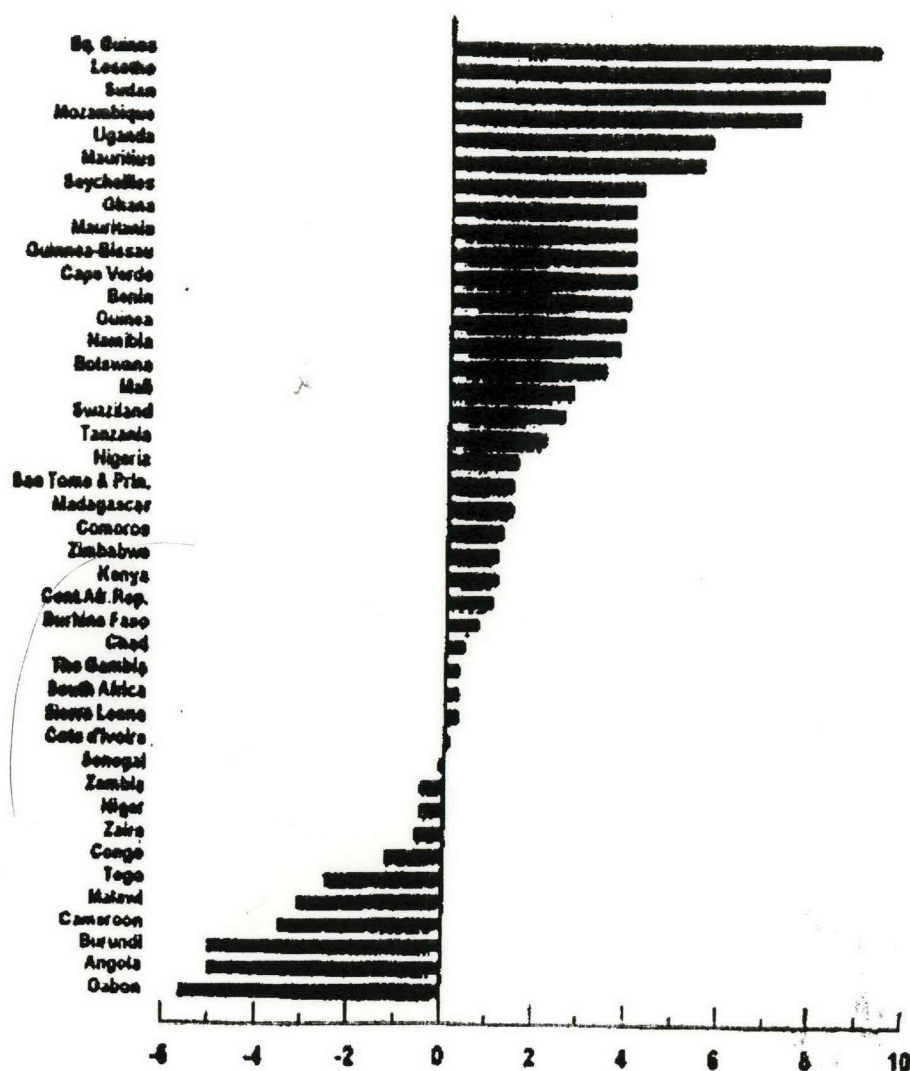
COMPARATIVE SOCIAL INDICATORS

	<u>Life Expectancy</u> <u>(Years)</u>		<u>Infant Mortality</u> <u>(per thousand)</u>		<u>Adult Literacy</u> <u>(% of Pop.)</u>		<u>Population with access</u> <u>to safe water (%)</u>		<u>Poverty</u> <u>Trends</u>
	<u>1987</u>	<u>1993</u>	<u>1987</u>	<u>1993</u>	<u>1985</u>	<u>1993</u>	<u>1975-80</u>	<u>1990-95</u>	
Kenya	58	58	83	81	65	76	17	53	Unchanged
Tanzania	52	52	89	84	-	-	39	50	Declined
Uganda	47	45	120	114	43	60	35	34	Declined
Zambia	52	48	109	103	67	76	42	50	Increased
Zimbabwe	57	53	69	67	62	84	-	-	?

Source: Human Development Report 1996
African Development Indicators 1996

CHART II

Sub-Saharan Africa: Annual Growth in GDP, 1992-94 (percent)



Source: World Bank data and staff estimates.



FAX Transmittal Sheet

The World Bank/IFC/MIGA
European Office, Paris
66, ave. d'Iéna
75116 Paris

External Affairs

FAX number: (33-1) 47 23 74 36
Phone number: (33-1) 40 69 30 23

To: Ms. Jane Armitage, EXTVP

Fax Number: (19-1-202) 522 2646

From: Cathy Russell *ef*

Date: October 2, 1996

Pages including this sheet: 4

Re: ILO Governing Body, November 7-21, 1996

Remarks/Message:

Please see attached per my EM.

Best regards.

hisa
File
of Jul: GG
UN-ILO

**INTERNATIONAL LABOUR OFFICE****GB.267/PFA
267th Session****Governing Body**

Geneva, November 1996

Programme, Financial and Administrative Committee**PFA****Agenda**

1. Programme and Budget for 1996-97: Regular budget account and Working Capital Fund.
2. Financial questions relating to the International Institute for Labour Studies: Authorization to accept contributions and gifts.
3. Report of the Building Subcommittee.
4. Loan for the ILO headquarters building.
5. Amendments to the Financial Rules.
6. International Training Centre of the ILO, Turin:
 - (a) Documents submitted to the 58th Session of the Board of the Centre (Turin, 6 November 1996);
 - (b) Report of the 58th Session of the Board of the Centre.
7. Assessment of the reforms in the functioning of the International Labour Conference.
8. Preparation of the Programme and Budget proposals for 1998-99.
9. Other financial and general questions.

Personnel questions

10. Amendments to the Staff Regulations.
11. Exceptions to the Staff Regulations.
12. Report of the International Civil Service Commission.
13. Pensions questions.
14. Child-care facilities for delegates attending ILO meetings.
15. Matters relating to the ILO Administrative Tribunal.
16. Other personnel questions.

**INTERNATIONAL LABOUR OFFICE****GB.267/P
267th Session****Governing Body****Geneva, November 1996****Programme of meetings for the 267th Session
of the Governing Body¹****Thursday, 7 November**

11 a.m. Committee on Freedom of Association
and 3 p.m.

Friday, 8 November

10 a.m. Committee on Freedom of Association
and 3 p.m.

Monday, 11 November

10 a.m. Committee on Technical Cooperation
and 3 p.m.

10 a.m. Working Party on Policy regarding the Revision of Standards
and 3 p.m.

Tuesday, 12 November

10 a.m. Building Subcommittee

11 a.m. Committee on Employment and Social Policy
and 3 p.m.

Wednesday, 13 November

10 a.m. Programme, Financial and Administrative Committee
and 3 p.m.

¹ The Board of the International Training Centre of the ILO will meet on Wednesday, 6 November in Turin. The Board of the International Institute for Labour Studies will meet on Tuesday, 12 November at 10 a.m.

Thursday, 14 November

- 10 a.m. Programme, Financial and Administrative Committee
3 p.m. Committee on Legal Issues and International Labour Standards

Friday, 15 November

- 10 a.m. Committee on Legal Issues and International Labour Standards
and 3 p.m.
10 a.m. Committee on Sectoral and Technical Meetings and Related Issues
and 3 p.m.
At the close of the LILS meeting Subcommittee on Multinational Enterprises

Monday, 18 November

- 10 a.m. Working Party on the Social Dimensions of the Liberalization of
and 3 p.m. International Trade

Tuesday, 19 November

- 9 a.m. Employers' group
Workers' group
10 a.m. Government group
3 p.m. Governing Body

Wednesday, 20-Thursday, 21 November

- 10 a.m. Governing Body
and 3 p.m.

Friday, 22 November (if necessary)

- 10 a.m. Governing Body

~~ACC~~ ~~TF~~
Jill: GG-ILO

A L L - I N - 1 N O T E

DATE: 30-Sep-1996 06:56pm

TO: Jane Armitage

(JANE ARMITAGE)

FROM: Anne Tinker, HDDHE

(ANNE TINKER)

EXT.: 33683

SUBJECT: Meetings of ACC Task Force on Basic Social Services for All and 3 of its working groups; Geneva, WHO & ILO Headquarters, Sept. 23-26

I represented the Bank at Working Group meetings as well as the second meeting of the ACC Task Force on Basic Social Services for All, chaired by UNFPA (Nafis Sadik). The Task Force is one of three set up by the U.N. Administrative Committee on Coordination (ACC) to follow up on recent U.N. conferences (Cairo, Copenhagen, Beijing); the other two are on Employment and Sustainable Livelihoods (chaired by ILO) and Enabling Environments for People-Centered Sustainable Development (chaired by the Bank).

The three Working Groups I attended covered primary health care, reproductive health and international migration. On primary health care, we discussed the draft report which was designed to provide guidelines to the U.N. Resident Coordinators. We developed a revised outline for a shorter report which would highlight lessons learned since Alma Alta 18 years ago (Health for All) and future directions. It was suggested that reference be made to the demographic and health transition occurring in many countries, lifestyle behaviors affecting health status (substance abuse, diet), HIV/AIDS, and increasing attention to equity and public/private sector collaboration.

On reproductive health, we reviewed another paper prepared by WHO, this one specifically on indicators. I discussed how Bank-assisted projects now include indicators and evaluation plans and that in reproductive health we were working closely with WHO to improve measurement of maternal health and quality of care in reproductive health. WHO suggested that a meeting including UNFPA and the Bank be convened early in 1997 to further refine the indicators proposed for adoption by the BSSA Task Force.

At the International Migration Working Group meeting, ILO drew attention to Governments' waning control over the volume and composition of international migration as well as the trends towards restrictiveness of both the flows and the rights of migrants. In response to a rather negative receiving country perspective, I and others encouraged more attention to the benefits that migration can bring not only to the migrants and their countries but also to the receiving countries. The Working Group decided to produce an information card, along the lines of

the Bank's reproductive health and education cards, and to hold a small technical symposium in 1998.

At the meeting of the ACC Task Force on Basic Social Services for All, the Working Groups reported on their discussions, including the education group, led by UNESCO. I reported on the paper on lessons learned and the advocacy card which the Bank and UNDP are preparing for the Task Force and invited comments.

The World Bank and UNDP are collaborating in the development of a document on best practices and lessons learned in the provision of social sector assistance. Given the emphasis of the Task Forces on poverty eradication, the document will attempt to illustrate how the poor could be better served on these issues. The document will contain case studies illustrating effective donor coordination, and will be disseminated to the field and used in discussions with governments, NGOs, the private sector, and other development partners. The terms of reference were prepared by Tom Merrick and distributed to all BSSA members in July. Three countries were selected representing different regions, namely Bangladesh, Kenya, and Peru. Local consultants have been identified and the work in Bangladesh is already underway. UNDP suggested that Benin was an excellent example of coordinated efforts in the social sectors and it was agreed to add Benin to the case studies. It is planned that the document will be completed by the end of the year.

The Bank is also taking the lead on developing an advocacy card on social services for the Task Force. Task Force members were encouraged to send their ideas to Tom Merrick by October 15. Thereafter a draft will be disseminated to Task Force members before the card is finalized.

The Task Force reviewed a draft policy statement on Meeting Basic Human Needs which CIDA had prepared and shared for comment. It was agreed that while it was quite optimistic, it was relatively consistent with the objectives of the BSSA. Task Force members were invited to send any specific comments to CIDA.

Copies of the aforementioned papers are available on request.

CC: MARK MALLOCH BROWN	(MARK MALLOCH BROWN \$A1\$WBWASH)
CC: Alfredo Sfeir-Younis	(ALFREDO SFEIR-YOUNIS)
CC: ISHRAT HUSAIN	(ISHRAT HUSAIN \$A1\$WBWASH)
CC: David de Ferranti	(DAVID DE FERRANTI)
CC: Tom Merrick	(TOM MERRICK)
CC: Jacques Van Der Gaag	(JACQUES VAN DER GAAG)
CC: Lisa Pachter	(LISA PACTER)
CC: Judy Grayson	(JUDY GRAYSON)
CC: Richard Feachem	(RICHARD FEACHEM)
CC: Helen Saxenian	(HELEN SAXENIAN)
CC: Judith McGuire, Nutrition	(JUDITH MCGUIRE)
CC: Maris O'Rourke	(MARIS OROURKE)

The World Bank

INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT
INTERNATIONAL DEVELOPMENT ASSOCIATION

1818 H Street N.W.
Washington, D.C. 20433
U.S.A.

(202) 477-1234
Cable Address: INTBAFRAD
Cable Address: INDEVAS

Ms. Pachter

File: UN-ILO

September 30, 1996

Ms. Katherine Hagen
Deputy Director General
International Labour Organization
4 route des Morillons
CH-1211, Geneva, 22
SWITZERLAND

Dear Katherine,

I am responding to your letter of August 30 to Mr. Malloch Brown regarding World Employment 1996/97: National Policies in a Global Context.

We were very impressed with the draft, and feel that this is a thoroughly worthwhile endeavor. We would convey our congratulations to all involved.

I enclose some comments and suggestions that you may find useful.

Sincerely,

P. R. Fallon

Peter Fallon
Acting Head
Social Protection Group
Human Development Department

COMMENTS ON : ILO Report: World Employment 1996/97

1. We find this is a well-balanced report. The approach taken is refreshingly non-dogmatic, and the writers have gone to considerable lengths to bring empirical evidence to bear upon the main issues considered, and generally arrive at reasonable positions. We are reassured to see that most of the major conclusions fit well with our own views as reflected in the 1995 WDR and elsewhere, and this seems to strengthen the conviction that there is ongoing convergence in the positions of the ILO and the Bank in many areas.

2. We particularly like the major conclusions of Chapters I and II. At the risk of oversimplification, we interpret these as:

(a) While globalization has resulted in weaker bargaining position for labor, and reduced capacity of governments to impose labor standards, there is little empirical evidence supporting the view that it has worsened labor market outcomes; and

(b) Economic growth continues to be associated with employment growth (i.e., jobless growth is a myth), and while the nature of work has changed, there does not appear to be any evidence of a global trend towards increased precariousness of work ("bad jobs").

In this context, we agree wholeheartedly with the argument that while an exaggerated fear of globalization and technical change is unwarranted, one should try at both national and international levels to devise policies and solutions to tackle consequent labor market problems.

3. We had slightly more mixed feelings about some of the material in Chapters III through V, although we would applaud the 3 central messages, namely:

(a) Economic growth is critical for improving labor market outcomes. Employment and earnings will grow if nations adopt growth-oriented policies, and the role of international bodies is to ensure a stable environment within which the flow of products and factors of production can take place.

(b) Selected labor market reforms will improve labor market outcomes. But the rush to deregulate labor markets may not be prudent, given the paucity of evidence that all deregulation improves efficiency, and growing evidence that it may also result in growing earnings inequality.

(c) Labor market interventions should be kept modest and well-targeted. Active labor programs can help ease some of the social costs of instituting these policies, but are unlikely to be sufficient in the absence of economic growth and appropriate labor market reforms.

These points fit in nicely with some of the central messages of the 1995 WDR.

4. Moving on to some points of concern, we would take a somewhat different position on two of the conclusions in Chapter III. As the report itself notes, considerable controversy surrounds the conclusion in Chapter 3 that expansionary fiscal and monetary policies should be used in developed economies to stimulate employment. While we would not reject the view that these policies can, in some cases, have temporary positive effects on employment, we would point to other consequences regarding government indebtedness and the external balance. The requirements of the single currency will place further obstacles in the path of some European countries trying to adopt such an approach. We are also not convinced by the assertion that "the multiplier effect is very strong", knowing the leakages presented by imports and taxes in most modern day developed economies. We would also give more weight to monetary policy in countering inflation, than implied by the otherwise very interesting discussion on this topic. In Chapter IV, while we support the sentiments behind the discussion of public works programs, our ongoing work on this subject makes us rather less optimistic regarding the results that are likely to be achieved.

5. We have presentational concerns about the treatment of structural adjustment (SA) in pages 201-206. As the discussion stands, one moves into SA early in a section on 'growth and adjustment', continues the SA discussion throughout sub-sections on 'growth performance' and on 'the degree of openness', and then suddenly leaves it in the middle of a sub-section on 'savings and investment' in page 205. This reads rather oddly, and we would suggest a rethink of the sectioning. It is also unclear why these programs are attributed only to the World Bank as the IMF has also had a substantial involvement.

6. These minor problems aside, we were impressed by the document, and would congratulate the ILO staff and consultants who put it together.

MINOR COMMENTS

1. Text

Page 6. "Heightened competition leads to cost-minimisation strategies". Any competition should lead to this. Indeed, even a monopolist has incentives to cost minimise.

Page 41. "Feckless of the poor"??

Page 47. With respect to the concept of an "acceptable job", it is unclear whether this includes or excludes cases in which workers are compensated for inferior working conditions, e.g. danger money on high-rise construction sites.

Page 53. ditto for "good jobs".

Page 59. First para (continued from page 58) raises further questions. Granted that wage inequality has increased in the U.K. and the USA, but does this mean that the wages and working conditions at the low end of the labor market have deteriorated? If not, then is there a problem?

Page 63. A demand shift towards more skilled workers may be consistent with a rise in unemployment of both unskilled and skilled workers, depending upon the relative growth in supply of the two types of labor.

2. **Graphs.**

Page 36. Figure 2.2 is difficult to understand. Reference to numbers for Spain on page 36 isn't supported by Figure 2.2 (no figure for Spain). What are the dotted lines?

Page 61. Figure 3.3 is very difficult to read. It may be much better in color

Page 192. Figure 5.1 is hard to digest. Perhaps this could be moved to an annex.

3. **Tables.**

In general, the tables are very informative, but in some cases there is perhaps too much detail. Tables 2.5, 2.6, 2.7, 2.8, 2.9, 3.7, 3.8, 4.4, 4.8, 5.3, 5.4, 5.6 and 5.7 could be moved to a statistical annex.

The World Bank
Washington, D.C. 20433
U.S.A.

Gill: ILG
file 6-6

JANE ARMITAGE
Director
External Affairs

Director
United Nations Affairs

September 19, 1996

Ms. Katherine Hagen
Deputy Director-General
International Labour Organization
4, route des Morillons
CH-1211 Geneva 22
Switzerland

Dear Katherine:

Thank you very much for the ILO's 1996 World Employment Report which you sent to Mark Malloch Brown on August 30, 1996. You asked in your letter who the new contact person on labor and employment would be from the Bank. I have sent the draft to Mr. Peter Fallon, Acting Head, Social Protection Board for his comments. For matters of policy within the context of the Bank's relationship with UN agencies, I will still be active on behalf of the External Affairs Vice Presidency.

I look forward to seeing you soon in the context of the ACC Task Forces.

Sincerely,

15/

cc: Mr. P. Fallon, PSP

LPachter:lmw

*file G-6
UN-ILO*

The World Bank
Washington, D.C. 20433
U.S.A.

Jane Armitage
Director
External Affairs

September 6, 1996

Ms. Katherine Hagen
Deputy Director General
International Labor Organization
4 route des Morillons
CH-1211
Geneva 22
SWITZERLAND

Dear Ms. Hagen:

Katherine

Thank you for sending us the revised version of the Framework Paper. As indicated to you by fax on August 8, the Government of Indonesia has expressed a wish to join the exercise of the ACC Task Force and has agreed with the proposed framework. We are waiting for an agreement on the date for the national seminar. We were pleased to see that the participation of Hungary, Chile, Nepal, Zambia, Indonesia and Morocco are already confirmed. Please inform us regarding the status of Mozambique.

In late July, we sent letters to the Directors of the respective country departments at the World Bank, describing the ACC Task Force activity, and asking for their cooperation. Those letters were copied to Mr. van der Hooven and to the contact person in each respective leading agency. At the same time, we sent packages of World Bank relevant reports and documents to each of the contact persons in the lead agencies.

As requested, I enclose a list of World Bank Headquarters and field personnel that can be contacted.

Unfortunately, I will not be able to participate in the next Task Force meeting in Geneva on October 18. However, I am pleased to inform you that Mr. Ishrat Husain, Director of the Poverty and Social Policy Department will attend.

Sincerely

Jane Armitage

Enclosures

INTERNATIONAL LABOUR OFFICE



BUREAU INTERNATIONAL DU TRAVAIL

GENÈVE

DEPUTY DIRECTOR GENERAL

DIRECTEUR GÉNÉRAL ADJOINT

9/5 Received
LP - with report
& to respond
by 9/11/96
cc: JA
Σ

30 August 1996

Dear Mark,

Enclosed is a draft of our 1996 World Employment Report, which will be published later this fall. Because the report is in draft form, it should be treated in confidence and is subject to revision. We would, of course, welcome any comments you or your colleagues may wish to offer.

I am sending the draft to you because I understand that the Bank is undergoing a reorganization of resources in regard to your technical expertise in human capital development and that the new Human Development Network has not yet been announced. I would appreciate your identifying the appropriate person or persons to review this report.

Yours sincerely,

A handwritten signature in cursive script that reads 'Katherine'.

Katherine Hagen

Mr. Mark Malloch Brown
Vice President
External Affairs
The World Bank
Washington, D.C. 20433
USA

WORLD BANK OFFICE TRACKING SYSTEM
UNITED NATIONS AFFAIRS
Routing and Action Transmittal Sheet

TO:

Lisa Pachter

DATE:

9/06/96

SUBJECT DOCUMENT:

From: Katherine Hagen, ILO Geneva

To: MMB

Dated: 8/30/96

Reference No.: XIE960906001

Topic: Enclosed draft "1996 World Employment Report". Please identify appropriate person to review the report.

ACTION INSTRUCTIONS:

DUE DATE:

 XXX HANDLE
 REVIEW AND RECOMMEND
 FOR YOUR INFORMATION
 DISCUSS WITH _____
 AS WE DISCUSSED
 PREPARE RESPONSE FOR _____ SIGNATURE
 FOR YOUR FILES
 RETURN TO _____
 OTHER: _____

9/13/96

Remarks:

ORGANISATION INTERNATIONALE DU TRAVAIL
BUREAU DE LIAISON AVEC LES NATIONS UNIES



ORGANIZACION INTERNACIONAL DEL TRABAJO
OFICINA DE ENLACE CON LAS NACIONES UNIDAS

INTERNATIONAL LABOUR ORGANIZATION
LIAISON OFFICE WITH THE UNITED NATIONS

FACSIMILE

Number of Pages: 3

Our ref.: B.WB

To: Ms. Jane Armitage
Director
External Affairs Operations
World Bank
Washington, D. C.
(Fax No. 202-522-3252)

From: Mrs. T. Prada de Mesa, Deputy Director, NYLO

Date: 25 September 1996

c.c.:

For information. Best regards.

A handwritten signature in black ink, appearing to be 'T. Prada de Mesa'.

file
Conference
GG: "ILO Conf."
197

19 September 1996

Dear Jim,

As we discussed when you visited the ILO in May, and as I noted in my letter to you of 7 June 1996, I would like to invite you officially to address the International Labour Conference and participate in some informal deliberations with Conference delegates in June 1997. The Officers of the Governing Body have expressed their enthusiasm for your participation in the Conference and have asked me to work out with you the best possible arrangements. The Conference will be held in Geneva, from 3 to 19 June 1997, at the Palais des Nations. I propose that the best date for your participation in terms of the Conference agenda would be Thursday, 12 June 1997, and I hope that this will be convenient for you as well.

We would like to plan a day of activities that would maximize opportunities for interactive discussion between you and the Conference delegates, in particular the ministers present. To launch the discussion, we would suggest that you address the Plenary of the Conference at 10 a.m. After a short break, this intervention could be followed at 11 a.m. by an informal roundtable-type of meeting in one of the meeting rooms at the UN where Ministers of Labour and spokespersons for the Employers' and Workers' groups could raise issues or ask questions arising from your intervention. This would be followed by a luncheon in your honour. The informal meeting could then resume at approximately 3 p.m., at which time you would be able to respond to the interventions and questions raised in the morning roundtable and to generate some counter-reactions. This could perhaps be concluded by statements by the two of us, drawing on the substance of the debate and identifying areas for follow-up consideration. This format is merely a suggestion about how your participation could be organized. I would welcome your thoughts about how to proceed.

Mr. James Wolfensohn,
President,
The World Bank,
1818 H Street NW,
WASHINGTON, DC 20433

I have also asked Mrs. Hagen to work with a high-level ILO team to identify ways in which we can use the opportunity for taking the various initiatives between our two institutions to a higher level of visibility, as you put it last May. Our team is committed to building a framework for an enhanced institutional relationship and to working, as you suggested, with some members of your management team to design an overall strategy.

I look forward to our strengthened collaboration, and I am especially pleased to extend to you this invitation to address the 1997 International Labour Conference as an important part of that process.

Yours sincerely,

Michel Hansenne

file 6-6
UN-ILO

The World Bank
Washington, D.C. 20433
U.S.A.

Jane Armitage
Director
External Affairs

September 6, 1996

Ms. Katherine Hagen
Deputy Director General
International Labor Organization
4 route des Morillons
CH-1211
Geneva 22
SWITZERLAND

Dear Ms. Hagen:

Katherine

Thank you for sending us the revised version of the Framework Paper. As indicated to you by fax on August 8, the Government of Indonesia has expressed a wish to join the exercise of the ACC Task Force and has agreed with the proposed framework. We are waiting for an agreement on the date for the national seminar. We were pleased to see that the participation of Hungary, Chile, Nepal, Zambia, Indonesia and Morocco are already confirmed. Please inform us regarding the status of Mozambique.

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As requested, I enclose a list of World Bank Headquarters and field personnel that can be contacted.

Unfortunately, I will not be able to participate in the next Task Force meeting in Geneva on October 18. However, I am pleased to inform you that Mr. Ishrat Husain, Director of the Poverty and Social Policy Department will attend.

Sincerely

Jane Armitage

Enclosures

Ms. Katherine Hagen

-2-

September 6, 1996

Cleared with and cc: Ishrat Husain (PSP)

bcc: Peter Fallon (PSP)

Anders Wijkman (UNDP)

PSP

C:\MSOFFICE\WINWORD\ARMITAGE\ACC-HGN.DOC

September 5, 1996

Hagen 2

ROUTING SLIP			
Lisa Pachter INTERNATIONAL RELATIONS OFFICER UNITED NATIONS AFFAIRS (EXTUN)		Date: September 13, 1996	
		ROOM NO.	
Mr. Peter Fallon, PSP		S 10-027	
	URGENT	✓	For action/comment
	Per your request		Appropriate disposition
	Information/discard		Returned
	Approval/clearance		Note and return
	See my E-mail		Per our conversation
	Signature/initial		File
SUBJECT: INTERNATIONAL LABOUR ORGANIZATION			
Grateful if you would respond to the attached request from Ms. Hagen and provide me with a copy. Many thanks.			
Lisa Pachter		Rm. U 11-013	Ext. 31775

COUNTRY REPORTS - CONTACT NAMES

CHILE		
Name	Telephone Number	Fax Number
<i>The World Bank - Headquarters (LA1) (1818 H St.NW, Washington DC 20433)</i>		
Ms. Suzana C. Augusto Country Officer	202-473-9096	202-522-3131
<i>Country Department I (LA1) (1818 H St.NW, Washington DC 20433)</i>		
Mr. Gobind T. Nankani Director	202-458-84641	202-522-3130
Mr. Danny Leipziger Lead Economist	202-473-5285	202-522-3131

HUNGARY		
Name	Telephone Number	Fax Number
<i>The World Bank - Hungary Resident Mission</i>		
Mr. Millard F. Long Resident Representative World Bank Bank Center Granite Tower Szabadsag ter 5-7 1944 Budapest Hungary	(36-1) 302-9581	(36-1) 302-9586
<i>The World Bank - Headquarters (EC2) (1818 H St.NW, Washington DC 20433)</i>		
Mr. Jean-Jacques Dethier Economist	202-473-2510	202-477-1034
<i>Country Department II (EC2) (1818 H St.NW, Washington DC 20433)</i>		
Mr. Jean-Michel Severino Director	202-473-8896	202-477-1034
Ms. Christine Wallich Lead Economist	202-473-7686	202-477-1034

INDONESIA		
Name	Telephone Number	Fax Number
<i>The World Bank - Indonesia Resident Mission</i>		
Mr. Dennis de Tray Director Resident Staff in Indonesia World Bank Lippolife Bldg, 3rd Floor Jl. H.R. Rasuna Said Kav. B-10, Kuningan Jakarta 12940 Indonesia P.O. Box 324/JKT Jakarta, Indonesia	(62-21) 252-2316	(62-21) 252-2438
Mr. James A. Hanson Lead Economist & Chief Economic Policy Unit	(622-1) 252-0316	(62-21) 252-2438
<i>The World Bank - Headquarters (EA3) (1818 H St.NW, Washington DC 20433)</i>		
Mr. Farrukh Iqbal Economist	202-458-2467	202-676-9810
Mr. Chad Leechor Economist	202-473-4569	202-522-0056
Ms. Nisha Agrawal Economist	202-473-4262	202-522-3393
Mr. Peter Fallon Poverty and Social Policy Department	202-473-4420	202-522-3252
<i>Country Department III (EA3) (1818 H St.NW, Washington DC 20433)</i>		
Ms. Marianne Haug Director East Asia Country	202-458-2515	202-522-1671

NEPAL		
Name	Telephone Number	Fax Number
<i>The World Bank - Nepal Resident Mission</i>		
Mr. Jose Manickavasagam Resident Representative World Bank Yak & Yeti Hotel Lal Durbar Kathmandu, Nepal	(977-1) 226792 226793 226766 233216 233217	(977-1) 225112 228970
GPO Box 798 Kathmandu, Nepal		
<i>The World Bank - Headquarters (SA2) (1818 H St.NW, Washington DC 20433)</i>		
Ms. Giovanna Prennushi Economist	202-473-2641	202-477-7352
<i>Country Department II (SA2) (1818 H St.NW, Washington DC 20433)</i>		
Mr. Heinz Vergin Director	202-458-0332	202-477 4510

ZAMBIA		
Name	Telephone Number	Fax Number
<i>The World Bank - Zambia Resident Mission</i>		
Mr. Gedion B. Nkojo Resident Representative World Bank Red Cross House, 2nd Fl. Long Acres Lusaka, Zambia	(260-1) 254-278	(260-1) 254-283
P.O. Box 35410 Lusaka, Zambia		
<i>The World Bank - Headquarters (AF1) (1818 H St.NW, Washington DC 20433)</i>		
Mr. John E. Todd Economist	202-473-5056	202-473-8163
<i>South Africa Department (AF1) (1818 H St.NW, Washington DC 20433)</i>		
Ms. Katherine Marshall Director	202-473-6923	202-473-5456
Mr. Gene Tidrick Lead Economist	202-473-3341	202-473-5456
Mr. Phyllis Pomerantz Country Operations 2	202-473-7170	202-522-3158

MOROCCO		
Name	Telephone Number	Fax Number
<i>The World Bank - Headquarters (MN1) (1818 H St.NW, Washington DC 20433)</i>		
Mr. Rene Vaurs Country Officer	202-473-5034	202-477-8528
Mr. Luc De Wulf Economist	202-473-4505	202-477-8528
<i>Country Department I (MN1) (1818 H St.NW, Washington DC 20433)</i>		
Mr. Daniel Richie Director	202-458-1312	202-477-0432
Mr. John M. Underwood Lead Economist	202-473-3911	202-477-0432
<i>IFC Field Office (CMENM)</i>		
Mr. Mansour K. Antoun IFC Regional Rep. North Africa International Finance Corp. 8 Rue Kaman Mohamed Casablanca 20000 Morocco	212 2-484686 484687	212-2-484690

INTERNATIONAL LABOUR OFFICE
BUREAU INTERNATIONAL DU TRAVAIL
OFICINA INTERNACIONAL DEL TRABAJO



4, route des Morillons
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Télégrammes INTERLAB GENÈVE
Télex 415647 ilo ch
Facsimilé (22) 798 86 85
Téléphone direct (22) 799
central (22) 799 61 11

Réf. BIT/ILO EMP 60-01-8-3-1

Votre réf.

file 6-6 UN-ILO

Ms. Jane Armitage,
Director, External Relations,
The World Bank,
1818 H St., N.W.,
Washington, D.C. 20433
(USA)

17 SEP. 1996

Jane
Dear Ms. Armitage,

Thank you for your letter of 6 September 1996. As indeed you are aware, work on the country reviews has already started and is at various stages in Chile, Hungary, Nepal, Indonesia, Zambia and Morocco. Regarding Mozambique, as far as I am aware of the latest situation, efforts are under way by UNESCO to seek the government's clearance for undertaking the exercise. In support of UNESCO's initiative, and as indicated by the Director of UNESCO in Maputo to the Director of our Multidisciplinary Team in Harare, I have written to the Minister of Labour explaining the background and purpose of the country reviews, and seeking his cooperation in our collaborative exercise. I shall let you know as soon as I receive further information on Mozambique.

I appreciate your initiative to inform the Directors of the country departments at the World Bank and your despatching the World Bank's relevant documents to the lead agencies. This, I am sure, will facilitate the Task Force's activities in the countries concerned.

I am happy to hear that Mr. Ishrat Husain will represent the World Bank at the next Task Force meeting in Geneva on 18 October.

Yours sincerely,

Katherine
Katherine Hagen,
Deputy Director-General.

OFFICE MEMORANDUM

Att: GG-
ILO

DATE: August 7, 1996

TO: See Distribution Below

FROM: Lisa Pachter, EXTNY 

EXTENSION: 31775

SUBJECT: **International Training Centre of the ILO: Training for World Bank Staff**

Please see attached correspondence inviting Bank Resident Representatives to meet with their UN counterparts (particularly the UNDP) to discuss work in selected countries and issues of field coordination. Please note that the courses last about a week, although some Bank attendees have been there for shorter periods. The location is the Training Center of the ILO, in Turin, Italy.

I would appreciate these materials being circulated to appropriate staff. Questions concerning the meeting regarding Republics of the Former Soviet Union can be directed to Mr. Denny Hamilton at telephone: 39-11-69-361 or fax 39-11-663-8842 or to a colleague who is in New York, Mr. Nissim Tal at 212-697-0150 or fax 212-883-0844. In addition, Mr. Nimrod Raphaeli, OPR, is familiar with the Center.

Between August 12-September 6, if you have further questions, you may want to contact the office of Ms. Jane Armitage, Director, EXT. From September 9, I will be back in office.

Many thanks.

Attachment

Distribution:

Messrs. C. Blanchi (ECAVP); S. Heyneman (EMTHR); A. Seth (EMTEN);
K. Yurukoglu, R. Anderson (EC3C1); J. Harrison (EC4C1); W. Grais (EC4C2);
T. Husain (HRGLL)

cc: Ms. J. Armitage (EXTDR); N. Raphaeli (OPRPG)

WORLD BANK OFFICE TRACKING SYSTEM
UNITED NATIONS AFFAIRS
Routing and Action Transmittal Sheet

TO:

Lisa Pachter

DATE:

7/23/96

SUBJECT DOCUMENT:

From: Denny Hamilton, International Training Centre of the ILO

To: UNAVP

Dated: 7/19/96

Reference No.: XIE960723005

Topic: Inv. to attend the 18th workshop on the Management of Field Coord.
October 3-11, 1996, Turin

ACTION INSTRUCTIONS:

DUE DATE:

XXX HANDLE
REVIEW AND RECOMMEND
FOR YOUR INFORMATION
DISCUSS WITH _____
AS WE DISCUSSED
PREPARE RESPONSE FOR _____ SIGNATURE
FOR YOUR FILES
RETURN TO _____
OTHER: _____

7/30/96

Remarks:

Faxed to UNAVP

Tal - retired. 18th workshop - only in Turin staff
but 19th he is managing

Contact Mr. Tal (h) 718-740-1471
(fax) 718-740-5075

19th Workshop 28 Nov to Dec.
**INTERNATIONAL TRAINING
CENTRE OF THE ILO**
Telefax

Message No.:

To:	ALL AGENCY FOCAL POINTS See Attached List	From:	Nissim Taft, Head UN System Training Programmes International Training Centre of the ILO Turin, Italy Tel: (+39) (11) 693 6608 or 6648
Fax No.:		Fax No.:	+39 11 / 31 21 743
cc by fax:		Date:	19-Jun-96
		No. of pages (incl. cover page):	5

If incomplete, please contact tel. +39 11 / 69.361 or fax +39 11 / 663.88.42 or 310.25.29

Re: 18th and 19th Workshops on the Management of Field Co-ordination for Senior Representatives of the UN System.

Dear Colleagues,

Greetings from Turin!

This letter addresses to the (tentative) designation of additional Country teams for your review and confirmation for the 18th and 19th Workshops. There have not been included in the list of invited countries until now.

1. 18th Workshop

For this Workshop, in respect of which the dates have not yet been firmly finalised, due to on going consultations, we are nevertheless quite certain that the workshop will take place in the period between 10 October and 1 November. We hope to have the dates finalised by the end of June. While we are hopeful that most, if not all, the country teams originally invited will be able to attend, this is not secure. Following earlier indications by some Agencies we propose to add the Uganda Country Team to the list of those invited. So, the list of invited teams will include, following confirmation by the Uganda team, seven countries: Burundi, Lebanon, Rwanda, Senegal, Togo, Uganda and Zaire. The Sri Lanka team prefers to be included with another, more compatible from their view, group of country team (1997). We would appreciate it if you could add the Country Representative from Uganda to the list of those your agency is being asked to nominate for participation in the 18th Workshop.

- 2 -

2. 19th Workshop *Nov 28 - Dec 6, 1996.*

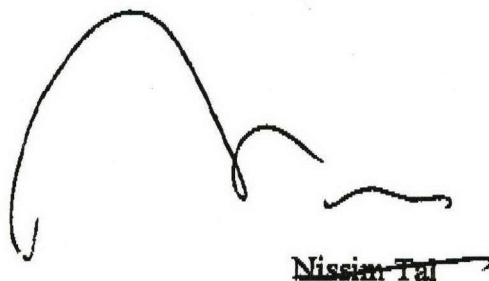
Some agencies proposed that we add Russia to list of countries on the initial list of those considered for the 19th Workshop. Thus, the list of potential invitees to the 19th Workshop now includes: Azerbaijan, Belarus, Bulgaria, Georgia, Kazakhstan, Kirgыз Republic, Moldova, Tajikistan, Turkmenistan, Romania, Russia, Uzbekistan and Ukraine.

While the initial letter inviting expression of agreement to the list of country teams to be invited to the 19th Workshop has only recently gone out, we have already received a number of positive comments about the importance of this workshop. It is clear that it will be significantly different from those that have conducted in the past. The issues are different as well as the circumstances of agency involvement in these countries is different. Thus, the early comments reinforce our decision that the content and format of this workshop should be re-designed to accommodate the particular conditions prevailing in this context. We are inviting and hoping to obtain a substantive participation from the European Union. Likewise are also contacting the Bretton-Woods Institutions inviting significant contribution to and participation in this workshop.

In order for us to make the necessary arrangements, we invite you to respond to this list by expressing your priority so that we can establish the final list of participating countries.

Best wishes and warm regards,

19 June, 1996



Nissim Tal

Distribution List

Mr. Robin Kinloch, Director Division of Personnel, UNDP, New York	(001)(212) 906-5282
Mr. Richard Olver Chief, Learning Resources Centre, Office of Human Resources, UNDP, New York	(001)(212) 906-5120
Ms. Sandra Haji-Ahmed, Chief Training and Staff Development Section, UNICEF, New York	(001)(212) 303-7984
Ms. Geneviève Rouchet, BER/CSF/ICO, UNESCO, Paris	(0033)(1) 47347588
cc: Mr. Jules Mailhot, Chief, Training Section Human Resources Division, Bureau of Personnel, UNESCO, Paris	(0033)(1) 40569066
Mr. George Aelion, Officer-in-Charge Training and Staff Development Unit, WFP, Rome	(06) 59602111 or (06) 59602348
Mr. Alfred R. Haemmerli, Chief, Operational Activities for Development Unit, DPCEA/DPCSD, United Nations, New York	(001)(212) 963-2812
cc: Ms. Momoyo Ise, Head, Staff Administration, OHRM United Nations, New York	(001)(212) 963-9514
Ms. Margaret Howard, Officer-in-Charge OUSG, DDSMS, United Nations, New York	(001)(212) 963-8196
cc: Mr. Guido Bertucci, Director, DPADM/DDSMS United Nations, New York	(001)(212) 963-9681
Mr. Graeme Warner, Chief Information Centres Service, PERD, DPI, United Nations, New York	(001)(212) 963-7330
Mr. Stefan Berglund, Senior Inter-Organization Officer Inter-Organization Cooperation Section, UNHCR, Geneva	(0041)(22) 739-7349
cc: Ms. Catherine Whibley, Senior Training Officer Training Section, UNHCR, Geneva	(0041)(22) 739-8792
Mr. Georg Axmann, Chief of Office, Staff and Management Development Division of Human Resources for Health, (SMD/HRH), WHO, Geneva	(0041)(22) 791-0746
Dr. Ferdinand Littaua Division of Interagency Affairs (INA) WHO, Geneva	(0041)(22) 791-4843

Ms. Vivien Ponniah, Chief
 Coordination and Training Branch, PCMFSO, UNFPA, New York (001)(212) 297-4914

Mr. Philippe Mengin, Senior Adviser
 Field Programme Development Division, FAO, Rome (06) 5225-5005

cc: **Mr. Chris Elliott, Officer-in-Charge,**
 Staff Development Group, AFPR, FAO, Rome (06) 5225-3152

Mr. Eckhard Hein, DDFC
 FAO, Rome (06) 5225-6885

Mr. Tuhin Verma, Senior Coordinator
 Country Strategy and Programme Development Division, UNIDO, Vienna (0043)(1) 211316832

cc: **Mr. Sergio Gardelliano, Chief**
 Staff Development and Training Section, Personnel Services Division, UNIDO, Vienna (0043)(1) 211316832

Mr. Jan Sorensen, Senior Policy and Programme Officer
 PROMOTEC, ILO, Geneva (0041)(22) 799-6872

Mr. Mark Hildebrand, Director, Office for Programme Coordination
 UNCHS (Habitat), Nairobi, Kenya (00254)(2) 624-263

cc: **Mr. Daniel Biau, Officer-in-Charge, Technical Cooperation Division**
 UNCHS (Habitat), Nairobi, Kenya (00254)(2) 624-263

Mr. Timothy Thahane, Vice President
 UN Affairs, The World Bank, Washington (001)(202) 522-2644
 (001)(202) 522-2401

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 IMF Office at the United Nations and Special Representative to the UN, New York (001)(212) 319-9040

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Ms. LL Vanore-Speer, Director
 Division of Technical Cooperation, ITC, Geneva (0041)(22) 730-0575

Mr. Bouna Sékou Diouf, Director
 Economic Policy and Resource Strategy Department, IFAD, Rome (06) 504-3463

Mr. A.R. El Hicheri, Director
 Technical Cooperation Bureau, ICAO, Montreal (001)(514) 288-4772

Mr. Kareem Boussaid, Head
 External Affairs, ITU, Geneva (0041)(22) 730-6675

Mr. K.K. Samawi , Senior Counsellor for the Director General UPU, Berne	(0041)(31) 350-3110
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Mr. H.M. Diallo , Technical Cooperation Department, WMO, Geneva	(0041)(22) 740-0207
Mr. Royal F. Kastens , Head Programme Co-ordination Section, Department of Technical Co-operation, IAEA, Vienna	(0043)(1) 206029633
Mr. Vladimir Yossifov , Head Development Cooperation Programme and Planning Section (DCPPS) Division for Human Resources, Programme Planning and Inter-Agency Affairs, WIPO, Geneva	(0041)(22) 740-1417
Mr. Gerd D. Merrem , Deputy Executive Director, and Director Division for Operational Activities and Technical Services, UNDCP, Vienna	(0043)(1) 213 455 866
Ms. Noeleen Heyzer , Director UNIFEM, New York	(001)(212) 906-6705
Ms. S. Al-Bassam , Chief Regional Commissions Liaisons, UN Headquarters, New York	(001)(212) 963-4116
Mr. David Whittlesey , Special Advisor Organization Development and Human Resources Development, IOM, Geneva	(0041)(22) 798-6150
Mr. Jamal Benomar , Chief, Technical Cooperation Branch Centre for Human Rights, Geneva	(0041)(22) 917-0123
Mr. Jean-François Trémeaud , Assistant Director-General, ILO Geneva and Director, ILO International Training Centre, Turin	(0041)(22) 788-2308
Mr Paul Berthoud , Consultant	(0041)(22) 798-2157
cc:	
Mr. M. Chinery-Hesse , Chairperson, CCPOQ, c/o ILO Geneva	(0041)(22) 799-6157
Mr. Derrick Deane , Secretary, CCPOQ, Geneva	(0041)(22) 733-2637

A L L - I N - 1 N O T E

DATE: 28-Jun-1996 11:57am

TO: LISA PACHTER

(LISA PACHTER@A1@WBHQB)

FROM: Claude Blanchi, ECAVP

(CLAUDE BLANCHI@A1@WBWASH)

EXT.: 32672

SUBJECT: 19th Workshop on the management of field coordination

I received yesterday the June 12 letter of Mr. N. Tall of ILO who asks us questions regarding the above meeting. I know absolutely nothing about this event, I have no idea what his request means, what Country Teams are, and I have not seen the earlier correspondence he refers to in his second paragraph. With apology, I cannot answer without more information, and I cannot answer before the 28. In addition I am away next week. Please send your answer to Mr. Selowsky, to whom I have passed the request.

CC: Marcelo Selowsky

(MARCELO SELOWSKY@A1@WBWASH)

CC: Asmaou Diallo-Bah

(ASMAOU DIALLO-BAH@A1@WBWASH)

CC: Penny Chokeychaitanasin

(PENNY CHOKEYCHAITANASIN@A1@WBWASH)

OFFICE MEMORANDUM

File: GG-ILO

DATE: August 7, 1996

TO: See Distribution Below

FROM: Lisa Pachter, EXTNY



EXTENSION: 31775

SUBJECT: **International Training Centre of the ILO: Training for World Bank Staff**

Please see attached correspondence inviting Bank Resident Representatives to meet with their UN counterparts (particularly the UNDP) to discuss work in selected countries and issues of field coordination. Please note that the courses last about a week, although some Bank attendees have been there for shorter periods. The location is the Training Center of the ILO, in Turin, Italy.

I would appreciate these materials being circulated to appropriate staff. Questions concerning the meeting regarding African countries should be directed to Mr. Denny Hamilton at telephone: 39-11-69-361 or fax 39-11-663-8842. In addition, Mr. Nimrod Raphaeli, OPR, is familiar with the Center.

Between August 12-September 6, if you have further questions, you may want to contact the office of Ms. Jane Armitage, Director, EXT. From September 9, I will be back in office.

Many thanks.

Attachment

Distribution:

Messrs. K. Cleaver (AFTDR); M. Dia (AFC16); T. Husain (HRGLL)

cc: Ms. J. Armitage (EXTDR); Mr. N. Raphaeli (OPRPG)


**INTERNATIONAL TRAINING
CENTRE OF THE ILO**

Telefax

Message No.:

To:	ALL AGENCY FOCAL POINTS (See Attached List)	From:	Denny Hamilton Programme Manager UN System Training Programmes
Fax No.:		Fax No.:	+39 11 / 31 21 743
cc by fax:		Date:	19-Jul-96
		No. of pages (incl. cover page):	14

If incomplete, please contact tel. +39 11 / 69.361 or fax +39 11 / 663.88.42 or 310.25.29

**18th Workshop on the Management of Field Co-ordination for Senior
Representatives of the UN System – October 3-11, 1996**

Dear Colleagues,

Good news! I just received a call from the Mr Abdoulie Janneh, the Resident Co-ordinator in Ghana expressing, on behalf of the Country Team there, which is comprised of a number of agency reps who are new to Ghana, their sincere interest in attending the 18th Workshop. After talking it over with Mr. Geiser, we have decided to include Ghana among the countries that are invited to this workshop. While Ghana is not a country that is experiencing a humanitarian emergency, it has been in the past and is currently engaged in peacekeeping activities. This combined with the fact that all of the other countries which have invited and which have accepted are in Africa makes the participation of the Ghana team both timely, for their team, and relevant, given the different perspectives they will bring to the discussions that will occur during the workshop. Since Lebanon has declined the invitation and Burundi is not able to attend, the countries that will participate are: **Ghana, Rwanda, Senegal, Togo, Uganda and Zaire.**

In addition to completing the process of nominations for the other countries, I would like to invite you to add Ghana to your list. While October seems a bit distant, we all know from past experience that time seems to accelerate the closer we get to the start of a workshop. If it is at all possible, we would like to receive confirmation of your field representatives' participation not later than 1 August.

If you are soon to be off on holiday, may I wish you a very enjoyable and relaxing time. If you are just back, I hope it was a very pleasant holiday.

Warm regards,

19 July, 1996

Denny Hamilton

Distribution List

Mr. Robin Kinloch, Director (001)(212) 906-5282
Division of Personnel, UNDP, New York

Mr. Richard Olver (001)(212) 906-5120
Chief, Learning Resources Centre, Office of Human Resources, UNDP, New York

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Training and Staff Development Section, UNICEF, New York

Ms. Geneviève Rouchet, (0033)(1) 47347588
BER/CSF/ICO, UNESCO, Paris

cc: **Mr. Jules Mailhot, Chief, Training Section**
Human Resources Division, Bureau of Personnel, UNESCO, Paris (0033)(1) 40569066

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Training and Staff Development Unit, WFP, Rome (06) 59602348

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Information Centres Service, PERD, DPI, United Nations, New York

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Inter-Organization Cooperation Section, UNHCR, Geneva

cc: **Ms. Catherine Whibley, Senior Training Officer** (0041)(22) 739-8792
Training Section, UNHCR, Geneva

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FAO, Rome

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Country Strategy and Programme Development Division, UNIDO, Vienna

cc: Mr. Sergio Gardelliano, Chief (0043)(1) 211316832
Staff Development and Training Section, Personnel Services Division, UNIDO, Vienna

Mr. Jan Sorensen, Senior Policy and Programme Officer (0041)(22) 799-6872
PROMOTEC, ILO, Geneva

Mr. Mark Hildebrand, Director, Office for Programme Coordination (00254)(2) 624-263
UNCHS (Habitat), Nairobi, Kenya

cc: Mr. Daniel Biau, Officer-in-Charge, Technical Cooperation Division (00254)(2) 624-263
UNCHS (Habitat), Nairobi, Kenya

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Mr. Vladimir Yossifov, Head
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Ms. S. Al-Bassam, Chief
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Organization Development and Human Resources Development, IOM, Geneva (0041)(22) 798-6150

Mr. Jamal Benomar, Chief, Technical Cooperation Branch
Centre for Human Rights, Geneva (0041)(22) 917-0123

Mr. Jean-François Trémeaud, Assistant
Director-General, ILO Geneva and Director, ILO International Training Centre, Turin (0041)(22) 788-2308

Mr Paul Berthoud, Consultant (0041)(22) 798-2157

cc:

Mr. M. Chinery-Hesse, Chairperson, CCPOQ, c/o ILO Geneva (0041)(22) 799-6157

Mr. Derrick Deane, Secretary, CCPOQ, Geneva (0041)(22) 733-2637

THE WORLD BANK
Washington, D.C. 20433
U.S.A.

File: ILO
6-6

MARK MALLOCH BROWN
Vice President
External Affairs

Vice President
United Nations Affairs

July 23, 1996

Ms. Katherine Hagen
Deputy Director-General
International Labour Organization
4, route des Morillons
CH-1211 Geneva 22
SWITZERLAND

Dear Katherine:

I greatly enjoyed our lunch on July 10 and was delighted to have the chance to share thoughts on ways to coordinate the work of our respective ACC Task Forces.

I also appreciated your thoughtful letter of June 26, 1996 regarding the accomplishments of the June ILO Labor Conference. I understand that Armeane Choksi will be in touch with you on issues regarding labor policies, also raised in your letter to him.

Ishrat Husain and Jane Armitage have kept me informed of progress with the Task Force you chair on Employment and Sustainable Development. This forum is very useful for discussing examples of what is happening at the country level. We are all very pleased at the continuing ILO contribution to the Task Force on the Enabling Environment for Economic and Social Development.

I look forward to seeing you soon.

Sincerely,
Mark Malloch Brown
[Signed]

cc: Messrs./Mmes. A. Choksi (HCDVP); I. Husain, J. Armitage (PSP); J. Grayson (EXTNY)

LPachter:lmw



GENÈVE

DEPUTY DIRECTOR GENERAL

DIRECTEUR GÉNÉRAL ADJOINT

Mark
Dear Mr. Malloch Brown,

26 June 1996_

7/15 P-10 draft response
SM

The ILO has just completed its June Conference, and major accomplishments were realized in respect to the campaign against child labour, the promotion of tripartism, the adoption of a new statement on employment policies in a global context, and the adoption of a convention and recommendation on home work. I am sure all of these developments will be of interest to your organization, but I wanted to highlight the new employment policies statement.

This statement deals very extensively with ILO's relationship to the Bretton Woods institutions. Of particular relevance are Paragraph 22, which encourages the introduction of employment targets in structural adjustment programmes, and Paragraph 23, which urges the consideration of mechanisms for ministers of finance and economic affairs and ministers of labour, along with the social partners, to review the policies affecting employment and social objectives.

Although the concern about employment policies has been addressed in numerous ILO Conferences, I believe that this statement is unusually significant. It is a comprehensive articulation of what the ILO should be advocating in regard to employment policies, and it was approved by consensus in the plenary session of the Conference. I expect that we will be referring to this statement rather extensively over the next few months and years.

Please let me know what you think of the statement and share with me any ideas you may have about how we might incorporate the statement's provisions into our ongoing collaborative efforts. I plan to do the same in the near future.

Yours sincerely,

Katherine
Katherine Hagen

Mr. M. Malloch Brown
Director
External Affairs Department
The World Bank
1818 H Street
WASHINGTON, D.C. 20433

WORLD BANK OFFICE TRACKING SYSTEM
OPERATIONS POLICY GROUP
Routing and Action Transmittal Sheet

TO:

Lisa Pachter

DATE:

7/08/96

SUBJECT DOCUMENT:

From: Katherine Hagen, ILO

To: M. Malloch Brown

Dated: 6/26/96

Reference No.: XIE960708001

Topic: Requesting Bank comments on ILO's statement: "Employment Policies
in a Global Context" report from ILO's June Conference

ACTION INSTRUCTIONS:

DUE DATE:

XXX HANDLE
 REVIEW AND RECOMMEND
 FOR YOUR INFORMATION
 DISCUSS WITH _____
 AS WE DISCUSSED
 PREPARE RESPONSE FOR _____ SIGNATURE
 FOR YOUR FILES
 RETURN TO _____
 OTHER: _____

7/22/96

Remarks: Received from Front Office (not logged)



GENÈVE

DEPUTY DIRECTOR GENERAL

DIRECTEUR GÉNÉRAL ADJOINT

Mark
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*7/5
AP - to draft response
SM*

26 June 1996 *7/5 per cur.*

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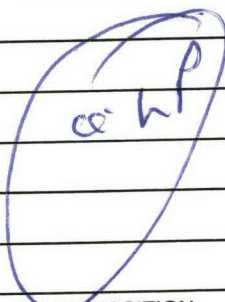
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Katherine
Katherine Hagen

Mr. M. Malloch Brown
Director
External Affairs Department
The World Bank
1818 H Street
WASHINGTON, D.C. 20433

THE WORLD BANK GROUP

Office of the Vice President External Affairs		DATE 7/8/96
NAME		ROOM NO.
Ms. Jane ARmitage		S10-027
		
APPROPRIATE DISPOSITION	NOTE AND RETURN	
APPROVAL	NOTE AND SEND ON	
CLEARANCE	PER OUR CONVERSATION	
COMMENT	PER YOUR REQUEST	
☒ FOR ACTION	PREPARE REPLY	
INFORMATION	RECOMMENDATION	
INITIAL	SIGNATURE	
NOTE AND FILE	URGENT	
REMARKS:		
Jane: We need to look at this carefully. There is a real danger here obviously. Could you coordinate input into a reply with Lisa Pachter? Mark		
FROM: Mark Malloch Brown	ROOM NO. U11-185	EXTENSION:



GENÈVE

DEPUTY DIRECTOR GENERAL

DIRECTEUR GÉNÉRAL ADJOINT

Mark
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Yours sincerely,

Katherine
Katherine Hagen

Mr. M. Malloch Brown
Director
External Affairs Department
The World Bank
1818 H Street
WASHINGTON, D.C. 20433

*June 7,
we need
to look at
this carefully -
There is a
real danger
here
could you
provide
co. outline
input into a
reply with
Lisa
not*

*7/5
AP-10
SM
draft response*

26 June 1996_ *7/5 per cam*

The World Bank/IFC/MIGA
O F F I C E M E M O R A N D U M

DATE: July 19, 1996 03:52pm

TO: MARK MALLOCH BROWN
TO: Armeane Choksi

(MARK MALLOCH BROWN@A1@WBWASH)
(ARMEANE CHOKSI@A1@WBHQB)

FROM: Jane Armitage, PSP

(JANE ARMITAGE@A1@WBHQB)

EXT.: 81114

SUBJECT: ILO letter on Employment Policies

Mark/Armeane

You have each received identical letters dated June 26 from Katherine Hagen enclosing the ILO's new employment policies statement, and asking for your reactions. It has some language about introduction of employment targets into adjustment programs, and developing new mechanisms (read ILO participation in Development Committee) for labor and finance/economic affairs ministries to work jointly on employment policies.

I am really sorry that I have not been able to get to preparing a substantive response to the letter and comments on the document (which raises some other issues on labor policy where our approach would differ somewhat from the ILO's). I am therefore sending each of you a short response for your signature which basically thanks her and indicates that I am on leave but will be responding to her directly with comments on the document and suggestions for how we can incorporate some of the statement's objectives into our ongoing collaborative activities. I will then send a response to her (which I will coordinate with Ishrat) in early August. Jane

CC: ISHRAT HUSAIN
CC: Lisa Pachter

(ISHRAT HUSAIN@A1@WBWASH)
(LISA PACHTER@A1@WBHQB)

*Ena PS have prepared
on Jan suggest*

THE WORLD BANK GROUP

Office of the Vice President External Affairs		DATE 7/8/96	
NAME		ROOM NO.	
Ms. Jane Armitage		S10-027	
ce. LP		Follow up	
APPROPRIATE DISPOSITION		NOTE AND RETURN	
APPROVAL		NOTE AND SEND ON	
CLEARANCE		PER OUR CONVERSATION	
COMMENT		PER YOUR REQUEST	
☒ FOR ACTION		PREPARE REPLY	
INFORMATION		RECOMMENDATION	
INITIAL		SIGNATURE	
NOTE AND FILE		URGENT	
REMARKS:			
Jane:			
We need to look at this carefully. There is a real danger here obviously. Could you coordinate input into a reply with Lisa Pachter?			
Mark			
FROM: Mark Malloch Brown		ROOM NO. U11-185	EXTENSION:



GENÈVE

DEPUTY DIRECTOR GENERAL

DIRECTEUR GÉNÉRAL ADJOINT

26 June 1996_

7/5 PC can

Mark
Dear Mr. Malloch Brown,

The ILO has just completed its June Conference, and major accomplishments were realized in respect to the campaign against child labour, the promotion of tripartism, the adoption of a new statement on employment policies in a global context, and the adoption of a convention and recommendation on home work. I am sure all of these developments will be of interest to your organization, but I wanted to highlight the new employment policies statement.

This statement deals very extensively with ILO's relationship to the Bretton Woods institutions. Of particular relevance are Paragraph 22, which encourages the introduction of employment targets in structural adjustment programmes, and Paragraph 23, which urges the consideration of mechanisms for ministers of finance and economic affairs and ministers of labour, along with the social partners, to review the policies affecting employment and social objectives.

Although the concern about employment policies has been addressed in numerous ILO Conferences, I believe that this statement is unusually significant. It is a comprehensive articulation of what the ILO should be advocating in regard to employment policies, and it was approved by consensus in the plenary session of the Conference. I expect that we will be referring to this statement rather extensively over the next few months and years.

Please let me know what you think of the statement and share with me any ideas you may have about how we might incorporate the statement's provisions into our ongoing collaborative efforts. I plan to do the same in the near future.

Yours sincerely,

Katherine
Katherine Hagen

Mr. M. Malloch Brown
Director
External Affairs Department
The World Bank
1818 H Street
WASHINGTON, D.C. 20433

June 27,
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The World Bank/IFC/MIGA
O F F I C E M E M O R A N D U M

DATE: July 19, 1996 04:07pm

TO: Maureen McIntosh-Alberts
TO: Lisa Pachter

(MAUREEN MCINTOSH-ALBERTS)
(LISA PACHTER)

FROM: Jane Armitage, PSP

(JANE ARMITAGE)

EXT.: 81114

SUBJECT: Letter to ILO

Maureen, please prepare letter to Katherine from Armeane.

Dear Katherine

Thank you for your letter informing me of the accomplishments of the ILO's Annual Labor Conference, and for sending me the new statement of employment policies. As you rightly note, the statement is indeed a very significant one. I have asked Jane Armitage who as you know is moving from the Labor Markets Group to be the new Director of External Affairs to review the statement carefully. She is on currently on leave but will be in touch with you on her return in early AUGust.

I was pleased to hear from Ishrat and from Jane of the excellent progress that the ACC Task Force on Employment and Sustainable Livelihoods is making, under your leadership. We are very pleased to be working with you on this important initiative, and I look forward to the conclusions of the Task Force work.

Best regards, Armeane

cc Husain, Pachter, Armitage and Malloch Brown.

Lisa

Thanks. Jane

Sorry to dump this on you now, after your earlier offer for help. Please prepare a similar, but not identical courtesey note from mark to Katherine, thanking her and saying I will get back to her. Then you could refer to the lunch they had in New York, and thank her for the support they are giving to Mark's Task Force.

Thanks, Jane

THE WORLD BANK GROUP

Office of the Vice President - External Affairs		DATE: 7/8/96	
NAME		ROOM NO.	
Ms. Jane Armitage		S10-027	
	APPROPRIATE DISPOSITION		NOTE AND RETURN
	APPROVAL		NOTE AND SEND ON
	CLEARANCE		PER OUR CONVERSATION
	COMMENT		PER YOUR REQUEST
X	FOR ACTION		PREPARE REPLY
	INFORMATION		RECOMMENDATION
	INITIAL		SIGNATURE
	NOTE AND FILE		URGENT

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 Lisa Pachter?

Mark

FROM: Mark Malloch Brown	ROOM NO. U11-185	EXTENSION:
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GENÈVE

DEPUTY DIRECTOR GENERAL

DIRECTEUR GÉNÉRAL ADJOINT

Mark
Dear Mr. Malloch Brown,

*pick up
from Lisa
Pachter's office
411-013*

26 June 1996_

*- Lisa -
Celeste -*

The ILO has just completed its June Conference, and major accomplishments were realized in respect to the campaign against child labour, the promotion of tripartism, the adoption of a new statement on employment policies in a global context, and the adoption of a convention and recommendation on home work. I am sure all of these developments will be of interest to your organization, but I wanted to highlight the new employment policies statement.

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There is a
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reply with
Lisa ~~thanks~~
~~me~~*

WORLD BANK OFFICE TRACKING SYSTEM
OPERATIONS POLICY GROUP
Routing and Action Transmittal Sheet

TO:

Lisa Pachter

DATE:

7/08/96

SUBJECT DOCUMENT:

From: Katherine Hagen, ILO

To: M. Malloch Brown

Dated: 6/26/96

Reference No.: XIE960708001

Topic: Requesting Bank comments on ILO's statement: "Employment Policies
in a Global Context" report from ILO's June Conference

ACTION INSTRUCTIONS:

DUE DATE:

XXX HANDLE
 REVIEW AND RECOMMEND
 FOR YOUR INFORMATION
 DISCUSS WITH _____
 AS WE DISCUSSED
 PREPARE RESPONSE FOR _____ SIGNATURE
 FOR YOUR FILES
 RETURN TO _____
 OTHER: _____

7/22/96

Remarks: Received from Front Office (not logged)



Provisional Record

Eighty-third Session, Geneva, 1996

Fifth item on the agenda: Employment policies in a global context

Report of the Committee on Employment Policies

1. The Committee on Employment Policies was set up by the Conference at its first sitting on 4 June 1996. It was originally composed of 181 members (85 Government members, 38 Employers' members and 58 Workers' members). In order to ensure equality of voting strength, 1,102 votes were allocated to each Government member, 2,645 to each Employers' member and 1,615 to each Workers' member. The composition of the Committee was subsequently modified six times and the number of votes allotted accordingly.¹

2. The Committee elected the following Officers:

Chairperson: Mr. A.P. Zanou (Government member, Benin)

Vice-Chairpersons: Mr. E. Potter (Employers' member, United States), and Mr. K. Douglas (Workers' member, New Zealand).

Reporter: Mr. B. Jonzon (Government member, Sweden).

3. The Committee appointed a Working Party composed of five Government members: Mr. Verlinden (Belgium), Mrs. Tchen (Gabon), Mr. Ghosh (India), Mrs. Mozdzenska-Mrozek (Poland) and Mr. Peterson (United States), five Employers' members: Mr. Potter (United States); Mr. Haider (Bangladesh), Mr. Mohamed Aly (Mauritania), Mr. Diaz (Mexico) and Mr. Armstrong (United Kingdom); and five Workers' members: Mr. Douglas (New Zealand), Mr. Gupte (India), Mrs. Brighi (Italy) (substituted by Mrs. Hemmer (Finland)), Mrs. Diakite (Mali) and Mr. Lescault (United States).

¹ The modifications were as follows:

- (a) 6 June, 188 members (87 Government members with 2,440 votes each; 40 Employers' members with 5,307 votes each; 61 Workers' members with 3,480 votes each);
- (b) 10 June, 177 members (92 Government members with 90 votes each; 40 Employers' members with 207 votes each; 45 Workers' members with 184 votes each);
- (c) 11 June, 175 members (93 Government members with 555 votes each; 37 Employers' members with 1,395 votes each; 45 Workers' members with 1,147 votes each);
- (d) 12 June, 170 members (94 Government members with 1,395 votes each; 31 Employers' members with 4,230 votes each; 45 Workers' members with 2,914 votes each);
- (e) 13 June, 161 members (94 Government members with 551 votes each; 29 Employers' members with 1,786 votes each; 38 Workers' members with 1,363 votes each);
- (f) 14 June, 158 members (94 Government members with 126 votes each; 28 Employers' members with 423 votes each; 36 Workers' members with 329 votes each).

4. The Committee held 11 sittings.
5. The Committee had before it Report V, prepared by the Office, on the fifth item on the agenda of the Conference, "Employment policies in a global context".

Introduction

6. The representative of the Secretary-General introduced the report on "Employment Policies in a Global Context", noting that a subject currently more appropriate for tripartite consideration by a committee of the International Labour Conference would be difficult to imagine. Western Europe continued to experience high and persistent unemployment; Central and Eastern Europe was struggling to keep a labour surplus and open unemployment from further increasing; and developing countries, especially those in Africa, were still suffering from labour market disruptions caused by economic reforms. Even in the "successful" countries in Asia, the quality of employment remained an issue; while in North America there was polarization between good and bad jobs and the threat of growing poverty.

7. The discussion was also very timely in view of the renewed commitment to full employment incorporated in the Declaration of the World Summit for Social Development (the Copenhagen Declaration). This spotlighted full employment as a basic priority of economic and social policies, and reaffirmed the twin objectives of employment policies in terms of improving both the quantity and quality of employment. The ILO had been designated as the lead agency for the implementation of the employment component of the Summit's Programme of Action. The Office had played a major role in the preparatory process of the Social Summit and had launched a new series of reports on the world employment situation. The first of these reports was *World Employment 1995* and the report before the Committee was a preliminary version of *World Employment 1996*. He noted that the Governing Body Committee on Employment and Social Policy had given valuable guidance to the ILO. In this regard, he made special mention of the OECD jobs study of 1994, which had given rise to the current OECD jobs strategy, which emphasized measures to reduce labour costs and loosen labour market regulation. But he cautioned that focusing simply on such measures might ignore the benefits of other policies and institutions which could help enhance participation, reach social consensus and promote sound industrial relations. He noted that parallel discussions were taking place on the agenda item, "Tripartite Consultation at the National Level on Economic and Social Policy" and that the Governing Body had a working party on the social dimensions of the liberalization of world trade; in consequence the Committee might focus its discussions on the substance of employment policy.

8. He further stressed that the ILO considered full employment a useful policy objective and saw no reason to believe that employment would lose its role as the principal source of income and form of economic activity. Furthermore, the ILO viewed the process of globalization, in terms of increased world trade and financial flows, as essentially beneficial provided it provoked such appropriate responses as better human skills to allow competition, social protection to put

those displaced back on their feet and tripartite cooperation to aid enterprise and sectoral restructuring. In this connection, he suggested that the Committee might wish to debate: (i) the appropriate roles of government, workers' and employers' organizations and the ILO in the design and implementation of employment policy at the international, national and local levels; and (ii) the action that needed to be taken to ensure a positive outcome of the process of globalization for the volume and quality of employment. Specific issues with respect to national policies and measures included: the scope for appropriately supported action by workers and employers to improve firm-level competitiveness and productivity and also to reduce working time and extend learning time; appropriate forms of labour market regulation and job protection to lay the basis for investment of firms in worker skills; means of tripartite action to foster entrepreneurship; active labour market programmes to improve labour market functioning and aid the reinsertion of the unemployed; social safety nets which could promote social solidarity and social cohesion without weakening work incentives; and reducing labour costs especially for the low skilled. Specific issues which the Committee might wish the ILO to act on included: to continue an assessment of the world employment situation through the regular preparation of a World Employment report; to demonstrate to the Bretton Woods institutions the significance of social and labour concerns and tripartite consultation in the design of structural adjustment programmes; to help ensure an effective follow-up to the Social Summit by assisting member States through country employment policy reviews; and to continue to undertake comparative policy analysis on relevant issues of concern to countries at all levels of development.

General discussion

9. The Employer's Vice-Chairman welcomed the topic for discussion as both timely and appropriate. His first comments related to specific issues in the report, which he characterized as largely a defence of Keynesian macroeconomic theory and the social welfare state. While he agreed with the report in emphasizing economic growth as central to resolving employment problems, he stressed that only higher worker productivity could achieve this. Productivity growth depended on the effect of employment policy on: (i) workers' experience and education; (ii) the capital they worked with; (iii) research and development; and (iv) advances in technical knowledge and improvements in workplace organization. He agreed that jobs were not disappearing because of technological displacement but because of slower growth of output and productivity and lack of labour market flexibility to adapt to rapidly changing global market circumstances caused by technological change, rapid diffusion of information and inexpensive intercontinental transportation. Employment policy should provide the environment for jobs to increase and for people to be encouraged to work, but equitable access to employment opportunities should not be considered as part of the concept of full employment, since it was unachievable. He described the comparison of European and United States employment policies as unfortunate and misleading. Without accurate assessment of the consequences of the different approaches to employment policy, the comparison could not help the social partners to arrive at appropriate policy conclusions. The report also failed to distinguish between

cyclical and structural unemployment and consequently stressed macroeconomic expansion through coordinated growth and downplayed the importance of structural supply-side measures. Experience showed that it was impossible to spend one's way out of unemployment and keep inflation under control. A coordinated and tailored set of micro-economic policy reforms, including broad-based reform of labour markets, was needed. He rejected a gradual approach to trade liberalization, privatization and economic restructuring in transition and developing countries. The report, in arguing against the "big bang" approach to economic reform, ignored that no country had relied exclusively on either the macro or micro level and that overall efficiency of the economy and of enterprises was crucial. Experience of the successful developing economies should be studied. He outlined the employers' view of employment policies in a global context and noted that comparative advantage currently depended on technology, access to capital and trained workers, which are readily available in most countries. National resources currently mattered less overall in terms of comparative advantage. The current situation of a rapid pace of change and growing international competition differed substantially from that prevailing at the time when most ILO standards and most domestic employment policies were adopted. He drew five conclusions with respect to the future direction of employment policies and ILO standard setting in terms of the goals of economic growth, productive employment and the ability of workers and employers to play a central role in the political and economic life of their nations: (i) whether employment policies or labour standards should or could eliminate every labour market imperfection; (ii) whether particular employment policies were currently relevant. Policies and standards should be "reinvigorated" and only those essential to the protection of workers' rights retained; (iii) the need for new standards should be reassessed, since insulating workers from every conceivable labour market imperfection might weaken job creation; (iv) the interpretation and application of Conventions in the light of new economic and social conditions should be reviewed; (v) the ILO should place primary emphasis on technical cooperation, education and training to assist its social partners.

10. He concluded with four principles for employment policies: (i) to enhance the ability of firms to create jobs, increase productivity, and raise the standard of living of workers without undercutting fundamental levels of protection; (ii) to reflect an accurate understanding of current conditions and practices in the workplace, so that neither employers nor workers suffered because regulations were too generalized; (iii) that they should be implemented at the company level by those most directly affected and should allow flexibility in the achievement of defined policy goals; and (iv) that active labour market policies should encourage individuals to be socially responsible and to have a job. Employment policies could only be meaningful in a stable economic, legal, political and social environment. This included secure property rights, reliable enforcement of contracts, a liberal trade regime, debt service reduction as needed, a stable commodity price structure, access to markets, capital flows, low taxes and public spending and open trade.

11. The Workers' Vice-Chairman reiterated his group's commitment to the objective of full employment. However, for any one country to unilaterally pursue the goal of full employment was not only unrealistic but could be dangerous. It

plays into the hands of xenophobic politicians who try to win power for themselves by blaming scapegoats for problems that can only be solved by greater cooperation among nations. Countries should work together to achieve full, productive and freely chosen employment, which was central to ensuring that social justice guided the new framework of international relations being developed by the World Trade Organization. Intensified international competition for inadequately expanding markets was at the heart of current problems. The Committee should therefore focus on achieving improved policy coordination for faster and sustainable growth and developing regulations to govern the global market, to remedy failures and encourage productive activity. Particular emphasis should be placed on means for the tripartite constituents to help shape the process of globalization and ensure the integration of the goal of full employment. He found the report optimistic about the benefits of globalization. His group felt that governments had still to come to grips with the necessary international policy reforms to achieve the potential for growth inherent in a globalized market. Liberalization of product markets against the backdrop of a financial system that discouraged productive investment in favour of short-term financial speculation had negative effects on employment. New regulations to inhibit speculation and encourage productive investment were required. The ILO should examine proposals such as the so-called "Tobin tax" to facilitate this objective. He was also concerned that globalization and slow growth squeezed the weakest groups in the labour market out of work and down the wage scale. Women workers were especially vulnerable. A stronger commitment in the ILO's employment policies to the implementation of the Beijing Platform for Action of the Fourth World Conference on Women was required. The report gave insufficient attention to the problems employers faced in developing stable, and thus more productive and profitable, relations with workers. He indicated that collective bargaining and tripartite consultations were the most effective mechanisms to assist employers to establish the sort of training and employment policies which a global market called for. The ILO could aid trade unions and employers to cast aside confrontation and develop, together with governments, a more stable platform for industrial relations and job creation and deal with the question of employment security at the national or company level. There should also be a more supportive environment for small business to grow. The trade unions were not the enemies of small business but wished to promote sound industrial relations and constructive collective bargaining in this sector. He supported the idea of security of "employability" introduced in the report, which he understood as greater efforts to ensure that workers were constantly updating their skills and were helped to find new jobs when changing employer. However, there were risks involved in changing jobs which should be minimized.

12. He stressed that a key issue under discussion was the interrelationship between macroeconomic policy and employment policy, especially in the industrialized countries which remained the main markets of the world. Macroeconomic policies should function side by side with labour market policies. The Workers' group considered that the social partners gathered at the ILO, that is Employers, trade unions and the Government representatives, and the last were mainly drawn from labour ministries, had a responsibility to express a view on the wider economic setting. There was no need to be reticent about that, since

economists in finance ministries and central banks were not shy in offering their advice to the social partners about labour market policy. However, the Workers' group accepted that it was also clear that the big issues of putting the world economy on to a path of sustained growth fast enough to bring down unemployment and poverty without reigniting inflation would not be determined in the Committee. Those issues were complicated and involved the coordination of national and international policies in ways with which the institutions for cooperation and development, such as the IMF, the OECD and the European Union, were still grappling. Nevertheless, he considered that the Committee could and should state some of the important considerations which would have a determining influence on the success with which the social partners pursued the objective of full employment. In this respect, the Workers' group strongly endorsed the recommendation in the Office background document concerning the desirability of coordinated macroeconomic expansion. Reductions in interest rates and fiscal expansion were required to generate sufficient economic and employment growth to bring about a significant decline in unemployment.

13. The Workers' group supported the selective approach of giving established enterprises, both public and private, time to adjust and new enterprises time to grow. However, selective policies required good governance. Unfortunately, the model of government needed to manage structural adjustment was absent in many developing and transition economies and the ILO was right in placing a strong emphasis on the positive role which democracy and good governance could play to bring about stronger employment growth. The ILO had a special contribution to make because its basic human rights Conventions were important for democracy. Workers' political freedom was jeopardized by repression or abuse at work. The Social Summit had reinvigorated the ILO as a pillar of the institutional framework needed to weld market-oriented economic policies with social policies. The ILO should broaden dialogue with the IMF, World Bank, WTO, UNCTAD and other international institutions.

14. Many members of the Committee subsequently expressed their appreciation to the Office for a well-prepared report which several members found extremely challenging and thematically relevant. However, given the varied nature and extent of the unemployment situation in individual countries, some members expressed reservations on the usefulness of the general approach to full employment adopted in the report. The Government member of Australia, pointing to heterogeneity of economic conditions and institutions, stated that the policy approach of the report did not capture the conditions in his own country. While some members felt the report overemphasized macroeconomic issues, others found this understandable in view of the global nature of the employment problem. The Workers' member of Japan would have preferred the report to begin with its conclusions and recommendations and then support these with analyses and evidence. Others considered that the report should have covered more countries and provided more updated empirical evidence.

The objective of full employment

15. There was little controversy among the members of the Committee on the gravity of the employment crisis in all regions of the world. Several

Employers', Workers' and Government members, especially from the OECD, Asian and African countries, emphasized the serious proportions of the problem. The Government members of China and India stated that despite currently satisfactory growth in their respective economies, millions of people were still unemployed. In that context, members considered the objective of full employment as an overriding issue. The Government member of Canada stated that to achieve equality and justice, full employment was essential since it was fundamental to the alleviation of poverty and preservation of social cohesion. The Government member of Portugal considered that employment for all was extremely important in preserving human dignity, the worker's integration into society and his psychological and emotional balance in society. This was also supported by several members of the Committee. While there was general agreement in retaining the goal of full employment as an over-arching social and economic objective, several members pointed to the difficulties, and questioned the possibility, of attaining full employment in the current circumstances. There had been phenomenal changes in the structure of production and work organization, whose consequences for the concept of full employment needed to be reconsidered. The Government member of the Philippines queried the standard measurement and definition of what constituted employment and a job. This issue was raised by several members of the Committee, especially in the context of the rise in flexible and atypical forms of work on the one hand, and the need for employment security on the other. The Employers' member of Canada, however, pointed out that growth of non-standard employment did not necessarily imply the demise of standard employment. New forms of work consistent with workers' aspirations and wishes could be absorbed in the concept of full employment, nor was part-time work inconsistent with the definition of full employment. Many, including the Government member of Senegal, considered it important to adhere to the objective of full employment as embodied in ILO Convention No. 122, inasmuch as it provided the framework to guide employment policy at the national level.

16. Several members from developing countries pointed to the difficulties inherent in using the standard definition of full employment which had evolved in the industrialized countries and to its appropriateness to their circumstances. The Government member of Swaziland stated that the nature of unemployment in sub-Saharan Africa could not be captured by the standard definition, which yielded a measured 2-3 per cent unemployment rate. Despite such statistics, the problem of unemployment was serious and visible. Moreover, the question of a choice between good and bad jobs was not relevant in the context of many African countries, where the basic concern was one of survival. In a somewhat different context, the Workers' member of India, emphasizing the need for a scrutiny of the definition of full employment, stated that employment in his country was shifting away from larger firms, which conformed to labour regulations, to smaller and informal enterprises, which avoided regulations. Employment was thus becoming more informal, less productive and worse paid. Members from both developing and developed countries felt that the concept of full employment needed closer scrutiny, and adaptation to various changes in the world of work as well as to local circumstances. Members, however, felt that, despite the difficulties in attaining full, freely chosen and productive employment,

the objective was valid and useful in guiding employment policy at the national level.

Globalization, structural adjustment and employment

17. Some members pointed out that the employment question, under the increasing pressures of globalization, had changed from being a national to becoming a global issue. The Workers' member of the United States stated that economies were no longer national. The Government member of the United Kingdom welcomed the recognition in the report of the positive role of trade liberalization and of the fact that increased unemployment was not caused by trade liberalization. Supporting the positive aspects of globalization with regard to growth in trade and investment, the Government member of France asked for more emphasis on the challenges this posed especially with regard to growing unemployment, the exclusion of certain groups in the population and the need for economic reforms with an important social component. There was, however, dissension on the distributional consequences of globalization. While the potential benefits of globalization were not in dispute, some members from developing countries expressed concern at the distribution of the increased gains from global trade and investment. The Government member of the United Republic of Tanzania warned that some processes of globalization risked increasing unemployment in Africa, and that, in the face of increasing competition, the region could become marginalized. In order to participate effectively in the increased trade and investment flows, each individual country would need to be globalized. He considered that African countries had not reached that stage.

18. The Government member of the United States stated that as countries made the transition to the global workplace, they ought to advocate principles, policies and programmes that advanced growth and trade, thereby creating a good business environment. The plea to free markets and trade was supported by several Employers' members. However, liberalization reforms, central to structural adjustment programmes, were viewed with scepticism by several members of the Committee. Several members of the African region considered that structural adjustment programmes, under the aegis of the Bretton Woods institutions, had been unsuccessful in resuming sustained growth and alleviating poverty. The Workers' member of Guinea stated that adjustment programmes had failed to take into account the link between macroeconomic policies, training and employment policies. The Government member of the Republic of Sierra Leone emphasized that developing countries had difficulty in creating jobs in the context of the conditionalities associated with structural adjustment programmes. Others stated that there were social costs associated with such programmes. Privatization and public sector reforms had so far destroyed, rather than created jobs. The Government member of Gabon considered that IMF conditionalities had reduced purchasing power in the economy.

19. Some Government members, however, maintained that such policy reforms were necessary, and that the sequencing and pacing of reforms were important. The Employers' member of India, supported by the Government member, expressed the view that the reforms in his country had started to generate satisfactory employment growth. The Government member of Uganda

also noted that, while the performance of Africa has been disappointing as a whole, his country had been able to implement structural adjustment with successful outcomes with respect to growth and stability. The Government member of the People's Republic of China pointed out that even in the face of massive industrial and labour market restructuring, China had been able to generate a high rate of employment growth. Several members from developing countries felt they needed support in the successful implementation of structural adjustment programmes. This was echoed by several Government members of the African region. The Employers' member of Bangladesh underscored the resource constraints facing developing countries, and stated that they required more capital flows, stable commodity prices and an easing of their debt burdens. Greater cooperation was needed between developed and developing countries, a point also supported by the Government member of Burkina Faso and by several other members of the Committee.

Policies towards full employment

20. Many members of the Committee expressed the view that there were extreme difficulties in achieving full employment, and that there was no unique path to it. The Employers' Vice-Chairman referred to vast differences in cultures, regions and levels of development as factors requiring a differentiated approach. Policy prescriptions, according to the Government member of Hungary, needed to be differentiated according to the conditions prevailing within each individual country. Policy recommendations had also to be implemented with political conviction, based on the will of the nation. Also needed were stability, appropriate infrastructure and an institutional framework, as well as efficient public administration and managerial capacity. The Workers' Vice-Chairman stated that trade unions needed to contribute to the wider question of sustainable development and wealth creation and could not ignore the complexity of influences on investment and the expansion of the productive sector. There was a general consensus on the report's basic contention that growth was a necessary condition for the attainment of full employment, and that a sound macroeconomic policy framework was required in order to promote and sustain growth. Several members of the Committee, however, cautioned that employment did not come automatically with growth, and that economic and social policies needed to be integrated. The Government member of China stated that, in his country, economic policies had been closely linked with labour market policies to produce high rates of economic and employment growth. The Government member of France, supported by the Government member of Tunisia, cautioned that productivity increases associated with growth could also limit job creation. Several Government members, especially from Africa, emphasized the need to pursue employment-intensive growth and considered access to employment as one of the best instruments of promoting social justice.

21. Members of the Committee, while agreeing on the need for an appropriate macroeconomic policy framework to attain growth, stressed that it was equally important to treat various micro-economic issues within that framework. It was also observed that the coordination of economic and social policies was necessary at the national and international levels. The Government

member of Italy stated that his Government had been implementing employment policies along the recommendations of the European Union, emphasizing in particular the reduction of long-term unemployment and increasing the utilization of capacity. The Workers' member of Germany, noting that monetary policies affected international competitiveness, urged the industrialized nations to work towards a coordinated international monetary policy. He further cautioned that, despite globalization, cooperation among countries had been weakening, and that a polarized social climate could hinder coordinated efforts to reduce unemployment world wide. Apart from macroeconomic policy considerations, various specific policy recommendations for employment promotion were discussed. There was consensus among all members on a number of these. A major recommendation concerned the promotion of small and medium enterprises to generate jobs, strongly emphasized by the Government member of the United States. The Employers' member of Canada further stressed that in comparison with larger enterprises, small enterprises had more need for flexible forms of work organization. The gender issue was raised by several members of the Committee. The Workers' group, in particular, pointed to the need to urgently mainstream women in the labour force. The Workers' member of Italy called for policies targeted specifically on women's participation in the labour force. Others stressed the importance of following up on the recommendations of the major United Nations conferences held in Beijing and Copenhagen in this respect.

22. Members of the Committee were united on the need for specific policies to support the most vulnerable groups in society and thereby combat social exclusion. The Government member of Germany, noting the growing gap between high and low earners in some countries, underscored the need to address the problem of those people who are able to work but cannot find worthwhile jobs. The Government member of Tunisia, supported particularly by several members of the African region, emphasized that a targeted approach was needed to address the more vulnerable sectors of society. The growing significance of the informal sector was pointed out by several members of the Committee. In many countries, the informal sector supported the major part of the labour force, and according to the Employers' member of India, the informal sector in his country accounted for 93 per cent of total employment. It should therefore receive due recognition and support. Some members of the Committee considered the sector to be dynamic; generally, however, informal sector productivity was low and special support was required to upgrade its productivity and incomes. Another policy area stressed by the Government member of Namibia, supported by many members of the Committee, related to the need for an effective education and training policy and for increased investment in human capital. Owing to the fast changes in the skills needed in the job market, members considered it highly important to gear training, including vocational training, policies towards the market demand for labour. This was all the more necessary because of rapid enterprise restructuring, as well as public sector reforms, which have led to redundancies and accordingly to an increased need for retraining. In this regard, the Workers' member of India mentioned that, while a National Renewal Fund was established to retrain redundant workers, very little had been spent on this account. The Government member of Swaziland stated that employment policy ought to be closely linked to education and training policies in the economy. While some held the view that the

government could not guarantee full employment, it could facilitate the conditions for achieving full employment by providing appropriately focused education and training. The Government member of the Republic of Korea, a country which was currently facing skills shortages, stated that the major focus of his Government's policy was on raising the quality of manpower. Reform of the education and training systems was necessary to achieve long-run competitiveness.

23. On other policies there was a note of discord among members, in particular with regard to market-dependent approaches to job creation, labour market flexibility and employment security. Several members of the Employers' group, supported by the Government member of the United States and others, emphasized the significant contribution made by free enterprise and market-oriented approaches to decision-making. The Government member of Nicaragua, however, contended that letting the market rule would lead only to a rapid turnover of jobs, the marginalization of women workers and increased social instability. The Government member of Brazil also emphasized that, in a globalized world, the State ought to take on a new role in assisting the unemployed and the underemployed. The need for employment security was stressed by several members of the Workers' group. They considered employment security extremely important in creating stable conditions in the workplace and in improving productivity. Some members of the Employers' group contended that, while it was important to ensure employment, preserving jobs was associated with adapting to new technologies and to a new business environment. The Employers' member of Argentina maintained that job security was dependent on the market security of enterprises. Fierce competition in international markets and highly volatile demand constrained firms in guaranteeing employment security.

24. A similar contention was also observed with regard to labour market flexibility. The Workers' and Employers' groups were sharply divided on the issue, with the latter, supported by some Government members, presenting a case for more flexible labour markets. In this context, the contrasting job-creation experiences of the United States and of the European Union described in the report came under discussion. The Employers' member of Germany drew upon United States experience to emphasize that labour markets needed to be deregulated in Europe, and that retrenchment benefits as well as employers' contributions ought to be reduced. The issue of reducing the social burden on employers and the deregulation of markets were supported, among others, by the Government members of Belgium and the United Kingdom. Some Government members, however, felt that simply making labour markets more flexible would not solve the unemployment crisis and that a minimum social protection was necessary for stability in the workplace. The Workers' member of Germany considered that what was needed was functional flexibility in the enterprise with stability, and not uncertainty and polarization, which could lead to increased social tension.

25. A few policy issues had a regional focus. Several members from the African region, in particular, the Workers' member of Mali supported by the Government member of Zambia, stressed the need to incorporate a cultural dimension in the employment policy framework. The high population and labour force growth rates in the region were viewed with alarm and members considered

that concerted efforts were needed to control population growth. Given the nature of the employment crisis in Africa, the Government member of Tanzania called upon the ILO to organize a Copenhagen-style global summit on Africa, and suggested that a global employment fund should be established for the region. The Government member of Barbados, drawing attention to the conditions of small island States, stated that they were highly vulnerable to competition from developed countries. He called for specific considerations and measures to support those economies.

Social dialogue for promoting full employment

26. In view of the serious and persistent nature of the unemployment situation, members were unanimous in their commitment to increased job creation. Both Workers' and Employers' groups were also in agreement on the need for continued social dialogue for the promotion of full employment. The Government member of India, citing the reform experience in his country, stated that India had made special efforts to contain potential social tensions during the reform process, largely through tripartite consultation at the national as well as at the local level. As a result organized protests and industrial strikes had shown a remarkable decline in recent years. The Employers' member of Japan, also stressing sound labour-management relations, stated that enterprises in Japan were adopting new measures to secure employment, such as the secondment of workers, through consultation between employers and workers. The Workers' member of Italy pointed out that social dialogue was essential in reaching a policy consensus, and that a social pact had been signed by the social partners in 1993. Similar dialogue was under way at the European level. The Government member of Spain underlined the importance that social agreements had in her country. Some Workers' members expressed the view that trade unions ought to be involved in the formulation and implementation of all policies aimed at economic and social development. The Employers' member of Mexico supported the argument that trade unions ought to participate positively in projects related to employment creation, as well as in programmes of vocational training and education.

27. The Workers' Vice-Chairman stressed the many virtues of collective bargaining. This provided the flexibility in worker-employer relations necessary in the face of the vagaries of globalization, contributed to good governance and provided a safeguard against social exclusion. The increasing significance of social dialogue to sustain stability in the workplace and to protect basic workers' rights was also underscored by several Government members. The Workers' member of Guinea reiterated that tripartite consultations were crucial in the field of employment, and that in the absence of such dialogue the workers' fate would be decided by international forces. The Workers' member of Germany believed there was common ground for tripartite action to reduce unemployment substantially, citing, as examples, the provision of additional days of leave instead of wage increases and the reduction of working-hours to reduce unemployment. Some members considered that, apart from tripartite dialogue, there ought to be a full participation of civil society, especially in the context of far-reaching reforms. This was particularly emphasized by the Government members of

Colombia and Hungary and, in this context, the Government member of Colombia referred to the employment committees set up in his country.

The role of the ILO

28. Many members called upon the ILO to play a leading role in the global fight against unemployment. The Employers' member of India pointed to the current period of rapid change and considered that it was necessary to build up competence and capability to cope with such change. He called upon the ILO to analyse policies in support of this, especially through training. Some members stated that the ILO should have a closer relationship with other international organizations in the promotion of employment and social justice. The Workers' Vice-Chairman felt the ILO should be a counterweight to international financial institutions, whose narrow focus had allowed them to ignore negative social outcomes. The Workers' member of the United States stressed the vital role which the ILO and its tripartite structure could play. Several members of the Workers' group echoed the importance of adhering to the ILO's basic labour standards, and, in the field of employment, to Convention No. 122. Some members of the Committee, especially from the Employers' group, observed that labour standards could sometimes stand in the way of flexibility in the work place. The Government members of Brazil and India stressed that issues concerning workers' rights must remain within the purview of the ILO, and not that of the World Trade Organization. Several Government members of the African region called for the ILO's assistance in areas relating to employment and skill development. The Government member of Côte d'Ivoire, noting that solutions to the employment problem have to be customized according to regions and nations, asked the ILO to organize regional workshops for special assistance to African countries. Several members looked forward to the ILO's continued technical assistance in formulating alternative policy frameworks for employment generation; training and skills development programmes; and human and local resource mobilization. There was also a call for continued research in the field of employment and labour markets, and the dissemination of such information to support member countries in the formulation of their policies.

Consideration of a working document submitted by the Working Party

29. At its fifth sitting, the Reporter introduced a working document in the form of draft conclusions that were the result of the discussions of the Working Party. He pointed out instances where the Working Party had entrusted the secretariat with preparing new parts of the text. After a preliminary discussion, it was decided not to adopt a procedure of considering written amendments but to proceed at once to reviewing the document paragraph by paragraph and adopting each paragraph sequentially by consensus.

30. Paragraph 1 was adopted without change. In paragraph 2 a reference to the position of young people was inserted at the suggestion of the Government members of Senegal and Côte d'Ivoire and a reference to the prerequisite of social justice for social cohesion at the suggestion of the Government member of

Portugal. In paragraph 3 a reference to the speed of information flows was inserted on the suggestion of the Government member of Côte d'Ivoire. Paragraph 4 was adopted unchanged.

31. In paragraph 5 a new formulation linking new forms of employment to the definitions of Convention No. 122 on employment policy was agreed. However, the Workers' group wished to place on record that, while it agreed with the wording used, it wished to point out that Convention No. 122 did not specifically define the meaning of full employment. In particular, it did not state that only regular 40-hour per week jobs were to be counted as contributing to full employment. Even when the Convention had been adopted in 1964 elements of part-time work and some other forms of flexible working arrangements existed. The Workers' group recognized that those flexible forms of work had subsequently expanded. The wording in paragraph 5 therefore took note of those trends. However, this did not constitute any reinterpretation of Convention No. 122.

32. A proposal by the Government member of Germany to refer to policies for job-creating investment, employment security, social protection and labour market flexibility and to legislation as an element in the development of such policies was adopted.

33. For paragraph 6, the Government member of Portugal suggested a clearer division of the text in line with its thematic content. Following this, a new wording was proposed by the Workers' and Employers' groups in the light of comments made by a number of Government members. The Government member of Portugal also requested clarification of the words "social institutions". Paragraphs 7 and 8 were adopted unchanged. For paragraph 9, the Chairman proposed a new form of words relating to the nature of a legal framework as an enabling factor for the achievement of full employment, based on comments made by a number of members. The proposal of the Employer members of India to refer to a "legal and institutional" framework was accepted. The Government member of India stressed that a reference to basic rights of workers within the human rights Conventions of the ILO would have been more appropriate.

34. For paragraph 10, the suggestion of the Government member of India supported by other members to refer to open "economic and trade" policies was adopted. The Workers' group suggested including a reference to the ILO's Tripartite Declaration on Multinational Enterprises and Social Policies, which was accepted as being a reference point for foreign direct investment. A Workers' group suggestion to refer to the promotion of productive investment as a corollary of the discouragement of exchange rate speculation was accepted. The Government member of the United States pointed out that any reference to debt relief in subparagraph (iii) needed to be in line with commitments made at the World Summit for Social Development.

35. A proposal by the Government member of Finland to extend the subheading preceding paragraph 11 by adding a reference to the efficient use of human resources was adopted. In the introductory subparagraph of paragraph 11, it was agreed to refer to improving conditions of work as one means of upgrading the quality of employment and, correspondingly, to delete subparagraph 11(j). The Workers' group proposed an addition to the introductory subparagraph

referring to life-long education, incorporating suggestions made by a number of members, including the Government member of Portugal. This was accepted. Subparagraph 11(a) was adopted subject to changes proposed by the Government member of Germany which, in particular, removed a specific reference only to "further" training, rather than to any training. Subparagraph 11(b) was adopted unchanged. In subparagraph 11(c), a new text mentioning the role of public sector enterprises as well as that of large private sector enterprises in encouraging small and medium-sized enterprises was proposed by the Workers' group and accepted. In subparagraph 11(d), a new text was adopted, based on the idea proposed by the Government member of France that the role in general of small and medium-sized enterprises in employment creation should be stressed and on the notion of "facilitating" access to credit proposed by the Government member of the Philippines, on enlargements of the conditions for granting credit proposed by the Employers' group, and on the special needs of women entrepreneurs proposed by the Workers' group. In subparagraph 11(e), the Government of Germany suggested that the reference to migrants should be preceded by the word "legal" and that young workers and women should be included as a vulnerable group. The Workers' group proposed an insertion relating to the need for policies that would facilitate combining family responsibilities with working life in order to promote equal employment prospects for women and men. The subparagraph was adopted. In subparagraph 11(f), a proposal of the Government member of India to refer to the promotion rather than the preservation of the security of employment was accepted. Subparagraphs 11(g) and 11(h) were adopted unchanged. Subparagraph 11(i) was jointly reformulated by the Employers' and Workers' groups and adopted. The Workers' Vice-Chairman pointed out that its phrasing could not, and should not, be used to undermine trade union organization and representation. Subparagraphs 11(k) and 11(l), subsequently 11(j) and 11(k), were adopted unchanged.

36. Paragraph 12 was adopted after an Employers' group proposal was accepted to add a reference to financing mechanisms for the informal sector and micro-enterprises which would facilitate their gradual integration into the formal modern sector, as well as a Workers' group proposal to refer to the need to reduce the existing pool of unemployed. Similarly, paragraph 13 was adopted after an Employers' group reference that trade be integrated with all countries was accepted. Paragraph 14 was adopted with a formulation of words agreed by the Employers' and Workers' groups relating to a balanced approach to economic liberalization and the mitigation of worsening unemployment and poverty. The Workers' Vice-Chairman pointed out that the phrase "social consensus" should not be understood as meaning "agreement", but "general support for". The Government member of Portugal considered that the reference to social consensus applied to all regions and not just to the developing countries. Paragraph 15 was supplemented by a text proposed by the Workers' group referring to the ILO's International Programme for the Elimination of Child Labour and to the need for similar programmes to assist women, and particularly women from rural areas, in overcoming the barriers preventing them from finding freely chosen employment. The paragraph was adopted.

37. Paragraph 16 was adopted unchanged and paragraph 17 was adopted with the addition of a reference suggested by the Workers' group to the reform of labour law in line with ILO standards.

38. Paragraph 18 was accepted with the addition of a reference to labour market costs and rigidities. A new text for paragraph 19 was proposed jointly by the Employers' and Workers' groups which took into account suggestions made by many Government members. Additional elements included references to active labour market policies to develop local employment initiatives and to a reduction in non-wage labour costs proposed by the Government member of the Netherlands. Once the paragraph had been adopted, the Government member of the United States expressed his satisfaction with it but indicated his preference for a statement reflecting the powerful forces working towards global market liberalization and permitting firms to grow and create jobs. For paragraph 20 a new text was also proposed jointly by the Employers' and Workers' groups taking into account suggestions from many Government members. A proposal by the Government member of Canada to include a reference to community work was accepted. The paragraph was adopted. The Government member of the United States was able to accept the paragraph but would have preferred a recognition of an appropriate limiting of government expenditure as a means of increasing the credibility of policy as well as a reference to the desirability of productivity growth.

39. The subtitle for the section on the role of the ILO was adopted with the insertion of the words "and social justice", as proposed by the Government member of India. Paragraph 21 was adopted unchanged. Paragraph 22 gave rise to considerable discussion and was adopted once agreement had been achieved on a sentence referring to the ILO's role connected with the opening up of global markets. Suggestions by the Government member of India to refer to vulnerable sections of the population and by the Government member of Côte d'Ivoire to refer to the introduction of employment targets into structural adjustment programmes were accepted. The Employers' group highlighted the importance of the ILO's Governing Body Committee on Employment and Social Policy and to the priority given by the ILO to enterprise development. Subject to the inclusion of a reference to the priority attached to improving industrial relations within enterprises, this was accepted. Paragraph 22 was adopted after a proposal made by the Government member of Côte d'Ivoire was accepted to create a new paragraph 23 concerning mechanisms grouping ministers of finance or economic affairs and labour. A suggestion by the Workers' group that the ILO Governing Body should be involved in developing such mechanisms was accepted.

40. Previous paragraph 23, subsequently paragraph 24, was adopted subject to two changes. The first of these, at the suggestion of the Government member of India, was to clarify that employment policy reviews would be undertaken only at the request and commitment of member States and the social partners. The second, at the suggestion of the Government member of France, was to add young workers and the long-term unemployed to the list of vulnerable groups. Paragraph 25, previously paragraph 24, was adopted with a change proposed by the Government member of Côte d'Ivoire that the ILO should assist rather than advise member States on improving the collection of labour market information.

In relation to this paragraph the Government member of Portugal asked whether the ILO would work on the further definition of full employment. The Workers' Vice-Chairman, suggested that the ILO should analyse means to discourage financial speculation and promote productive investment. The Government member of the United States suggested that the proposal should be referred to the Governing Body Committee on Employment and Social Policy. The Workers' Vice-Chairman accepted this proposal, and subsequently withdrew the amendment.

41. At its 11th sitting, after a few minor amendments to the report and to the resolution, the Committee adopted its report, the resolution and the conclusions. The Vice-Chairmen, speaking on behalf of their respective groups, and the Government member of India, speaking on behalf of the Government members, praised the spirit of cooperation that prevailed among the three groups and thanked the Chairman for his constructive role and the secretariat for its very professional collaboration.

42. The report of the Committee, the resolution and the conclusions are submitted to the Conference for its consideration.

Geneva, 17 June 1996.

(Signed) A.P. Zanou,
Chairman.

B. Jonzon,
Reporter.

Resolution concerning employment policies in a global context

The General Conference of the International Labour Organization,
Having taken note of Report V on employment policies in a global context;

1. Adopts the following conclusions.
2. Invites the Governing Body to request the Director-General:
 - (a) to bring these conclusions to the attention of member States and of employers' and workers' organizations, including by attaching them to the questionnaire for ILO constituents on the assessment of the impact of globalization and trade liberalization on the attainment of ILO objectives;
 - (b) to take the conclusions into account in the preparation of the Programme and Budget proposals for the 1997-98 and subsequent biennia.

Conclusions concerning the achievement of full employment in a global context: The responsibility of governments, employers and trade unions

The challenge

1. Unemployment and underemployment are currently at unacceptably high levels in nearly all regions of the world. Many developing countries have experienced a rise in poverty, unemployment and underemployment since the early 1980s, while mass unemployment has emerged in the transition economies since 1990. Similarly, high and persistent levels of unemployment have plagued a majority of industrialized countries for the past two decades.

2. Apart from the lack of employment, there is also the problem in some countries of the growing numbers of the "working poor" whose job fails to pay a living wage. Income and wage inequalities have also risen. In addition, social exclusion and long-term unemployment have grown. In many countries women and young people are particularly adversely affected by these problems. Without social justice, social cohesion and the stability of democracy are threatened.

3. These problems have occurred against a background of rapid technological change and growing integration of the world economy through trade and investment flows. The creation of a global market offers the potential for achieving higher growth of output and employment worldwide but is also a source of growing dislocation and insecurity. Indeed there is widespread anxiety over the job-destroying effects of new technologies, the speed of information flows and the risks of job loss and job relocation in the wake of intensifying competitive pressures. It is therefore imperative to translate the potential benefits of rapid technological change and globalization into reality and to distribute these benefits widely. Recognizing the essential role of enterprises for creating jobs, a key means for achieving this is to raise the rate of growth of productive employment and incomes worldwide. Tripartite consultation on economic and labour market issues can assist in the spread of information about the potential benefits of globalization as well as in the promotion of social cohesion and sustainable economic growth.

The objective of full employment

4. The objective of full, productive and freely chosen employment through higher, sustained economic growth should remain a major goal of economic, social and employment policies as governments, employers' and workers' organizations adapt to a rapidly changing global market. High and productive levels of employment through enterprise development are fundamental means of combatting poverty, of ensuring equity, of meeting people's aspirations for participation in economic and social life, and for preserving social cohesion. They are also prerequisites for the full utilization of human and capital resources, the maximization of the rate of growth of output and the improvement of living standards. Moreover, full employment reduces expenditures required for unemployment and related benefits and, hence, contributes to the reduction in fiscal deficits. In contrast, high unemployment breeds exclusion and other social

ills, increases poverty and inequality, and inflicts a high human cost on the unemployed in terms of reduced well-being and loss of dignity.

5. The definition of full employment as a level of employment where all those available, able and actively seeking work can obtain it remains fundamentally valid. Nevertheless, changes in the structure of employment in terms of what constitutes full, productive and freely chosen employment need to be taken into account. These structural changes include new forms of flexible employment, a higher turnover of jobs, and a growing trend towards shorter and flexible working time. In consequence, new policies for ensuring employment security, social protection and labour market flexibility need to be developed through, amongst other means, collective bargaining and legislation. These include the enhancement of "employability security" through expanded opportunities for lifelong training and retraining, continuous skill upgrading and the matching of skills with emerging labour markets. Systems of work-related benefits that offer commensurate coverage to the growing numbers in non-standard employment should be developed with due regard to their impact on job creation.

6. Full employment remains an achievable goal despite anxieties over the possible job-destroying effects of rapid technological change and intensified international competition. Both technological change and globalization can be harnessed to achieve higher rates of growth in output and productive employment. This requires the creation of an economic environment which provides clear incentives to enterprises for investment and job creation. At the same time, it requires social policies and institutions which facilitate labour market mobility and flexibility, promote systems of worker involvement and collective bargaining and provide adequate levels of social and contractual protection. Policies to prevent social exclusion and to reintegrate retrenched workers into the labour market are vital for ensuring the social sustainability of adjustments to the new global economy.

7. The objective of full employment is valid for all countries although the concept may have to be interpreted differently for developing countries. Since in many of these countries, only a minority of the employed are in formal wage employment in the modern sector (the rest being in peasant farming, casual and contract labour or low productivity self-employment in the informal sector), progress towards full employment must be measured by using a combination of indicators. These include the rate of growth in modern-sector employment and changes in real average earnings and the degree of open and disguised unemployment and underemployment in the rural and informal sectors. Given the presence of widespread underemployment and poverty in developing countries, it is clear that attaining full employment is a long-term objective, but this does not detract from its usefulness as an overarching policy objective. Furthermore, medium-term objectives need to be set and progress monitored. Full employment provides a notion around which policies can be formulated for raising both the volume and the quality of employment and, thereby, for ensuring that economic growth is equitable and poverty-reducing.

8. ILO Convention No. 122 on employment policy, which has been ratified by 84 member States, recognizes that full employment is more than the avoidance

of unemployment. Full employment also requires work to be productive and furthermore stipulates that there should be freedom of choice of employment and the fullest possible opportunity for each worker to qualify for, and to use his or her skills and endowments, in a job for which he or she is well suited, irrespective of race, colour, gender, religion, political opinion, national extraction or social origin. The commitment to full, productive and freely chosen employment was reaffirmed by the World Summit on Social Development (1995).

A framework for policy

(i) Creating an enabling global environment

9. Full employment for women and men can only be achieved in a stable political, economic and social environment. This requires a number of enabling factors. These include appropriate policies to achieve economic and financial stability and hence the absence of excessive price inflation and abrupt exchange rate movements. Exchange rate volatility makes it very difficult for employers to stabilize production and thereby jobs, and for unions to bargain rationally. Other factors include a legal and institutional framework that guarantees human rights, including freedom of association, secure property rights and the enforceability of contracts. A competent, effective and accountable public administration is also essential.

10. In order to fully realize the benefits of globalization, a number of actions are required at the international level to promote stable and open economic relationships among nations:

- (i) All countries must commit themselves to adhere to common rules in maintaining open economic and trade policies and refrain from policies that confer on them an unfair comparative advantage. In a number of countries the loss of jobs, especially among the low skilled, risks igniting protectionist sentiments. Universal compliance with basic labour standards, as confirmed by the World Summit on Social Development, contributes to equity and respect for human rights in the face of rising international economic competition. The ILO's tripartite declaration on multinational enterprises and social policy provides a reference point for foreign direct investment.
- (ii) Effective arrangements to overcome problems associated with the increasing globalization of financial markets, such as the rapid growth of volatile short-term financial flows which destabilize economic growth and employment, are needed. Means to discourage speculation and promote productive investment should be examined.
- (iii) Many developing countries face considerable problems in meeting intensified international competition given the fast pace of technological change. They also face difficulties with the implementation of structural adjustment programmes and in compensating for the often negative social outcomes of these programmes. Increased international assistance for the least developed countries, most of which are in sub-Saharan Africa, is needed to reverse their marginalization, reduce their burden of external debt and bring about a desirable reduction in international inequalities and world poverty. This should be in line with the commitment made at the World Summit for Social

Development to find effective, development-oriented and durable solutions to external debt problems, including cancellation or other debt relief measures.

- (iv) Improved international economic cooperation and implementation of macroeconomic and structural policies for higher growth among major industrial economies will provide a major boost to world output, and promote sustainable economic and social development, including in transition and developing economies.

(ii) *Enhancing the adaptability of the labour market
and the efficient use of human resources*

11. Countries at all levels of development should have clear policy priorities to create and expand employment, and improve its quality, including conditions of work. Central to these policies is the need to provide universal access to basic education, opportunities for further education, vocational training, skill development and opportunities for life long education. These include the need to:

- (a) adapt training systems so as to improve the supply response to skill needs and also provide an appropriate system of incentives and support for employers to offer and workers to seek training, so that economic expansion is not restricted by a mismatch of skills;
- (b) adapt the training system to meet the needs of the self-employed, especially where few jobs in the formal or modern sector are being created;
- (c) encourage cooperation between private and public, large and small and medium sized enterprises to exchange information and take other actions so as to nurture new entrepreneurial and management skills with the goal of increasing employment;
- (d) assist the development of small and medium sized enterprises in order to encourage the creation of jobs by facilitating their access to capital markets and credit on reasonable collateral, interest and repayment terms, taking into account the need to encourage women entrepreneurs;
- (e) design policies and programmes aimed at providing equal employment opportunities for women and men. This includes special measures to enhance the employability of vulnerable groups, such as legal migrant workers, disabled workers and young workers, and reintegrate the long-term unemployed as active members of the labour market. There is also a need to improve possibilities for workers to combine family responsibilities with their working life.
- (f) establish measures to allow workers to adjust to the changing pattern of international production and trade and promote their security of employability;
- (g) combine employment security and flexibility in the utilization of labour through, amongst other means, collective bargaining on the reorganization of work and investment in appropriate skills;
- (h) examine whether or not there is a need for reform in the labour market, and the nature of such reform, from a case-by-case examination of the empirical evidence;

- (i) promote labour-management cooperation, which contributes to productivity enhancement and facilitates product innovation, including effective systems for involving workers and their representatives in decisions at the enterprise and the work place levels with a view to promoting creative policies and measures of job creation, flexibility and security.
- (j) encourage capital investment and research and development activities in order to upgrade product quality and preserve international competitiveness; and
- (k) develop tripartite forms of social dialogue among governments and workers' and employers' organizations in support of employment generation as a priority item on the national policy agenda. Such national employment strategies should concentrate on raising production through enlarging production capacity as well as productivity. With the growth of regional trade and integration arrangements, parallel regional employment strategies should also be developed among governments, with the full involvement of employers and trade unions.

Employment growth: The top priority for developing countries

12. Economic conditions overall and employment conditions in particular, have deteriorated in many developing countries, in many cases amounting to an increase in poverty and a decline in income levels since the early 1980s as a consequence of the debt crises, declining commodity prices and subsequent adjustment problems. However, the growing diversity of employment conditions is a striking feature of the development process. A critical condition for reversing the deterioration in employment conditions, where it has occurred, is to restore higher and more stable rates of growth. Only high economic growth and financial stability can provide the preconditions for a sufficiently high rate of growth of productive employment. This would include putting in place appropriate mechanisms, with follow up, for financing in the informal sector and micro-enterprises in order to facilitate their gradual integration into the formal, modern sector of the economy. These actions are required to cope with high rates of labour force growth as well as to reduce the existing pool of unemployed and the share of low productivity jobs in total employment and thereby contribute to the alleviation of poverty.

13. Many developing countries still face considerable challenges in implementing economic reforms in order to move towards a more open and market-oriented economy. This involves trade and currency liberalization as well as various micro-economic reforms to remove price and other distortions and achieve greater efficiency in resource allocation as well as better labour utilization. It is particularly important that trade be integrated with all countries. Successfully implemented and reinforced by other appropriate programmes and policies, such reforms should lead to higher growth and an increased pace of productive job creation. Successful reform is thus the cornerstone of efforts to put developing countries firmly on the path of achieving full employment.

14. But there is likely to be a high social cost associated with the reform process. Jobs in uncompetitive activities, which may be high status jobs, are likely to be destroyed faster than new jobs, which may be worse paid, can be

created in competitive sectors. There needs to be a balanced approach to economic liberalization and any resulting labour force restructuring so as to mitigate any worsening of unemployment and poverty. The process of job creation is likely to be more successful in economies that are open and market oriented. The pace of the process towards this objective will vary from country to country but earlier success can be achieved where there is a high degree of social consensus.

15. While market reforms are essential for sustainable employment growth and poverty alleviation they are unlikely to be sufficient. Especially in countries with high levels of poverty and inequality, market reforms need to be supplemented by policies and programmes designed to strengthen the capacity of the poor to respond adequately to new economic opportunities. A greater effort is needed to develop, for example, access to education, especially at the primary levels and for girls, rural infrastructure, especially transport and communications, credit schemes, extension services and public works programmes. Land and tenancy reform measures are also important where the pattern of land ownership is highly unequal. Outside the rural sector, programmes to promote the growth of labour intensive small and medium enterprises are particularly important. These should be extended to micro-enterprises and self-employment activities in the urban informal sector. Programmes to combat child labour exploitation such as the ILO's International Programme for the Elimination of Child Labour should be developed in order to take children out of work and into training and education, and to create employment opportunities for their parents. Programmes should also be developed to assist women, especially in rural areas, to overcome the barriers preventing them from finding productive and freely-chosen employment. In addition, the capacity to design and implement programmes to compensate for the adverse effects of economic reform and of structural adjustment programmes needs to be strengthened.

Restructuring employment in countries in transition

16. Many of the former centrally planned economies of Central and Eastern Europe and of Central Asia have experienced a rapid emergence of mass unemployment since the beginning of the process of transition to a market economy. The non-payment of wages is an acute problem in many countries. In other countries open unemployment has been replaced by short-time working, extended leave and other measures. Frequently a difficult fiscal situation restricts the financing of active and passive labour market measures. Significant progress has been made in this transition process in many countries, although the achievements have been uneven across countries. But even in the countries most advanced in the reform process much remains to be done, especially in the area of enterprise restructuring, before they become competitive market economies. Adjustment will be eased if present policies hampering restructuring, such as tax-based incomes policies, are replaced by a system of collective bargaining on wages in line with market forces.

17. A major policy challenge is to reduce current high levels of unemployment and underemployment while pressing ahead with the transition process. However, a key objective of further reforms is to raise labour

productivity and move away from genuinely uncompetitive activities. This implies a further rise in unemployment, unless new jobs are created rapidly. Promoting job creation in competitive new private sector and viable public sector activities is therefore a vital element of employment policies. The expected run down of employment should be matched, wherever possible, with these job creation activities. This requires a strengthening of the capacity for macroeconomic management in order to ensure a supportive economic environment, a continuation of market reforms to provide the right incentives for investment and enterprise growth and the development of a comprehensive legal framework for the operation of small and medium enterprises and the reform of labour law in line with ILO standards. Attention also needs to be given to removing constraints on labour mobility, especially from regions of high unemployment to regions of greater employment potential. Regions earlier dependent on a single industry are often suffering high levels of unemployment. Their vulnerability can be reduced by encouraging the diversification of economic activities which would also enrich the skill structure of the labour market.

Emerging features of a full employment strategy in industrialized countries

18. In most of the industrialized countries tackling the problems of high unemployment, widening wage inequalities, labour market costs and rigidities, and increasing disparities in job opportunities are a major preoccupation for governments and the social partners. Although the degree of consensus on the causes of these phenomena or on the policies required to overcome them is limited, there is, nevertheless, scope for building a strategy based on policies to restore higher rates of growth of output, of productive capacity and productivity.

19. Such a strategy involves the implementation of macroeconomic policies aimed at securing an adequate framework for faster growth, fiscal equity, job creating investment and a more stable balance between supply and demand, side by side with:

- (i) labour market policies to improve the functioning of labour markets, increase equality of opportunity and, thus, raise the employment prospects for all and particularly low skilled workers. Active labour market policies should include the development of local employment initiatives and the provision of high quality employment services; and
- (ii) a reduction of non-wage labour costs without affecting levels of social security, aimed at the low skilled and low productivity end of the labour market.

To boost investment and employment, the macroeconomic part of the strategy could involve, wherever possible, a reduction in real interest rates, fiscal deficits, public debts and governments' debt servicing burden. Economic growth and lower unemployment are effective means for attaining a sustained reduction in public deficits and debt through increased tax revenues from higher growth and savings on social security.

20. Improved coherence between economic and employment policies will ease external deficit problems, soften the losses of competitiveness generated by

inflationary tensions, and most importantly, reinforce the credibility of policies of deficit reduction, thereby sustaining economic growth. Such an approach would help to build confidence in financial markets that a sustained reduction in real interest rates is consistent with faster growth and pursuit of the objective of full employment. In addition, in order to maintain incentives to invest and to contain inflationary pressures, macroeconomic objectives, wage developments and other aspects of the labour market should be compatible. Consideration should be given to the methods by which governments and the social partners, taking into account their respective responsibilities, achieve these objectives. With a view to increasing employment opportunities, the social partners may wish to consider examining different means of reorganizing working time. The promotion of new forms of work in the environmental protection, community and social service sectors should also be examined.

**The international advocate for full employment and social justice:
The role of the ILO**

21. The ILO has a major role to play in assisting member States to achieve the objective of full employment through economic and social policies as governments and the social partners try to adapt to rapid changes in the world of work. This role was reinforced by the mandate given to the ILO by the UN Summit for Social Development to lead the international inter-agency effort to promote full productive and freely chosen employment. This will involve action on a wide front.

22. At the international level, the ILO should continue to highlight the importance of the social dimensions of the ongoing process of economic globalization including through the regular preparation of the World Employment Report. It should strengthen its efforts to promote the full observance of basic international labour standards including by upgrading the supervisory machinery for the application of ILO Conventions and by technical assistance for their more effective application. This is an important means for the ILO to play its role connected with the opening up of global markets and ensuring the equitable distribution of the benefits of economic liberalization and globalization. The ILO should also strengthen its ongoing dialogue with the Bretton Woods institutions, the OECD and the business and industry and trade union advisory committees (BIAC and TUAC) to the OECD and the WTO with a view to promoting a better mutual understanding of the interrelationship between economic, social and employment policies. In this connection, the ILO needs to stress the merits of programmes of economic reform which are based on consensus among the social partners, which allow for raising both the quantity and quality of employment with the goal of full employment, and adequate compensatory programmes of social safety nets and which do not require vulnerable sections of the population to suffer high and immediate costs in return for uncertain future benefits. The introduction of employment targets into structural adjustment programmes should be taken into account. The Governing Body's Committee on Employment and Social Policy should be given extended time for discussion of employment issues. Enterprise development and the improvement of industrial relations within enterprises should continue to be given high priority by the ILO.

23. Consideration should be given, both nationally and by the ILO Governing Body, to developing mechanisms that would enable ministers of finance and economic affairs and ministers of labour to review jointly with the social partners the policies that need to be followed in order to ensure that employment and social objectives receive high priority in national and international economic policies.

24. At the national level, the ILO should assist all governments, with the fullest involvement of the social partners, in establishing an employment policy framework, in articulating this framework in institutional terms, and in the development of effective monitoring and evaluation machinery. Such ILO assistance in formulating an employment policy framework could be provided through the series of employment policy reviews being launched as a follow-up to the World Summit for Social Development. Such reviews, undertaken only at the request of and with the full commitment of member States and the social partners, should examine the legislative or other similar means by which commitment towards achieving full employment has been expressed as well as the forms of tripartite consultations available to review progress towards that goal and the weight given to employment considerations in economic policy-making. Each country review should include background and analytical work, the identification of key problems, an examination of the effectiveness of institutions with a role to play in job creation, the elaboration of policy recommendations and suggestions for convening a national employment summit. Among the issues which any review should analyse are the following: the impact of globalization on the country's employment situation; the functioning of the industrial relations systems; obstacles to enterprise creation, rural unemployment, the role of wage and non-wage labour costs, the interests of all vulnerable groups including the disabled, ethnic minorities, indigenous people, migrants, young workers and long-term unemployed; and the effect of employment policies on levels of employment. Reviews should also examine the appropriate roles of the private and public sectors in generating employment and alleviating poverty. These reviews should be carried out in consultation with the Governing Body Committee on Employment and Social Policy. Undertaking country employment policy reviews will allow the ILO to identify and document good policies and practice in the employment and training field and disseminate this information to member States.

25. In addition to this country-specific assistance, the ILO should undertake a comparative analysis of the principal problems faced by member States in the design and implementation of employment promotion policies. This will require:

- (a) The development of an expanded range of indicators of labour market performance in order to assess the effectiveness of active labour market programmes such as retraining, job subsidies and self-employment promotion in creating sustainable jobs at a reasonable cost. Additionally, indicators need to be developed which can reflect job characteristics which are not conventionally measured. These include such alternative forms of work as casual or temporary jobs and fluctuations in hours worked and earnings. The ILO should assist member States on improving the collection of labour market information and widening the availability of labour market indicators to include new employment trends.

-
- (b) The undertaking of comparative policy analyses of common employment policy issues that are relevant to countries at all levels of development. These will serve as a basis for advice to constituents and for discussion with the Bretton Woods institutions and should include the following:
- (i) the impact of trade and financial liberalization on the level and quality of employment, particularly with respect to women's employment;
 - (ii) appropriate forms of government support for infrastructural development and training, in order to achieve higher levels of productivity and international competitiveness;
 - (iii) forms of support for the development of small and medium-sized enterprises, including the provision of appropriate credit schemes, infrastructure, etc., paying particular attention to the problems of women entrepreneurs;
 - (iv) the design of labour market institutions and regulations which can best satisfy the twin imperatives of higher employment growth and competitiveness, on the one hand, and employment security and an adequate level of social protection on the other.

15 June 1996.

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Fifth item on the agenda: Employment policies in a global context

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THE WORLD BANK
Washington, D.C. 20433
U.S.A.

ARMEANE M. CHOKSI
Vice President
Human Capital Development

July 22, 1996

*File 6-6
UN-220*

Ms. Katherine Hagen
Deputy Director General
International Labour Office
4, route des Morillons
CH-1211 Genève 22
Switzerland

Dear Ms. Hagen,

Thank you for your letter informing me of the accomplishments of the ILO's Annual Labor Conference, and for sending me the new statement of employment policies. As you rightly note, the statement is indeed a very significant one. I have asked Jane Armitage who, as you know, is moving from the Labor Markets Group to be the new Director of External Affairs, to review the statement carefully. She is currently on leave but will be in touch with you on her return in early August.

I was pleased to hear from Ishrat and from Jane of the excellent progress that the ACC Task Force on Employment and Sustainable Livelihoods is making under your leadership. We are very pleased to be working with you on this important initiative and I look forward to the conclusions of the Task Force work.

Sincerely,

bcc: Messrs./Mmes. Husain, Armitage, (PSP); Malloch Brown (EXT), Pachter (UNAVP),

J.Armitage:mma

July 24, 1996
PSP1619

INTERNATIONAL LABOUR OFFICE



BUREAU INTERNATIONAL DU TRAVAIL

GENÈVE

DEPUTY DIRECTOR GENERAL

DIRECTEUR GÉNÉRAL ADJOINT

26 June 1996


Dear Mr. Choksi,

The ILO has just completed its June Conference, and major accomplishments were realized in respect to the campaign against child labour, the promotion of tripartism, the adoption of a new statement on employment policies in a global context, and the adoption of a convention and recommendation on home work. I am sure all of these developments will be of interest to your organization, but I wanted to highlight the new employment policies statement.

This statement deals very extensively with ILO's relationship to the Bretton Woods institutions. Of particular relevance are Paragraph 22, which encourages the introduction of employment targets in structural adjustment programmes, and Paragraph 23, which urges the consideration of mechanisms for ministers of finance and economic affairs and ministers of labour, along with the social partners, to review the policies affecting employment and social objectives.

Although the concern about employment policies has been addressed in numerous ILO Conferences, I believe that this statement is unusually significant. It is a comprehensive articulation of what the ILO should be advocating in regard to employment policies, and it was approved by consensus in the plenary session of the Conference. I expect that we will be referring to this statement rather extensively over the next few months and years.

Please let me know what you think of the statement and share with me any ideas you may have about how we might incorporate the statement's provisions into our ongoing collaborative efforts. I plan to do the same in the near future.

Yours sincerely,


Katherine Hagen

Mr. Armeane M. Choksi
Vice President
Human Capital Development & Operations Policy
The World Bank
1818 H Street
WASHINGTON, D.C. 20433

THE WORLD BANK
Washington, D.C. 20433
U.S.A.

*file G-6
UN-ILO*

MARK MALLOCH BROWN
Vice President
External Affairs

Vice President
United Nations Affairs

July 8, 1996

Mr. Michel Hansenne
Director-General
International Labour Organization
4, route des Morillons
CH-1211 Geneva 22
SWITZERLAND

Dear Mr. Hansenne:

Mr. Wolfensohn asked me to follow up with you on the steps we are taking on the implementation of the various initiatives you and he discussed and which are set out in your letter of June 7. I would like to emphasize how strongly committed we are to enhanced cooperation between our two institutions, and I look forward to a close and productive partnership.

We will be carrying out a number of initiatives to strengthen our partnership with the UN. I have asked my newly-appointed Director, Ms. Jane Armitage, to take the lead on the ILO. As you know, Ms. Armitage has been the Bank's central contact person with the ILO for over two years, and we are delighted that she brings this experience to her new responsibilities. She will coordinate with Bank managers at headquarters and in our field offices to develop joint activities with the ILO. These will be aimed at more effective cooperation at the country level, as well as improved policies in the areas of labor, employment and social policy.

Both Ms. Armitage and I will be in New York on July 10 for the meeting of the ACC Task Force on An Enabling Environment for Social and Economic Development which I chair. We look forward to discussing the next steps of the Bank's collaboration with the ILO with Ms. Katherine Hagen at that time. Meanwhile, on the specific proposal for cooperation in staff training, I have asked Mr. Tariq Husain, the head of our Learning and Leadership Center to send Ms. Hagen the current information and schedule of our management and professional development programs. We look forward in turn to receiving information from the ILO Training Center in Turin on the UN Staff College program.

Mr. Wolfensohn places the utmost importance on implementing the ideas that you and he had discussed in May, and I look forward to pursuing these efforts on a number of fronts in the months ahead.

With best wishes.

Sincerely,
Mark Malloch Brown
[Signed]

cc: Messrs./Mmes. J. Wolfensohn (EXC); I. Husain, J. Armitage (PSP); J. Maguire (EXTVP);
T. Husain (HRGLL); Correspondence Unit

bcc: Ms. K. Hagen, ILO New York

LPachter/JArmitage/JMaguire:lmw
EXC/EXT Log Nos. 09561/960611001
July 8, 1996 12:29 PM

WORLD BANK OFFICE TRACKING SYSTEM
EXTVP - OFFICE OF THE VICE PRESIDENT
Routing and Action Transmittal Sheet

TO:

Lisa Pachter

DATE:

6/11/96

cc: Judith Maguire, EXTVP

SUBJECT DOCUMENT:

From: Michel Hansenne, ILO

To: Mr. Wolfensohn

Dated: 6/07/96

Reference No.: EXT960611001

Topic: Expressing thanks to JDW for his visit on May 21, 1996

Incoming Reference Number: EXC-09561

Incoming Action Requested: PREPARE RESPONSE FOR

Requested Due Date: 6/20/96

ACTION INSTRUCTIONS:

DUE DATE:

HANDLE

REVIEW AND RECOMMEND

FOR YOUR INFORMATION

DISCUSS WITH

AS WE DISCUSSED

XXX PREPARE RESPONSE FOR JDW's SIGNATURE

FOR YOUR FILES

RETURN TO

OTHER:

6/20/96

Remarks: Please prepare response for Mr. Wolfensohn's signature as per
attached instructions; and cc: Mr. Malloch Brown,
Mmes: Maguire (EXTVP); Brown (EXTIM); Correspondence Unit (EXC)



No.: EXC-09561

CORRESPONDENCE MANAGEMENT FOR THE PRESIDENT'S OFFICE
CHORUS
External Correspondence Profile
High Priority

FOR ACTION: Mark Malloch-Brown

STATUS: Open

VPU: EXT Room #: U 11-185 Telephone: 85914	Log Date: 06/10/96 09:33:42 AM Logged in by: EXC Guest2 Response Date:
---	---

CORRESPONDENCE DESCRIPTION:

From: Michel Hansenne Organization: ILO	
To: Mr. Wolfensohn Dated: 06/07/96 Topic: Thank you for the visit to ILO on 21 May.	

ACTION INSTRUCTIONS:

Due Date: 06/20/96

1. PLEASE PREPARE A RESPONSE FOR MR. WOLFENSOHN'S SIGNATURE.

Follow the macro for the President's letter or use the sample layout in the correspondence guidelines for the formatting of the letter.

- Only ONE original is needed, printed on the appropriate stationary (available from the Front office of each VPU). If an item requires an urgent signature, please bring this to our attention;
- Include the bcc distribution pages. Please note that cc's (for Executive Directors and other parties the recipient should be aware of having received a copy) should be included on the original signed letter;
- Attach copies of relevant incoming correspondence;
- If you would like our office to handle the dispatch of the original, please include an envelope with your division's code marked clearly on the envelope. If no envelope is attached, the letter will be returned by special messenger as soon as it is signed. If a letter is to be couriered, please attach both an envelope and the courier request sheet;
- You will receive one copy of the signed original by special messenger on the same day the item has been dispatched. VP Units are responsible for the distribution of copies of the letter both internally and outside the Bank.

If the action instruction is incorrect, or an item of correspondence has been overtaken by events, please send a brief E-Mail to the "Correspondence Unit" All-in-One Account, quoting the EXC reference number.

Thank you.

SPECIAL INSTRUCTIONS:

None

INFORMATION COPIES:

Please return to:
Correspondence Unit, Room E1247 (Ext. 82441)

INTERNATIONAL LABOUR OFFICE
GENEVA

9561

THE DIRECTOR-GENERAL

7 JUN 1996

Dear Jim,

Thank you for your kind letter of 24 May, which I have just received. Let me express my deep appreciation for your visit to the ILO on 21 May. It was a very enriching event for all of us who had the pleasure of meeting you and Mr. El Maaroufi.

Our meeting together at the start of your visit was very welcome. I am sure that our frank exchange of views has helped us to gain a better understanding of what each of us is trying to achieve, and I look forward to developing our new partnership and continuing our personal dialogue whenever opportunities arise in the future.

I may say, on behalf of my ILO colleagues, that the exchange of views in the informal group meeting and at the reception which followed, was greatly appreciated by all who were present. The only regret was that we did not have the chance to spend a little more time together and cover more ground.

We have come from the meeting with a clearer view of your vision of the World Bank and its role, and I hope that in the brief opportunity that was provided we were able to give you some greater insight into our own institution and its role, particularly in pursuing the goals of promoting full employment and the implementation of fundamental labour standards, in line with the commitments of the Social Summit. Also, effective cooperation with the World Bank in the development process has been a long-term goal of the ILO, and therefore to hear from you of your personal commitment to promoting such institutional cooperation was very welcome. We have a common objective as partners in promoting social advancement together with economic development, and I am keen to take steps to see that the momentum generated by your visit is maintained, starting with a number of actions which we discussed.

Mr. James D. Wolfensohn
President
The World Bank
1818 H Street NW
WASHINGTON DC 20433

2.

The possibility of your addressing the International Labour Conference in 1997 will be followed up as a matter of priority. As I mentioned to you, the election of the Governing Body of the ILO, which takes place every three years, is scheduled for this month. Initiation of the formalities concerning the invitation to you could therefore only take place at the earliest after the new Governing Body has been elected.

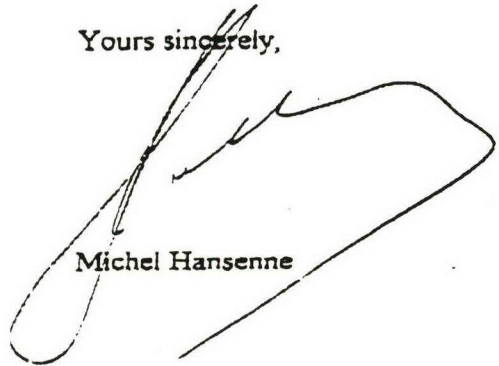
We share your concern with the importance of staff training, and were very interested to learn of the Bank's impressive management/staff training programme. We were especially pleased at your suggestion that it might be possible to include participation from within the ILO. I think that this would be a very significant opportunity that should not be missed, and I hope we can arrange it in spite of the serious resource constraints that we are currently facing. On this same subject of cooperation in staff training, I should like to confirm that members of your staff will be very welcome to participate in the UN Staff College programme which is being provided by the ILO Training Centre in Turin.

It is also an excellent and welcome idea that a joint working group at a high level should meet as soon as possible. I agree that this effort should focus on ways for us to work more closely together on cooperation and dialogue both at headquarters and at the country level. I will take immediate action to facilitate this on our part.

In closing, I wish you every success in implementing the changes and reforms that you are undertaking at the Bank. Thank you again for sharing your views with us and for listening so attentively to what we had to say. I look forward to continuing our efforts to enhance our institutional cooperation and dialogue for the benefit of our member States and our social partners.

With best personal regards,

Yours sincerely,



Michel Hansenne



Ce LP

f71 2/24
No.: EXC-10735

file 160

CORRESPONDENCE MANAGEMENT FOR THE PRESIDENT'S OFFICE

CHORUS

External Correspondence Profile

FOR ACTION: Ismail Serageldin

STATUS: Open

VPU: ESD Room #: S-7031 Telephone: 34502

Log Date: 07/23/96 02:18:23 PM
Logged in by: Elvira Scott
Response Date:

CORRESPONDENCE DESCRIPTION:

From: Jacques Diouf
Organization: Food and Agriculture Organization of the United States

To: Mr. Wolfensohn
Dated: 07/15/96
Topic: Requesting a competent senior officer for a mission to review present FAO practices, review the proposals and recommend appropriate follow-up actions.

ACTION INSTRUCTIONS:

Due Date: 08/07/96

2. PLEASE HANDLE AND PROVIDE ONE COPY OF THE REPLY TO THE CORRESPONDENCE UNIT WITH THE EXC REFERENCE NUMBER MARKED UNDER THE BANK COPY RECIPIENTS.

If the action marked is incorrect, or an item of correspondence has been overtaken by events, please send an E-Mail to the "Correspondence Unit" All-in-One account.

Thank you.

SPECIAL INSTRUCTIONS:

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INFORMATION COPIES:

Malloch-Brown, Mark (U 11-185)

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Correspondence Unit, Room E1247 (Ext. 82441)

21
32
23
11

FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS

10735

The Director-General

Rome, 15 July 1996

By fax

Dear Mr. Wolfensohn, *Jim*

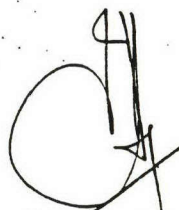
The Investments Committee of FAO met recently and made recommendations on the conditions of placement of FAO funds.

To ensure that all necessary measures are taken and adequate checks and balance systems are put in place for the effective placement and safe custody of the FAO financial resources, I would like to have a three to five days joint mission by appropriate experts from the World Bank and the IMF (one from each Institution) to review the present FAO practices, review the proposals and recommend appropriate follow-up actions.

I would therefore be grateful to you for kindly considering putting at my disposal a competent senior officer for such a mission, preferably from 29 July to 2 August or from 5 to 9 August 1996.

With best regards and thanking you in advance for your kind cooperation.

Yours sincerely,



Jacques Diouf

Best regards

Mr. James D. Wolfensohn
President
The World Bank
Washington
USA
Fax No. 001 202 477-1234

file 6-6
UN-ILO

WORLD BANK OFFICE TRACKING SYSTEM
OPERATIONS POLICY GROUP
Routing and Action Transmittal Sheet

TO:

Lisa Pachter

DATE:

7/02/96

SUBJECT DOCUMENT:

From: D. Freeman, ILO New York

To: MMB

Dated: 7/02/96

Reference No.: XIE960702002

Topic: Third meeting of the ACC Task Force on Empl. and Sus. Livelihoods
July 9, New York: Invitation and framework paper

ACTION INSTRUCTIONS:

DUE DATE:

XXX HANDLE

7/02/96

REVIEW AND RECOMMEND

FOR YOUR INFORMATION

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AS WE DISCUSSED

PREPARE RESPONSE FOR SIGNATURE

FOR YOUR FILES

RETURN TO

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Remarks: Faxed to the New York Office

Lane A. +
I. Hussain
attended. Did
They respond?

ORGANISATION INTERNATIONALE DU TRAVAIL
BUREAU DE LIAISON AVEC LES NATIONS UNIES



ORGANIZACION INTERNACIONAL DEL TRABAJO
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INTERNATIONAL LABOUR ORGANIZATION
LIAISON OFFICE WITH THE UNITED NATIONS

C.ACC.0.1.

2 July 1996

To: Mr. Enrique Aguilar, UNIDO (Fax No. 963-7904)
Mr. Berhanykun Andemicael, IAEA (Fax No. 751-4117)
Mr. Mark Malloch Brown, World Bank (Fax No. 697-7020)
Mr. Andrew Joseph, WHO (Fax No. 223-2920)
Mr. Georg Kell, UNCTAD (Fax No. 963-2700)
Ms. Nina Sibal, UNESCO (Fax No. 963-8014)
Mr. Boubacar Touré, FAO (Fax No. 888-6188)
Mr. Justin Zulu, IMF (Fax No. 319-9040)

From: D. Freedman

A handwritten signature in dark ink, appearing to be 'DF' or similar initials, written over the name 'D. Freedman'.

Subject: Third meeting of the ACC Task Force on
Employment and Sustainable Livelihoods
New York, 9 July 1996

I am pleased to send you a copy of the letter of invitation and the framework paper for country reviews that recently was sent to all members of the above Task Force.

Very best regards.

SENT BY FACSIMILE (see attached list)

**TO ALL MEMBERS OF THE ACC TASK FORCE ON
EMPLOYMENT AND SUSTAINABLE LIVELIHOODS**

cc: Ms. Horiuchi
Mr. Mabere
Mr. Scharrenbroich
Mr. Taqi
Mr. Tokman
CABINET
Mr. Radwan
Mr. Sengenberger
Mr. Muqtada
Mr. vander Hoeven

NYLO

ESC 1016-31-07

20 June 1996

Dear Colleague,

UN ACC Task Force on Employment and Sustainable Livelihoods

**Third Meeting of the Task Force
New York, 9 July 1996**

Please come to a meeting of the Employment and Sustainable Livelihoods Task Force in New York City on 9 July 1996 from 9:30 a.m. to 5:00 p.m. We have arranged to use the Rafael M. Salas Conference Room, 19th Floor, UNFPA Headquarters (220 East 42nd Street, Suite 2205). We expect to have a working lunch.

Following my letter of 26 April 1996, please find attached an amended and revised version of the framework paper. We have received valuable observations from most of you and have had several bilateral discussions on this. We are grateful for your input. I had wished to dispatch the framework paper to you earlier, but in order to do justice to our joint activities, it was best to incorporate all reactions at the same time in a new version. I sincerely hope we can go ahead with this now.

As regards the country choices, various agencies have articulated and adjusted their proposals which were made at our meeting of 17 April. The attached sheet gives the latest information, and I hope we will be able to fill in the details before or at our next meeting.

As to the agenda of our meeting, I suggest we discuss the following:

- *Modalities of country reviews; timing, inter-agency coordination at the field level, etc.*
- *Next steps and anticipated elements for synthesis*

.../...

- 2 -

Indicators for employment and sustainable livelihoods

At our meeting in April, we discussed and stressed the need for a common set of statistics. In section II.B of the framework paper you will find a list of statistics and indicators which we deem necessary for our exercise. The earlier version of this conceptual framework had a longer list of indicators, attached as a separate index, drawn up by the Expert Group on the Statistical Implications of the UN Summit policy. We are not including this annex with the present version as it is rather encompassing, and we do not want to burden the country reviews with trying to collect more information than we need, as this might take a disproportionate part of the activities in the review. Rather, our work should contribute, as that of the other task forces, to build a significant profile. We should discuss ways to manage such indicators effectively and efficiently.

The impact of globalization and technological change on employment and sustainable livelihoods

UNCTAD might present a report of its meeting of 16-17 April on globalization and poverty, and we should discuss how to advance from there.

Clarification of the relationship between employment and sustainable livelihoods

UNDP will discuss their paper recently prepared.

I look forward to a constructive meeting.

Yours sincerely,

Katherine Hagen

**UN ACC TASK FORCE ON
EMPLOYMENT AND SUSTAINABLE LIVELIHOODS**

A FRAMEWORK FOR COUNTRY REVIEWS

International Labour Organisation

June 1996

1. The ACC Task Force on Employment and Sustainable Livelihoods represents a part of the follow-up mechanism for supporting countries in their efforts to implement the policies and strategies envisioned in these major UN conferences, as spelled out in more detail in Annex I. It had its first meeting in Geneva on 25-26 January 1996. The Task Force agreed that the main activity should be the organization of country reviews covering a representative sample of countries in order to: (a) provide lessons of experience based on these country reviews; and (b) demonstrate the possibility of the UN system working together at the country level in order to diagnose this country's problems and come up with policy alternatives for the achievement of full employment and reduction of poverty. The objective of this note is to highlight, in a summary form, the basic framework for the country reports in order to achieve unity of analysis and facilitate the preparation of a synthesis report; and the modalities of inter-agency collaboration in undertaking these country-level activities.

2. It is recognized that the choice of issues to be covered in the country reviews should largely be determined by the type of economic and social system prevailing in the country chosen. In this sense, the country reviews should not be constrained by a strict general framework. Moreover, the choice of countries to be included in the review exercise should be based on the expressed willingness of those countries. However, this should not prevent formulating a number of propositions which may be examined in each country review. The objective would be to ensure a reasonable degree of comparability and coherence in the exercise. Moreover, having common issues in the country reviews would facilitate the drawing up of a synthesis report on lessons learned from the exercise and possibilities of working together at the country level.

I. General issues

3. Although the employment and poverty situation differs greatly for countries at different levels of development, five sets of issues could, in general, be included in the diagnosis of the employment and poverty situation at the country level. Firstly, there is the *need for macroeconomic and sectoral policies which pay particular attention to employment promotion and enhance the quality of jobs*. This holds true both for the short term, where fiscal and monetary policies can play an important role in stimulating employment, and in the long run where these policies, combined with sectoral policies, should be evaluated for their effects on sustainable employment and improvements in productivity and job quality. Thus, there are important issues of employment creation as well as savings and investment and the promotion of enterprise development and consequent capacity expansion and future employment creation. Sectoral policies should, especially in countries with a rapidly growing labour market, emphasize the rapid absorption of labour, which would include reform of institutions that encourage such absorption (such as agriculture) and strengthen agricultural-industrial linkages.

4. Secondly, the *existence of appropriate labour market policies and institutions* which are operating according to agreed rules and regulations, inspired by a system of international conventions and recommendations, is indispensable to provide a stable framework for employment creation and should maximize the employment-generating impact of any given level of economic growth. These include policies and services based upon labour market information, training and counselling. The skills distribution, mobility and wage expectations of the labour

supply should be addressed, along with the hiring and remuneration policies which help define the demand for labour. It is also important to consider whether the education and vocational training systems are responsive to changes in labour markets and contribute to the increased productivity of human resources. Furthermore, in order for labour markets to function, unemployment benefits and social security systems need to provide sufficient protection for workers.

5. Thirdly, there is the necessity of *democratic policy-making, social dialogue and involvement of the civil society* which provides the basis for stability in society and allows for democratic control of policies and institutions. There is consensus that the core international labour standards (i.e. those relating to freedom of association, collective bargaining, forced and child labour, equal remuneration for men and women for work of equal value and non-discrimination in employment) provide a good framework for social stability and enhanced productivity. A healthy and safe working environment should also be promoted. Inherent in these conditions is the promotion, in accordance with national laws and regulations, of sound labour relations based on tripartite cooperation and full respect for freedom of association and the right to organize and bargain collectively.

6. Fourthly, while there exists a strong link between economic growth and employment, this linkage is not an automatic one for all groups. Economic growth is necessary but not a sufficient condition for employment generation. In advanced countries, even during periods of growth, special policies have had to be designed to face up to growing social exclusion. In some developing countries, employment expansion has often taken place in the informal sector or in less protected jobs of low quality and with low productivity, leading to insecurity, widening income inequality and the recurrence of poverty, thereby not providing all working people with "the opportunity to earn a sustainable livelihood". Vulnerability is particularly observed in the situation of women, who have to cope with multiple tasks, and often encounter barriers to equal employment opportunities, including the problem of sexual harassment in the workplace. Special problems pertain as well to older workers, single parents, the long-term unemployed, youth, indigenous people, the rural poor (including smallholders, pastoralists, artisans, landless people), migrant workers, refugees and persons with disabilities. In many cases, less protected jobs are carried out in densely populated or in environmentally vulnerable rural areas with damaging effects on the environment and with little impact on poverty alleviation and improvement of sustainable livelihoods. Programmes for special target groups are therefore called for.

It is important to separate the target groups listed above into those which are by definition net consumers and those who are net producers. For those groups which are net consumers, one would focus on the capacity for effective safety nets. For those which are net producers, the focus would be on emphasising their productive potential. Many target groups, even if they are producers however, cannot invest a sufficient proportion of their income to protect even the little productive potential of assets on which they directly or indirectly depend. Thus, in order for the potential stock of assets of these groups increase, they may also need to receive transfers for the productive potential of the assets on which the country as a whole depends for future development to be protected. The sustainability of livelihoods depends thus on a number of conditions, namely on appropriate macroeconomic balance between consumption and investment, on microeconomic decision processes to determine which activities to pursue

and on the distribution of income towards disadvantaged groups. Thus the livelihood of dependent workers and their families should not be taken in isolation. Thus, *an additional requirement to eradicate poverty, combat social exclusion and to improve sustainable livelihood calls for special targeted programmes which must be complementary to the policies and institutions discussed in the paragraphs above, as targeted programmes should not be seen as merely handouts to disadvantaged groups.*

7. A fifth premise complements the four previously mentioned, namely the possibility for countries to *adjust to changes in trade, capital flows and migratory movements, and to take measures to maximize the employment impact* of these flows. Countries are becoming more interdependent and through trade and financial flows all countries are now more vulnerable to adverse developments in the international economy. There should thus be a stronger stake in international cooperation to ensure a stable, open and expanding world economy, which has become possible through improvements in telecommunication networks. National policies need to be in place to support greater integration in the world economy. Equally, policies and institutions needs to be established or reinforced to deal with some of the possible negative consequences, both in terms of volatility of external trade and investment flows and in terms of greater inequality and exclusion of certain groups. In this process, the effectiveness of various sets of national policies is frequently put under strain. Thus, fiscal and monetary policies should be assessed for their effects in global financial markets, but should also be evaluated with regard to capacity expansion and equality issues. Likewise, a greater openness of the economy also implies that the impact of domestic policies on the international competitiveness and the external balance be taken into account, without losing objectives of employment creation and distributional issues out of mind.

II. Format of the country reviews

8. The general issues raised above determine the approach to the country reviews. The diversity of issues imply that the approach to full employment, securing sustainable livelihoods and alleviating poverty should be a broad one combining economic, social and political issues and as such contributing in an integrated manner to the three summit concerns of full employment, poverty eradication and avoiding social exclusion. In the light of this it is suggested that the reviews be undertaken according to the following lines.

A. *Identification of key elements in a future strategy for employment and sustainable livelihoods*

The identification of key elements in a future strategy for employment and sustainable livelihoods is the ultimate goal of the review. Questions pertaining to the broad elements of a future strategy for full employment and sustainable livelihoods should run through the entire analysis and should take into account the experience in similarly-situated countries.

- How have similarly-situated countries reduced unemployment, increased employment and reduced poverty?

- What are the similarities and differences between successful and unsuccessful policies in similarly-situated countries?

- Which factors have a significant effect in employment creation on poverty eradication through employment at all levels of development? Which factors differ in their effect based on the level of development?
- What are the main policy instruments that will influence the functioning of the different factor markets especially capital and labour?
- What are the policies aiming at creating an enabling environment for enterprise development?

It is suggested that the review starts with an overview chapter dealing with these issues followed by more detailed analysis in the subsequent chapters.

B. The major characteristics of the situation of employment and sustainable livelihoods in the country concerned

This section should include an overview of basic employment data over a period of 15 to 20 years, broken down by gender if possible, along the following lines:

- Magnitude and characteristics of employment problem in major sectors of the economy (agriculture, industry, services), paying due attention to "formal" and "informal" activities in these sectors.
- Rates of unemployment and underemployment with breakdown by sector, age group, etc.
- Trends in unemployment, employment growth by sector, etc.
- Trends in wage levels, wage differentials, average income in the informal and formal sector.
- Trends in the incomes, poverty, assets and other attributes pertaining to sustainable livelihoods for the major groups in society (women, agriculturalists, landless labourers).
- Number of people in vulnerable groups (e.g. the disabled, older workers, long-term unemployed, single-parent households).
- An overview of established and newly-created types of social safety nets.
- Trends in number of households below the poverty line.
- An overview of the status of training and education.

- Trends in the quality of jobs in various sectors (including precarious work)
- Trends in job tenure.

These basic employment and sustainable livelihoods data can be regarded as part of a common set of indicators which are being considered by the expert group on the statistical implications of the UN Summit Policy and which pertain to all UN activities.

C *A diagnosis of main factors contributing to the employment situation*

The diagnosis should be based on an analysis of the recent developments in the country making maximum use of available data. The objective of this diagnosis is to provide a *broad* diagnosis of employment and unemployment, incomes and productivity, incidence

- What are the institutions in place that facilitate the formulation and implementation of an employment strategy taking into account the requirements of sound macroeconomic policies?
- Do these institutions include informal employment, non-wage activities and sustainable livelihood considerations?
- Are policies for employment and sustainable livelihood part of social dialogue and of consultation among social groups?
- Have basic ILO conventions been ratified and implemented?

E. The country's development objectives

This section tries to give an indication whether social policies are articulated in development strategies and long-term policy statements. Also in this section a fairly long time perspective should be taken, in order to detect turning points in the relation between economic and social policy setting.

- How are the objectives of full employment and the reduction of poverty defined in the country's development strategy?
- Are targeted programmes for special groups (women, older workers, single parents, the long-term unemployed, youth, migrant workers and refugees) in place and are they consistent with general policies for employment creation?
- To what extent does this strategy take into account the resolutions of the major UN Conferences especially the Social Summit?
- To what extent does the strategy reflect national consensus among social groups?

F. An assessment of policies and trade-offs

This section should provide an evaluation of the success (or lack of it) in promoting the objectives of growth on the one hand, and of maximizing employment and reducing poverty through growth on the other, based upon the diagnosis of the main factors contributing to the employment situation of the institutional capabilities and of the country's development objectives as elaborated in sections B to E.

The section should spell out the major constraints to employment creation, poverty alleviation and the opportunity for all working people to earn a sustainable livelihood and indicate briefly policies aiming at overcoming these constraints and provide an order of magnitude of the resource and institutional implication of removing such constraints and the trade-offs in removing these constraints.

G. *Recommendations for improved inter-agency coordination in support of such a strategy*

The question here is how the UN system and its related institutions assist the country reviewed in achieving its objectives, given the choices that have been made at the national level. The comparative advantage of the UN system and its related institutions, as well as the usefulness of coordinated action among the parts of the system should be assessed.

III. Modalities of the country reviews

9. As has been emphasized earlier, *the country reviews should only be undertaken in those countries that express a wish to join the exercise*. Moreover, the sample of countries chosen should reflect to a large extent the regional variations as well as the levels of development of the countries chosen. In this respect, it is evident that strong government commitment is essential to the success of the reviews. Country reviews will, as a matter of high priority, be carried out with the participation of the relevant government agencies, social partners and representatives of civil society. Some country reviews may be undertaken in the form of inter-agency missions while others may be carried out by resident experts or representatives of the agencies in the country itself.
10. The country reviews should *build upon already existing knowledge and experience gained by the countries and by different international organizations working with or on behalf of these countries* and should reinforce relevant country-level work carried out under the auspices of the various agencies of this Task Force. In this regard, it may also be appropriate for the Task Force to draw upon the vast literature available within and outside the UN system on how best to diagnose employment and sustainable livelihood problems (both in quantitative and qualitative terms) in different economies. The focus of the effort should be to look at what each agency is doing and how inter-agency collaboration might contribute to more effective delivery of services in support of each country's follow-up activities. The country reviews should be more in the nature of assessments to gain an understanding of the ingredients of success, causes of failure, and constraints on promoting employment and reducing poverty, as well as the constraints of inter-agency collaboration. They should also promote a novel approach based on improved coordination at the international level, and social dialogue at the national level, giving particular attention to the governments and the social partners and other groups of civil society directly involved in decisions on employment.
11. The *role of the lead agency* is pivotal in the country exercise. The lead agency should initiate the activities at the country level and be responsible for the organization and preparation of the draft report following the framework and modalities discussed in this paper. This would require the lead agency to discuss in cooperation with the UNDP and the ILO the outline of the work with the government, the social partners and other civic organizations before embarking on its activities. It should also liaise with the other agencies of the task force present in the country or having activities in the country for possible inputs. In any event all participating agencies should be given the opportunity to comment on the outline.

12. Each country review should result in a report following the framework discussed in this paper. It should build up on existing work carried out by the UN system as well as the national authorities and local resource community. The review should provide a thorough diagnosis of the situation and a suggested plan of action to deal with the problems and constraints that may be confronted by the countries. The report should provide practical guidance for *policy reform* and proposals for *technical assistance*.

13. Once the report has been produced the lead agency, the ILO in cooperation with the UNDP, would call for a national inter-agency meeting to discuss the findings and proposals of the report. This could take place just prior to the one-day national workshop.

14. This *one-day national dialogue workshop* bringing together government policy-makers, representatives of the civil society, especially the workers and employers, members of national research institutions, the media and donor community. All interested agencies should be invited to participate. The objective of the workshop is to disseminate the results of the exercise and achieve some consensus on the recommendations and spell out future support of the UN system.

15. A *synthesis report* will be prepared by the coordinating agency of the Task Force (ILO) drawing on individual country reviews in order to provide the main lessons of experience and the best "practices" to be followed in pursuing the objectives of full employment and sustainable livelihood.

16. By the end of the exercise it is expected that the UN system acting together would have demonstrated the possibility of providing innovative approaches to working at the country level and supporting country national efforts in the attainment of the objectives of full employment and sustainable livelihood. The synthesis report will also include a general section reviewing the experiences with earlier UN system-wide efforts to emphasize employment creation and indicate, *inter alia*, based upon submission to the various UN summits, the urgency for a coordinated approach for full employment and provision of sustainable livelihoods for all people at this juncture of time.

17. **Timetable:**

**Launch of country reviews (includes preparation
and consultations on the outline)**

May-July 1996

**Country activities (initial consultations,
work in the country, writing draft report)**

July-Oct. 1996

Inter-agency consultations and national seminars

Nov.-Dec. 1996

Final draft of country reviews

Jan. 1997

Preparation of synthesis report

Feb. 1997

ANNEX I

1. The UN Administrative Committee on Coordination (ACC), during its second regular session of 1995 decided to establish follow-up mechanisms to the recent major UN Conferences. Six such conferences have been held during the 1990s: the World Summit for Children (New York, 1990), the UN Conference on Environment and Development (Rio de Janeiro, 1992), the World Conference on Human Rights (Vienna, 1993), the International Conference on Population and Development (Cairo, 1994), the World Summit on Social Development (Copenhagen, 1995), and the Fourth World Conference on Women (Beijing, 1995). Other relevant conferences have been held or will be held on Primary Health Care (Alma Ata 1978), the World Conference on Education for All (Jomtien, 1990), Human Settlements (Istanbul, 1996), and the World Summit on Food Security (Rome, 1996).
2. Taken together this continuum of UN Conferences provides a wide spectrum of commitments and recommendations with the issues of full employment and sustainable livelihood cutting across most of them. Thus, the World Summit for Children focused on the need to prepare the children adequately for a productive life through education and training, combating discrimination and providing social protection for children in difficult circumstances and especially eradication of child labour. The Rio Declaration on Environment and Development and Agenda 21 deal with the issue of sustainable livelihood in great detail. It provides for specific measures to achieve sustainability through policies and strategies for an integrated human development that protects the environment; redeveloping poverty-stricken areas and promoting sustainable production systems, particularly in the rural areas of poor countries. Agenda 21 incorporated the understanding that employment generation had to be sustainable in the context of a healthy working environment as well as in the interaction between the world of work and the environment at large.
3. The Vienna Declaration and Programme of Action underlined the need to promote the human rights of the poorest and the vulnerable sectors of the population, supported all measures by the United Nations system to ensure the effective promotion and protection of trade union rights, and generally reaffirmed the right to develop as a fundamental human right.
4. The Programme of Action adopted by the ICPD urged that the objective of population policies should be the improvement of the quality of life of the individual, stressing the need for a people-centred approach with effective human resource development strategies and progressive social policies. These give a prominent place for enhancing gender equality and equity particularly through job creation, the promotion of mutually supportive economic and social strategies and the allocation of a prominent role to actors in the civil society to eliminate gender discrimination, access to employment, wages, training and ensuring job security and eliminating gender based disparities in income.
5. The themes were further strengthened in the Declaration and Platform for Action of the Fourth Conference on Women. The commitments of particular relevance to employment and sustainable livelihood issues include: women's social and economic life protected by full respect

for human rights and fundamental freedoms; elimination of discrimination and other obstacles to women's full participation in economic life; promotion of the economic independence of women in employment and combating the generalization of poverty; ensuring equal access of women to economic resources, including *inter-alia* education and training, information and markets to ensure their full participation in the labour market and ability to benefit from productive employment; economic policies that have a positive impact on women's employment opportunity and incomes in both formal and informal sectors; specific anti-poverty programmes including employment schemes, specific measures to integrate women living in poverty and socially marginalized women into productive employment; abolishment of discriminatory legislation and other obstacles to women's participation in the labour market; safeguarding of basic workers' rights (i.e. as regards forced labour, child labour, freedom of association, collective bargaining and equality of treatment in employment), implementation of ILO Conventions.

6. Finally, the mandate of the Task Force on Employment and Sustainable Livelihoods derives in large part from the Declaration and Programme of Action of the World Summit for Social Development, and in particular from Commitment 3 which reads:

"We commit ourselves to promoting the goal of full employment as a basic priority of our economic and social policies, and to enabling all men and women to attain secure and sustainable livelihoods through freely chosen productive employment and work."

Moreover, Commitment 2 states that:

"We commit ourselves to the goal of eradicating poverty in the world, through decisive national actions and international cooperation, as an ethical, social, political and economic imperative of humankind."

In the country review exercise envisioned by this Task Force, these two commitments confirm the importance of UN system support for countries in their efforts to eradicate poverty and achieve sustainable livelihoods through employment and work. This includes the goal of ensuring *quality* jobs, adequately remunerated, with decent and humane conditions of work, and with at least a minimum of social protection. The Social Summit recognized, as well, several core ILO Conventions on freedom of association, collective bargaining, forced and child labour, and non-discrimination, as well as the need to encourage the participation of workers and employers and their organizations in policy-making. As stressed by the ACC at its first regular session of 1996, the policy objectives of the advancement of women and promotion of human rights will be pursued in the context of the work of this Task Force.

UN ACC Task Force on Employment and Sustainable Livelihoods**Overview of countries involved in the country review exercises**

	Government contacted	Outline drawn up by lead agency and ILO	Outline discussed with government, social partners and participating agencies	Starting date of field work	Submission of draft report	Date of national seminar	Final date of review
(a) Countries in transition to market economies: Hungary (ILO)							
(b) Middle-income economies: Morocco (UNDP)							
(c) Small LDCs: Nepal (ILO)							
(d) Large LDCs: Zambia (WHO, UNDP) (UNIDO also interested)							
(e) Countries in post-conflict situations: Mozambique (UNESCO)							
(f) Countries with rapid economic growth: Indonesia (World Bank) (UNIDO also interested) Chile (ILO)							
(g) Industrialized countries: In consultation with OECD							

The World Bank/IFC/MIGA
O F F I C E M E M O R A N D U M

6-6
ju ILO

DATE: June 17, 1996 09:19am

TO: ISHRAT HUSAIN

(ISHRAT HUSAIN@A1@WBWASH)

FROM: Jane Armitage, PSP

(JANE ARMITAGE@A1@WBHQB)

EXT.: 81114

SUBJECT: ILO visit - BTO

I visited Geneva June 10-11 (i) to attend the opening session of the International Labor Conference; (ii) to explore ways to strengthen further our partnership with the ILO, in the wake of Mr. Wolfensohn's recent visit; and (iii) to follow up on ongoing collaborative activities between PSP and the ILO. Notes from the meetings are summarized below.

(I) INTERNATIONAL LABOR CONFERENCE

The highlight was the key-note address by President Chirac who gave a speech on the opportunities and risks of globalization, and the critical role of the ILO in helping countries to manage the potential negative social impacts, design new systems to protect workers while maintaining competitiveness and promote consultation among the social partners. He ended with a ringing endorsement of linkages between trade and basic labor standards, and a call to the WTO to act.

This is the forum that JDW has agreed to address next June. The audience is Ministers of Labor, and national representatives of employers and labor, plus the usual NGOs and IFIs as observers. The setting is highly formalised (like our Annual Meetings), and there is extensive European press coverage of the conference. Good opportunity for JDW to talk about "partnership" with UN, private sector and civil society, about "Global Economic Prospects", and about the Bank's expanding agenda on social issues (education, training, PHN, social security systems, safety nets, labor policies, gender).

(II). STRONGER FUTURE PARTNERSHIP

Mr. Wolfensohn has indicated to EXT/UNA that he would like to build a stronger partnership with the ILO. He and Hansenne have already exchanged letters on the subject, following his visit.

Mr. Wolfensohn had suggested a joint high level working group to meet in Geneva to follow up. Alternatively, I suggested to Katherine Hagen that it may be more productive to plan a series of visits by Bank or ILO managers to follow up on specific topics

and regions. I agreed to send her a short note setting out potential areas of cooperation, and identifying key Bank managers/staff to follow up, under the overall coordination of EXT/UNA.

We identified four main areas for partnership: (i) policy work; (ii) country operational work; (iii) seminars & training activities in the field; (iv) ILO participation in the Bank's management/staff training programs and vice versa.

(i) On the policy side, we already have a number of joint activities in HCD (pensions, training, gender/labor regulation and seminars for trade union leaders). Also the two ACC Task Forces to follow up on the UN Summits.

However, the ILO would like to explore opportunities to work with PSD, particularly on employment generation through micro-enterprises and small and medium scale enterprises.

We need someone in PSD, and/or CGAP, to visit the ILO, make a presentation on what we are doing, and explore areas of common interest. The Africa region is also interested in a dialogue with the ILO on microenterprise finance and support programs. The Bank has been invited to the ILO Enterprise Forum in the Fall, which may offer a good opportunity to develop relationships in this area.

(ii) At the country level, the key is to build contacts and relationships between the appropriate managers and staff in each institution at HQ and in the field, so that both sides are aware of each others work programs, human resources, and the opportunities for cooperation. Collaboration already takes place in a number of countries, but it is patchy, and often dependent on specific personal relationships and history.

I agreed with Katherine that we would arrange for regional managers to visit the ILO, and discuss topics of mutual interest (labor policy, privatization, social security, employment generation, training, etc.) and identify potential areas of cooperation. Kemal Dervis has already promised to do this, to explore cooperation on employment projects in West Bank and Gaza. ECA is another region where potential for greater cooperation is good (proposed visit by J. Linn, and or Directors). Also set up meetings with appropriate regional and country staff when key ILO staff are in Washington.

In addition, given the decentralization of the ILO staff, we should encourage contacts by Country Directors, Chief and Lead Economists with the ILO regional field offices (see below). Start with Mike Walton in East Asia.

(iii) There is considerable interest by the ILO in expanded

cooperation with EDI in a range of activities, building on the recent joint tripartite seminar on labor policy. A visit by Vinod Thomas to Geneva or to the Turin Training Center to discuss our respective programs and explore partnerships would be a good start.

(iv) Finally, Mr. Wolfensohn invited the ILO to participate in the Bank's management/staff training programs. And Mr. Hansenne has returned the compliment, inviting Bank staff to participate in the UN Staff College program at the ILO Training Center in Turin. This needs follow up by Tariq Husain.

Rachel Lomax visited the ILO last week to follow up on the President's visit. On her return, EXT/UNA will agree on an overall strategy to be presented to JDW and then discussed with the ILO.

(III) CURRENT PSP COLLABORATION WITH ILO

(In view of my impending departure for EXT/UNA where I will maintain overall coordination of Bank-ILO collaboration but will not be able to follow up with the detailed day-to-day work, I am highlighting the necessary follow-up by PSP staff. EXT/UNA and EXC staff no need to read the details.)

a. Pensions.

I met with Colin Gillion (Director), Michael Cichon, and Wolfgang Scholz to discuss our work on pensions. They were very pleased with Cheikh Kane's recent visit to present the pension tool-kit to their staff. They are keen to continue to work closely with us on the tool-kit and on their Social Budget Model. We agreed that later this year, there would be a follow-up visit for several days, either in DC or Geneva, so that the ILO could work through the whole model, go through the documentation and so on. Wolfgang is also interested in learning about the RIMSIX model. They would also be interested in participating in EDI training seminars in the field (they have offered similar types of training programs, with mixed results and had useful advice to offer on making programs more effective). [CHEIKH, please update Gillion et al on progress with the tool-kit before you take off mid-July for the WDR; thereafter, ANITA, please send Wolfgang a diskette and training manual on RIMSIX, then please follow up with Cichon in the Fall in organizing a visit here for the ILO and/or a stop-over by you, KangBin or David to present the tool-kit in Geneva. Also, keep them fully posted on the plans for seminars with EDI.]

Gillion indicated that they are also hoping to find another major

country project to get involved in, similar to their work on Turkey. They are talking to Glaessner about possibilities in the Philippines and with Hoopengardner on Ukraine. They also mumbled something about Uruguay, Congo (?) and Vietnam. [ANITA, please get in touch with Mr. Bonilla-Garcia the ILO pension specialist for LAC based in Costa Rica, when you go to Costa Rica, so that they know what we are doing in LAC and vice versa]. I agreed that we would send them every three months a summary of the work program and operational support for the pension team, which would give them a sense of where opportunities for pension reform and dialogue existed. [MAUREEN, please follow up once we have the new work program data-base up and running, and send to Gillion every quarter.]

Finally on conferences/seminars. They are participating in the ISSA seminar in the Philippines in July that Glaessner/Walton are organizing. They have a proposal for a series of highly operational regional workshops, culminating in recommendations on social security programs for the Governing Body at the ILO Conference in June 98. They are aware of the ISSA/Urban Institute proposal for a series of conferences on analytical/research questions culminating in the tri-ennial ISSA conference in Stockholm in late 1998. Gillion agreed to send us their proposal. [DAVID, please follow up with Gillion to make sure he sends us the proposal, and then lets discuss relationship to the ISSA proposal, our own ideas for regional seminars and conferences, and scope for cost-effective collaboration between the Bank, ILO, ISSA/Urban Institute and others. We also need to follow up with EDI on this - Isabelle Guerrero's group].

b. Vocational education and training.

I met with Maria Ducci and Fred Fluitman to discuss progress with the joint training study. They are very satisfied with the collaboration. The country case studies are being finalized over the next couple of months. We agreed that Fred would come to DC at the end August/early September to work with Indermit on completing the Synthesis Volume. We agreed to plan a day-long internal training/dissemination program for Bank staff in October, followed by a similar event for ILO staff in Geneva. Then joint Bank/ILO country/regional seminars. [INDERMIT, can you follow up with Barbara Bruns and the VET team in EDI on the country/regional seminars. Also please check with Fred if it makes any sense to try to get the ILO's Turin Training Center involved?]

Maria Ducci updated me on the recent organizational changes in the ILO. The training department has been merged with the employment department, under the overall direction of Werner Sengenberger. She is looking to hire two young labor economists, with strong quantitative technical skills and experience on training/labor markets issues, one french-speaking and

one-english speaking and asked for our help in identifying candidates. [AMIT, please could you contact Kei Kawabata (to whom Maria spoke earlier) and facilitate us sending Maria any CVs of possible candidates. I have a document called PHR PRomising Applicants List which I thought I could send to her, but maybe Personnel could produce something more tailored. ALso if either you or Indermit have any suggestions, please send them to Maria. Amit, depending on your prospects here, Maria indicated she would be very interested in interviewing you].

c. Child Labor

I met with Mr. Assefa Bequele, the new Director of the Working Conditions Department, and Sabine Trømmershauser from the IPEC (Inter Prog. for Elimination of Chld Labor) to discuss the potential for joint work at the country level in the future on child labor. Mr. Assefa has recently returned to Geneva following several years heading up the ILO's East Asia team in Bangkok. He emphasized that the ILO has become heavily decentralized in the last two or three years, and that much of their technical capacity is now based in the field in multi-disciplinary regional offices. He recommended therefore that the Bank tries to build collaborative relationships with staff in these field offices, in areas such as child labor, employment-generation and training. We agreed that for child labor an important first step is for analysis to be incorporated into the Bank's ESW, particularly the POverty Assessments, and then reflected in the CAS as appropriate.

[MAUREEN, please contact Celeste at the ILO DC office and ask her to send us the names of the staff and the addresses of the 14 Multidisciplinary Advisory Teams (MDTs); ZAFIRIS, I would like you to follow up with appropriate staff in the regions, to make sure they are aware of the ILO field resources. Lets start with East Asia, and suggest Mike Walton meets with the Directors in Bangkok and the Philippines to explore collaboration possibilities, if he hasn't already done this. Also Richard Skolnik who is working on child labor in India. And van Holst Pellekan in Africa]. Mr. Bequele and Gabriele Wilcox the Chief of the IPEC program will likely visit the Bank in September, and we should arrange meetings with regional and country staff where child labor is an issue.

d. Gender/EPZs joint policy work

I met with Werner Sengenberger and Lin Lim to discuss plans for the joint policy work on labor regulation in EPZs and their impact on employment and work conditions, particularly for women. We agreed that Zafirir and Lin would finalize the proposal in the next few weeks. We reviewed and agreed the timetable and division of labor, noting that the work will not really begin until Kusago joins PSP in November. However, we agreed that

Zafiridis and Lin would work on a skeleton/generic questionnaire, TOR, methodology and budget for the country case studies, which the ILO can use for their annual consultations with donors in September. Zafiridis will also begin to explore financing for the case studies from donors and others, including ICRW. We agreed that Kusago would plan on spending time early on in Geneva working with Lin (fortunately the Japanese Trust Fund covers travel costs). [ZAFIRIS, please send Kusago's cv to Lin, and follow-up with finalizing the IM and drafting a skeleton TOR for the case studies.]

e. PSP/EDI/ILO Labor Policy Seminars

I met with Katherine Hagen and Stanley Taylor to discuss the recent Bank/ILO tripartite labor policy seminar. Overall, the ILO were pleased with the collaboration on the seminar, and Katherine indicated that the international trade union and employers association representatives were also very positive about the seminar. One "complaint" they had was the absence of a senior manager from the Bank side throughout the seminar (Mike Walton, Lyn Squire, Isabelle Guerrero, Peter Fallon Phil English and Alfredo Behrens and myself basically took turns chairing/leading the sessions). They felt that the continued presence of a Bank manager would have been helpful in terms of continuing dialogue and improving understanding of issues between the Bank and ILO. However, they are keen to continue the collaboration at a regional level.

[PETER, please follow up with Philip English and Isabelle G. in EDI and with Celeste at the ILO DC office on future plans for the regional tripartite labor policy seminars. Also with Philip, Roberto Brauning (IMF) and Alan Gelb on the next round of IMF/Bank seminars for trade union leaders - we have an outstanding request from the WCL for a seminar in Central and Eastern Europe; and finally with EDI, Africa and ILO on the proposal from Biff Steel for a joint ILO Bank seminar on labor legislation in francophone Africa]

[MAUREEN/AMIT, please make sure that the new work program data base includes all of these activities and followup actions, so that we can monitor progress].

CC: MARK MALLOCH BROWN
CC: RACHEL LOMAX
CC: JOSIE BASSINETTE
CC: Lisa Pachter
CC: JUDITH MAGUIRE
CC: Peter R. Fallon
CC: Zafiridis Tzannatos
CC: Indermit Gill

(MARK MALLOCH BROWN@A1@WBWASH)
(RACHEL LOMAX@A1@WBWASH)
(JOSIE BASSINETTE@A1@WBWASH)
(LISA PACHTER@A1@WBHQB)
(JUDITH MAGUIRE@A1@WBWASH)
(PETER R. FALLON@A1@WBHQB)
(ZAFIRIS TZANNATOS@A1@WBHQB)
(INDERMIT GILL@A1@WBHQB)

CC: Amit Dar
CC: Cheikh Kane
CC: Anita Schwarz
CC: David Lindeman
CC: Maureen McIntosh-Alberts
CC: Michael Walton
CC: Philip English
CC: ABDALLAH EL MAAROUFI
CC: CECILIA VALDIVIESO

(AMIT DAR@A1@WBHQB)
(CHEIKH KANE@A1@WBHQB)
(ANITA SCHWARZ@A1@WBHQB)
(DAVID LINDEMAN@A1@WBHQB)
(MAUREEN MCINTOSH-ALBERTS@A1@WBH)
(MICHAEL WALTON@A1@WBHQB)
(PHILIP ENGLISH@A1@WBHQB)
(ABDALLAH EL MAAROUFI@A1@PARIS)
(CECILIA VALDIVIESO@A1@WBWASH)

66 file 140

The World Bank/IFC/MIGA
O F F I C E M E M O R A N D U M

DATE: June 12, 1996 08:19am EST

TO: Mark Malloch Brown

(MARK MALLOCH BROWN@A1@WBWASH)

FROM: Josie Bassinette, EXC

(JOSIE BASSINETTE@A1@WBWASH)

EXT.: 80240

SUBJECT: Your Note to JDW on ILO

Mark: JDW read your note of June 3 on the ILO.

He responded that he would like you to followup on your suggestion to pull together the relevant people to discuss the next steps with him. He said that he wants to be certain that the ball is not dropped on this one and he would like to refer briefly to the collaboration with the ILO at Lyon.

Rachel, as you know, is visiting the ILO today and will undoubtedly have views on this. In a conversation I had with her yesterday, she said that she would give an update later today or tomorrow.

Josie

CC: Rachel Lomax

(RACHEL LOMAX@A1@WBWASH)

CC: JANE ARMITAGE

(JANE ARMITAGE@A1@WBHQB)

CC: Atsuko Horiguchi

(ATSUKO HORIGUCHI@A1@WBWASH)

The World Bank

INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT
INTERNATIONAL DEVELOPMENT ASSOCIATION

1818 H Street N.W.
Washington, D.C. 20433
U.S.A.

(202) 477-1234
Cable Address: INTBAFRAD
Cable Address: INDEVAS

June 12, 1996

File 6-6
ILO

Mr. Heribert Maier
Deputy Director-General
International Labour Office
4, route des Morillons
CH-1211
Geneva 22 Switzerland

Dear Mr. Maier

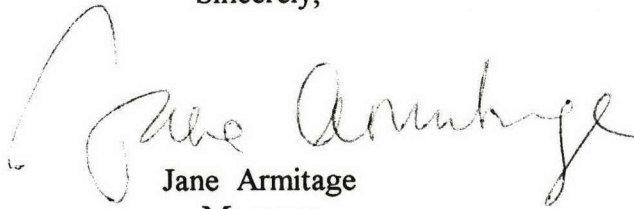
***Tripartite Meeting on the Globalization of the Footwear, Textiles and Clothing
Industries: Effects on Employment and Working Conditions***

Thank you for your letter of May 9, 1996 inviting the World Bank to send an observer to the Tripartite Meeting on the Globalization of the Footwear, Textiles and Clothing Industries: Effects on Employment and Working Conditions. As yet, perhaps because this event is rather far off, we have not managed to find a suitable candidate who will definitely be available on October 28.

As we are keen to participate in ILO meetings, may I suggest that you contact Mr. Peter Fallon of the Poverty and Social Policy Department (PSP) regarding this matter at a later date. Mr. Fallon will be Acting Manager of the Labor Markets, Social Insurance and Public Sector Management Group in PSP from August 1st, and will be responsible for much World Bank/ILO cooperation.

Rest assured that we try hard to find candidates to attend these occasions, and I hope that Mr. Fallon will be successful in this.

Sincerely,

A handwritten signature in cursive script, appearing to read "Jane Armitage". The signature is written in dark ink and is positioned above the printed name and title.

Jane Armitage
Manager

Labor Markets, Social Insurance
and Public Sector Management Group
Poverty and Social Policy Department

cc: Mr. Malloch Brown, Mmes: Maguire, Brown (EXTVP) Pachter, (UNAVP)
Correspondence Unit, EXC, PSP Departmental files.

PSP
C:\MSOFFICE\WINWORD\ILO\LOMAIER.DOC
June 12, 1996 3:11 PM

ROUTING SLIP Lisa Pachter INTERNATIONAL RELATIONS OFFICER UNITED NATIONS AFFAIRS (UNAVP)		Date: May 21, 1996	
NAME		ROOM NO.	
Ms. Jane Armitage, PSP		S 10-027	
	URGENT	✓	For action/comment
	Per your request		Appropriate disposition
	Information/discard		Returned
	Approval/clearance		Note and return
	See my E-mail		Per our conversation
	Signature/initial		File
SUBJECT: ILO			
Jane: I am not sure who would be most interested (if anyone). Could you send on/regret as appropriate. Many thanks.			
Lisa Pachter		Rm. U 11-013	Ext. 31775

WORLD BANK OFFICE TRACKING SYSTEM
EXTVP - OFFICE OF THE VICE PRESIDENT
Routing and Action Transmittal Sheet

TO:

Lisa Pachter

DATE:

5/20/96

cc: Judith Maguire, EXTVP

SUBJECT DOCUMENT:

From: Heribert Maier, Deputy Dir-General, ILO

To: Mr. Wolfensohn

Dated: 5/09/96

Reference No.: EXT960520001

Topic: Tripartite meeting on the Globalization of the Footwear,
Textiles and Clothing Industries

Incoming Reference Number: EXC-09017

Incoming Action Requested: TO HANDLE

Requested Due Date: 6/03/96

ACTION INSTRUCTIONS:

DUE DATE:

☐ XXX ☐ HANDLE
☐ REVIEW AND RECOMMEND
☐ FOR YOUR INFORMATION
☐ DISCUSS WITH _____
☐ AS WE DISCUSSED
☐ PREPARE RESPONSE FOR _____ SIGNATURE
☐ FOR YOUR FILES
☐ RETURN TO _____
☐ OTHER: _____

6/03/96

Remarks: Please handle/respond on behalf of Mr. Wolfensohn and cc:
Mr. Malloch Brown, Mmes: Maguire, Brown (EXTVP);
Correspondence Unit, EXC



No.: EXC-09017

CORRESPONDENCE MANAGEMENT FOR THE PRESIDENT'S OFFICE
CHORUS
External Correspondence Profile

FOR ACTION: Mark Malloch-Brown

STATUS: Open

VPU: EXT Room #: U 11-185 Telephone: 85914

Log Date: 05/17/96 09:39:14 AM
Logged in by: Jane Holden
Response Date:

CORRESPONDENCE DESCRIPTION:

From: Heribert Maier, Deputy Director-General
Organization: International Labour Office (ILO)

To: Mr. Wolfensohn
Dated: 05/09/96
Topic: Tripartite meeting on the Globalization of the Footwear, Textiles and Clothing Industries

ACTION INSTRUCTIONS:

Due Date: 06/03/96

2. PLEASE HANDLE AND PROVIDE ONE COPY OF THE REPLY TO THE CORRESPONDENCE UNIT WITH THE EXC REFERENCE NUMBER MARKED UNDER THE BANK COPY RECIPIENTS.

If the action marked is incorrect, or an item of correspondence has been overtaken by events, please send an E-Mail to the "Correspondence Unit" All-in-One account.

Thank you.

SPECIAL INSTRUCTIONS:

None

INFORMATION COPIES:

Please return to:
Correspondence Unit, Room E1247 (Ext. 82441)

INTERNATIONAL LABOUR OFFICE
BUREAU INTERNATIONAL DU TRAVAIL
OFICINA INTERNACIONAL DEL TRABAJO

9017



4, route des Morillons
CH-1211 GENÈVE 22
Télégrammes INTERLAB GENEVE
Télex 415647 ilo ch
Fac-similé (22) 798 86 85
Téléphone direct (22) 799
central (22) 799 61 11

Réf. BIT/ILO IC 17-02-115

Votre réf.

The President
International Bank for
Reconstruction and Development
1818H street NW
WASHINGTON DC 20431
USA

- 9 MAI 1996

TRIPARTITE MEETING ON THE GLOBALIZATION OF THE FOOTWEAR,
TEXTILES AND CLOTHING INDUSTRIES: EFFECTS ON
EMPLOYMENT AND WORKING CONDITIONS

(Geneva, 28 October-1 November 1996)

Dear Sir,

I have pleasure in extending to your organization a cordial invitation to be represented at the Tripartite Meeting on the Globalization of the Footwear, Textiles and Clothing Industries: Effects on Employment and Working Conditions, which will be held at the International Labour Office, Geneva, from 28 October to 1 November 1996. The opening sitting will begin at 11.30 a.m. on Monday, 28 October.

The Meeting will be composed of 54 participants: 18 representing governments of ILO member States chosen for this purpose by the Governing Body, 18 employer representatives appointed by the Governing Body on the basis of nominations made after consulting the Employers' group and 18 worker representatives appointed by the Governing Body on the basis of nominations made after consulting the Workers' group.

A report on the topic for discussion is being prepared in English, French and Spanish and will be despatched to you as soon as it is available. Simultaneous interpretation in English, French, Spanish, Chinese and German will be provided during the Meeting.

Should your organization be able to accept this invitation, I would be grateful if you could let me know, by 31 July 1996, the name and address of the person who will represent it as an observer at the Meeting (Facsimile No. 41.22/799.7296). The travel and subsistence expenses of the representative will be payable by your organization.

Yours faithfully,

For the Director-General:

A handwritten signature in dark ink, appearing to read 'Heribert Maier', is written over a horizontal line.

Heribert Maier

The World Bank
1818 H Street, N.W.
Washington, D.C. 20433
U.S.A.

Kemal Derviş
Vice President
Middle East and North Africa

P.2/4 LP 445

file 5-6 ILO
copy has been faxed to J. Armitage in Geneva

Telephone: (202) 473-2776
Fax: (202) 477-0810

June 7, 1996

Mr. Shukri Z. Dajani
Assistant Director General Responsible
for ILO Activities in the Arab States
International Labor Organization
CH 1311 Geneva 22
Switzerland

Dear Mr. Dajani,

Thank you for your most informative letter of 24 May addressed to Mr. Wolfensohn, regarding ILO activities in Gaza and the West Bank. I fully share your enthusiasm regarding the potential for ILO-Bank cooperation in the delivery of assistance to the Palestinians.

I understand from Mr. Knudsen, our Resident Representative in the West Bank and Gaza, that ILO and Bank staff are already collaborating closely in the delivery of field-based ILO Training Programs for senior Palestinian officials, and are examining ways of extending collaboration in this area, possibly with the involvement of the Bank's Economic Development Institute.

I have also sent Mr. Knudsen a copy of the summary of ILO's Programs of Assistance and asked that, in consultation with local ILO staff, efforts be re-doubled to identify possibilities for partnership in delivering assistance. Regrettably, the Bank's project funds are severely limited, and have already been allocated to specific uses on the basis of long-standing agreements with the Palestinian Authority, leaving no scope for Bank co-financing of ILO projects at this stage. Nevertheless, I am confident that we will be able to identify concrete options for deepened technical cooperation between our two institutions.

More generally, I look forward to enhanced cooperation with you personally and the ILO in the Middle Eastern and North African Region. Perhaps we can get together soon as I pass through Geneva for a discussion on labor markets issues in our Region.

Yours sincerely,



cc: Mr. Hansenne, Director General

Letter to Mr. Dajani

June 7, 1996

cc: Mr./Ms. Koch-Weser (EXC); Armitage (PSP); Pachter (EXTVP); Knudsen,
Roberts, Bjorgung (MNCWG); Files.

Akhadr
m:\ott\letters\ilo696

The World BankINTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT
INTERNATIONAL DEVELOPMENT ASSOCIATION1818 H Street, N.W.,
Washington, D.C. 20433
U.S.A.(202) 477-1234
Cable Address: INTBAFRAD
Cable Address: INDEVAS**TELEFAX TRANSMITTAL SHEET**
MNCWG
MIDDLE EAST AND NORTH AFRICA REGION

DATE: June 7, 1996

NUMBER OF PAGES: 4 (including this one)

TO: EXTVP
Attn. Ms. Pachter's assistant

FAX NUMBER: 522 24 01

FROM: Brigitte Petit

TELEPHONE: 202/473-60 40

URGENT**MESSAGE**

Please find attached a letter from Mr. Dervis addressed to Mr. Dajani to be "floated by EXT" as per Rachel McColgan-Mohamed's instructions (see EM attached). I understand that Ms. Pachter is away today, and would appreciate it if you would give the letter to the appropriate person and call me as soon as it is "cleared" so that I can fax the letter to Mr. Dajani and distribute it. Please note that the letter should go out today.

Please call me if you have any questions.

Many thanks.

cc: Mr. Bjorgung (MNCWG)

*cleared with
Judith McGuire
+ cc: — sbr*

THE WORLD BANK
Washington, D.C. 20433
U.S.A.

JAMES D. WOLFENSOHN
President

June 3, 1996

Mr. Michel Hansenne
Director-General
International Labour Organization
CH-1211 Geneva 22
SWITZERLAND

Dear Michel:

I have read with interest the letter sent to me on May 24, 1996 by Assistant Director-General Dajani regarding ILO's programs of Assistance to the Palestinian People. Mr. Dajani has addressed operational issues related to ILO's work in West Bank-Gaza. I have, therefore, asked Mr. Kemal Dervis, Vice President, Middle East and North Africa, to address the concerns he raises on behalf of ILO regarding specific programs, especially ones concerning employment generation.

Let me take this opportunity to say that I look forward to hearing about the upcoming ILO 1996 Labor Conference and also about plans for the Conference of the following year to which you have kindly invited me.

With best wishes.

As ever

Sincerely,

J.D.W.

James D. Wolfensohn

*I really enjoyed my
visit - many thanks
once again -*

*file
G-2 - TD "H"
file G-6 - ILO*

bcc: Messrs./Mmes. M. Malloch Brown, J. Maguire, L. Brown (EXTVP); K. Dervis
(MNAVP); O. Knudsen (MNC); J. Armitage (PSP); Correspondence Unit (EXC)

LPachter:jla
Ref. EXC-09261/EXT960529002
l:\jdwilo.doc
June 3, 1996 2:33 PM

The World Bank
Washington, DC 20433
U.S.A.

JAMES D. WOLFENSOHN
President

May 24, 1996

Mr. Michael Hansenne
Director-General
International Labour Office
4, route des Morillons
CH-1211 Geneva 22
SWITZERLAND

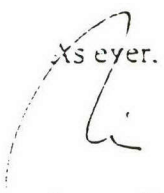
Dear Michael,

May I thank you most sincerely for your warm welcome during my recent visit to Geneva and for the opportunity to meet with you and Katherine Hagen and so many of your colleagues.

For me it was the beginning of an education and the beginning of a new partnership. I commit to you that I would like the Bank to increase significantly its relations with the ILO and within the coming days I will get back to you with a suggestion as to how we might follow up.

With warm wishes to you and renewed thanks,

As ever,


James D. Wolfensohn

cc. mem. is

WORLD BANK OFFICE TRACKING SYSTEM
EXTVP - OFFICE OF THE VICE PRESIDENT
Routing and Action Transmittal Sheet

TO:

Lisa Pachter

DATE:

5/29/96

cc: Judith Maguire, EXTVP

SUBJECT DOCUMENT:

From: Shukri Z. Dajani, ILO, Geneva

To: Mr. Wolfensohn

Dated: 5/24/96

Reference No.: EXT960529002

Topic: ILO's Technical Assistance programme to the Palestinian people

Incoming Reference Number: EXC-09261

Incoming Action Requested: PREPARE RESPONSE FOR

Requested Due Date: 6/10/96

ACTION INSTRUCTIONS:

DUE DATE:

HANDLE

REVIEW AND RECOMMEND

FOR YOUR INFORMATION

DISCUSS WITH

AS WE DISCUSSED

XXX

PREPARE RESPONSE FOR JDW's SIGNATURE

FOR YOUR FILES

RETURN TO

OTHER:

6/10/96

Remarks: Please prepare response for Mr. Wolfensohn's signature and cc:
Mr. Malloch Brown, Mmes: Maguire, Brown (EXTVP);
Correspondence Unit (EXC)



Note in 5/24
cc. blue letter to EXT

2 logged in fax,
hard copy -

No.: EXC-09261

CORRESPONDENCE MANAGEMENT FOR THE PRESIDENT'S OFFICE

CHORUS

External Correspondence Profile

High Priority

FOR ACTION: Mark Malloch-Brown

STATUS: Open

VPU: EXT Room #: U 11-185 Telephone: 85914	Log Date: 05/29/96 11:13:22 AM Logged in by: EXC Guest2 Response Date:
---	---

CORRESPONDENCE DESCRIPTION:

From:	Shukri Z. Dajani
Organization:	International Labour Organization
To:	Mr. Wolfensohn
Dated:	05/24/96
Topic:	ILO's technical assistance programme to the Palestinian people.

ACTION INSTRUCTIONS:

Due Date: 06/10/96

1. PLEASE PREPARE A RESPONSE FOR MR. WOLFENSOHN'S SIGNATURE.

Follow the macro for the President's letter or use the sample layout in the correspondence guidelines for the formatting of the letter.

- Only ONE original is needed, printed on the appropriate stationary (available from the Front office of each VPU). If an item requires an urgent signature, please bring this to our attention;
- Include the bcc distribution pages. Please note that cc's (for Executive Directors and other parties the recipient should be aware of having received a copy) should be included on the original signed letter;
- Attach copies of relevant incoming correspondence;
- If you would like our office to handle the dispatch of the original, please include an envelope with your division's code marked clearly on the envelope. If no envelope is attached, the letter will be returned by special messenger as soon as it is signed. If a letter is to be couriered, please attach both an envelope and the courier request sheet;
- You will receive one copy of the signed original by special messenger on the same day the item has been dispatched. VP Units are responsible for the distribution of copies of the letter both internally and outside the Bank.

If the action instruction is incorrect, or an item of correspondence has been overtaken by events, please send a brief E-Mail to the "Correspondence Unit" All-in-One Account, quoting the EXC reference number.

Thank you.

SPECIAL INSTRUCTIONS:

Please note you have the only copy of this report.

INFORMATION COPIES:

Wolfensohn, James D. (E1227)

Please return to: Correspondence Unit, Room E1247 (Ext. 82441)
--

INTERNATIONAL LABOUR ORGANIZATION
REGIONAL OFFICE FOR ARAB STATES



منظمة العمل الدولية
المكتب الاقليمي للدول العربية
cc: JDC
Letter
on 11

CH-1211 GENEVA 22
TELEGRAMS: INTERLAB GENEVA
TELEX: 22.271 BIT CH
TELEPHONE: (022) 799 62 13 (direct)
(022) 799 61 11 (exchange)
FAX: (022) 799 65 52

REF. No.

FACSIMILE

TO: Ms. Jane Holden
The World Bank
WASHINGTON D.C.

FAX NO: 001 202 522.3031

FROM: Shukri Z. Dajani
Assistant Director-General
Responsible for ILO activities
In the Arab States
International Labour Organization
GENEVA

FAX NO: 4122 799.6552

DATE: 24 May 1996

Mr. Wolfensohn requested me to send you the attached letter and information for your kind transmission to him.

INTERNATIONAL LABOUR ORGANIZATION
REGIONAL OFFICE FOR ARAB STATES



منظمة العمل الدولية
المكتب الاقليمي للدول العربية

CH-1211 GENEVA 22
TELEGRAMS: INTERLAB GENEVA
TELEX: 22.271 BIT CH
TELEPHONE: (022) 799 62 13 (direct)
(022) 799 61 11 (exchange)
FAX: (022) 799 65 52

REF. No.

24 May 1996

Dear Mr. Wolfensohn,

It was indeed a pleasure meeting you and listening to your most interesting statement during your visit to the ILO earlier this week. As you had requested, I have pleasure in sending you a brief note on ILO's proposed and ongoing technical assistance programme to the Palestinian people.

The programme was initiated at the request of Chairman Arafat to the ILO, in October 1993, to prepare a blueprint for the development of the social sectors in Gaza and the West Bank. In December 1993, the ILO fielded a multidisciplinary mission to the territories to respond to this request. The objectives of the mission were (1) to elaborate a coherent policy framework in the fields of labour and social policy, (2) to contribute to capacity building by providing specific proposals for institutional arrangements and relating training, and (3) to design a package of mutually reinforcing technical assistance projects in order to give context to the policy framework.

The outcome was a "Programme of Action for Transition in the Occupied Palestinian Territories" comprising thirty project proposals based on the findings of the mission. (Copy of the document is being sent to you by DHL). The Programme is a product of a process of consensus building that was applied, through the preparatory phase, by the mission members who had intense interaction with their Palestinian counterparts.

In accordance with the "Memorandum of Understanding" that was signed in Tunis on 18 January 1994 between the PLO Department of Economic Affairs and Planning and the ILO, the Palestinian leadership approved the Programme and gave priority to five selected components. These were namely (1) employment, (2) rehabilitation and re-integration of ex-detainees, (3) establishment of a Department of Labour and elaboration of a labour code, (4) setting up a social security system and (5) support to the system of labour and social statistics. Mention should be made that the programme included activities in favour of the Palestinian employers and workers organizations.

Mr. James B. Wolfensohn
President
The World Bank
1818 H Street NW
Washington, DC 20433

Throughout the preparatory stage of the Programme, the ILO maintained close consultations with the World Bank representatives in the territories and in Washington. Upon the endorsement of the Programme by the Palestinian Authority, I personally visited Washington, in October 1993, where I met with Mr. Koch-Weser, Mr. Ram Chopra and other senior officials and underlined the interest and keen desire of the ILO to implement the Programme in close coordination and collaboration with the Bank.

In spite of a second visit which I paid to the World Bank headquarters in May 1994 and numerous meetings and contacts with the Bank's representatives in Jerusalem, we have not been able to concretize our relationship in terms of any activity in favour of the Palestinians.

Recently, a more-focused effort has been initiated with the "Palestinian Employment Programme" which was formulated by the ILO in close consultation and collaboration with the Palestinian Ministry of Labour. It was placed as a top priority by the Palestinian Authority at the Ministerial Conference on Assistance to the Palestinian People held in Paris on 18 October 1995 and at the 3rd United Nations Inter-Agency meeting held in Gaza from 15 to 17 April 1996. I am attaching copies of the letters exchanged between the Palestinian Authority and the World Bank on this subject and other relevant correspondence.

The ILO is convinced that its partnership with the World Bank could bring about a considerable impact on the living conditions in Gaza and the West Bank and substantially improve employment opportunities and income generation for the Palestinians. Considerable work could also be done together in many other areas such as social security, development of the private sector, institution building and human resources development, to mention but a few.

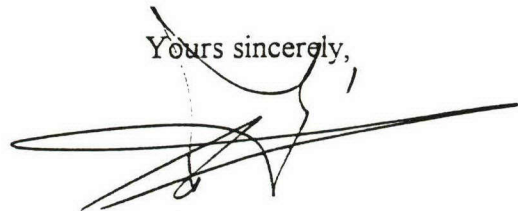
I have pleasure in attaching a summary of ILO's Programmes of Assistance to the Palestinian People comprising the on-going as well as approved and pipeline projects. Perhaps this document could serve as a basis for future joint action by the Bank and the ILO. To date, the ILO has generated over \$20 million in donor funding for the projects it has designed.

In concluding, I wish to reiterate ILO's readiness to cooperate in every possible way with the Bank in the provision of assistance to the Palestinians. Such assistance should enable them to overcome their immediate and emergency needs and allow them to develop an effective and sustainable process of social development that would contribute to the establishment of a durable and lasting peace.

I very much look forward to receiving your reaction at your earliest convenience.

Kind regards.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'Shukri Z. Dajani', written over a horizontal line.

Shukri Z. Dajani
Assistant Director-General
Responsible for ILO Activities in the
Arab States

File: UN *Appl***The World Bank**INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT
INTERNATIONAL DEVELOPMENT ASSOCIATIONWEST BANK & GAZA
RESIDENT MISSION
Tel: 972-2-574-7151/2/3
Fax: 972-2-574-7150
Tel: 972-7-820-275 (Ga)

February 25, 1996

H. E. M. Z. Nashashibi
Minister of Finance
Ministry of Finance
Palestinian Authority
Gaza
Facsimile No. (07) 820-696

Dear Minister Nashashibi:

I would like to thank you for your letter of January 9, in which you communicate the draft US\$1.3 million project proposal entitled "A Palestinian Employment Program", developed jointly by the Palestinian Authority and the International Labor Organization, to us. As you know, the World Bank attaches the utmost importance to addressing the unemployment problem in Gaza and the West Bank, and we consider the proposed project to be a key step towards sustainable job creation. We are therefore in full agreement as to the importance of launching the project as soon as possible.

We have examined potential financing sources for this project among funds administered by the World Bank, regrettably with little positive result so far. Nevertheless, we intend to continue our efforts to identify potential sources of funding for the project by publicizing the proposal as much as possible, notably in our contacts with donor countries.

In the meantime, I might also suggest that direct contacts between the Palestinian Authority and selected donor countries, emphasizing that the Authority views funding for the proposed project as a top priority, would be useful in mobilizing concrete funding commitments. We—and, I am sure, the International Labor Organization—stand ready to assist the Authority in facilitating such contacts if so requested.

Once again, thank you for having shared the project proposal with us, and I am confident that our combined efforts to identify funding sources will result in an early launching of the project, with attendant benefits for the Palestinian people.

With my best personal regards,

Odin K. Knudsen
Resident Representative



السلطة الفلسطينية
وزارة التخطيط والتعاون الدولي
مكتب المدير العام

Mr Odin KNUDSEN
World Bank,
Resident Representative
Gaza / West Bank

Paris, January 9th 1996

Dear Mr KNUDSEN,

As you know the question of employment generation and job creation in GAZA and the West Bank remains to be one of the major critical issues that needs to be addressed in order to avoid social unrest and enable the Palestinian population to improve their socio-economic conditions.

Also there is need now to develop the necessary infrastructure for the Palestinian Authority to enable it handle issues relating to employment in a sustainable manner that is commensurate with the responsibilities it is undertaking in this regard.

I am therefore pleased to attach the draft project proposal entitled "A Palestinian Employment Programme", for the amount of U.S. Dollars 1.3 million, which has been formulated by the International Labour Organisation in close consultation and collaboration with the Palestinian Authority, with the explicit request that this project be given priority for funding.

In view of the importance of launching this activity at the earliest possible date, we hope that you will take the necessary action in this regard soonest.

Yours sincerely,


Dr M.Z. NASHASHIBI
Minister of Finance
Palestinian Authority

بسم الله الرحمن الرحيم

Palestinian National Authority

Ministry of Finance
Office of the Minister



السلطة الوطنية الفلسطينية

وزارة المالية
مكتب الوزير

No: _____
Date: 25/April/1996

الرقم: _____
التاريخ: _____

Mr. Michel Hansenne
Director General
International Labour Office
Geneva

Dear Mr. Hansenne,

On the occasion of the convening of the Third UN inter-agency meeting, I wish to seize the opportunity of expressing thanks and appreciation on behalf of the Palestinian Authority to the ILO and its Director-General for the excellent and effective assistance it is providing to the Palestinian Authority.

As you know the question of employment generation and job creation in Gaza and the West Bank continues to be one of the major critical issues that need to be addressed urgently in order to avoid social unrest and enable the Palestinian people to improve their socio-economic conditions.

The recent closures of the territories have compounded the situation and had a dramatic effect on the already tragic unemployment situation.

I am therefore writing in order to reiterate the great importance and priority that the Palestinian Authority continues to give to the project proposal entitled "A Palestinian Employment Programme" which was formulated by the International Labour Organization in close consultation and collaboration with the Palestinian Authority

As you know I had written the World Bank Resident Representative in Gaza and West Bank on January 9th 1996, with explicit request that the project be given priority for funding

Palestinian National Authority

Ministry of Finance
Office of the Minister



السلطة الوطنية الفلسطينية

وزارة المالية
مكتب الوزير

No: _____

الرقم: _____

Date: _____

التاريخ: _____

By copy of this letter to Mr. Odin Knudsen and Mr. Thomas Dupla Del Moral , the European Commission Representative , I ardently urge that every effort be made by the World Bank and the European Union , in collaboration with the ILO , to secure the necessary funding . soonest , for this extremely important project.

I very much hope that the ILO as well as the World Bank and the European Union will take the necessary action to ensure the launching of this important activity at the earliest possible date.

Yours sincerely,


Mohammad Z. Nashasibi
Minister of Finance
Palestinian Authority

]

cc: Mr. Odin Knudsen
World Bank Resident Representative - Jerusalem
Mr Thomas Dupla del Morai
European Commission Representative - Jerusalem

Palestinian National Authority
Ministry of Labor
MINISTER'S OFFICE



السلطة الوطنية الفلسطينية
وزارة العمل
مكتب الوزير
تلخاكو، ٧-٩٩٨٥٦-٢- رام الله

Tel-Fax: 02-9985607 Ramallah

Ref: ١٥٠ / ٦ / ب / ١

Date: 7/11 /1995

Mr. Shukri Dajani
Assistant Director-General
Responsible for ILO
ILO - Geneva

Dear Mr. Dajani,

Further to our discussion on the establishment of a Palestinian Employment Programme, I wish to confirm hereby the priority given by my Ministry and the Palestinian Authority to implementation of such a programme which will be co-ordinated by the Ministry of labor with the assistance of ILO.

The Programme should include long-term policies and programmes, which go to the heart of the unemployment problem as well as short-term measures intended to solve urgent needs.

A Palestinian employment programme should focus on the following key objectives :-

a) How to ensure sustainable opportunities for the workers now employed in West Bank and Gaza.

b) How to bridge the gap between the current excess labor supply and insufficient labor demand .

c) How to create dynamic opportunities to absorb the increasing labor supply during the next decade.

I. L. O. BEIRUT

Rec. 08 NOV 1995

Ref. 04-16(E) = 1/9

The capacity of the Ministry of Labor to deal with such important and critical issues needs to be strengthened.

The Ministry of Labor requests the assistance of the I.L.O. in order to analyze the critical issues involved and to prepare a project document, reflecting needs and components of a Palestinian Employment Programme, to be submitted to external donors for funding.

Within this context the ILO should also consider to assign a long-term employment advisor to the Ministry of Labor.

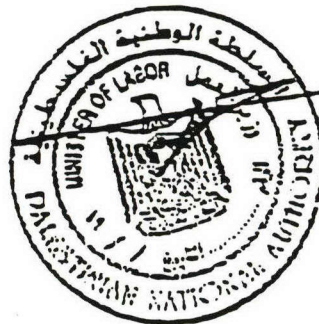
I would like to take this opportunity to thank you and the ILO for the very much appreciated assistance to the Palestinian People.

I look forward to hearing from you on the above.

Your Sincerely,

Dr. Samir Ghosheh.
Minister of Labor

cc: M ngo Trojano
coord of the ILO activities
in W.B. and Gaza
c/o UNDP
P.O. Box 51359 - Jerusalem





Regional Office for Arab States

ILO's PROGRAMME OF ASSISTANCE TO THE PALESTINIAN PEOPLE

- **Programme for the rehabilitation and re-integration of ex-detainees.**

The ILO assisted the Palestinian Authority in designing the programme, formulating the project document, and preparing detailed work plans through several technical advisory missions funded by ILO's regular budget. The ILO also played a critical role in securing contributions from the European Commission and the Swiss Government. The Office is presently collaborating with the Italian authorities to implement the activities covered by the Italian contribution (\$1 million). At present, the ILO continues to assist the Department of Social Affairs in implementing this programme through provision of required technical expertise and assistance.

Total budget: \$30,000,000

Project status: Ongoing

ILO Direct contribution: \$100,000 (Technical Assistance)

Funds secured by the ILO for this activity: \$15,500,000 (\$12.5 million from EU, \$2 million from the Swiss Government and \$1 million from the Italian Government)

- **Establishment of a Department of Labour and Vocational Training.**

The ILO and the Palestinian Authority signed in November 1994 a project document on "Establishment of a Department of Labour and Vocational Training" with ILO's financial and technical support to its first phase. The initial and ongoing phase, which mainly focuses on the staff training and establishing pilot offices, became operational in December 1994. The ILO is also assisting the Department of Labour in the drafting of a new Labour Code. The ILO participated in the workshop on labour code organized by the Department of Labour in December 1995. Furthermore, ILO has been providing assistance on occupational safety and health, including financial contribution to the training course conducted by the Occupational Safety and Health Institute in Jordan in favour of the officials from the Department (December 1995) and organization of training course on labour inspection (January 96). Both the ILO and the Palestinian Authority have intensified their efforts to identify the donor(s) to secure the funds required for the second phase in the amount of \$1.5 million. The Swiss Development Cooperation has provided a contribution directly to the Palestinian Authority in support of this programme.

Total budget: \$2,000,000

Project status: Ongoing

ILO Direct contribution: \$406,000

Funds secured by the ILO for this activity: \$700,000 (\$600,000 from the Swiss Government and \$100,000 from UNDP)

- **Support to the system of Labour and Social Statistics.**

The ILO, utilizing its own resources, assisted the Palestinian Central Bureau of Statistics (PCBS) in developing a five-year master plan in this field. The ILO assisted the Palestinian Authority in the establishment of a labour statistic unit within the PCBS; technical advisory missions have been undertaken and fellowships and equipment were granted. A current status report on Palestinian labour statistics has been published with the financial assistance of the ILO. A Pilot Labour Force

survey has been conducted in July 1995 and the full survey has begun in September 1995. The outcome will be the publication of labour force data on Palestinians living in Gaza and West Bank. The Swiss Government has recently announced a direct contribution to the Palestinian Authority for the completion of the project.

Total Budget: \$490,000

Project status: Ongoing

ILO Direct contributions: \$100,000

Funds secured by the ILO for this activity: \$350,000 (\$350,000 Swiss Government)

- **Employment-intensive community infrastructure programme. (Phase I)**

At the request of the Palestinian Authority, the ILO fielded several technical advisory missions on the employment-intensive community infrastructure programme. Through these missions, a project document, which is designed to alleviate short-term unemployment problems and also build the foundations for sustainable employment creation, has been formulated. The Office is following up on this issue with the concerned parties (PA, UN Special Coordinator, UNDP, the World Bank and the international donor community) with a view to ensuring the earliest possible start of project implementation.

Total Budget: \$885,000

Project status: Ready for implementation

ILO Direct contribution: \$80,000

II. APPROVED PROJECTS

- **Establishment of a Vocational Rehabilitation Center for people with disabilities.**

The ILO obtained a contribution of \$2 million from His Highness Shaikh Khalifa Bin Zayed Al-Nahayyan, Crown Prince of Abu Dhabi (UAE) for the establishment of a Vocational Rehabilitation Centre for people with disabilities. The objective of this project, which was formulated by the ILO, is to improve the social and economic conditions of disabled persons in the Territories through the provision of a modern vocational rehabilitation center. This activity will be executed in collaboration with the Department of Social Affairs.

Total Budget: \$2,000,000

Project status: Activities will start in the first quarter of 1996

ILO Direct contribution: Technical assistance

Funds secured by the ILO for this activity: \$2,000,000 (\$2 million UAE Government)

- **Training of contractors in the West Bank and Gaza.**

The project (\$550,000) aims at providing technical and managerial training to private contractors in order to transfer to them the necessary know-how to carry out projects efficiently and with a labour intensive approach. Another important component of the project is addressed to improve the delivery capacity and the partnership attitude of local contractors' associations. The main objectives of this project proposal are: a) preparation of an accelerated training programme for contractors in Gaza which is specific to their needs and problems; b) training-of-trainers for the implementation of the programme; c) pilot implementation of the programme to cover 25 contractors and d) establishing a local capacity to conduct training programmes as well as provide technical advice and guidance on technical problems. Recently the Government of Kuwait confirmed its decision to fully finance this project.

Total Budget: \$550,000

Project status: Activities will start in the first quarter of 1996

ILO Direct contribution: Technical assistance

Funds secured by the ILO for this activity: \$550,000 (\$550,000 Government of Kuwait)

- **Promoting income-generating activities for disabled.**

This project's objective is to create small-scale income-generating activities for 100 families with disabilities. The Arab Gulf Programme for the United Nations Development Organizations has already approved its co-financing contribution of \$100,000 to this project. A matching contribution of \$260,000 is at present being sought.

Total Budget: \$360,000

Project status: Ready for implementation

ILO Direct contribution: Technical assistance

Funds secured by the ILO for this activity: \$100,000 (\$100,000 AGFUND)

III. OTHER MAJOR ACTIVITIES.

- **Capacity Building in the Labour and Social Sectors.**

With a view to responding quickly and flexibly to the urgent needs in the West Bank and Gaza, an ILO/UNDP cost-sharing umbrella project (ILO: \$164,250; UNDP \$10,000) was formulated and became operational in early 1994. The first activity was a workshop entitled "Towards the Effective Management of Palestinian Vocational Education and Training Institutions". The umbrella project also catered for two national seminars on trade unions' capacity building and also provided some equipment which was urgently required by the Department of Labour. Also within the framework of this project, some project formulation missions were fielded.

Total Budget: \$174,250

Project status: Ongoing, all the activities will be completed during the first quarter of 1996

ILO Direct contribution: \$164,250

Funds secured by the ILO for this activity: \$10,000 (UNDP)

- **Producing low-cost wheel chairs employing disabled workers.**

With this \$1 million contribution from Shaikh Dr. Sultan Bin Mohamed Al-Qassimi, Ruler of Sharjah (UAE), the ILO has conducted workshops in the design and construction of low-cost wheel chairs appropriate to the sandy and rocky conditions and poorly paved streets in the West Bank and Gaza. Production has started in three workshops in Gaza, Nablus and Ramallah, where a National Project Director, Administrative and Finance officer and 18 technicians (10 of whom are persons with disabilities) are currently employed by the project.

Total Budget: \$1,000,000

Project status: Ongoing

ILO Direct contribution: Technical assistance

Funds secured by the ILO for this activity: \$1,000,000 (\$1 million Ruler of Sharjah)

- **Capacity building for the Palestinian Federation of Chambers of Commerce.**

This ILO-funded (\$173,000) project is fully operational. The project is providing equipment and managerial support through a national project coordinator within the framework of an institution building approach. The development of the activities of the Federation should also serve to improve a coherent labour relations policy. A particular focus is on improving the information flow between and among the Federation and the local Chambers through the installation of a computerized network. The ILO has also fielded a consultancy mission to assist the Federation in drafting a new constitution. Results to date include: a) formulation of a draft constitution for the Chambers of Commerce and for the Federation of Chambers of commerce; b) training of 13 senior staff on the use of computer and information services; and c) acquisition by ten chambers of modern computerized communications systems; d) publication of an employers' magazine jointly prepared by all the Chambers and edited by the Federation; e) preparation of a National Business Directory.

Total Budget: \$173,000

Project status: Ongoing, activities will be completed during the first quarter of 1996

ILO Direct contributions: \$173,000

- **Support to the Trade Unions.**

The ILO has earmarked \$150,000 of its regular budget resources for this activity focusing on building the capacity of Palestinian trade unions to organize and provide worker's education programmes. Four training seminars (two each in Nablus and Gaza with the participation of 40 trade union leaders) have been organized and a four-week course/training of trainers in workers' education was held at the Turin Centre with the participation of ten Palestinian trade union instructors. At the same time the ILO is financially supporting efforts to improve the efficiency and services of the workers' education centres in Nablus and Gaza.

Total Budget: \$150,000

Project status: Ongoing, activities will be completed during the first quarter of 1996

ILO Direct contributions: \$150,000

IV. PIPELINE PROJECTS.

- **Integrated small enterprise promotion at the Chambers of Commerce.**

This \$2.9 million project is designed to establish a capacity for integrated small enterprise promotion at the Federation and 5 local Chambers of Commerce, Industry and Agriculture with a view to promoting employment through revitalization of the small business sector. The Italian Authorities have expressed their interest in contributing to the project and they have fielded a joint technical mission with ILO, in October 1995, to the West Bank and Gaza in order to finalize the project document covering the first phase of its implementation (\$1 million).

- **Employment and income promotion for Palestinian women sub-contractors.**

This pilot project (budget: \$250,000) will address the problem of growing unemployment among women in the Occupied Territories, through activities oriented to promote employment, income and social and economic protection for Palestinian women sub-contractors. The project will be also oriented to provide to the intended beneficiaries a better understanding regarding the modalities of the sub-contracting system. The ILO's priority in the short-term is to secure the funds required for the execution of the project.

- **Building the institutional capacity to plan, monitor, implement, and evaluate a Palestinian Employment Programme (PEP).**

Within the framework of a global approach to employment generation activities the ILO has developed a \$1.3 million programme of assistance to help the Palestinian Authority to design and implement a comprehensive Palestinian Employment Programme (PEP). The PEP will focus on three key objectives: 1) how to ensure sustainable employment opportunities for the 255,000 workers now employed in the West Bank and Gaza; 2) how to bridge the gap between the current excess labour supply and insufficient labour demand (finding employment and incomes for some 115,000 Palestinians currently unemployed); and 3) how to create dynamic opportunities to absorb the increasing labour supply during the next decade. The ILO will assist the Department of Labour to develop a comprehensive employment strategy to overcome these constraints by defining the major issues to be addressed by policies and operational actions. This project proposal has been submitted to the international donors through the strategy papers entitled "Putting Peace to Work - United Nations Strategy and Projects" coordinated and presented by the United Nations Special Coordinator in the Occupied Territories.

- **Establishment of a National Small Business Council.**

This project (budget \$370,000) aims at establishing a National Small Business Council (NSBC) composed of representatives of the Palestinian Authority and the public and private sectors involving participants from financial, training, technical and scientific institutions who are engaged in programmes to support the small scale sector. The project, with the assistance and expertise of the ILO, will carry out the following activities: a) implementation of study tour to analyze overseas small business councils and similar structures; b) formulation of detailed Terms of reference for the NSBC through a participative process involving all key players; c) determination of NSBC membership with minimum 50 per cent private sector representation; d) technical assistance to support the establishment of an effective Secretariat to serve the Committee and e) official launching of the NSBC and election of the Executive Committee.

- **Training, research and project promotion center of the Palestinian Trade Unions.**

To enable the Palestinian trade unions to play a pertinent role in the social and economic debate the ILO has prepared this project proposal aimed to assist trade unions in their efforts to develop workers' education programmes, enhance and upgrade their efficiency in the field of training and research.

This project will provide technical assistance and training materials in order to carry out the following activities: a) provision of technical and advisory services for the design of the organizational structure of the Centre; b) acquisition of equipment, including computers for the management and administration of the Centre as well as for the research/documentation branch; c) training course for six instructor in charge of educational activities at national level; d) training course for 20 instructors in charge of educational activities at local level; e) provision of advisory services for the design and implementation of research activities and f) four-week advanced training course for trainers at the International Training Center of the ILO in Turin.

V. SUMMARY

Since the Memorandum of Understanding between the ILO and the PLO was signed in January 1994, the ILO has been highly responsive to the agreed-upon priorities and has formulated and presented more than *20 project proposals/documents*, helped the Palestinian Authority in contacts with the international donor community, continuously providing technical assistance and expertise. Working with its own budget (\$1,064,000 in the 1994-95 biennium) the ILO has already generated over \$20 million in donor funding for the projects it has designed. Noteworthy is that most of this donor money has gone directly to the Palestinian Authority (e.g. \$12,5 million from the EU and \$2 million from the Swiss Government to the Department of Social Affairs, \$600,000 from the Swiss Government to the Department of Labour and \$350,000 from the Swiss Government to the Palestinian Bureau of Statistics).

Chaudhry: file 6-6
- ILO (file)

The World Bank
Washington, D.C. 20433
U.S.A.

MARK MALLOCH BROWN
Vice President
External Affairs

June 3, 1996

Mr. James D. Wolfensohn

Re. ILO

Jim:

The ILO were very pleased with your visit and are excited about the possibilities for expanded collaboration in the future. I met with Katherine Hagen, Deputy Director General, in New York on Thursday, and we discussed the follow-up to your visit.

The ILO is keen to pursue your offer to send a small team of senior staff/managers to the ILO to discuss specific opportunities for further collaboration. This team could include senior representation from EXT/UNA; from HCD (as the focal point for labor/employment/social policy work) from DEC (globalization and world employment trends); FPD (on enabling environment for private sector development) and from OPR (on the technical cooperation/contracts side).

As you know we are already collaborating effectively with the ILO in a number of policy areas including training, gender, social insurance and in seminars for labor leaders. While there is some technical cooperation at the country level, I think there is scope for expansion of these activities, given the Bank's increasing involvement in labor and social policy issues where the ILO has valuable experience and expertise. Child labor and pension reform are particularly promising areas for expanded cooperation at both the policy and country level.

Jane Armitage will be at the ILO for a few days in early June to participate in the Annual International Labor Conference. She will follow up with Katherine on possible dates for the Bank visit, and explore in more detail some of the ideas for joint work in the future.

(I'd be happy to pull together the relevant people to discuss the next steps with you when you have a chance later in June.)

Man

JArmitage:amg

bcc: Mmes. J. Armitage, J. Maguire, L. Pachter, Mr. A. El-Maaroufi

The World Bank
Washington, D.C. 20433
U.S.A.

JAMES D. WOLFENSOHN
President

May 24, 1996



Mr. Mark Malloch Brown
Room No. U 11-185
The World Bank

Dear Mark,

I would like to build a relationship with ILO. Can you pull together the people that are involved with ILO so that we can have a thirty-minute meeting sometime to discuss what we do next. Mr. El-Maaroufi can probably tell you more about what happened and you should get a summary of the meeting from him.

James D. Wolfensohn

**DICTATED AND SIGNED
IN HIS ABSENCE**



file 6-6
ILO

WORLD BANK OFFICE TRACKING SYSTEM
EXTVP - OFFICE OF THE VICE PRESIDENT
Routing and Action Transmittal Sheet

ms Jane Armitage

TO:

~~Lisa Pachter~~

DATE:

5/29/96

cc: Judith Maguire, EXTVP

SUBJECT DOCUMENT:

From: Shukri Z. Dajani, ILO, Geneva

To: Mr. Wolfensohn

Dated: 5/24/96

Reference No.: EXT960529002

Topic: ILO's Technical Assistance programme to the Palestinian people

Incoming Reference Number: EXC-09261

Incoming Action Requested: PREPARE RESPONSE FOR

Requested Due Date: 6/10/96

ACTION INSTRUCTIONS:

DUE DATE:

HANDLE

REVIEW AND RECOMMEND

FOR YOUR INFORMATION

DISCUSS WITH

AS WE DISCUSSED

XXX PREPARE RESPONSE FOR JDW's SIGNATURE

FOR YOUR FILES

RETURN TO

OTHER:

6/10/96

Remarks: Please prepare response for Mr. Wolfensohn's signature and cc:
Mr. Malloch Brown, Mmes: Maguire, Brown (EXTVP);
Correspondence Unit (EXC)



No.: EXC-09261

CORRESPONDENCE MANAGEMENT FOR THE PRESIDENT'S OFFICE

CHORUS

External Correspondence Profile

High Priority

FOR ACTION: Mark Malloch-Brown

STATUS: Open

VPU: EXT	Room #: U 11-185	Telephone: 85914	Log Date: 05/29/96 11:13:22 AM
			Logged in by: EXC Guest2
			Response Date:

CORRESPONDENCE DESCRIPTION:

From:	Shukri Z. Dajani
Organization:	International Labour Organization
To:	Mr. Wolfensohn
Dated:	05/24/96
Topic:	ILO's technical assistance programme to the Palestinian people.

ACTION INSTRUCTIONS:

Due Date: 06/10/96

1. PLEASE PREPARE A RESPONSE FOR MR. WOLFENSOHN'S SIGNATURE.

Follow the macro for the President's letter or use the sample layout in the correspondence guidelines for the formatting of the letter.

- Only ONE original is needed, printed on the appropriate stationery (available from the Front office of each VPU). If an item requires an urgent signature, please bring this to our attention;
- Include the bcc distribution pages. Please note that cc's (for Executive Directors and other parties the recipient should be aware of having received a copy) should be included on the original signed letter;
- Attach copies of relevant incoming correspondence;
- If you would like our office to handle the dispatch of the original, please include an envelope with your division's code marked clearly on the envelope. If no envelope is attached, the letter will be returned by special messenger as soon as it is signed. If a letter is to be couriered, please attach both an envelope and the courier request sheet;
- You will receive one copy of the signed original by special messenger on the same day the item has been dispatched. VP Units are responsible for the distribution of copies of the letter both internally and outside the Bank.

If the action instruction is incorrect, or an item of correspondence has been overtaken by events, please send a brief E-Mail to the "Correspondence Unit" All-in-One Account, quoting the EXC reference number.

Thank you.

SPECIAL INSTRUCTIONS:

Please note you have the only copy of this report.

INFORMATION COPIES:

Wolfensohn, James D. (E1227)

Please return to:

Correspondence Unit, Room E1247 (Ext. 82441)

INTERNATIONAL LABOUR ORGANIZATION
REGIONAL OFFICE FOR ARAB STATES



LOG TO MMB
- ①
منظمة العمل الدولية
المكتب الاقليمي للدول العربية
cc: JDL
(letter only)
9261

CH-1211 GENEVA 22
TELEGRAMS: INTERLAB GENEVA
TELEX: 22.271 BIT CH
TELEPHONE: (022) 799 62 13 (direct)
(022) 799 61 11 (exchange)
FAX: (022) 799 65 52
REF. No.

FACSIMILE

TO: Ms. Jane Holden
The World Bank
WASHINGTON D.C.

FAX NO: 001 202 522.3031

FROM: Shukri Z. Dajani
Assistant Director-General
Responsible for ILO activities
In the Arab States
International Labour Organization
GENEVA

FAX NO: 4122 799.6552

DATE: 24 May 1996

Mr. Wolfensohn requested me to send you the attached letter and information for your kind transmission to him.

**INTERNATIONAL LABOUR ORGANIZATION
REGIONAL OFFICE FOR ARAB STATES**



منظمة العمل الدولية
المكتب الاقليمي للدول العربية

CH-1211 GENEVA 22
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(022) 799 61 11 (exchange)
FAX: (022) 799 65 52

REF. No.

24 May 1996

Dear Mr. Wolfensohn,

It was indeed a pleasure meeting you and listening to your most interesting statement during your visit to the ILO earlier this week. As you had requested, I have pleasure in sending you a brief note on ILO's proposed and ongoing technical assistance programme to the Palestinian people.

The programme was initiated at the request of Chairman Arafat to the ILO, in October 1993, to prepare a blueprint for the development of the social sectors in Gaza and the West Bank. In December 1993, the ILO fielded a multidisciplinary mission to the territories to respond to this request. The objectives of the mission were (1) to elaborate a coherent policy framework in the fields of labour and social policy, (2) to contribute to capacity building by providing specific proposals for institutional arrangements and relating training, and (3) to design a package of mutually reinforcing technical assistance projects in order to give context to the policy framework.

The outcome was a "Programme of Action for Transition in the Occupied Palestinian Territories" comprising thirty project proposals based on the findings of the mission. (Copy of the document is being sent to you by DHL). The Programme is a product of a process of consensus building that was applied, through the preparatory phase, by the mission members who had intense interaction with their Palestinian counterparts.

In accordance with the "Memorandum of Understanding" that was signed in Tunis on 18 January 1994 between the PLO Department of Economic Affairs and Planning and the ILO, the Palestinian leadership approved the Programme and gave priority to five selected components. These were namely (1) employment, (2) rehabilitation and re-integration of ex-detainees, (3) establishment of a Department of Labour and elaboration of a labour code, (4) setting up a social security system and (5) support to the system of labour and social statistics. Mention should be made that the programme included activities in favour of the Palestinian employers and workers organizations.

Mr. James B. Wolfensohn
President
The World Bank
1818 H Street NW
Washington, DC 20433

Throughout the preparatory stage of the Programme, the ILO maintained close consultations with the World Bank representatives in the territories and in Washington. Upon the endorsement of the Programme by the Palestinian Authority, I personally visited Washington, in October 1993, where I met with Mr. Koch-Weser, Mr. Ram Chopra and other senior officials and underlined the interest and keen desire of the ILO to implement the Programme in close coordination and collaboration with the Bank.

In spite of a second visit which I paid to the World Bank headquarters in May 1994 and numerous meetings and contacts with the Bank's representatives in Jerusalem, we have not been able to concretize our relationship in terms of any activity in favour of the Palestinians.

Recently, a more-focused effort has been initiated with the "Palestinian Employment Programme" which was formulated by the ILO in close consultation and collaboration with the Palestinian Ministry of Labour. It was placed as a top priority by the Palestinian Authority at the Ministerial Conference on Assistance to the Palestinian People held in Paris on 18 October 1995 and at the 3rd United Nations Inter-Agency meeting held in Gaza from 15 to 17 April 1996. I am attaching copies of the letters exchanged between the Palestinian Authority and the World Bank on this subject and other relevant correspondence.

The ILO is convinced that its partnership with the World Bank could bring about a considerable impact on the living conditions in Gaza and the West Bank and substantially improve employment opportunities and income generation for the Palestinians. Considerable work could also be done together in many other areas such as social security, development of the private sector, institution building and human resources development, to mention but a few.

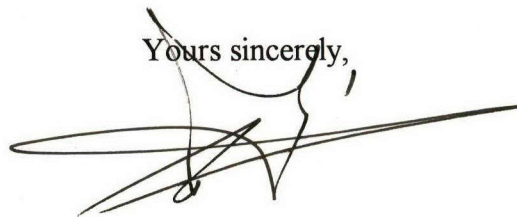
I have pleasure in attaching a summary of ILO's Programmes of Assistance to the Palestinian People comprising the on-going as well as approved and pipeline projects. Perhaps this document could serve as a basis for future joint action by the Bank and the ILO. To date, the ILO has generated over \$20 million in donor funding for the projects it has designed.

In concluding, I wish to reiterate ILO's readiness to cooperate in every possible way with the Bank in the provision of assistance to the Palestinians. Such assistance should enable them to overcome their immediate and emergency needs and allow them to develop an effective and sustainable process of social development that would contribute to the establishment of a durable and lasting peace.

I very much look forward to receiving your reaction at your earliest convenience.

Kind regards.

Yours sincerely,

A handwritten signature in dark ink, consisting of a series of loops and a long horizontal stroke extending to the right.

Shukri Z. Dajani
Assistant Director-General
Responsible for ILO Activities in the
Arab States

File: UN Africa

The World BankINTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT
INTERNATIONAL DEVELOPMENT ASSOCIATIONWEST BANK & GAZA
RESIDENT MISSION
Tel: 972-2-574-7151/2/3
Fax: 972-2-574-7150
Tel: 972-7-820-275 (Gz)

February 25, 1996

H. E. M. Z. Nashashibi
Minister of Finance
Ministry of Finance
Palestinian Authority
Gaza
Facsimile No. (07) 820-696

Dear Minister Nashashibi:

I would like to thank you for your letter of January 9, in which you communicate the draft US\$1.3 million project proposal entitled "A Palestinian Employment Program", developed jointly by the Palestinian Authority and the International Labor Organization, to us. As you know, the World Bank attaches the utmost importance to addressing the unemployment problem in Gaza and the West Bank, and we consider the proposed project to be a key step towards sustainable job creation. We are therefore in full agreement as to the importance of launching the project as soon as possible.

We have examined potential financing sources for this project among funds administered by the World Bank, regrettably with little positive result so far. Nevertheless, we intend to continue our efforts to identify potential sources of funding for the project by publicizing the proposal as much as possible, notably in our contacts with donor countries.

In the meantime, I might also suggest that direct contacts between the Palestinian Authority and selected donor countries, emphasizing that the Authority views funding for the proposed project as a top priority, would be useful in mobilizing concrete funding commitments. We—and, I am sure, the International Labor Organization—stand ready to assist the Authority in facilitating such contacts if so requested.

Once again, thank you for having shared the project proposal with us, and I am confident that our combined efforts to identify funding sources will result in an early launching of the project, with attendant benefits for the Palestinian people.

With my best personal regards,

Odin K. Knudsen
Resident Representative



السلطة الفلسطينية
وزارة التخطيط والتعاون الدولي
مكتب المدير العام

Mr Odin KNUDSEN
World Bank,
Resident Representative
Gaza / West Bank

Paris, January 9th 1996

Dear Mr KNUDSEN,

As you know the question of employment generation and job creation in GAZA and the West Bank remains to be one of the major critical issues that needs to be addressed in order to avoid social unrest and enable the Palestinian population to improve their socio-economic conditions.

Also there is need now to develop the necessary infrastructure for the Palestinian Authority to enable it handle issues relating to employment in a sustainable manner that is commensurate with the responsibilities it is undertaking in this regard.

I am therefore pleased to attach the draft project proposal entitled "A Palestinian Employment Programme", for the amount of U.S. Dollars 1.3 million, which has been formulated by the International Labour Organisation in close consultation and collaboration with the Palestinian Authority, with the explicit request that this project be given priority for funding.

In view of the importance of launching this activity at the earliest possible date, we hope that you will take the necessary action in this regard soonest.

Yours sincerely.


Dr M.Z. NASHASHIBI
Minister of Finance
Palestinian Authority

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

Palestinian National Authority

Ministry of Finance
Office of the Minister



السلطة الوطنية الفلسطينية

وزارة المالية
مكتب الوزير

No: _____
Date: 25/April/1996

الرقم: _____
التاريخ: _____

Mr. Michel Hansenne
Director General
International Labour Office
Geneva

Dear Mr. Hansenne,

On the occasion of the conveying of the Third UN inter-agency meeting, I wish to seize the opportunity of expressing thanks and appreciation on behalf of the Palestinian Authority to the U.N. and its Director-General for the excellent and effective assistance it is providing to the Palestinian Authority.

As you know the question of employment generation and job creation in Gaza and the West Bank continues to be one of the major critical issues that need to be addressed urgently in order to avoid social unrest and enable the Palestinian people to improve their socio-economic conditions.

The recent closures of the territories have compounded the situation and had a dramatic effect on the already tragic unemployment situation.

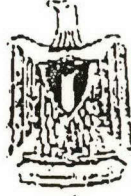
I am therefore writing in order to reiterate the great importance and priority that the Palestinian Authority continues to give to the project proposal entitled " A Palestinian Employment Programme" which was formulated by the International Labour Organization in close consultation and collaboration with the Palestinian Authority

As you know I had written the World Bank Resident Representative in Gaza and West-Bank on January 9th 1996, with explicit request that the project be given priority for funding

بسم الله الرحمن الرحيم

Palestinian National Authority

Ministry of Finance
Office of the Minister



السلطة الوطنية الفلسطينية

وزارة المالية
مكتب الوزير

No: _____

الرقم: _____

Date: _____

التاريخ: _____

By copy of this letter to Mr. Odin Knudsen and Mr. Thomas Dupla Del Moral , the European Commission Representative , I ardently urge that every effort be made by the World Bank and the European Union , in collaboration with the ILO , to secure the necessary funding , soonest , for this extremely important project.

I very much hope that the ILO as well as the World Bank and the European Union will take the necessary action to ensure the launching of this important activity at the earliest possible date.

Yours sincerely,

Mohammad Z. Nashashibi
Minister of Finance
Palestinian Authority

]

cc: Mr. Odin Knudsen
World Bank Resident Representative - Jerusalem
Mr Thomas Dupla del Moral
European Commission Representative - Jerusalem

Tel.: 07-829243/44 Fax: 07-820696

الفاكس: ٠٧-٨٢٠٦٩٦

الهاتف: ٠٧-٨٢٩٢٤٣/٤٤

08/11/95

09:18

PALESTINIAN NAT. AUTH. MIN. OF. LABOR - 74122

Palestinian National Authority
Ministry of Labor
MINISTER'S OFFICE



السلطة الوطنية الفلسطينية

وزارة العمل

مكتب الوزير

تلخاكو، ٧-٩٩٨٥٦-٣- رام الله

Tel-Fax: 02-9985607 Ramallah

Ref: ص ١٥ / ٦ / ب / ١

Date: 7/11 /1995

Mr. Shukri Dajani
Assistant Director-General
Responsible for ILO
ILO - Geneva

Dear Mr. Dajani,

Further to our discussion on the establishment of a Palestinian Employment Programme, I wish to confirm hereby the priority given by my Ministry and the Palestinian Authority to implementation of such a programme which will be co-ordinated by the Ministry of labor with the assistance of ILO.

The Programme should include long-term policies and programmes, which go to the heart of the unemployment problem as well as short-term measures intended to solve urgent needs.

A Palestinian employment programme should focus on the following key objectives :-

a) How to ensure sustainable opportunities for the workers now employed in West Bank and Gaza.

b) How to bridge the gap between the current excess labor supply and insufficient labor demand .

c) How to create dynamic opportunities to absorb the increasing labor supply during the next decade.

I. L. O. BEIRUT	
Rec.	08 NOV 1995
Ref.	04-16(E) E-17
No.	00569

The capacity of the Ministry of Labor to deal with such important and critical issues needs to be strengthened.

The Ministry of Labor requests the assistance of the I.L.O. in order to analyze the critical issues involved and to prepare a project document, reflecting needs and components of a Palestinian Employment Programme, to be submitted to external donors for funding.

Within this context the ILO should also consider to assign a long-term employment advisor to the Ministry of Labor.

I would like to take this opportunity to thank you and the ILO for the very much appreciated assistance to the Palestinian People.

I look forward to hearing from you on the above.

Your Sincerely,

Dr. Samir Ghosheh.
Minister of Labor

cc: M ugo Trojano
coord of the ILO activities
in W.B. and Gaza
c/o UNDP
P.O. Box 51359 - Jerusalem





Regional Office for Arab States

ILO's PROGRAMME OF ASSISTANCE TO THE PALESTINIAN PEOPLE

I. ACTIVITIES IDENTIFIED AS PRIORITIES IN THE MEMORANDUM OF UNDERSTANDING SIGNED IN TUNIS IN JANUARY 1994 BETWEEN THE PLO DEPARTMENT OF ECONOMIC AFFAIRS AND PLANNING AND THE INTERNATIONAL LABOUR ORGANISATION.

- **Programme for the rehabilitation and re-integration of ex-detainees.**

The ILO assisted the Palestinian Authority in designing the programme, formulating the project document, and preparing detailed work plans through several technical advisory missions funded by ILO's regular budget. The ILO also played a critical role in securing contributions from the European Commission and the Swiss Government. The Office is presently collaborating with the Italian authorities to implement the activities covered by the Italian contribution (\$1 million). At present, the ILO continues to assist the Department of Social Affairs in implementing this programme through provision of required technical expertise and assistance.

Total budget: \$30,000,000

Project status: Ongoing

ILO Direct contribution: \$100,000 (Technical Assistance)

Funds secured by the ILO for this activity: \$15,500,000 (\$12.5 million from EU, \$2 million from the Swiss Government and \$1 million from the Italian Government)

- **Establishment of a Department of Labour and Vocational Training.**

The ILO and the Palestinian Authority signed in November 1994 a project document on "Establishment of a Department of Labour and Vocational Training" with ILO's financial and technical support to its first phase. The initial and ongoing phase, which mainly focuses on the staff training and establishing pilot offices, became operational in December 1994. The ILO is also assisting the Department of Labour in the drafting of a new Labour Code. The ILO participated in the workshop on labour code organized by the Department of Labour in December 1995. Furthermore, ILO has been providing assistance on occupational safety and health, including financial contribution to the training course conducted by the Occupational Safety and Health Institute in Jordan in favour of the officials from the Department (December 1995) and organization of training course on labour inspection (January 96). Both the ILO and the Palestinian Authority have intensified their efforts to identify the donor(s) to secure the funds required for the second phase in the amount of \$1.5 million. The Swiss Development Cooperation has provided a contribution directly to the Palestinian Authority in support of this programme.

Total budget: \$2,000,000

Project status: Ongoing

ILO Direct contribution: \$406,000

Funds secured by the ILO for this activity: \$700,000 (\$600,000 from the Swiss Government and \$100,000 from UNDP)

- **Support to the system of Labour and Social Statistics.**

The ILO, utilizing its own resources, assisted the Palestinian Central Bureau of Statistics (PCBS) in developing a five-year master plan in this field. The ILO assisted the Palestinian Authority in the establishment of a labour statistic unit within the PCBS; technical advisory missions have been undertaken and fellowships and equipment were granted. A current status report on Palestinian labour statistics has been published with the financial assistance of the ILO. A Pilot Labour Force

survey has been conducted in July 1995 and the full survey has begun in September 1995. The outcome will be the publication of labour force data on Palestinians living in Gaza and West Bank. The Swiss Government has recently announced a direct contribution to the Palestinian Authority for the completion of the project.

Total Budget: \$490,000

Project status: Ongoing

ILO Direct contributions: \$100,000

Funds secured by the ILO for this activity: \$350,000 (\$350,000 Swiss Government)

- **Employment-intensive community infrastructure programme. (Phase I)**

At the request of the Palestinian Authority, the ILO fielded several technical advisory missions on the employment-intensive community infrastructure programme. Through these missions, a project document, which is designed to alleviate short-term unemployment problems and also build the foundations for sustainable employment creation, has been formulated. The Office is following up on this issue with the concerned parties (PA, UN Special Coordinator, UNDP, the World Bank and the international donor community) with a view to ensuring the earliest possible start of project implementation.

Total Budget: \$885,000

Project status: Ready for implementation

ILO Direct contribution: \$80,000

II. APPROVED PROJECTS

- **Establishment of a Vocational Rehabilitation Center for people with disabilities.**

The ILO obtained a contribution of \$2 million from His Highness Shaikh Khalifa Bin Zayed Al-Nahayyan, Crown Prince of Abu Dhabi (UAE) for the establishment of a Vocational Rehabilitation Centre for people with disabilities. The objective of this project, which was formulated by the ILO, is to improve the social and economic conditions of disabled persons in the Territories through the provision of a modern vocational rehabilitation center. This activity will be executed in collaboration with the Department of Social Affairs.

Total Budget: \$2,000,000

Project status: Activities will start in the first quarter of 1996

ILO Direct contribution: Technical assistance

Funds secured by the ILO for this activity: \$2,000,000 (\$2 million UAE Government)

- **Training of contractors in the West Bank and Gaza.**

The project (\$550,000) aims at providing technical and managerial training to private contractors in order to transfer to them the necessary know-how to carry out projects efficiently and with a labour intensive approach. Another important component of the project is addressed to improve the delivery capacity and the partnership attitude of local contractors' associations. The main objectives of this project proposal are: a) preparation of an accelerated training programme for contractors in Gaza which is specific to their needs and problems; b) training-of-trainers for the implementation of the programme; c) pilot implementation of the programme to cover 25 contractors and d) establishing a local capacity to conduct training programmes as well as provide technical advice and guidance on technical problems. Recently the Government of Kuwait confirmed its decision to fully finance this project.

Total Budget: \$550,000

Project status: Activities will start in the first quarter of 1996

ILO Direct contribution: Technical assistance

Funds secured by the ILO for this activity: \$550,000 (\$550,000 Government of Kuwait)

- **Promoting income-generating activities for disabled.**

This project's objective is to create small-scale income-generating activities for 100 families with disabilities. The Arab Gulf Programme for the United Nations Development Organizations has already approved its co-financing contribution of \$100,000 to this project. A matching contribution of \$260,000 is at present being sought.

Total Budget: \$360,000

Project status: Ready for implementation

ILO Direct contribution: Technical assistance

Funds secured by the ILO for this activity: \$100,000 (\$100,000 AGFUND)

III. OTHER MAJOR ACTIVITIES.

- **Capacity Building in the Labour and Social Sectors.**

With a view to responding quickly and flexibly to the urgent needs in the West Bank and Gaza, an ILO/UNDP cost-sharing umbrella project (ILO: \$164,250; UNDP \$10,000) was formulated and became operational in early 1994. The first activity was a workshop entitled "Towards the Effective Management of Palestinian Vocational Education and Training Institutions". The umbrella project also catered for two national seminars on trade unions' capacity building and also provided some equipment which was urgently required by the Department of Labour. Also within the framework of this project, some project formulation missions were fielded.

Total Budget: \$174,250

Project status: Ongoing, all the activities will be completed during the first quarter of 1996

ILO Direct contribution: \$164,250

Funds secured by the ILO for this activity: \$10,000 (UNDP)

- **Producing low-cost wheel chairs employing disabled workers.**

With this \$1 million contribution from Shaikh Dr. Sultan Bin Mohamed Al-Qassimi, Ruler of Sharjah (UAE), the ILO has conducted workshops in the design and construction of low-cost wheel chairs appropriate to the sandy and rocky conditions and poorly paved streets in the West Bank and Gaza. Production has started in three workshops in Gaza, Nablus and Ramallah, where a National Project Director, Administrative and Finance officer and 18 technicians (10 of whom are persons with disabilities) are currently employed by the project.

Total Budget: \$1,000,000

Project status: Ongoing

ILO Direct contribution: Technical assistance

Funds secured by the ILO for this activity: \$1,000,000 (\$1 million Ruler of Sharjah)

- **Capacity building for the Palestinian Federation of Chambers of Commerce.**

This ILO-funded (\$173,000) project is fully operational. The project is providing equipment and managerial support through a national project coordinator within the framework of an institution building approach. The development of the activities of the Federation should also serve to improve a coherent labour relations policy. A particular focus is on improving the information flow between and among the Federation and the local Chambers through the installation of a computerized network. The ILO has also fielded a consultancy mission to assist the Federation in drafting a new constitution. Results to date include: a) formulation of a draft constitution for the Chambers of Commerce and for the Federation of Chambers of commerce; b) training of 13 senior staff on the use of computer and information services; and c) acquisition by ten chambers of modern computerized communications systems; d) publication of an employers' magazine jointly prepared by all the Chambers and edited by the Federation; e) preparation of a National Business Directory.

Total Budget: \$173,000

Project status: Ongoing, activities will be completed during the first quarter of 1996

ILO Direct contributions: \$173,000

- **Support to the Trade Unions.**

The ILO has earmarked \$150,000 of its regular budget resources for this activity focusing on building the capacity of Palestinian trade unions to organize and provide worker's education programmes. Four training seminars (two each in Nablus and Gaza with the participation of 40 trade union leaders) have been organized and a four-week course/training of trainers in workers' education was held at the Turin Centre with the participation of ten Palestinian trade union instructors. At the same time the ILO is financially supporting efforts to improve the efficiency and services of the workers' education centres in Nablus and Gaza.

Total Budget: \$150,000

Project status: Ongoing, activities will be completed during the first quarter of 1996

ILO Direct contributions: \$150,000

IV. PIPELINE PROJECTS.

- **Integrated small enterprise promotion at the Chambers of Commerce.**

This \$2.9 million project is designed to establish a capacity for integrated small enterprise promotion at the Federation and 5 local Chambers of Commerce, Industry and Agriculture with a view to promoting employment through revitalization of the small business sector. The Italian Authorities have expressed their interest in contributing to the project and they have fielded a joint technical mission with ILO, in October 1995, to the West Bank and Gaza in order to finalize the project document covering the first phase of its implementation (\$1 million).

- **Employment and income promotion for Palestinian women sub-contractors.**

This pilot project (budget: \$250,000) will address the problem of growing unemployment among women in the Occupied Territories, through activities oriented to promote employment, income and social and economic protection for Palestinian women sub-contractors. The project will be also oriented to provide to the intended beneficiaries a better understanding regarding the modalities of the sub-contracting system. The ILO's priority in the short-term is to secure the funds required for the execution of the project.

- **Building the institutional capacity to plan, monitor, implement, and evaluate a Palestinian Employment Programme (PEP).**

Within the framework of a global approach to employment generation activities the ILO has developed a \$1.3 million programme of assistance to help the Palestinian Authority to design, implement and coordinate a comprehensive Palestinian Employment Programme (PEP). The PEP will focus on three key objectives: 1) how to ensure sustainable employment opportunities for the 255,000 workers now employed in the West Bank and Gaza; 2) how to bridge the gap between the current excess labour supply and insufficient labour demand (finding employment and incomes for some 115,000 Palestinians currently unemployed); and 3) how to create dynamic opportunities to absorb the increasing labour supply during the next decade.

The ILO will assist the Department of Labour to develop a comprehensive employment strategy to overcome these constraints by defining the major issues to be addressed by policies and operational actions. This project proposal has been submitted to the international donors through the strategy papers entitled "Putting Peace to Work - United Nations Strategy and Projects" coordinated and presented by the United Nations Special Coordinator in the Occupied Territories.

- **Establishment of a National Small Business Council.**

This project (budget \$370,000) aims at establishing a National Small Business Council (NSBC) composed of representatives of the Palestinian Authority and the public and private sectors involving participants from financial, training, technical and scientific institutions who are engaged in programmes to support the small scale sector.

The project, with the assistance and expertise of the ILO, will carry out the following activities: a) implementation of study tour to analyze overseas small business councils and similar structures; b) formulation of detailed Terms of reference for the NSBC through a participative process involving all key players; c) determination of NSBC membership with minimum 50 per cent private sector representation; d) technical assistance to support the establishment of an effective Secretariat to serve the Committee and e) official launching of the NSBC and election of the Executive Committee.

- **Training, research and project promotion center of the Palestinian Trade Unions.**

To enable the Palestinian trade unions to play a pertinent role in the social and economic debate the ILO has prepared this project proposal aimed to assist trade unions in their efforts to develop workers' education programmes, enhance and upgrade their efficiency in the field of training and research.

This project will provide technical assistance and training materials in order to carry out the following activities: a) provision of technical and advisory services for the design of the organizational structure of the Centre; b) acquisition of equipment, including computers for the management and administration of the Centre as well as for the research /documentation branch; c) training course for six instructor in charge of educational activities at national level; d) training course for 20 instructors in charge of educational activities at local level; e) provision of advisory services for the design and implementation of research activities and f) four-week advanced training course for trainers at the International Training Center of the ILO in Turin.

V. SUMMARY

Since the Memorandum of Understanding between the ILO and the PLO was signed in January 1994, the ILO has been highly responsive to the agreed-upon priorities and has formulated and presented more than **20 project proposals/documents**, helped the Palestinian Authority in contacts with the international donor community, continuously providing technical assistance and expertise. Working with its own budget (**\$1,064,000** in the 1994-95 biennium) the ILO has already generated over **\$20 million** in donor funding for the projects it has designed. Noteworthy is that most of this donor money has gone directly to the Palestinian Authority (e.g. \$12,5 million from the EU and \$2 million from the Swiss Government to the Department of Social Affairs, \$600,000 from the Swiss Government to the Department of Labour and \$350,000 from the Swiss Government to the Palestinian Bureau of Statistics).

file 6-6
ILO

A L L - I N - 1 N O T E

DATE: 31-May-1996 04:16pm

TO: See Distribution Below

FROM: Rachel McColgan-Mohamed, EXC

(RACHEL MCCOLGAN-MOHAMED@A1@WBHQ

EXT.: 82441

SUBJECT: ILO/PALESTINE

Further to my telephone conversation with Ms. Pachter yesterday, I would like to propose that we handle the two pieces of correspondence on the above joint-subjects in the following manner:

1. That a courtesy letter be sent to Mr. Hansenne, following JDW's recent meeting in Switzerland, which would say how appreciative the WBG is of the role that ILO is playing in the area of labour opportunity creation in the Middle East region, and how important it is that the WBG collaborate on this important issue. Regarding the detailed operational matters, to advise that the Mr. Dervis will be writing separately to address the options/concerns/way forward contained in Mr. Dajani's letter and report (this second item went to EXT - could you forward to MENA asap?) I would suggest that this letter be cc'd to Mr. Dajani.

2. That the second letter, from Mr. Dervis (cc'd to Mr. Hansenne), be floated by EXT prior to dispatch just to ensure that anything non-operational mentioned therein is consistent with other correspondence with ILO.

I shall be on leave Monday thru Wednesday (back on Thursday).

Does the above suit everybody?

Cheers,

Rachel

p.s. I am separately forwarding a copy of an EM from Lisa Pachter regarding the above.

DISTRIBUTION:

TO: KEMAL DERVIS
TO: Jane Armitage
TO: NIGEL ROBERTS
TO: Lisa Pachter

(KEMAL DERVIS@A1@WBWASH)
(JANE ARMITAGE@A1@WBHQB)
(NIGEL ROBERTS@A1@WBWASH)
(LISA PACHTER@A1@WBHQB)

**THE WORLD BANK/IFC/MIGA
OFFICE MEMORANDUM**

DATE: May 28, 1996
TO: FILES
FROM: Abdallah El Maaroufi *AM*
EXTENSION: 3010
SUBJECT: Mr. Wolfensohn's Meeting with Officials of the
International Labour Office (ILO), May 21, 1996

File
cc: K Pachter
See ILO
G-6

Mr. Wolfensohn, accompanied by Mr. Abdallah El Maaroufi, visited ILO Headquarters in Geneva on May 21, 1996. He first met with Mr. Michel Hansenne, ILO Director General, and Ms. Katherine Hagen, ILO Deputy Director General, and Mr. Pierre de Lame. He then addressed a larger grouping of senior ILO managers and responded to their queries. (See attached program and list of participants).

Mr. Wolfensohn focused his comments in both meetings on the changes he is trying to bring about in the Bank: achieving results on the ground; emphasizing the social aspects of development; and strengthening external partnerships. Naturally, these themes went down very well with ILO managers.

As expected, Mr. Hansenne and Ms. Hagen expressed strong interest in greater cooperation with the Bank at both the policy and country level. Mr. Wolfensohn promised that he would send a small team of senior staff/managers to the ILO to discuss specific opportunities for collaboration. This team could include senior representation from EXT/UNA; from HCD (as the focal point for labor/employment/social policy work); from DEC (globalization/world employment trends); and from OPR (on the technical cooperation/contracts side).

Mr. Hansenne expressed the hope that Mr. Wolfensohn would be able to address the opening session of next year's Annual International Labour Conference. Mr. Wolfensohn agreed in principle.

In the wide-ranging discussion with ILO senior managers, emphasis was placed on improving the enabling environment for private sector development, on expanding enterprise development, on enhancing training possibilities, on gender issues, and generally on promoting socially sustainable development. These all represent areas where cooperation between the World Bank Group and ILO could be enhanced.

Attachment: 2 pages

cc: Messrs./Mmes.

Wolfensohn, Bruno, Choksi, Malloch Brown, Alexander,
Armitage, Kirby-Zaki, Holden, van Praag, Dufour, Kolster,
von Monbart, Zampaglione

SCHEDULE FOR VISIT OF JAMES D. WOLFENSOHN
PRESIDENT OF THE WORLD BANK
TO THE INTERNATIONAL LABOUR OFFICE

21 MAY 1996

- | | |
|------------------|--|
| 4:30 p.m. | <ul style="list-style-type: none">- Mr. Wolfensohn will arrive at the ILO by car from Bern, accompanied by Mr. Abdallah El Maaroufi, Director of the World Bank's European office in Paris.- Protocol to accompany them to the office of the Director-General |
| 4:30 - 5:00 p.m. | <ul style="list-style-type: none">- Meeting with the Director-General, Ms. Hagen and Mr. de Lame
This includes a photo opportunity at the beginning of the meeting. |
| 5:00 - 6:30 p.m. | <ul style="list-style-type: none">- Meeting with staff of the ILO (attached list) in Room VI- Welcome by the Director-General- Response from President Wolfensohn- Dialogue with the group on follow-up to the Social Summit (with an emphasis on employment promotion) and on technical cooperation- Note: A photographer will be present at the beginning of this meeting. Also, microphones will be provided for the dialogue, and the discussion will be recorded. There will be no translation. |
| 6:30 p.m. | <ul style="list-style-type: none">- Cocktails with President Wolfensohn and Mr. El Maaroufi and ILO staff (same list as above) in the Director-General's Dining Room (11th Floor), hosted by the Director-General |
| 7:00 p.m. | <p>President Wolfensohn and Mr. El Maaroufi will depart by car.</p> |

Meeting with Mr. James D. Wolfensohn

Tuesday, 21 May 1996

List of Participants

Mr. J. Wolfensohn

Mr. Abdallah El Maaroufi (Paris)

The Director-General

Mr. P. de Lame

Ms. K. Hagen

Mrs. M. Chinery-Hesse

Mr. H. Maier

Mr. S. Dajani

Mr. P. Gopinath

Mr. H. Hammar

Mr. A. Taqi

Mr. F. Trémeaud

Mr. A. Bequele

Mr. M. Cichon

Ms. M. Ducci

Mr. A. Fluitman

Mr. R. van der Hoeven

Mr. G. Hultin

Mr. M. Ishida

Mr. R. Kyloh

Mr. E. Lee

Ms. Lin Lim

Mr. F. Lisk

Mr. F. Mehran

Mr. G. Minet

Mr. G. Querenghi

Mr. S. Radwan

Ms. H. Sarfati

Mr. W. Sengenberger

Mr. G. Standing

Mr. L. Swepston

Mr. S. Taylor

Mr. E. Yemin

CABINET

DGA/REL

DGA/DEV

DGA/NORM

SDG/ARAB

SDG/INST

SDG/ENT

SDG/TEC

SDG/PPA

TRAVAIL

SEC/FAS

F/POL

F/POL

EMPLOI

ACT/EMP

ENT/MAN

ACTRAV

TF/ER

E/ALP

ENT/MAN

STAT

REL/INT

ACTRAV

POL/DEV

TRAVINT

EMPLOI

E/ALP

EGALITE

PROMOTEC

LEG/REL

The World Bank
Washington, D.C. 20433
U.S.A.

JAMES D. WOLFENSOHN
President

May 24, 1996

cc: J. Winitape
L. Pachter

20 ILO

G-6

Mr. Michael Hansenne
Director-General
International Labour Office
4, route des Morillons
CH-1211 Geneva 22
SWITZERLAND

Dear Michael,

May I thank you most sincerely for your warm welcome during my recent visit to Geneva and for the opportunity to meet with you and Katherine Hagen and so many of your colleagues.

For me it was the beginning of an education and the beginning of a new partnership. I commit to you that I would like the Bank to increase significantly its relations with the ILO and within the coming days I will get back to you with a suggestion as to how we might follow up.

With warm wishes to you and renewed thanks,

As ever,



James D. Wolfensohn

cc. Kim-B. ✓

U-11185

160

The World Bank/IFC/MIGA
O F F I C E M E M O R A N D U M

DATE: May 22, 1996 02:28pm

TO: See Distribution Below

FROM: Jane Armitage, PSP

(JANE ARMITAGE)

EXT.: 81114

SUBJECT: JDW visit to ILO

Abdallah called me from Paris to report on Mr. Wolfensohn's visit to the ILO yesterday.

Mr. Wolfensohn focused his remarks on the changes he is trying to bring about in the Bank in three main areas: achieving results on the ground; emphasizing the social aspects of development; and strengthening external partnerships. Naturally these themes went down very well with the ILO.

As expected Mr. Hansenne and Ms. Hagen expressed a strong interest in greater cooperation with the Bank at both the policy and country level. Mr. Wolfensohn promised that he would send a small team of senior staff/managers to the ILO to discuss specific opportunities for collaboration. This team could include senior representation from EXT/UNA, from HCD (as the focal point for labor/employment/social policy work); from DEC (globalization/world employment trends) and from OPR (on the technical cooperation/contracts side).

The ILO's New York office also called me to report. They are very pleased with the meeting and the President's commitment to enhanced cooperation. They did say that JDW agreed to address the opening session of next years Annual International Labor Conference (Jacques Chirac is the keynote speaker this year, after JDW dropped out). And specifically asked to make sure we put it on his calendar.....

Jane

DISTRIBUTION:

TO: MARK MALLOCH BROWN
TO: Armeane Choksi
TO: ISHRAT HUSAIN
TO: JANE KIRBY
CC: Myrna Alexander
CC: Nimrod Raphaeli
CC: Lisa Pachter
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Jill: GG-ILO

INTERNATIONAL LABOR ORGANIZATION

Tuesday, May 21, 1996

Purpose of Visit

The main purpose of your visit is for you to share your vision for enhanced partnership, to exchange views with ILO staff on our common agenda and concerns in the areas of employment and labor, and discuss how we can strengthen our collaboration further.

You will meet privately with Mr. Hansenne for about half-an-hour, from 4:30-5:00 p.m.. You will then meet with the ILO's senior managers and selected staff who are working with the Bank for about one-and-a-half hours. They would like you to speak for about 20 minutes, followed by questions and discussion, and then a short cocktail reception.

Background to Visit

In September 1995 Mr. Hansenne, the ILO's Director General, invited you to address the Annual International Labor Conference in June 1996. You initially accepted, but as your schedule and travel plans for the first half of 1996 took shape, it became clear that a trip to Switzerland in June was not possible. The ILO was disappointed and your offer to meet in May with Mr. Hansenne and other staff was eagerly accepted.

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The ILO is keen to continue and expand its partnership with the Bank. Our relationship entered a somewhat difficult period at the end of 1993 when the Bank announced that the 1995 World Development Report would be on the topic of labor. This announcement coincided with the launch of a new series of ILO reports that review employment issues from an international perspective on a regular basis. The WDR decision was viewed by some in the ILO as an "invasion of turf". This feeling that was exacerbated by the Bank's publication of a major report on pensions which also are traditionally an ILO concern.

and Mr. Hagen is there King
with the Bank.
Since then, relationships have improved considerably. There was a very constructive interchange on the WDR, and we are now working closely with the ILO in a number of areas, including training, gender, labor standards, pensions, and seminars for labor leaders.

The Human Capital Development VPU is the Bank's contact point with the ILO. Katherine Hagen, the Deputy Director General responsible for relations with the Bank, IMF and the UN, has been particularly helpful in strengthening Bank/ILO collaboration.

Attachments

Meeting with Mr. Hansenne
Talking Points
ILO-Bank Relations at a Glance
Q&As
Foreword to the 1995 WDR "Workers in an Integrating World"
ILO Participants in the meeting; short bios on the senior managers
Recent Correspondence with Mr. Hansenne

Meeting With Mr. Hansenne

Mr. Hansenne will likely raise two specific issues during his meeting with you:
(i) follow up on the Social Summit; (ii) employment creation in West Bank and Gaza.
Katherine Hagen who is responsible for relations with the Bank will join the meeting.

Bank/ILO collaboration on follow-up to the Social Summit

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The main themes of the Summit - poverty reduction and employment - are central to the mandates of the Bank and the ILO. The ACC Task Forces (TFs) are the designated instruments to coordinate inter-agency follow-up. You could express our support for the work of the TFs and congratulate Katherine Hagen for the work by the ILO who chair the TF on Employment and Sustainable Livelihoods.

The Bank chairs another Task Force on the Enabling Environment ...
Privately, however, the ILO is doubtful of the value of such broadly defined, multiple-agency initiatives. The ILO is keen to develop a formal cooperative mechanism with the Bank to follow up on commitments made at the Summit, at the policy and country level.

We are strongly in favor of continued and expanding collaboration with the ILO. We value their experience and expertise in employment and social policy. However, we do not encourage formal, top-down Memoranda of Understanding or Cooperative Programs.

e.g.
At the policy level, we encourage regular consultations by managers on issues of mutual concern - such as labor legislation and standards, training, gender, pensions, child labor - and joint policy work, seminars and training programs as appropriate. You could indicate our satisfaction with the excellent collaboration between ILO and EDI in last week's Tripartite seminar on labor policy for Government, employers and labor leaders. *May 18*

At the country level, operational guidelines issued to staff following the 1995 WDR encouraged consultation with the ILO in areas where their specialized knowledge and expertise can enhance the quality of analysis and effectiveness of country dialogue. However, formal Cooperative Programs, such as the one with the Food and Agricultural Organization (FAO/CP), that lock Bank staff into use of other agency staff to carry out the Bank's internal work program, have not proven to be an effective use of resources. We will continue to encourage Bank staff to draw on ILO expertise in countries where labor and employment are key issues.

The ILO, like other UN agencies, also takes part in the implementation of Bank-financed projects. For small contracts, UN agencies may be selected on a "sole source" basis, meaning they need not compete with commercial firms. Under these special contracts, UN agencies are allowed to draw funds in advance of work done and enjoy certain privileges and immunities not available to private firms. You could express your satisfaction with the quality of service provided by ILO to Bank borrowers. ILO is also eligible to bid competitively for larger contracts with borrowing governments to implement components under Bank-financed projects, in accordance with standard Bank procurement and contract procedures.

add

Mr. Hansenne and Ms. Hagen may have some specific proposals for more formal cooperation. We encourage continued regular meetings to share work programs and priorities and explore specific proposals for joint policy work. Such meetings could also involve presentations by the ILO to ensure that Bank operational staff are fully informed about the technical expertise and experience available in the ILO on which they can draw. You could also explore the idea of joint work in a few countries where labor and employment are particularly critical - e.g. a transition economy with high and increasing unemployment, or a country with a major child labor problem, or a post-conflict country.

West Bank and Gaza (WBG)

Mr. Hansenne is likely to raise the issue of greater consultation and coordination with the ILO on Bank support for employment creation through labor-intensive works in WBG.

The Bank is working with the Palestinian Economic Council for Development and Reconstruction (PECDAR) on the Emergency Employment Generation Program, using Holst Fund monies (all-donor, no Bank funds).

Phase I of this program offers immediate employment on very simple public works activities. Since it began on April 3, some 7,000 persons have been employed on small projects such as tree planting, road and school repair. Phase II involves support for somewhat larger, labor-intensive infrastructure projects. Following advertisements in the local press, the Municipalities are preparing over 100 project proposals. The essence of Phase I and II is to create jobs quickly, with a minimum of bureaucratic process. PECDAR is doing a first class job; they understand the technical, labor, and procurement issues and things are happening on the ground. Too much inter-agency consultation and cooperation could slow implementation down, without any value-added.

The Bank approved its own Emergency Reconstruction Project II (ERP II) a few weeks ago. Under this and other projects the Bank will continue to support a Phase III of the above PECDAR Program, involving large investment projects, which use labor-intensive technologies to create employment. You could encourage the ILO to explore with PECDAR the opportunities under ERP II to use its considerable expertise and experience with labor-intensive public works. Staff at the Resident Mission in West Bank and Gaza are available to brief them on opportunities under the ERP II project, although any proposals they prepare should of course be submitted directly to PECDAR. While we will try to facilitate ILO activities in WBG, it is ultimately up to PECDAR to determine the most appropriate source for external technical assistance.

You could indicate that we are very pleased with our cooperation with the ILO staff from the Turin Training Center who are delivering courses in WBG on Management of Technical Cooperation. We are keen to continue this cooperation, perhaps with support from EDI. Resident mission and EDI staff will explore possibilities for future collaboration with the ILO's Resident Coordinator.

Mr. James D. Wolfensohn

**Remarks to the ILO
Geneva, Switzerland, May 21**

It is a pleasure to be here and to be able to talk with you today.

The ILO and the World Bank are linked together in a common purpose: to improve the lives of the world's poor.

Our approach to poverty reduction emphasizes market-led growth, and to get there we work with our developing country clients to try to establish the conditions for competitiveness.

But our approach also involves trying to make sure that growth and competitiveness do not leave the poor worse off; and to this end, we support programs for education and training, social services, micro-credit, and rural development – all designed to make sure that the working poor have increased opportunities in the context of market economies.

I believe that the ILO and the Bank are of basically one mind about this. We agree on the need for a market-friendly, outward-oriented development strategy that is supported by investments in people and safety nets for the poor.

The real question is how we can cooperate more effectively towards our shared goals.

I have been President of the Bank now for nearly a year, and in that time many changes have been made.

One of the key ones among them is to expand and increase the substance of our **partnerships** with others in the development business. The Bank does not have all the answers, and there are organizations – such as the ILO – that have many years of experience and expertise in areas we simply know less about. I have therefore made sure that the Bank is working more closely with NGOs, the private sector, foundations, women's organizations, and the UN system – including the ILO.

I am very pleased that the Bank and the ILO worked together on labor related reforms in adjustment programs, social funds, employment services, pension reform and training. We consulted frequently with the ILO during preparation for the Copenhagen Social Summit, the Beijing Conference on Women, and the 1995 World Development Report on labor issues.

The Bank and the ILO are also carrying out joint policy studies dealing with training and women's employment issues. And we serve together on task forces that are following up on issues raised at the Social Summit.

You will probably be interested in some other changes that have taken place in the way the Bank is doing business and initiatives that have been launched over the past year:

Institutional Change. The Bank Group has begun a series of major changes, designed to create an institution that is stronger, more agile and closer to its clients – one that leaves behind a culture of approval and moves towards a culture of *effectiveness*. To achieve this we have launched measures that both speed up our response to client demands, and make them more effective. We are also now focusing on professional excellence, with a review of our personnel system and investment in training programs. And by expanding our Economic Development Institute we are increasing our ability to build local-level human capacity.

Multilateral Debt. The issue of multilateral debt is something that concerns all of us deeply. At the Bank's Annual Meeting in October, I made this a top priority and over the past 6 months the Bank and the Fund have been working hard to develop an approach to the debt problem of the most heavily indebted countries, one which is also acceptable to multilateral institutions. As you know, we presented the resulting proposal to the Development Committee when it met last week and they gave their broad endorsement to its principles. The proposal is comprehensive. It establishes that to qualify for debt reduction there must be a track record of good performance; but it also provides for ample donor support for qualifying countries to make sure they develop the capacity to stay out of debt trouble once the debt has been reduced. There is a lot of disagreement over the

specifics of the proposal, but I would like to say that I consider it a strong basis for moving forward.

Participation of civil society. The Bank needs to involve local people more fully in the process of economic policy making, and the design and implementation of projects. I can think of no other way to do business. We have been working to improve and expand our inclusion of shareholders in all aspects of the project cycle now for some time, and in many parts of the Bank it has become the norm rather than the exception (e.g., systematic client consultation in the Africa Region).

I am particularly pleased that we have been reaching out more to hold discussions with labor unions around the world. As the Bank's World Development Report from last year, which focussed on labor, pointed out, unions are extremely important stakeholders in economic policy decisions in developing countries, and it is essential that we engage in constructive dialogue more regularly with them.

Another major step forward has been our establishment of NGO liaison offices in all our resident missions in Latin America, in 15 out of our 28 missions in Africa (where in the remaining missions someone is doing the job at least part time), and in Indonesia, India, Bangladesh, Romania and Bulgaria. These are meeting regularly with local groups, whose voices are for the first time being heard regularly, leading to substantive cooperation on the ground.

Attracting investment. We are taking important steps to improve the environment for private and public investment in client countries. These include creating the Private Sector Development Group, which will concentrate our capabilities for assisting business; and the Banking Sector Initiative, which will upgrade our ability to assist with financial sector reforms.

Post-conflict development and the need for employment. We have also moved quickly to provide resources and services in post-conflict areas. In Bosnia and Herzegovina, the Board recently approved a \$150 million trust fund for reconstruction, to be financed through a transfer from IBRD surplus. We also continue to be deeply involved in Gaza and the West Bank,

and in monitoring the tragic conflicts in Africa. I recently visited Sarajevo, where I saw the situation firsthand, and subsequently went to the donors meeting in Brussels, where pledges somewhat exceeded expectations. It was clear from visiting Sarajevo that a critical priority for stabilizing the peace will be programs for jobs and employment, particularly for soldiers returning from war, and I was pleased at the positive reaction from other donors to this idea. Creating employment opportunities in post-conflict situations is an issue that I believe is ripe for joint work between the Bank and the ILO, and I hope that we can pursue this topic further.

I will stop here so that we have time for questions. Let me just conclude by saying that the partnership between the Bank and the ILO is extremely important, not just for our institutions, but for the poor in developing countries. I hope that we can expand our cooperation, and I look forward to hearing your suggestions about how we might do so.

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ILO - Bank Relations: At a Glance

ILO Mandate: To improve the working conditions and living standards of workers throughout the world and to advance social justice.

ILO Governing Body: Tri-partite - Government, Employers and Trade Unions.

Relations with the Bank: The ILO and The Bank agree on the need for a market-friendly, outward-oriented development strategy, supported by investments in people, and safety nets for the poor. However, differences of view remain due to:

- **turf:** The Bank is increasingly involved in areas (labor policies, training and pension reform) that have traditionally been in the ILO's domain;
- **ideology:** The ILO has less faith in markets and more faith in the effectiveness of public sector interventions than the Bank;
- **different mandates:** The ILO explicitly focuses on human rights, social justice, equity and equality; the Bank's economic focus leads it to place more emphasis on efficiency;
- **different audience/clients:** ILO's tri-partite structure encourages a narrower focus on helping workers in the formal sector, versus the Bank's focus on helping the poor.

Bank staff draw on ILO expertise for design and implementation of labor-related reforms in adjustment programs, labor-intensive public works, social funds, employment services, pension reform and training, mainly in Africa and ECA. In 1995, disbursements of about USD 2 million were made to the ILO out of proceeds of World Bank loans and credits.

Intensive consultations took place during preparation for the Social Summit and the Beijing Conference on Women, and the 1995 WDR.

The Bank and ILO are currently carrying out **joint** policy studies on:

- *Current issues and reforms in Vocational Education and Training Policy;* and
- *The Impact of Labor Standards and Regulation on Employment and Work Conditions, particularly for Female Workers, in Export Processing Zones;*

The ILO is helping the Bank and Fund to organize regional seminars on employment and labor policy for trade union leaders. EDI is facilitating a tri-partite dialogue between Government, workers and employers in mid May, with significant ILO involvement.

The Bank is working with the ILO on development of an integrated social budget model, including pensions, health and other social expenditures.

The UN Administrative Committee on Coordination (ACC) has established three Task Forces to follow up on major global conferences, especially the Social Summit. The ILO chairs the Task Force on *Employment and Sustainable Livelihoods*. The Bank chairs the Task Force on an *Enabling Environment for Social and Economic Development*. The Bank and the ILO are participating in each Task Force, which will cooperate closely.

Questions and Answers

General

The ILO is very interested in what the Bank is doing in **Bosnia**, particularly in the plans to create employment through infrastructure rehabilitation. The ILO has considerable experience with employment creation and public works. You might indicate that we would be pleased to work with them on this.

There may be some general questions on **debt and adjustment** and on the Bank's **internal change agenda**. Specific Q&As on labor issues are summarized below:

Shouldn't the pace of adjustment be moderated to allow for more effective design and implementation of safety nets and assistance to laid-off workers?

The Bank and ILO agree on the need for many developing countries to undertake reform in order to take advantage of the opportunities offered by globalization and manage its risks. But the ILO remains concerned about the **speed** with which reform programs can be undertaken, and about the adequacy of programs to help those hurt by adjustment.

These are valid issues. Since joining the Bank, you have met with many NGOs who share these concerns about the social impact of adjustment programs. You have proposed a review of Bank-supported reform programs to be carried out **jointly** by the Bank and concerned NGOs. This should help us to understand the different perceptions of adjustment, and to identify ways to improve the impact of future adjustment programs on the poor, and help workers find new employment more quickly.

What is the Bank doing to help unemployed workers in transition economies?

Severe macroeconomic shocks and the radical turnaround in policy are bringing wrenching changes to workers in transition economies. Eventually, workers will benefit from reform as states move from central planning to market systems, and from protectionism to openness. But for now, there is a need to provide support to workers and their families.

The Bank is helping to design labor policies and programs that encourage wage flexibility and labor mobility, help workers to find employment and provide financial assistance to cushion the impact of layoffs. These measures include retraining programs, employment services and support for small-business start-ups.

But these programs are costly, require high administrative capacity and are likely to be ineffective when economies are collapsing. We are currently carrying out an evaluation of the costs and benefits of labor programs in Central and Eastern Europe. We would be interested in any evaluations that the ILO has done in this complex but critical area.

Does the Bank See Promotion of Full Employment as One of its Goals?

The Bank's primary objective is **poverty reduction**. But labor is the main asset of the poor. So promoting a labor-demanding pattern of growth that creates broad-based employment opportunities for the poor is central to the fight against poverty.

We must aim for a level playing-field for labor, not public employment creation. The key is to avoid biases against labor demand and employment so that workers participate fully in the growth process. Such biases can result from:

- overvalued exchange rates which make imports of capital goods artificially cheap;
- interest rate subsidies that encourage capital-intensive techniques;
- labor taxes and regulations that increase the cost of employing labor;
- patterns of public spending that do not support agriculture and family farms.

Does the Bank support basic rights/core standards for workers?

Basic workers' rights such as the freedom to organize and bargain collectively, the elimination of forced labor, the ending of discrimination and the avoidance of child labor are important human and development objectives that should be supported everywhere.

The Bank's mandate is to promote the **economic development** of its members and its Articles of Agreement prohibit interference in the political affairs of its members. Therefore The Bank does not take an explicit "**human rights**" approach in its work. But the Bank's efforts to promote broad-based economic growth and reduce poverty contributes to improving workers' standard of living and reducing the need for children to work. the Bank is fully committed to efforts to make women and other disadvantaged groups equal participants in development and sharers in its benefits.

What about other labor standards?

Beyond these basic rights, the Bank believes that the design of labor standards in areas such as minimum wages, job security, health and safety conditions and so on should be determined nationally, taking into account the conditions prevailing in each country.

The Bank and the ILO must work together to help build **competitive and caring** societies. The challenge is to design policies and programs that provide security and improve work conditions in ways that are fiscally sustainable and maintain incentives for work and saving. It is also important to avoid providing special protections and privileges to particular groups at the expense of the poorest.

What is the Bank's position on linking basic labor rights to trade agreements?

The international trade union movement, supported by some OECD countries, is arguing for linkages between basic labor standards and trade agreements - the "social clauses".

There is a strong case for international concern over basic labor standards. But we believe that it is a mistake to link adherence to these standards to international trade agreements. Reductions in trade hurt the entire community, not just the country in question. In practice sanctions may only be used against small trading partners. Trade sanctions which reduce the opportunity for poor countries to participate in trade can end up hurting the poor people they aim to help. And sanctions may be hijacked by protectionists.

You might ask Mr. Hansenne for his ideas on how to handle this issue.

What is the Bank doing about child labor?

Poverty is the underlying cause of child labor. The Bank's efforts to promote broad-based economic growth and poverty reduction are key to eliminating child labor in the long term.

In the short run, measures to **reduce the costs of school attendance** - by eliminating fees, providing clothes, food and transportation - and to **improve the quality of education** can help make it worthwhile for families to send their children to school. In addition, **financial incentives** to compensate poor families for the loss of their children's' labor may be necessary. Therefore the Bank strongly supports the provision of good quality, free education in developing countries, accompanied by economic incentives to families, as the most effective means of drawing children away from the labor market.

We applaud the ILO's leadership on the issue of child labor and the excellent work done under the *International Program on the Elimination of Child Labor (IPEC)*. The Director of IPEC visited the Bank in early May to explore possibilities of greater collaboration on child labor. You might indicate your support for this initiative.

What is the Bank's official attitude to Trade Unions?

In the past the Bank largely ignored trade unions or seemed to regard them as an unfortunate distortion to the labor market. However, the 1995 World Development Report recognized the positive contributions unions can make to development.

You might state your satisfaction with the productive consultations with the international labor movement during preparation of the WDR. The Bank must strengthen and broaden its partnerships with the private sector, NGOs and civil society. Continuing and deepening our dialogue and cooperation with trade unions is an essential element of this partnership.

Bank staff are now encouraged to share views with the union movement in the process of country dialogue. Naturally this has to be undertaken with the approval of the government, as with any other interactions between Bank staff and groups outside the government.

The Bank and the Fund have organized a series of regional workshops for labor leaders to discuss policy issues surrounding adjustment and transition. We are pleased that the ILO has participated in these workshops. It would be useful for you to thank **Katherine Hagen** (Deputy Director General) for chairing the recent workshop in Southern Africa.

Why doesn't the Bank use a tri-partite approach (Government, labor, employers)?

Today, the Bank sees the government, the private sector and civil society, including labor, as partners in development. The Bank is increasingly involving these different groups in its work. EDI is facilitating a tri-partite dialogue between government, labor and employers on labor policy in mid-May, with extensive involvement of the ILO.

You might note that you understand that it has been difficult for the Bank and the ILO to reach agreement on the design of the seminar. Genuine partnership is not easy. Initially there can be suspicion and mistrust. You could express your satisfaction that both sides persevered and made compromises. Working together will lead to better advice and is the most cost-effective approach in an increasingly budget-constrained world. Hopefully, the May seminar has laid the foundation for future collaboration on regional seminars.

The Bank appears to promote the Chilean model as the answer to pension reform. Is this model appropriate for all countries? Can subjecting workers to the vagaries of capital markets provide the same security during old age as a stable public pension?

The appropriateness of the Chilean model to a particular country depends on many factors, including its level of financial market development and regulatory capacity. The Bank has supported a variety of recent reform measures, in countries like Latvia, Lithuania, Hungary, and Argentina, which are each quite different from the Chilean approach. In evaluating reform measures, we focus on the following objectives: fiscal sustainability, minimal labor market distortions, poverty alleviation, and growth enhancement.

Public pension systems do not always provide security and stability to workers either. The Bank advocates a **multi-pillar** approach, where part of the pension is publicly provided and part privately provided, which diversifies the risks inherent in both approaches.

You might note that despite our differences on pension reform, our work with the ILO on pension reform in Turkey has been a good example of collaboration. Working together on these complex and critically important issues is the best way to serve our common clients.

Jane Armitage, April 29, 1996

INTERNATIONAL LABOUR OFFICE



BUREAU INTERNATIONAL DU TRAVAIL

GENÈVE

DEPUTY DIRECTOR GENERAL

DIRECTEUR GENERAL ADJOINT

24 September 1996.

Dear Mr. Wolfensohn,

Please let me add my own thanks for your visit to the ILO last May, which was received so well by everyone here. Mr. Hansenne exchanged correspondence with you earlier to outline the main initiatives we should be taking in follow-up to your visit, and he has recently written to extend the ILO's official invitation to address the International Labour Conference on 12 June 1997. Because I plan to be in Washington for your annual meetings next week, I would like to take the opportunity to meet briefly with you to discuss how we should go from here.

In his letter, Mr. Hansenne refers to his having asked me to put together a small high-level team within the ILO to develop our own objectives for an enhanced relationship between our two institutions. I have started the process, and our small team has endorsed the desirability of a dialogue with a select group from your management team, as you suggested in May, for the sake of designing an overall strategy as well as to agree on some priorities for working together and exchanging ideas on how we can strengthen our linkages and make them inherently a part of our respective cultures.

Our group would suggest that the dialogue should focus on how our two institutions might work more closely with each other on three major objectives, as described in the attached summary - (1) promoting full employment and an enabling environment for full employment, (2) supporting the implementation of

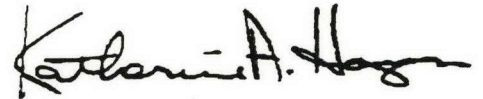
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Mr. James D. Wolfensohn
President
The World Bank
1818 H Street NW
WASHINGTON DC 20433

- 2 -

fundamental labour standards, and (3) improving effective technical cooperation. I would be interested in your initial reaction to these objectives and would also like to talk with you about how we might develop a broad range of initiatives for building an enhanced relationship, whether with these objectives or others you may have in mind. I realize how busy you must be at this time, but I do hope that we will be able to meet. Therefore, I have asked the Washington office of the ILO to call you to try to set up a short meeting next week.

Yours sincerely,

A handwritten signature in dark ink, appearing to read "Katherine A. Hagen". The signature is fluid and cursive, with the first name "Katherine" being more prominent than the last name "Hagen".

Katherine A. Hagen

ILO Objectives and Priorities for Dialogue with the World Bank Group
Preliminary Proposals
September 1996

1. The promotion of full employment and an enabling environment for full employment

At the 1996 International Labour Conference in June, the ILO adopted a set of policy conclusions on employment policies in a global context. The Conference delegates specifically requested the ILO to strengthen its ongoing dialogue with the Bretton Woods institutions "with a view to promoting a better mutual understanding of the interrelationship between economic, social and employment policies." The document encourages the ILO to stress the importance of consensus among the social partners, raising both the quality and quantity of employment and the development of adequate compensatory programmes of social safety nets, as well as the introduction of employment targets in structural adjustment programmes. In addition, there is an interest in encouraging a closer look at what the two institutions can do together in the important area of understanding how the development of the private sector affects employment creation.

2. The implementation of fundamental labour standards

The question of the implementation of international labour standards, and particularly of the fundamental human rights standards, needs to be faced head-on. A core set of ILO standards were identified at the World Summit for Social Development in Copenhagen as standards which all countries should ratify and implement. The relevant ILO Conventions cover the principles of freedom of association, the right to collective bargaining and prohibitions on forced and child labour and discrimination in employment and pay. It should be useful to explore how these core standards could be incorporated into the policies and practices of the Bank. Given the consensus nature of these standards, they should not be considered to be controversial "political conditionalities" which the Bank understandably wishes to avoid. The widespread concern about the exploitation of child labour, for example, underlines the urgent need for the two institutions to cooperate in its elimination. Furthermore, one might consider exploring the interaction between efficiency and equity as well as the overall issue of how and when certain fundamental values work and whether they are dependent on the level of development or not. The unique research capacity and developmental perspective of the Bank and the ILO's knowledge and work could be combined, or mutually reinforce one another, to address the optimal ways of promoting and implementing fundamental labour standards. These concerns relate as well to the importance of tripartite cooperation, involving employers and workers with governments, where some initiatives could also be taken.

3. Enhanced technical cooperation.

There is an interest in the overall framework for technical cooperation activities. The ILO and the Bank would benefit from an effort to improve collaboration and coordination of their efforts to assist countries in job creation, enterprise development, training, employment services, the design of social security systems, the promotion of occupational safety and health, and the operation of industrial relations systems generally. One aspect of this involves enhanced cooperation in post-conflict situations, and recent experiences in the Middle East and Bosnia trigger an interest in more effectively integrating cooperative efforts at early stages. Another aspect is the scope and terms for competitive bidding on World Bank-financed contracts.

Dec

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Agreements

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Lisa Pachter

DATE:

10/01/96

cc: Jane Armitage, EXTDR

SUBJECT DOCUMENT:

From: Katherine A. Hagen, ILO

To: Mr. Wolfensohn

Dated: 9/24/96

Reference No.: EXT961001002

Topic: Follow-up to Mr. Hansenne's correspondence

Incoming Reference Number: EXC-12303

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FOR ACTION: Mark Malloch Brown

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			Response Date:	

CORRESPONDENCE DESCRIPTION:

From:	Katherine A. Hagen
Organization:	International Labor Office (ILO)
To:	Mr. Wolfensohn
Dated:	09/24/96
Topic:	Follow-up to Michel Hansenne's correspondence

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Thank you.

SPECIAL INSTRUCTIONS:

I spoke to Kitty Shea (653-7652) and advised her that JDW unable to see her during this period. I understand that Ms. Armitage is meeting with her, so this may be useful background info.

INFORMATION COPIES:

For information, please contact: Correspondence Unit, Room E1247 (Ext. 82441)

Foreword

WORK—SAFE, PRODUCTIVE, AND environmentally sound—is the key to economic and social progress everywhere. In the advice it gives governments and in the policies it promotes, the World Bank has long recognized the critical value of work. This is more than an economic issue; it is at the heart of human development. As such, work is a more than worthy subject for this, the eighteenth annual *World Development Report*. It focuses on the incomes workers receive, the risks they face, and the conditions under which they work. Inevitably, work has almost as significant implications for those who do not work—children, the old, and those unable to work—as for those who do.

What makes the Report even more timely is the growing impact of two distinct global trends: reduced government intervention in markets, and the increased integration of trade, capital flows, and the exchange of information and technology. In such a climate of profound change, basic decisions about wages and working conditions are driven by global competitive pressures. The harsh reality of a global market is that policy failures are punished hard—through currency movements, shifts in market share, and, ultimately, through fluctuations in employment and wage levels.

Some see the new global marketplace as a source of opportunity, where industry and energy bring swift rewards; others regard the changes as a threat to security, and in parts of the industrial and the developing world the cause of protectionism is far from defeated.

This Report makes four key points:

First, building on earlier research—notably that of *World Development Report 1990*—it emphasizes the benefits to workers in all countries, and especially poor ones, of productivity-raising economic growth driven by sound investments in capital and in people's health and education.

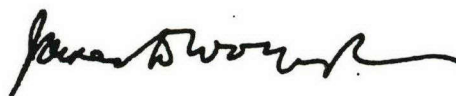
Second, increased integration between countries, including through migration, can benefit workers in poor and rich countries at the same time. But governments have

an important role in helping workers who are adversely affected by changes in trade patterns and capital flows. This can involve not just providing a social safety net, but also helping to equip workers for change.

Third, labor policies in many countries have been misguided in favoring those in good jobs at the expense of workers in the rural and informal sectors and the unemployed. Governments have a distinct role in setting the legal and regulatory frameworks within which trade unions and firms can operate and in ensuring that those frameworks encourage their positive contributions to development. Governments also need to define minimum standards and prevent exploitation and discrimination. Successful labor policies are those that work in harmony with the market and avoid providing special protections and privileges to particular labor groups at the expense of the poorest.

Fourth, workers eventually benefit from economic reform as states move from central planning to market systems and from protectionism to openness. The change, however, can be wrenching as employment and wages often decline temporarily and as workers have to move from old to new jobs. There remains a need for governments to provide strong support to workers and their families in such times of transition.

One goal of this Report is to spark a broad and informed debate on these often contentious issues. Another, more important, goal is to inspire policy changes that allow more of the right sort of jobs to be created. Work is, after all, the only foundation on which economies and people can build a success that lasts.



James D. Wolfensohn
President
The World Bank

June 1, 1995



Record Removal Notice

File Title United Nations [UN] - International Labor Office [ILO] - Correspondence - Volume 1		Barcode No. 1596524		
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Withdrawn by Shiri Alon	Date May 10, 2023			

KATHERINE A. HAGEN

Biographical Sketch

Chemin de la Tour
1268 Begnins, Switzerland
Tel: (41) (22) 799-6332 (office)
(41) (22) 366-0067 (home)
Email: katherine.hagen@itu.ch

Katherine Ann Hagen is Deputy Director General of the International Labor Organization, headquartered in Geneva, Switzerland, and has responsibility for relations with the United Nations and the international financial institutions, as well as public relations and liaison with the American tripartite members of the ILO. She works closely with the World Bank and the International Monetary Fund to stimulate a policy dialogue on issues of mutual concern and to encourage enhanced collaboration in the programs and operations of the respective organizations. Among her responsibilities for relations with the UN system, she has recently assumed the chairmanship of the ACC Task Force on Employment and Sustainable Livelihoods.

Supplementing these activities, Ms. Hagen has been assigned the challenge of developing and implementing a new external relations strategy for the ILO to improve the public image and knowledge of what the ILO does. She brings considerable communications and promotional skills to this assignment, along with her substantive familiarity with the range of concerns facing the ILO.

Before joining the ILO in 1994, she was Vice President for Federal Government Affairs at AT&T, where she specialized in tax, labor relations, employee benefits and corporate governance issues. She was instrumental in persuading Congress to enact an important revision in pension funding law to strengthen the funding of retiree health benefits. Through The Business Roundtable, she represented the CEO of AT&T at delicate negotiations on controversial legislation with the civil rights community, Congress and the White House and also mobilized business support for the NAFTA Side Agreement on Labor. It was, however, through her close rapport with the Communications Workers of America and the International Brotherhood of Electrical Workers and her longstanding support for collective bargaining and workers rights that she was given the crucial backing of organized labor, as well as the backing of the business community and the US government, for her successful candidacy to become Deputy Director General of the ILO.

The CWA and the IBEW were also key to her earlier success in running for the North Carolina State Senate, to which she was elected three times in the mid-1970's. As a state senator, she worked with the unions, civil rights organizations and other interest groups on legislation to promote equal opportunity, juvenile and criminal justice reform, and election law reform. She also continued to teach international and Asian politics at Guilford College in Greensboro, North Carolina, where she was on the faculty for eleven years. In 1979-1980, Ms. Hagen was a White House Fellow and gained experience in personnel management and how one implements reforms as Special Assistant to the Director of the US Office of Personnel Management during the year after the Civil Service Reform Act was enacted. She combined these experiences with a law degree before she joined AT&T.

Ms. Hagen holds a Ph.D. in international relations from The American University in Washington, DC and a J.D. in law from the University of North Carolina at Chapel Hill. A native of Minnesota, she spent most of her formative years in India, where her father was a medical missionary.



Record Removal Notice

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Withdrawn by Shiri Alon	Date May 10, 2023			

Mr. Heribert MAIER (Austria)

Appointed as Deputy Director-General of the International Labour Office responsible for the Standards and Labour Relations Sector for a period of five years from 1 June 1989.

Born in 1932 in Graz (Austria), Mr. Maier graduated from the University of Vienna with a degree in business administration and a doctorate in economics. He joined the staff of the Austrian Federation of Trade Unions as an economist in 1955.

In 1958, he joined the head office of the International Confederation of Free Trade Unions (ICFTU) for whom he worked for 15 years rising to the position of Assistant General Secretary. In 1973, he was elected General Secretary of the International Federation of Commercial, Clerical, Professional and Technical Employees (FIET) and was re-elected to that post in 1976, 1979, 1983 and 1987.

Mr. Maier has attended the International Labour Conference as a member of the Workers' Group Secretariat since 1962 and as a member of the Austrian Workers' delegation since 1977. In 1987 he was elected Worker Vice-President of the Conference. He has been a Worker deputy member of the Governing Body since 1976, acting as the Workers' spokesman of the Committee on Freedom of Association, the Committee on Standing Orders and the Application of Conventions and Recommendations and the Committee on Multinational Enterprises.



INTERNATIONAL TRAINING CENTRE OF THE ILO

file 120 - Turin

Telefax

Message No.:

To:	AGENCY FOCAL POINTS (See Attached List)	From:	Denny Hamilton Programme Manager UN System Training Programmes
Fax No.:		Fax No.:	+39 11 / 31 21 743
cc by fax:		Date:	20-May-96
		No. of pages (incl. cover page):	4

If incomplete, please contact tel. +39 11 / 69.361 or fax +39 11 / 663.88.42 or 310.25.29

18th Workshop on the Management of Field Co-ordination for Senior Representatives of the UN System

Dear Colleague,

Greetings once again from Turin!

The following is an update on the status of the 18th Workshop. There two items recent items which are explained below.

The Rwanda Team has indicated to us that they will not be able to attend the workshop due to a calendar conflict with an Round Table Meeting scheduled in Geneva. We are still exploring alternatives, however, and would appreciate it if their nominations could remain in effect until further notice.

We had a call from Sri Lanka expressing the Country Team members interest in attending. Their participation had been strongly suggested earlier by UNDP, but in the first contact with the team, only two persons said they would be able to attend. That number was not sufficient for the purposes of the workshop. We have now learned that five agency representatives are interested to attend.

Since the time is quite short, your urgent attention to the nomination process is essential and will be much appreciated, not only by the members of the teams, but also by the workshop organizers.

Denny Hamilton
Denny Hamilton

20 May, 1996

International Training Centre of the ILO
Corso Unità d'Italia 125

Telephone:
Fax:

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+39 11 / 663.88.42 or 310.25.29

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cc: Mr. Jules Mailhot, Chief, Training Section Human Resources Division, Bureau of Personnel, UNESCO, Paris	(0033)(1) 40569066
Mr. George Aelion, Officer-in-Charge Training and Staff Development Unit, WFP, Rome	(06) 59602111 or (06) 59602348
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Technical Cooperation Department, WMO, Geneva

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Programme Co-ordination Section, Department of Technical Co-operation, IAEA, Vienna

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Mr. Vladimir Yossifov, Head
Development Cooperation Programme and Planning Section (DCPPS)
Division for Human Resources, Programme Planning and Inter-Agency Affairs, WIPO, Geneva

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Mr. Jamal Benomar, Chief, Technical Cooperation Branch
Centre for Human Rights, Geneva

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Mr. Jean-François Trémeaud, Assistant
Director-General, ILO Geneva and Director, ILO International Training Centre, Turin

(0041)(22) 788-2308

Mr Paul Berthoud, Consultant

(0041)(22) 798-2157

cc:

Dr. Nafis Sadik, Chairperson, CCPOQ, Geneva, and
Executive Director, UNFPA, New York

(001)(212) 297-4911

Mr. Derrick Deane, Secretary, CCPOQ, Geneva

(0041)(22) 733-2637

Ms. Vivien Ponniah, Chief Coordination and Training Branch, PCMFSSO, UNFPA, New York	(001)(212) 297-4914
Mr. Philippe Mengin, Senior Adviser Field Programme Development Division, FAO, Rome	(06) 5225-5005
cc: Mr. Chris Elliott, Officer-in-Charge, Staff Development Group, AFPR, FAO, Rome	(06) 5225-3152
Mr. Eckhard Hein, DDFC FAO, Rome	(06) 5225-6885
Mr. Tuhin Verma, Senior Coordinator, Country Strategy and Programme Development Division, UNIDO, Vienna	(0043)(1) 23-21-56
cc: Mr. Sergio Gardelliano, Chief Staff Development and Training Section, Personnel Services Division, UNIDO, Vienna	(0043)(1) 23-61-81
Mr. Jan Sorensen, Senior Policy and Programme Officer PROMOTEC, ILO, Geneva	(0041)(22) 799-6872
Mr. Mark Hildebrand, Director, Office for Programme Coordination UNCHS (Habitat), Nairobi, Kenya	(00254)(2) 624-263
cc: Mr. Daniel Biau, Officer-in-Charge, Technical Cooperation Division UNCHS (Habitat), Nairobi, Kenya	(00254)(2) 624-263
Mr. Timothy Thahane, Vice President UN Affairs, The World Bank, Washington	(001) (202) 522 2659 (001) (202) 522 2401
Mr. I. M. Zulu, Director IMF Office at the United Nations and Special Representative to the UN, New York	(001)(212) 319-9040
Mr. John Burley, Chief Joint Technical Cooperation Unit, UNCTAD, Geneva	(0041)(22) 907-0043
Ms. L.L. Vanore-Speer, Director Division of Technical Cooperation, ITC, Geneva	(0041)(22) 733-4439
cc: Mr. Pierre Jouvenant, Senior Evaluation Officer Division of Technical Cooperation, ITC, Geneva	(0041)(22) 730-0575
Mr. Bouna Sékou Diouf, Director Economic Policy and Resource Strategy Department, IFAD, Rome	(06) 504-3463
Mr. A.R. El Hicheri, Director Technical Cooperation Bureau, ICAO, Montreal	(001)(514) 288-4772

The World Bank
Washington, D.C. 20433
U.S.A.

*file 5-6
ILO*
LP

ARMEANE M. CHOKSI
Vice President
Human Capital Development

May 15, 1996

Mr. Heribert Maier
Deputy Director-General
International Labor Office
4, route des Morillons
CH1211
Geneva 22
Switzerland

Dear Mr. Maier,

Thank you for your letter to Mr. Wolfensohn inviting us to send a participant to the Tripartite Meeting on Improving the Conditions of Employment and Work of Agricultural Wage Workers in the Context of Economic Restructuring to be held in Geneva from September 23 to 27, 1996. Unfortunately, we have been unable to identify a suitable staff member to attend on this occasion. Rest assured, however, that we very much appreciate this and other earlier invitations, and are fully committed to send a representative to ILO meetings whenever possible.

We also value highly our current collaborative efforts such as the trade union conference held in Harare in April and the joint workshop on promoting a dialogue on labor issues being held here this week.

Sincerely,

Amichson

bcc: Malloch-Brown, McColgan-Mohamed, Aniba, (EXC); Husain (PSPDR), Armitage (PSP), Ms. Teresa Prada de Mesa Deputy Director, ILO, New York Office, Mr. Anthony Freeman, ILO, Washington, DC Office.

JArmitage:mm-a
HCD000169
EXC08502

PSP
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May 15, 1996 10:43 AM

THE WORLD BANK GROUP

ROUTING SLIP		DATE: May 15, 1996	
NAME		ROOM. NO.	
Mr. Armeane M. Choksi, HCDVP		S13-131	
☐	URGENT	☐	PER YOUR REQUEST
☐	FOR COMMENT	☐	PER OUR CONVERSATION
☐	FOR ACTION	☐	NOTE AND FILE
☐	FOR APPROVAL/CLEARANCE	☐	FOR INFORMATION
☒	FOR SIGNATURE	☐	PREPARE REPLY
☐	NOTE AND CIRCULATE	☐	NOTE AND RETURN
RE: Tripartite Meeting on Improving the Conditions of Employment and Work of Agricultural Wage Workers in Geneva from September 23 - 27, 1996			
REMARKS: For Signature			
FROM Ishrat Husain, PSP		ROOM NO. S10-051	EXTENSION 81415

Drafted by: Jane Armitage (Maureen McIntosh-Alberts, Staff Assistant) Room No: S10-025x, X33750

Correspondence Management for HCDVP
CHORUS
Correspondence Profile

Reference #: HCD-00169
EXC-08502

For Action: Husain; Armitage	Log Date: 04/30/96
Unit: PSP; PSP Room #: S 10-051; S 10-027 Telephone: 81415; 81114	Status: Open
	Response Date:

Correspondence Description:

From: Heribert Maier, Deputy Director-General, International Labor Office, Geneva, Switzerland
To: Mr. Wolfensohn
Dated: 04/30/96
Topic: Tripartite meeting on improving the conditions of employment and work of agricultural wage workers in the context of economic restructuring - 9/23-27/96.

Action Instructions**Due Date:** 05/08/96

6. Please refer to the pink sheet from EXC

Special Instructions

None

Information Copies:

Please return to:
Armeane M. Choksi HCDVP S13-131
The final response document should be saved as O:\registry\[department]\HCO00169
(eg. O:\registry\hdd\HCO00169).

CORRESPONDENCE MANAGEMENT FOR THE PRESIDENT'S OFFICE
CHORUS
External Correspondence Profile

Reference #: EXC-08502

For Action: Jane Armitage, S-10-027 VPU: Room #: Telephone:	Log Date: 04/29/96 12:04:28 PM Status: Open Response Date:
--	---

CORRESPONDENCE DESCRIPTION:

From: Heribert Maier, Deputy Director-General, International Labor Office, Geneva, Switzerland To: Mr. Wolfensohn Dated: 04/23/96 Topic: Tripartite meeting on improving the conditions of employment and work of agricultural wage workers in the context of economic restructuring - 9/23-27/96.

ACTION INSTRUCTIONS:

Due Date: 05/08/96

1. Please handle/respond on behalf of Mr. Wolfensohn and provide a copy to EXC.

SPECIAL INSTRUCTIONS:

None

INFORMATION COPIES:

Malloch-Brown, Mark (U 11-185)

Please return to: Rachel McColgan-Mohamed, EXC, E1247, 82441
--



INTERNATIONAL LABOUR OFFICE
BUREAU INTERNATIONAL DU TRAVAIL
OFICINA INTERNACIONAL DEL TRABAJO

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Téléphone direct (22) 799
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The President
World Bank
1818 H Street NW
WASHINGTON DC 20433
USA

Réf. BIT/ILO IC 22-1-115

Votre réf.

23 AVR. 1996

TRIPARTITE MEETING ON IMPROVING THE CONDITIONS OF EMPLOYMENT
AND WORK OF AGRICULTURAL WAGE WORKERS IN THE CONTEXT OF
ECONOMIC RESTRUCTURING

(Geneva, 23-27 September 1996)

Dear Sir,

I have pleasure in extending to your organization a cordial invitation to be represented at the Tripartite Meeting on Improving the Conditions of Employment and Work of Agricultural Wage Workers in the Context of Economic Restructuring, which will be held at the International Labour Office, Geneva, from 23 to 27 September 1996. The opening sitting will begin at 11.30 a.m. on Monday, 23 September.

APR 29 4 17

The Meeting will be composed of 90 participants: 30 representing governments of ILO member States chosen for this purpose by the Governing Body, 30 employer representatives appointed by the Governing Body on the basis of nominations made after consulting the Employers' group and 30 worker representatives appointed by the Governing Body on the basis of nominations made after consulting the Workers' group.

A report on the topic for discussion is being prepared in English, French and Spanish and will be dispatched to you as soon as it is available. Simultaneous interpretation will be provided during the Meeting in appropriate languages.

Should your organization be able to accept this invitation, I would be grateful if you could let me know, by **25 July 1996**, the name and address of the person who will represent it as an observer at the Meeting (Facsimile No. 41.22/799.7296). The travel and subsistence expenses of the representative will be payable by your organization.

Yours faithfully,

For the Director-General:

Heribert Maier,
Deputy Director-General.

file 160
calendar

a Less Paul
fyi
dy

**CORRESPONDENCE MANAGEMENT FOR THE PRESIDENT'S OFFICE
CHORUS**

External Correspondence Profile

Reference #: EXC-08502

For Action: Jane Armitage, S-10-027	Log Date: 04/29/96 12:04:28 PM
VPU: Room #: Telephone:	Status: Open
	Response Date:

CORRESPONDENCE DESCRIPTION:

From: Heribert Maier, Deputy Director-General, International Labor Office, Geneva, Switzerland
To: Mr. Wolfensohn
Dated: 04/23/96
Topic: Tripartite meeting on improving the conditions of employment and work of agricultural wage workers in the context of economic restructuring - 9/23-27/96.

ACTION INSTRUCTIONS:

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SPECIAL INSTRUCTIONS:

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INFORMATION COPIES:

Malloch-Brown, Mark (U 11-185)

Please return to: Rachel McColgan-Mohamed, EXC, E1247, 82441
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1818 H Street NW
WASHINGTON DC 20433
USA

Réf. BIT/ILO IC 22-1-115

Votre réf.

23 AVR. 1996

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APR 26 4 1

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Yours faithfully,

For the Director-General:

Heribert Maier,
Deputy Director-General.

The World Bank

INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT
INTERNATIONAL DEVELOPMENT ASSOCIATION

1818 H Street N.W.
Washington, D.C. 20433
U.S.A.

(202) 477-1234
Cable Address: INTBAFRAD
Cable Address: INDEVAS

file 6-6 ILO

March 13, 1996

Mr. Carlos Luis Custer
Secretary-General
World Confederation of Labour
33 Rue de Treves
B-1040 Bruxelles
Belgique

Dear Mr. Custer

Thank you for your recent letter and good wishes to Mr. Wolfensohn. He has asked me to respond on his behalf.

Mr. Wolfensohn was pleased to learn of the long-standing cooperation between the World Confederation of Labor and the World Bank. He believes that the Bank must strengthen and broaden its partnerships -- with the members of the UN system, the regional development banks, the private sector, NGOs and civil society. Continuing and deepening our dialogue and cooperation with trade unions is an essential element of this partnership.

As you know, the Bank is devoting increasing attention to employment, wages, work conditions and social protection in its work on economic and social issues. Indeed, last year's World Development Report "Workers in an Integrating World" was devoted to the important issue of labor. We will be incorporating the findings of that report into our country assistance strategies, lending decisions and our policy dialogue with borrowing governments.

Mr. Wolfensohn was also glad to learn that WCL had participated in the productive consultations with the international labor movement during the preparation of the WDR. The preliminary evaluation of the WDR and the press release issued by the WCL and ICFTU reveal the high degree of expertise, interest and commitment to development by the international labor movement, as well as some differences in outlook between trade unions and the Bank. Employment and labor issues are complex and often contentious and continued dialogue and interactions between us are likely to be fruitful for all concerned.

I would like to thank you for your invitation to receive Mr. Wolfensohn at the WCL General Secretariat in Brussels, and if an opportunity presents itself in the coming months, we will certainly get in touch. We also appreciate your willingness to come to Washington for a meeting. Unfortunately, Mr. Wolfensohn has a very heavy travel schedule for the next few months, and regrets, therefore, that a meeting in the near future will be difficult. In the meantime, he has asked Mr. Choksi, Vice President for Human Capital Development, who has responsibility for labor policy at the Bank, to be in touch with you and explore ways to ensure that our dialogue continues.

Sincerely,

A handwritten signature in dark ink, appearing to read "Ishrat Husain", with a horizontal line extending to the right.

Ishrat Husain
Acting Vice President
Human Capital Development

bcc: Thahane, Pachter (UNAVP); Aniba (EXC), Husain (PSPDR), Armitage (PSP)

Jarmitage:mm-a
HCD00105
EXC06721

EXC6721



Confédération Mondiale du Travail
Confederación Mundial del Trabajo
World Confederation of Labour
WereldVerbond van de Arbeid
WeltVerband der Arbeitnehmer

Mr James Wolfensohn
President of the World Bank
Washington DC 20433
USA

Brussels 13 February 1996
CLC/Rv/jc 0285

Fax n° 00.1.202/52 23 237

Mr President,
Dear Sir,

In view of the fact that we have not yet had an occasion to meet since your election, I send you my very cordial greetings and best wishes of success with your high responsibilities.

The World Confederation of Labour — the oldest international trade union representing affiliates in 110 countries all over the world — has maintained for a long time information and cooperation contacts with the World Bank.

Considering the great economic and social issues at stake in the present-day world, taking into account the prominent part the World Bank is playing in the promotion of a better-balanced development, and knowing also that you take a special interest in this matter, we would like to have an opportunity to have a meeting and a discussion with you.

It goes without saying that we are entirely at your disposal to receive you at our general secretariat in Brussels, but the president of the WCL, Mr Willy Peirens, and I are also willing to pay you a visit at the head office of the World Bank in Washington at a moment at your convenience.

Hoping for a meeting with you, we remain, Mr President,

Yours respectfully,

Carlos Luis Custer
Secretary-general

03/08/9606:32:10 PM, HCOVP

MAR 11 1996

650

HH
JA
Pl-handle

Correspondence Management for HCDVP
CHORUS
Correspondence Profile

Reference #: HCD-00105
EXC-06721

For Action: Husain	Log Date: 03/08/96
Unit: PSP Room #: S 10-051 Telephone: 81415	Status: Open
	Response Date:

Correspondence Description:

From: Carlos Luis Custer, Secretary-General World Confederation of Labour, Brussels
To: Mr. Wolfensohn
Dated: 02/13/96
Topic: Request meeting in Brussels or DC with Pres. Will Peirens, "World Confederation of Labour"

Action Instructions

Due Date: 03/12/96

6. Please refer to the pink sheet from EXC

Special Instructions

None

Information Copies:

Please return to:		
Armeane M. Choksi	HCDVP	S13-131
The final response document should be saved as O:\registry\[department]\HCO00105 (eg. O:\registry\hdd\HCO00105).		

HUMAN CAPITAL DEVELOPMENT

Vice Presidency

Assigned to: <i>IH</i>	
Copied to: 1. _____ 2. _____ 3. _____	
Action required:	
1. URGENT	
2. Please prepare a reply for Mr. Choksi's signature.	☒
3. Please prepare a reply for JDW's signature.	
4. Please respond/handle.	
5. For information.	
6. Other (see comments below).	
Reassigned to:	
Due to HCDVP by: <i>03/12/90</i>	
Reference number:	
File under:	
Comments:	

**CORRESPONDENCE MANAGEMENT FOR THE PRESIDENT'S OFFICE
CHORUS**

External Correspondence Profile

Reference #: EXC-06721

For Action: Armeane Choksi VPU: HRO Room #: S-13-131 Telephone: 31811	Log Date: 03/04/96 02:57:07 PM Status: Open Response Date:
--	---

CORRESPONDENCE DESCRIPTION:

From: Carlos Luis Custer, Secretary-General, World Confederation of Labour, Brussels To: Mr. Wolfensohn Dated: 02/13/96 Topic: Request meeting in Brussels or DC with Pres. Willy Peirens, "World Confederation of Labour"

ACTION INSTRUCTIONS:

Due Date: 03/13/96

1. Please handle/respond on behalf of Mr. Wolfensohn and provide a copy to EXC.

SPECIAL INSTRUCTIONS:

Mr. Choksi: We have called Miss Jane Armitage. In her absence, her assistant has advised that you would be the VPU able to assist us in advising how to handle the request to meet with a delegation of the World Confederation of Labor.. Thank you very much. RMM

INFORMATION COPIES:

Please return to: Rachel McColgan-Mohamed, EXC, E1247, 82441
--

The World Bank

INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT
INTERNATIONAL DEVELOPMENT ASSOCIATION

1818 H Street N.W.
Washington, D.C. 20433
U.S.A.

(202) 477-1234
Cable Address: INTBAFRAD
Cable Address: INDEVAS

file 120
66
OKP
File

March 13, 1996

Mr. Michel Hansenne
Director-General
International Labour Office
4, route des Morillons
CH-1211
Geneve Switzerland

Dear Mr. Hansenne

On behalf of Mr. Wolfensohn, I would like to thank you for your invitation to the World Bank to be represented at the 265th Session of the Governing Body of the International Labour Office on March 26 - March 28, 1996 in Geneva. I regret to inform you that we are not able to send a representative to the meeting. We would, however, very much appreciate receiving copies of documents for the meeting.

Although we are not able to participate in the March meeting, I am pleased that Ms. Jane Armitage will represent the Bank during the upcoming International Labour Conference in June. I understand that she is discussing with Ms. Katherine Hagen the possibility of organizing a jointly-sponsored tripartite panel discussion on labor policy either during the June Conference or at the next Session of the Governing Body in November. I very much hope that we will be able to move forward with this initiative. More generally, we are very pleased with our increasing cooperation with the ILO over the last few years, and look forward to a fruitful partnership in the future.

Sincerely,



Ishrat Husain
Acting Vice President
Human Capital Development

bcc: Thahane, Pachter, (UNAVP); Aniba, (EXC), Husain (PSPDR), Armitage (PSP),
Ms. Teresa Prada de Mesa Deputy Director, ILO, New Office, Mr. Anthony Freeman,
ILO, Washington Office.

JArmitage:mm-a
HCD00078
EXC06139

02/12/96 06:39:38 PM, HCOVP

404
394

LAB#10

Correspondence Management for HCDVP
CHORUS
Correspondence Profile

Reference #: HCD-00078
EXC-06139

For Action: Husain	Log Date: 02/12/96
Unit: PSP Room #: S 10-051 Telephone: 81415	Status: Open
	Response Date:

Correspondence Description:

From: Michel Hansenne, Director-General, International Labour Office, Geneva, Switzerland
To: Mr. Wolfensohn
Dated: 02/01/96
Topic: Inv. to the 265th Session of the Governing Body on 3/26/96 at 3:00 p.m.

Action Instructions
Let's talk first

Due Date: 02/16/96

Special Instructions
None

Information Copies:

Please return to:		
Armeane M. Choksi	HCDVP	S13-131
The final response document should be saved as O:\registry\[department]\HCO00078 (eg. O:\registry\hdd\HCO00078).		

HUMAN CAPITAL DEVELOPMENT

Vice Presidency

Assigned to: <i>14</i>	
Copied to:	
1. _____	
2. _____	
3. _____	
Action required:	
1. URGENT	
2. Please prepare a reply for Mr. Choksi's signature.	✓
3. Please prepare a reply for JDW's signature.	
4. Please respond/handle.	
5. For information.	
6. Other (see comments below).	
Reassigned to:	
Due to HCDVP by: <i>2/19</i>	
Reference number:	
File under:	
Comments: <i>lets talk Prit A</i>	

CORRESPONDENCE MANAGEMENT FOR THE PRESIDENT'S OFFICE
CHORUS
External Correspondence Profile

Reference #: EXC-06139

For Action: Armeane Choksi VPU: HRO Room #: S-13-131 Telephone: 31811	Log Date: 02/09/96 05:27:34 PM Status: Open Response Date:
--	---

CORRESPONDENCE DESCRIPTION:

From: Michel Hansenne, Director-General, International Labour Office, Geneva, Switzerland To: Mr. Wolfensohn Dated: 02/01/96 Topic: Inv. to the 265th Session of the Governing Body on 3/26/96 at 3:00 p.m.
--

ACTION INSTRUCTIONS:

Due Date: 02/20/96

1. Please handle/respond on behalf of Mr. Wolfensohn and provide a copy to EXC.

SPECIAL INSTRUCTIONS:

None

INFORMATION COPIES:

Please return to: Maree Aniba, EXC, E1227, 84138
--

951112 PM 1:20
111047



INTERNATIONAL LABOUR OFFICE
BUREAU INTERNATIONAL DU TRAVAIL
OFICINA INTERNACIONAL DEL TRABAJO

4, route des Morillons
CH-1211 GENÈVE 22

Télégrammes INTERLAB GENEVE
Télex 415647 ilo ch
Fac-similé (22) 798 86 85

Téléphone direct (22) 799
central (22) 799 6111

Réf. BIT/ILO GB 265-115

Votre réf.

The President of the World Bank
1818 H Street NW
WASHINGTON DC 20433
Etats-Unis

- 1 FEV. 1996

Dear Sir,

I have pleasure in conveying to your organization, on behalf of the Governing Body of the International Labour Office, a cordial invitation to be represented at the 265th Session of the Governing Body, which will be held at the International Labour Office, Geneva, from Tuesday, 26 March at 3 p.m. to Thursday, 28 March 1996. The full session will be preceded by meetings of various committees of the Governing Body, beginning on Thursday, 14 March.

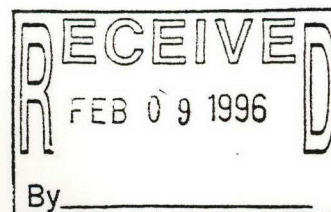
A copy of the agenda of the session is enclosed for your information, together with the programme of meetings. The documents relating to the various items on the agenda will be sent to you as they become available.

Should your organization be able to accept this invitation, it would be much appreciated if you would communicate to me, at your earliest convenience, the name and address of the representative who will attend the session.

Yours faithfully,



Michel Hansenne
Director-General





Agenda

1. Approval of the minutes of the 264th Session of the Governing Body.
2. Date, place and agenda of the 1998 session of the Conference.
3. Preliminary consultation on the Programme and Budget proposals for 1998-99.
4. Action to be taken by the ILO to give effect to the Declaration and Platform for Action adopted by the Fourth World Conference on Women (Beijing, 4-15 September 1995).
5. Developments in the United Nations in 1995-96.
6. Reports of the Committee on Freedom of Association.
7. Reports of the Programme, Financial and Administrative Committee.
8. Reports of the Committee on Legal Issues and International Labour Standards.
9. Report of the Committee on Employment and Social Policy.
10. Report of the Committee on Sectoral and Technical Meetings and Related Issues.
11. Report of the Working Party on the Social Dimensions of the Liberalization of International Trade.
12. Report of the Director-General.
13. Reports of the Officers of the Governing Body.
14. Composition and agenda of standing bodies and meetings.
15. Appointment of Governing Body representatives on various bodies.



**Programme of meetings for the 265th Session
of the Governing Body**

Thursday, 14 March

11 am Committee on Freedom of Association
and 3 pm

Friday, 15 March

10 am Committee on Freedom of Association
and 3 pm

Monday, 18 March

10 am Committee on Sectoral and Technical Meetings and Related Issues
10 am Working Party on Policy regarding the Revision of Standards
and 3 pm

Tuesday, 19 March

10 am Building Subcommittee
10 am Committee on Employment and Social Policy
and 3 pm

Wednesday, 20 March

10 am Programme, Financial and Administrative Committee
and 3 pm

Thursday, 21 March

10 am Committee on Legal Issues and International Labour Standards
and 3 pm

Friday, 22 March

10 am Committee on Legal Issues and International Labour Standards

The World Bank
Washington, D.C. 20433
U.S.A.

*file 6-6
UN-ILO*

TIMOTHY T. THAHANE
Vice President
United Nations Affairs

March 4, 1996

Mr. Michel Hansenne
The Director-General
International Labour Organization
4, route des Morillons
CH-1211 Geneva 22
Switzerland

Dear Mr. Hansenne:

I am writing to invite your representative to the first meeting of the Inter-Agency Task Force on the Enabling Environment for Economic and Social Development. This Task Force -- one of three established by the Administrative Committee on Coordination (ACC) to facilitate coordinated, country-level follow-up to recent United Nations conferences -- will take account of the experience and research on policies and programs that support such an environment and will focus explicitly on how the United Nations system can best provide coordination at the country level in support of such practices. The World Bank has been asked by the ACC to be the initial chair of the Task Force.

The first meeting will serve to develop the terms of reference for the Task Force and to establish its program of work. For the Task Force to successfully tackle a subject as broad as this its goals must be clear, manageable, and keenly responsive to needs at the country-level. It must keep in focus the expected output and end-user. The inputs of all participants will, therefore, be crucial to our work. A background note and provisional agenda will be circulated shortly.

The meeting will take place on Monday, March 22, 1996 at The World Bank Headquarters, 600 19th Street, N.W., Room H2-300, Washington, DC, starting at 9:00 a.m. Please contact Ms. Joy Le Blanc-Alston for further details regarding the venue. Her number is 202-473-0922 and fax 202-522-2659.

I look forward to your confirmation, as soon as possible, regarding who will be your representative at the March 22, 1996 meeting.

Sincerely,

T. Thahane

The World Bank Group

INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT
INTERNATIONAL DEVELOPMENT ASSOCIATION

1818 H Street N.W.
Washington, D.C. 20433
U.S.A.

(202) 473-4483
Cable Address: INTBAFRAD
Cable Address: INDEVAS

file 6-6 ILO

**Office of the Vice President
United Nations Affairs**

Facsimile Cover Sheet

DATE: February 29, 1996

NO. OF PAGES: 6
(including cover sheet)

TO: Mr. Osman Ahmed

FAX NO. : 967-1-269247

Title:

Organization: World Bank

City/Country: Sana'a Republic of Yemen

FROM: Lisa Pachter

Title: International Relations Officer

Telephone: 202-473-1775

SUBJECT: Per my EM: International Training Centre of the ILO

MESSAGE:

INTERNATIONAL TRAINING
CENTRE OF THE ILO

Telefax

Message No.: NT/mg.

To:	SEE ATTACHED LIST OF AGENCY FOCAL POINTS	From:	UN System Training Programmes International Training Centre of the ILO Turin, Italy Tel: (39)(11) 693 6648 or 6608
Fax No.:	see attached distribution list	Fax No.:	+39 11 / 3121743
cc by fax:		Date:	26-Feb-96
		No. of pages (incl. cover page):	14

If incomplete, please contact tel. +39 11 / 69.361 or fax +39 11 / 663.88.42 or 310.25.29

Re: 17th Workshop on the Management of Field Coordination for Senior UN
System Representatives - Turin, 21-29 March 1996

Dear Colleagues,

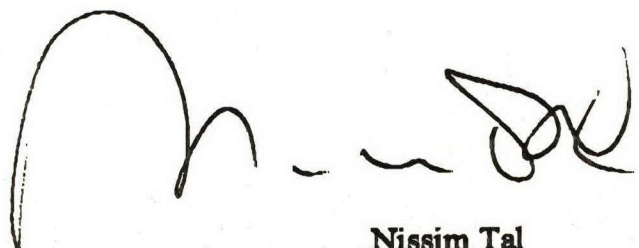
We would like to remind you of the practice for all field coordination workshops held here at the Turin Centre, namely, to establish a flat rate for the participants which covers all of their living expenses during their stay at the Centre.

For this forthcoming workshop, as has been the custom for the past workshops, the all inclusive flat rate will be US\$140 per night for each participant. This includes the cost of a single room, all meals, drinks during meals, newspapers, bottled water, coffee breaks and laundry service. Your agency may consider that flat rate charge as the basis for a "special DSA" for the workshop.

From our point of view, we prefer to bill your agency directly for full board and lodging (US\$140 per night) and for the tuition fee of US\$2,200. However, if you prefer you may authorize your participant(s) to collect 100 per cent DSA and pay the US\$140 per day directly to the Turin Centre, in which case we would invoice your agency for the tuition fee of US\$2,200 only. If you wish to have this US\$140 charged directly to your agency in addition to the tuition fee of US\$2,200, your agency would authorize your participant(s) to collect 20 per cent of the applicable per diem plus any expenses they would normally be entitled to during their travel.

Please send us by fax billing instructions for the participants in this workshop from your agency.

Best Regards.



February 26, 1996

Nissim Tal

International Training Centre of the ILO
Corso Unità d'Italia 125
10127 Turin, ITALY

Telephone: +39 11 / 69.361
Fax: +39 11 / 663.88 42 or 310.25.29
Telex: 221449 CENTRN-I

10.01

27-02-1996 17:01

I sent an EM to Osman
Ahmed saying I would fax the
attached. Please send with
a note "Per my em" to him
as he is in Yemen.

hisa P,
Please
handle.
Thanks. Joy

9671-269247

LP

Distribution List

Mr. Robin Kinloch, Director Division of Personnel, UNDP, New York	(001)(212) 906-5282
Mr. Richard Olver Chief, Training Section, Division of Personnel, UNDP, New York	(001)(212) 906-5120
Ms. Sandra Haji-Ahmed, Chief Training and Staff Development Section, UNICEF, New York	(001)(212) 303-7984
Ms. Geneviève Rouchet, BER/CSF/ICO, UNESCO, Paris	(0033)(1) 47347588
cc: Mr. Jules Mailhot, Chief, Training Section Human Resources Division, Bureau of Personnel, UNESCO, Paris	(0033)(1) 40569066
Mr. George Aelion, Officer-in-Charge Training and Staff Development Unit, WFP, Rome	(06) 59602111 or (06) 59602348
Mr. Alfred R. Haemmerli, Chief, Operational Activities for Development Unit, DPCEA/DPCSD, United Nations, New York	(001)(212) 963-2812
cc: Ms. Momoyo Ise, Head, Staff Administration, OHRM United Nations, New York	(001)(212) 963-9514
Ms. Margaret Howard, Officer-in-Charge OUSG, DDSMS, United Nations, New York	(001)(212) 963-8196
cc: Mr. Guido Bertucci, Director, DPADM/DDSMS United Nations, New York	(001)(212) 963-9681
Mr. Graeme Warner, Chief Information Centres Service, PERD, DPI, United Nations, New York	(001)(212) 963-7330
Mr. Stefan Berglund, Senior Inter-Organization Officer Inter-Organization Cooperation Section, UNHCR, Geneva	(0041)(22) 739-7349
cc: Ms. Catherine Whibley, Senior Training Officer Training Section, UNHCR, Geneva	(0041)(22) 739-8792
Dr. H. Schmidtkunz, Programme Manager, Staff Development Programme Division of Development of Human Resources for Health, WHO, Geneva	(0041)(22) 791-0746
Dr. Ferdinand Littaua Division of Interagency Affairs (INA) WHO, Geneva	(0041)(22) 791-4843

Ms. Vivien Ponniah, Chief Coordination and Training Branch, PCMFSSO, UNFPA, New York	(001)(212) 297-4914
Mr. Philippe Mengin, Senior Adviser Field Programme Development Division, FAO, Rome	(06) 5225-5005
cc: Mr. Chris Elliott, Officer-in-Charge, Staff Development Group, AFPR, FAO, Rome	(06) 5225-3152
Mr. Eckhard Hein, DDFC FAO, Rome	(06) 5225-6885
Mr. Tuhin Verma, Senior Coordinator Country Strategy and Programme Development Division, UNIDO, Vienna	(0043)(1) 211316832
cc: Mr. Sergio Gardelliano, Chief Staff Development and Training Section, Personnel Services Division, UNIDO, Vienna	(0043)(1) 211316832
Mr. Jan Sorensen, Senior Policy and Programme Officer PROMOTEC, ILO, Geneva	(0041)(22) 799-6872
Mr. Mark Hildebrand, Director, Office for Programme Coordination UNCHS (Habitat), Nairobi, Kenya	(00254)(2) 624-263
cc: Mr. Daniel Biau, Officer-in-Charge, Technical Cooperation Division UNCHS (Habitat), Nairobi, Kenya	(00254)(2) 624-263
Mr. Timothy Thahane, Vice President UN Affairs, The World Bank, Washington	(001)(202) 522-2659 (001)(202) 522-2401
Mr. I.M. Zulu, Director IMF Office at the United Nations and Special Representative to the UN, New York	(001)(212) 319-9040
Mr. John Burley, Chief Joint Technical Cooperation Unit, UNCTAD, Geneva	(0041)(22) 907-0043
Ms. LL Vanore-Speer, Director Division of Technical Cooperation, ITC, Geneva	(0041)(22) 733-4439
cc: Mr. Pierre Jouvenant, Senior Evaluation Officer Division of Technical Cooperation, ITC, Geneva	(0041)(22) 730-0575
Mr. Bouna Sékou Diouf, Director Economic Policy and Resource Strategy Department, IFAD, Rome	(06) 504-3463
Mr. A.R. El Hicheri, Director Technical Cooperation Bureau, ICAO, Montreal	(001)(514) 288-4772

Mr. T. Ras-Work, Head External Affairs, ITU, Geneva	(0041)(22) 733-7256
Mr. K.K. Samawi, Senior Counsellor for the Director General UPU, Berne	(0041)(31) 350-3110
Mr. Donald J. Kerlin, Director Technical Cooperation Division, IMO, London	(0044-1)(71) 587-3210
Mr. H.M. Diallo, Technical Cooperation Department, WMO, Geneva	(0041)(22) 740-0207
Mr. Royal F. Kastens, Head Programme Co-ordination Section, Department of Technical Co-operation, IAEA, Vienna	(0043)(1) 206029633
Mr. Vladimir Yossifov, Head Development Cooperation Programme and Planning Section (DCPPS) Division for Human Resources, Programme Planning and Inter-Agency Affairs, WIPO, Geneva	(0041)(22) 740-1417
Mr. Gerd D. Merrem, Deputy Executive Director, and Director Division for Operational Activities and Technical Services, UNDCP, Vienna	(0043)(1) 213 455 866
Ms. Noeleen Heyzer, Director UNIFEM, New York	(001)(212) 906-6705
Mr. C. Kassangana, Acting Chief Regional Commissions Liaisons, UN Headquarters, New York	(001)(212) 963-4116
Mr. David Whittlesey, Special Advisor Organization Development and Human Resources Development, IOM, Geneva	(0041)(22) 798-6150
Mr. Jamal Benomar, Chief, Technical Cooperation Branch Centre for Human Rights, Geneva	(0041)(22) 917-0123
Mr. Jean-François Trémeaud, Assistant Director-General, ILO Geneva and Director, ILO International Training Centre, Turin	(0041)(22) 788-2308
Mr Paul Berthoud, Consultant	(0041)(22) 798-2157
cc:	
Dr. Nafis Sadik, Chairperson, CCPOQ, Geneva, and Executive Director, UNFPA, New York	(001)(212) 297-4911
Mr. Derrick Deane, Secretary, CCPOQ, Geneva	(0041)(22) 733-2637

**INTERNATIONAL TRAINING
CENTRE OF THE ILO**

Telefax

Message No.: NT/mg.

To:	Mr. Joy Le Blanc-Alston Assistant to Mr. Thahane The World Bank Washington	From:	Nissim Tal, Head UN System Training Programmes International Training Centre of the ILO Turin, Italy Tel: (39)(11) 693 6648 or 6608
Fax No.:	(1)(202) 522 2659	Fax No.:	+39 11 / 3121743
cc by fax:		Date:	26-Feb-96
		No. of pages (incl. cover page):	1

If incomplete, please contact tel. +39 11 / 69.361 or fax +39 11 / 663.88.42 or 310.25.29

**Re: 17th Workshop on the Management of Field Coordination for Senior UN
System Representatives - Turin, 21-29 March 1996**

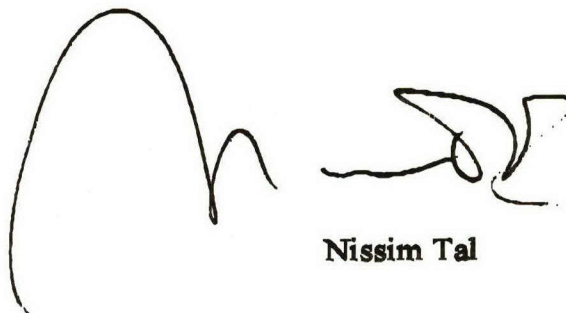
Dear Mr. Le Blanc-Alston,

Thank you for your fax confirming the meeting with Mr. Thahane on 1 March 1996 in which Vinod Thomas and Tariq Husain will also participate. This information has been relayed to Hans Geiser.

I am delighted to learn that Mr. Osman Ahmed, World Bank Resident Representative in Yemen will participate in the 17th Coordination Workshop.

Very best regards.

February 26, 1996



Nissim Tal

International Training Centre of the ILO
Corso Unità d'Italia 125
10127 Turin, ITALY

Telephone: +39 11 / 69.381
Fax: +39 11 / 663.88 42 or 310.25.29
Telex: 221449 CENTRN-I

The World Bank

INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT
INTERNATIONAL DEVELOPMENT ASSOCIATION

1818 H Street N.W.
Washington, D.C. 20433
U.S.A.

(202) 477-1234
Cable Address: INTBAFRAD
Cable Address: INDEVAS

Jim: ILO
66

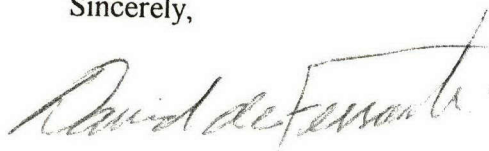
February 21, 1996

Mr. Michel Hansenne
Director General
International Labour Office
4, route des Morillons
CH-1211 Genève 22
Switzerland

Dear Mr. Hansenne,

On behalf of Mr. Wolfensohn, I would like to thank you for the invitation to the World Bank to participate in the 83rd Session of the International Labour Conference in June. Ms. Armitage, Manager, Labor Markets and Social Insurance, Poverty and Social Policy Department, will represent the Bank at the Conference. It is, unfortunately, not possible for her to attend the entire Conference. I have, therefore, suggested that she get in touch with Ms. Katherine Hagen to discuss which days of the Conference would be most appropriate and useful for her to attend.

Sincerely,



David de Ferranti
Acting Vice President
Human Capital Development

bcc: bcc: Messrs./Mmes. I. Husain, J. Armitage, (PSP); L. Pachter (UNAVP); M. Aniba (EXC).

J.Armitage:mma

February 21, 1996

EXC06610

o:\registry\psp\HCD-00077

EXC-6110



INTERNATIONAL LABOUR OFFICE
BUREAU INTERNATIONAL DU TRAVAIL
OFICINA INTERNACIONAL DEL TRABAJO

4, route des Morillons
CH-1211 GENÈVE 22

Télégrammes INTERLAB GENEVE
Télex 415647 ilo ch
Fac-similé (22) 798 86 85

Téléphone direct (22) 799
central (22) 799 6111

Réf. BIT/ILO

ILC 83-115

Votre réf.

The President
International Bank for
Reconstruction and Development
1818H street NW
WASHINGTON DC 20431
USA

- 1 FEV. 1996

Dear Sir,

I have pleasure in informing you that the 83rd Session of the International Labour Conference will open at the Palais des Nations, Geneva, on *Tuesday, 4 June 1996*, at 11 a.m., and in conveying to your organization, on behalf of the Governing Body of the International Labour Office, a cordial invitation to be represented at the session which is expected to continue until Thursday, 20 June 1996.

--- I enclose, for your information, a Memorandum which sets out the agenda of the session (section A), together with detailed information thereon and on the procedure which the Conference will follow in dealing with it (section B). The Memorandum also contains all necessary information concerning the organization of the Conference.

Copies of the reports prepared by the Office for submission to the Conference are being sent to you as they become available.

Should your organization be able to accept this invitation, it would be appreciated if you would communicate to me, at your earliest convenience, the names and addresses of its representatives at this session of the Conference.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Hansenne', is written over a horizontal line. Below the signature, the name 'Michel Hansenne' and title 'Director-General' are printed.

Michel Hansenne
Director-General



02/08/9604:22:18 PM, HCOVP

FEB 9 1996 (59)

Correspondence Management for HCDVP
CHORUS
Correspondence Profile

Reference #: HCD-00077
EXC-06110

For Action: Armitage	Log Date: 02/08/96 Status: Open Response Date:
Unit: PSP Room #: S 10-027 Telephone: 81114	

Correspondence Description:

From: Michel Hansenne, Director General, International Labour Office, Geneva To: Mr. Wolfensohn Dated: 02/01/96 Topic: Invitation to attend the International Labour Conference in Geneva on 06/04/96 at 11 a.m. Information booklet enclosed.
--

Action Instructions

Due Date: 02/16/96

6. Please refer to the pink sheet from EXC

Special Instructions

None

Information Copies:

I. Husain

Please return to:

Armeane M. Choksi

HCDVP

S13-131

The final response document should be saved as O:\registry\[department]\HCO00077
(eg. O:\registry\hdd\HCO00077).

↖ Mr. prepare a response for my signature A

**CORRESPONDENCE MANAGEMENT FOR THE PRESIDENT'S OFFICE
CHORUS**

External Correspondence Profile

Reference #: EXC-06110

For Action: Armeane Choksi

VPU: HRO Room #: S-13-131 Telephone: 31811

Log Date: 02/08/96 10:37:46 AM

Status: Open

Response Date:

CORRESPONDENCE DESCRIPTION:

From: Michel Hansenne, Director General, International Labour Office, Geneva

To: Mr. Wolfensohn

Dated: 02/01/96

Topic: Invitation to attend the International Labour Conference in Geneva on 06/04/96 at 11 a.m.
Information booklet enclosed.

ACTION INSTRUCTIONS:

Due Date: 02/19/96

1. Please handle/respond on behalf of Mr. Wolfensohn and provide a copy to EXC.

SPECIAL INSTRUCTIONS:

None

INFORMATION COPIES:

Please return to:

Maree Aniba, EXC, E1227, 84138

*file 9-6
ILO**LP-741
T*

THE WORLD BANK GROUP
Headquarters: Washington, D.C. 20433 U.S.A.
Tel. No. (202) 477-1234 • Fax (202) 477-6391 • Telex No. RCA 248423

FACSIMILE COVER SHEET AND MESSAGE

DATE:	February 23, 1996	NO. OF PAGES: 3 (including cover sheet)	MESSAGE NO.:
TO:	Mr. T. Thahane	FAX NO.:	(202)522-2659
Title:			
Organization:			
City/Country:			
FROM:	Jane Armitage	FAX NO.:	(202) (202)522-3252
Title:		Telephone:	(202) (202)473-3750
Dept/Div:		Dept./Div. No.:	69205
Room No.:	S10-027		

SUBJECT:**MESSAGE:**

Please see attached.

Transmission authorized by:

If you experience any problem in receiving this transmission, inform the sender at the telephone or fax no. listed above.

The World Bank

INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT
INTERNATIONAL DEVELOPMENT ASSOCIATION

1818 H Street N.W.
Washington, D.C. 20433
U.S.A.

(202) 477-1234
Cable Address: INTBAFRAD
Cable Address: INDEVAS

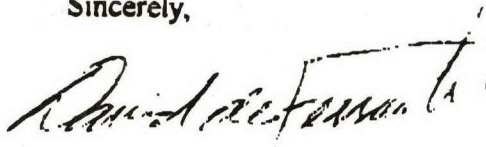
February 21, 1996

Mr. Michel Hansenne
Director General
International Labour Office
4, route des Morillons
CH-1211 Genève 22
Switzerland

Dear Mr. Hansenne,

On behalf of Mr. Wolfensohn, I would like to thank you for the invitation to the World Bank to participate in the 83rd Session of the International Labour Conference in June. Ms. Armitage, Manager, Labor Markets and Social Insurance, Poverty and Social Policy Department, will represent the Bank at the Conference. It is, unfortunately, not possible for her to attend the entire Conference. I have, therefore, suggested that she get in touch with Ms. Katherine Hagen to discuss which days of the Conference would be most appropriate and useful for her to attend.

Sincerely,



David de Ferranti
Acting Vice President
Human Capital Development

EXC-6110



INTERNATIONAL LABOUR OFFICE
BUREAU INTERNATIONAL DU TRAVAIL
OFICINA INTERNACIONAL DEL TRABAJO

4, route des Morillons
CH-1211 GENEVE 22

Télogrammes INTERLAB GENEVE
Télex 415647 ilo ch
Fac-similé (22) 798 86 85

Téléphone direct (22) 799
central (22) 799 6111

P&f BIT/ILO

ILC 83-115

Votre réf.

The President
International Bank for
Reconstruction and Development
1818H street NW
WASHINGTON DC 20431
USA

- 1 FEV. 1996

Dear Sir,

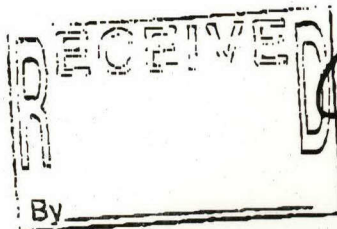
I have pleasure in informing you that the 83rd Session of the International Labour Conference will open at the Palais des Nations, Geneva, on *Tuesday, 4 June 1996*, at 11 a.m., and in conveying to your organization, on behalf of the Governing Body of the International Labour Office, a cordial invitation to be represented at the session which is expected to continue until Thursday, 20 June 1996.

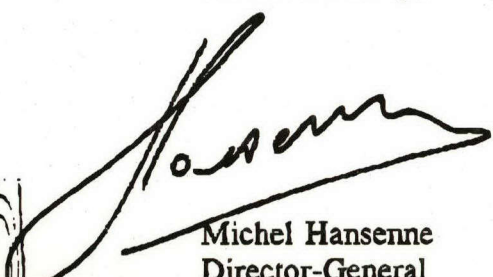
--- I enclose, for your information, a Memorandum which sets out the agenda of the session (section A), together with detailed information thereon and on the procedure which the Conference will follow in dealing with it (section B). The Memorandum also contains all necessary information concerning the organization of the Conference.

Copies of the reports prepared by the Office for submission to the Conference are being sent to you as they become available.

Should your organization be able to accept this invitation, it would be appreciated if you would communicate to me, at your earliest convenience, the names and addresses of its representatives at this session of the Conference.

Yours faithfully,




Michel Hansenne
Director-General

INTERNATIONAL LABOUR OFFICE



BUREAU INTERNATIONAL DU TRAVAIL

GENÈVE

DEPUTY DIRECTOR GENERAL

DIRECTEUR GÉNÉRAL ADJOINT

7 February 1996

Dear Mr. Husain,

The first meeting of the ACC Task Force on Employment and Sustainable Livelihoods was a promising beginning. As a result of our deliberations on 25-26 January, we agreed on a country-focused approach to our terms of reference and set up a tentative programme of action for the coming year. You have already received a copy of the terms of reference, and I am now sending you the time frame as agreed at our first meeting.

Our immediate tasks include the implementation of a country identification process (as provided in para. 4 of the terms of reference) coordinated by the UNDP and the formation of a conceptual framework for country reviews (as provided in paras. 5 and 6 of the terms of reference) coordinated by the ILO. With regard to the UNDP initiative, I understand that Mr. Anders Wijkman, Assistant Administrator, is the contact person, and you should share your views with him about countries you think should be included in the identification process. With regard to the conceptual framework, Mr. Werner Sengenberger, Director of the ILO Employment Department, will be coordinating the work here, and you will be hearing directly from him in the near future.

Should you decide to assign responsibility on either of these tasks to a particular individual in your institution, please let us know so that we can arrange for a direct relationship with either Mr. Wijkman or Mr. Sengenberger. Please note that the time frame suggests that we should complete these two tasks by the end of March in order that we can submit a progress report to the April meeting of the ACC.

Looking ahead, the time frame identifies May through July as the time we should attempt to launch the first round of country reviews, with an interim assessment of the country reviews to occur in mid-summer and a second round of reviews in the early fall. Several agencies indicated a willingness to lead one or two of these reviews, these are noted on the time frame document. We will welcome any communication from you on further details about your agency's availability or particular preferences.

Mr. Ishrat Husain,
Director,
Poverty & Social Policy Department,
The World Bank,
1818 H. Street, N.W.,
WASHINGTON, D.C. 20433

Finally, we identified three areas in which we can augment our country review activity with specific working groups - on (1) the impact of globalization and technology on employment and sustainable livelihoods; (2) the relationship between employment and sustainable livelihoods; and (3) improved indicators for the measurement of employment and sustainable livelihoods.

I am informed that the Secretary-General of UNCTAD will be issuing invitations to participate in the seminar to be held on 25-27 March in Geneva on the subject of "Globalization and Liberalization: Effects of International Economic Relations on Poverty". As we had discussed at our first meeting, this seminar would serve as a welcome contribution to the work of the first of these working groups, on the impact of globalization and technology on employment and sustainable livelihoods. We discussed the possibility of a brainstorming session of the Task Force for those who are interested and able to come to the seminar, to occur on 27 March. UNCTAD has kindly offered to launch this effort on the afternoon of the 27th.

With regard to the second of these initiatives, we agreed to look to UNDP to develop a clear definition of what we mean by the term "sustainable livelihoods" and determine whether more needs to be done at that point. On the matter of indicators, Mr. Farhad Mehran, Director of the ILO Bureau of Statistics, will coordinate a process of integrating existing knowledge and working through already existing groups before deciding whether a more formal structure needs to be set up in this Task Force.

Please feel free to express your concerns and contribute your expertise on these matters as appropriate. We have a lot of work ahead of us, but I am confident that we have a lot of enthusiasm as well.

Yours sincerely,



Katherine A. Hagen

ACC Task Force on Employment and Sustainable Livelihoods

TIME FRAME 1996

February - March

Working Group on country identification	UNDP
Working Group for conceptual framework	ILO

April

Progress report to ACC	ILO
------------------------	-----

May - July

Country reviews

Leader pool:	ILO, UNESCO, UNIDO, UNCTAD, UNDP, World Bank, WTO
--------------	--

Additional possibilities	UNICEF, OECD
--------------------------	--------------

July - August

Task Force assessment of review process	Task Force
---	------------

September - October

Country reviews

Leader pool:	(as above)
--------------	------------

continued ...

October - November

Synthesis report to ACC

ILO

To be determined:

Working group on globalization

(starting with input from UNCTAD at March "Globalization and Poverty Seminar")

Working group on relationship between employment and sustainable livelihoods

(UNDP to prepare a paper)

Working group on indicators

(ILO to coordinate and review existing activities)

The World Bank

INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT
INTERNATIONAL DEVELOPMENT ASSOCIATION

1818 H Street N.W.
Washington, D.C. 20433
U.S.A.

file 6-6 ILO
(202) 477-1234
Cable Address: INTBAFRAD
Cable Address: INDEVAS

February 2, 1996

Mr. Heribert Maier
Deputy Director-General
International Labour Office
4, route des Morillons
CH-1211 Geneva 22
Switzerland

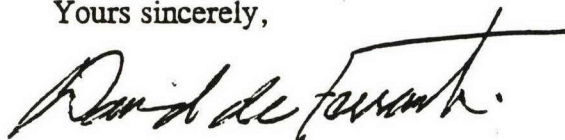
Dear Mr. Maier,

On behalf of Mr. Wolfensohn, let me thank you for your invitation for the World Bank to send an observer to the Tripartite Meeting on Social and Labour Problems Caused by Structural Adjustments in the Port Industry to be held from 20 to 24 May, 1996.

I am pleased to inform you that Mr. Hans Peters of our Transportation, Water and Urban Development Department, will attend this meeting. Please send Mr. Peters the agenda and other documentation when available.

As you know, we are enthusiastic about improving cooperation and joint work with the ILO, and we welcome the opportunities to attend ILO meetings whenever possible.

Yours sincerely,



David de Ferranti
Acting Vice President
Human Capital Department

Mr. Heribert Maier

-2-

2/2/96

bcc: Messrs/Mmes Peters (TWUTD), Thahane, Pachter (UNAVP); Husain (PSPDR),
Armitage (PSP), Aniba (EXC).

Jane Armitage:mma
EXC 05748
HCD 00072

February 2, 1996
O:\REGISTRY\OPR\HCD-00072

PSP
A:\MAIER.DOC
February 2, 1996 2:41 PM



INTERNATIONAL LABOUR OFFICE
BUREAU INTERNATIONAL DU TRAVAIL
OFICINA INTERNACIONAL DEL TRABAJO

4, route des Morillons
CH-1211 GENEVE 22

Télégrammes INTERLAB GENEVE
Télex 415647 ilo ch
Fac-similé (22) 798 86 85

Téléphone direct (22) 799
central (22) 799 6111

The President
World Bank
1818 H Street NW
WASHINGTON DC 20433
USA

Réf. BIT/ILO IC 1-0-19-1001-115

Votre réf.

17 JAN. 1996

TRIPARTITE MEETING ON SOCIAL AND LABOUR PROBLEMS CAUSED BY
STRUCTURAL ADJUSTMENTS IN THE PORT INDUSTRY

(Geneva, 20-24 May 1996)

Dear Sir,

By letter dated 25 July 1995, your organization was informed of the decision taken by the Governing Body of the International Labour Office at its 263rd Session (June 1995), to postpone the Tripartite Meeting on Social and Labour Problems caused by Structural Adjustments in the Port Industry to which your organization was invited by letter dated 6 June 1995. I am pleased to inform you that at its 264th Session (November 1995), the Governing Body decided that this Meeting would be held at the International Labour Office in Geneva, from 20-24 May 1996. The opening sitting will begin at 11 a.m. on Monday, 20 May. The Meeting will be held in accordance with the Standing Orders for Sectoral Meetings adopted by the Governing Body at the same session, copies of which will be sent to you as soon as they are available.

The purpose of the Meeting, as decided by the Governing Body at its 264th Session (November 1995), is to exchange views on social and labour issues concerning structural adjustments in ports, to adopt conclusions on these questions, to adopt resolutions, and to adopt a report on its proceedings. The Office has prepared a report as a basis for discussion of the agenda item, copies of which will be sent to you under separate cover. Simultaneous interpretation will be provided during the Meeting in appropriate languages.

Should your organization be able to accept this invitation, I should be grateful if you would let me know as soon as possible the name and address of the person who will represent it as an observer at the Meeting. The travel and subsistence expenses of the representative will be payable by your organization.

Yours faithfully,
For the Director-General:



Heribert Maier,
Deputy Director-General.

THE WORLD BANK GROUP

ROUTING SLIP		DATE: February 2, 1996	
NAME			ROOM. NO.
David de Ferranti, Acting Vice President, HCDVP			S9-035
☐	URGENT	☐	PER YOUR REQUEST
☐	FOR COMMENT	☐	PER OUR CONVERSATION
☐	FOR ACTION	☐	NOTE AND FILE
☐	FOR APPROVAL/CLEARANCE	☐	FOR INFORMATION
☒	FOR SIGNATURE	☐	PREPARE REPLY
☐	NOTE AND CIRCULATE	☐	NOTE AND RETURN
RE: ILO Tripartite Meeting on Social and Labour Problems Caused by Structural Adjustments in the Port Industry - 5/20-24/96 -- Bank representation			
REMARKS: For Signature			
FROM Ishrat Husain, PSP		ROOM NO. S10-051	EXTENSION 81415


 Drafted by: Jane Armitage (Maureen Buckmire, Staff Assistant) Room No: S10-025x, X33750

HUMAN CAPITAL DEVELOPMENT
and
OPERATIONS POLICY
Vice Presidency

Assigned to: <u>Jane Armitage</u>	
Copied to:	
1. <u>S. Hussain</u>	
2. _____	
3. _____	
Action required:	
1. URGENT	
2. Please prepare a reply for Mr. Choksi's signature.	☒
3. Please prepare a reply for JDW's signature.	
4. Please respond/handle.	
5. For information.	
6. Other (see comments below).	
Reassigned to:	
Due to HCOVP by: <u>2/1/96</u>	
Reference number:	
File under:	
Comments:	

01/25/96 11:09:57 AM, HCOVP

JAN 25 1996 (175)

**Correspondence Management for HCOVP
CHORUS
Correspondence Profile**

Reference #: HCO-00072
EXC-05748

For Action: Armitage	Log Date: 01/25/96
Unit: PSP Room #: S 10-027 Telephone: 81114	Status: Open
	Response Date:

Correspondence Description:

From: Heribert Maier, Deputy Director-General, International Labour Office, Geneva, Switzerland
To: Mr. Wolfensohn
Dated: 01/17/96
Topic: Inv. to attend the Tripartite Meeting on Social and Labour Problems Caused by Structural Adjustments in the Port Industry - 5/20-24/96 in Geneva.

Action Instructions

Due Date: 02/01/96

Please prepare a response for Mr. Choksi's signature.

Special Instructions

None

Information Copies:

Please return to:		
Armeane M. Choksi	HCOVP	S13-131
The final response document should be saved as O:\registry\[department]\HCO00072 (eg. O:\registry\opr\HCO00072).		

**CORRESPONDENCE MANAGEMENT FOR THE PRESIDENT'S OFFICE
CHORUS**

External Correspondence Profile

Reference #: EXC-05748

For Action: Armeane Choksi VPU: HRO Room #: S-13-131 Telephone: 31811	Log Date: 01/24/96 09:31:29 AM Status: Open Response Date:
--	---

CORRESPONDENCE DESCRIPTION:

From: Heribert Maier, Deputy Director-General, International Labour Office, Geneva, Switzerland To: Mr. Wolfensohn Dated: 01/17/96 Topic: Inv. to attend the Tripartite Meeting on Social and Labour Problems Caused by Structural Adjustments in the Port Industry - 5/20-24/96 in Geneva.
--

ACTION INSTRUCTIONS:

Due Date: 02/02/96

1. Please handle/respond on behalf of Mr. Wolfensohn and provide a copy to EXC.

SPECIAL INSTRUCTIONS:

None

INFORMATION COPIES:

Please return to: Maree Aniba, EXC, E1227, 84138
--

2
HROVP
95 JUN 24 PM 4:12
HROVP

*file G-6
ILO*

The World Bank
Washington, D.C. 20433
U.S.A.

David de Ferranti
Director
Human Development Department

January 29, 1996

Mr. Heribert Maier
Deputy Director-General
International Labour Office
4, route des Morillons
CH-1211 Genève 22
SWITZERLAND

Dear Mr. Maier:

Joint Meeting on the Impact of Structural Adjustment on Education Personnel

Thank you for your letter of 9 January 1996 to Mr. Wolfensohn.

We will not be able to attend the meeting but we would very much appreciate receiving copies of the report referred to in your letter. Please send these to Maris O'Rourke, Senior Education Adviser, Human Development Department.

Sincerely,



Mr. Heribert Maier

-2-

January 26, 1996

cc: Maree Aniba (EXC); Armeane Choksi (HCDVP); Maris O'Rourke; Nicholas Burnett
(HDD); Jane Armitage (PSP); Tim Thahane, Lisa Pachter (UNAVP)

ESP

O:\REGISTRY\HDD\HCO00069.DOC

January 26, 1996 12:00 PM

HDD CORRESPONDENCE LOG

HDD LOG NUMBER:

110

DATE REC'D:

22-Jan-96

HCO- Number:

HCO-00069

EXC- Number:

EXC-05591

CORRESPONDENCE DESCRIPTION

FROM:

Heribert Maier, Deputy Director General, ILO

TO:

Mr. Wolfensohn

DATED:

09-Jan-96

TOPIC:

Joint Meeting on the Impact of Structural Adjustment on Education
Personnel - April 22-26, 1996.

ROUTED TO:

M. O'Rourke

ACTION INSTRUCTIONS:

Please handle/respond as appropriate. Any written
response should be signed by DdF.

DUE DATE:

29-Jan-96

HDD RESPONSE DATE:

RESPONSE DESCRIPTION:

THE WORLD BANK GROUP
Headquarters: Washington, D.C. 20433 U.S.A.
Tel. No. (202) 477-1234 • Fax (202) 477-6391 • Telex No. RCA 248423

FACSIMILE COVER SHEET AND MESSAGE

DATE: January 26, 1996

NO. OF PAGES: 3
(including cover sheet)

MESSAGE NO.: {#}

TO: Mr. Lisa Wood
Title: {Title}
Organization: World Bank
City/Country: Washington DC 20016, U.S.A

DESTINATION FAX NO.: 522-2401

FROM: Ian Conachy
Title: Staff Assistant
Dept/Div: HDD
Room No.: S9-124

DIVISIONAL FAX NO.: (202) 202-522-3233
Dept./Div. No.: {Div-#}
Telephone: (202) 202-473-3669

SUBJECT: Reply to the ILO

MESSAGE: Per our conversation, please bring the following letter and reply to the attention of Ms. Pachter. Thank you, Ian.

*Checked by Lisa Pachter. 1/26/96.
Ian.*

Transmission authorized by: authorization

If you experience any problem in receiving this transmission, inform the sender at the telephone or fax no. listed above.

**Correspondence Management for HCOVP
CHORUS
Correspondence Profile**

Reference #: HCO-00069
EXC-05591

For Action: de Ferranti Unit: HDD Room #: S 9-035 Telephone: 38729	Log Date: 01/22/96 Status: Open Response Date:
--	---

Correspondence Description:

From: Herbert Maier, Deputy Director Gen. ILO To: Mr. Wolfensohn Dated: 01/09/96 Topic: Joint Meeting - Impact of Structural Adj. on Education Personnel, 4/22-26/96

Action Instructions

Due Date: 01/29/96

Please refer to pink sheet from EXC

Special Instructions

None

Information Copies:

Please return to: Armeane M. Choksi The final response document should be saved as O:\registry\[department]\HCO00069 (eg. O:\registry\opr\HCO00069).	HCOVP	S13-131
---	-------	---------

**CORRESPONDENCE MANAGEMENT FOR THE PRESIDENT'S OFFICE
CHORUS**

External Correspondence Profile

Reference #: EXC-05591

For Action: Armeane Choksi

VPU: HRO Room #: S-13-131 Telephone: 31811

Log Date: 01/18/96 05:34:55 PM

Status: Open

Response Date:

CORRESPONDENCE DESCRIPTION:

From: Heribert Maier, Deputy Director General, ILO

To: Mr. Wolfensohn

Dated: 01/09/96

Topic: Joint Meeting on the Impact of Structural Adjustment on Education Personnel - April 22-26, 1996

ACTION INSTRUCTIONS:

Due Date: 01/29/96

1. Please handle/respond on behalf of Mr. Wolfensohn and provide a copy to EXC.

SPECIAL INSTRUCTIONS:

None

INFORMATION COPIES:

Please return to:

Maree Aniba, EXC, E1227, 84138

RECEIVED
01-11-96 61 NOV 96
HROVP

A L L - I N - 1 N O T E

DATE: 25-Jan-1996 10:20am EST

TO: Nicholas Burnett

(NICHOLAS BURNETT)

FROM: Jane Armitage

[Maureen McIntosh-Alberts], PSP(JAN

EXT.: 81114

SUBJECT: ILO meeting

I am responding to your e-mail to Jane on the invitation to Mr. Wolfensohn to attend an ILO meeting in April on the Impact of Structural Adjustment on Educational Personnel.

Jane is at the ILO in Geneva right now and would not be back until January 30. In the meantime, I wanted to let you know that what Jane has been doing recently, and what she has instructed us to do also is to clear and copy all correspondence to the ILO first with Lisa Pachter in Tim Thahane's office.

We will also like to have a copy of the correspondence for our files.

Thank you.

OPRPS.

OPRNY.

Tim To



INTERNATIONAL LABOUR OFFICE
BUREAU INTERNATIONAL DU TRAVAIL
OFICINA INTERNACIONAL DEL TRABAJO

4, route des Morillons
CH-1211 GENEVE 22

Télégrammes INTERLAB GENEVE
Télex 415647 ilo ch
Fac-similé (22) 798 86 85

Téléphone direct (22) 799
central (22) 799 61 11

The President
World Bank
1818 H Street NW
WASHINGTON DC 20433
USA

Réf. BIT/ILO IC 12-0-2-001-115

Votre réf.

**Joint Meeting on the Impact of Structural
Adjustment on Educational Personnel**

(Geneva, 22-26 April 1996)

JAN. 1996

Dear Sir,

Reference is made to my letter dated 25 July 1995 informing your organization of the postponement of the First Session of the Standing Technical Committee for Educational Personnel. At its 264th Session (November 1995), the Governing Body of the International Labour Office decided that the Meeting would be renamed "Joint Meeting on the Impact of Structural Adjustment on Educational Personnel" and would be held at the International Labour Office, Geneva, from 22 to 26 April 1996. The opening sitting will begin at 11 a.m. on Monday, 22 April. I have pleasure in conveying to your organization a cordial invitation to be represented by an observer at the Meeting.

The Office is preparing two reports for the Meeting: Report I: *Recent Developments in the Education Sector*, which will provide information on trends in the evolution of the employment and working conditions of educational personnel; and Report II: *Impact of Structural Adjustment on the Employment and Training of Teachers*. Copies of these reports will be sent to you as soon as they are available.

If your organization is able to accept this invitation, I would appreciate it if you would communicate to me at your earliest convenience the name and title of the person who will represent it at the Meeting (facsimile No. 41.22.799.7296). I should add that the travel and subsistence expenses of the representative will be payable by your organization.

Yours faithfully,
For the Director-General:



Heribert Maier,
Deputy Director-General.

The World Bank
Washington, D.C. 20433
U.S.A.

David de Ferranti
Director
Human Development Department

File
6-6
ILO

January 29, 1996

Mr. Heribert Maier
Deputy Director-General
International Labour Office
4, route des Morillons
CH-1211 Genève 22
SWITZERLAND

Dear Mr. Maier:

Joint Meeting on the Impact of Structural Adjustment on Education Personnel

Thank you for your letter of 9 January 1996 to Mr. Wolfensohn.

We will not be able to attend the meeting but we would very much appreciate receiving copies of the report referred to in your letter. Please send these to Maris O'Rourke, Senior Education Adviser, Human Development Department.

Sincerely,



Mr. Heribert Maier

-2-

January 26, 1996

cc: Maree Aniba (EXC); Armeane Choksi (HCDVP); Maris O'Rourke; Nicholas Burnett
(HDD); Jane Armitage (PSP); Tim Thahane, Lisa Pachter (UNAVP)

ESP

O:\REGISTRY\HDD\HCO00069.DOC

January 26, 1996 12:00 PM

HDD CORRESPONDENCE LOG

HDD LOG NUMBER:

110

DATE REC'D:

22-Jan-96

HCO- Number:

HCO-00069

EXC- Number:

EXC-05591

CORRESPONDENCE DESCRIPTION

FROM:

Heribert Maier, Deputy Director General, ILO

TO:

Mr. Wolfensohn

DATED:

09-Jan-96

TOPIC:

Joint Meeting on the Impact of Structural Adjustment on Education
Personnel - April 22-26, 1996.

ROUTED TO:

M. O'Rourke

ACTION INSTRUCTIONS:

Please handle/respond as appropriate. Any written
response should be signed by DdF.

DUE DATE:

29-Jan-96

HDD RESPONSE DATE:

RESPONSE DESCRIPTION:

THE WORLD BANK GROUP
Headquarters: Washington, D.C. 20433 U.S.A.
Tel. No. (202) 477-1234 • Fax (202) 477-6391 • Telex No. RCA 248423

FACSIMILE COVER SHEET AND MESSAGE

DATE: January 26, 1996

NO. OF PAGES: 3
(including cover sheet)

MESSAGE NO.: {#}

TO: Mr. Lisa Wood
Title: {Title}
Organization: World Bank
City/Country: Washington DC 20016, U.S.A

DESTINATION FAX NO.: 522-2401

FROM: Ian Conachy
Title: Staff Assistant
Dept/Div: HDD
Room No.: S9-124

DIVISIONAL FAX NO.: (202) 202-522-3233
Dept./Div. No.: {Div-#}
Telephone: (202) 202-473-3669

SUBJECT: Reply to the ILO

MESSAGE: Per our conversation, please bring the following letter and reply to the attention of Ms. Pachter. Thank you, Ian.

*Checked by Lisa Pachter 1/26/96.
Ian.*

Transmission authorized by: authorization

If you experience any problem in receiving this transmission, inform the sender at the telephone or fax no. listed above.

**Correspondence Management for HCOVP
CHORUS
Correspondence Profile**

Reference #: HCO-00069
EXC-05591

For Action: de Ferranti Unit: HDD Room #: S 9-035 Telephone: 38729	Log Date: 01/22/96 Status: Open Response Date:
--	---

Correspondence Description:

From: Herbert Maier, Deputy Director Gen. ILO To: Mr. Wolfensohn Dated: 01/09/96 Topic: Joint Meeting - Impact of Structural Adj. on Education Personnel, 4/22-26/96

Action Instructions

Due Date: 01/29/96

Please refer to pink sheet from EXC

Special Instructions

None

Information Copies:

Please return to: Armeane M. Choksi The final response document should be saved as O:\registry\[department]\HCO00069 (eg. O:\registry\opr\HCO00069).	HCOVP	S13-131
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**CORRESPONDENCE MANAGEMENT FOR THE PRESIDENT'S OFFICE
CHORUS**

External Correspondence Profile

Reference #: EXC-05591

For Action: Armeane Choksi
VPU: HRO Room #: S-13-131 Telephone: 31811

Log Date: 01/18/96 05:34:55 PM
Status: Open
Response Date:

CORRESPONDENCE DESCRIPTION:

From: Heribert Maier, Deputy Director General, ILO
To: Mr. Wolfensohn
Dated: 01/09/96
Topic: Joint Meeting on the Impact of Structural Adjustment on Education Personnel - April 22-26, 1996

ACTION INSTRUCTIONS:

Due Date: 01/29/96

1. Please handle/respond on behalf of Mr. Wolfensohn and provide a copy to EXC.

SPECIAL INSTRUCTIONS:

None

INFORMATION COPIES:

Please return to:
Maree Aniba, EXC, E1227, 84138

RECEIVED
01-11-96 61 MAY 96
01-11-96

A L L - I N - 1 N O T E

DATE: 25-Jan-1996 10:20am EST

TO: Nicholas Burnett

(NICHOLAS BURNETT)

FROM: Jane Armitage

[Maureen McIntosh-Alberts], PSP (JAN

EXT.: 81114

SUBJECT: ILO meeting

I am responding to your e-mail to Jane on the invitation to Mr. Wolfensohn to attend an ILO meeting in April on the Impact of Structural Adjustment on Educational Personnel.

Jane is at the ILO in Geneva right now and would not be back until January 30. In the meantime, I wanted to let you know that what Jane has been doing recently, and what she has instructed us to do also is to clear and copy all correspondence to the ILO first with Lisa Pachter in Tim Thahane's office.

We will also like to have a copy of the correspondence for our files.

Thank you.

OPRPP.

OPRNY.

Tim Thahane



INTERNATIONAL LABOUR OFFICE
BUREAU INTERNATIONAL DU TRAVAIL
OFICINA INTERNACIONAL DEL TRABAJO

4, route des Morillons
CH-1211 GENÈVE 22

Télégrammes INTERLAB GENEVE
Télex 415647 ilo ch
Fac-similé (22) 798 86 85

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The President
World Bank
1818 H Street NW
WASHINGTON DC 20433
USA

Réf. BIT/ILO IC 12-0-2-001-115

Votre réf.

**Joint Meeting on the Impact of Structural
Adjustment on Educational Personnel**

(Geneva, 22-26 April 1996)

JAN. 1996

Dear Sir,

Reference is made to my letter dated 25 July 1995 informing your organization of the postponement of the First Session of the Standing Technical Committee for Educational Personnel. At its 264th Session (November 1995), the Governing Body of the International Labour Office decided that the Meeting would be renamed "Joint Meeting on the Impact of Structural Adjustment on Educational Personnel" and would be held at the International Labour Office, Geneva, from 22 to 26 April 1996. The opening sitting will begin at 11 a.m. on Monday, 22 April. I have pleasure in conveying to your organization a cordial invitation to be represented by an observer at the Meeting.

The Office is preparing two reports for the Meeting: Report I: *Recent Developments in the Education Sector*, which will provide information on trends in the evolution of the employment and working conditions of educational personnel; and Report II: *Impact of Structural Adjustment on the Employment and Training of Teachers*. Copies of these reports will be sent to you as soon as they are available.

If your organization is able to accept this invitation, I would appreciate it if you would communicate to me at your earliest convenience the name and title of the person who will represent it at the Meeting (facsimile No. 41.22.799.7296). I should add that the travel and subsistence expenses of the representative will be payable by your organization.

Yours faithfully,
For the Director-General:

Heribert Maier,
Deputy Director-General.



file G-6
~~100~~
100

THE WORLD BANK GROUP
Headquarters: Washington, D.C. 20433 U.S.A.
Tel. No. (202) 477-1234 • Fax (202) 477-6391 • Telex No. RCA 248423

FACSIMILE COVER SHEET AND MESSAGE**DATE:** January 26, 1996**NO. OF PAGES:** 3
(including cover sheet)**MESSAGE NO.:** {#}

TO: Mr. Lisa Wood
Title: {Title}
Organization: World Bank
City/Country: Washington DC 20016, U.S.A

DESTINATION FAX NO.: 522-2401

FROM: Ian Conachy
Title: Staff Assistant
Dept/Div: HDD
Room No.: S9-124

DIVISIONAL FAX NO.: (202) 202-522-3233
Dept./Div. No.: {Div-#}

Telephone: (202) 202-473-3669

SUBJECT: Reply to the ILO

MESSAGE: Per our conversation, please bring the following letter and reply to the attention of Ms. Pachter. Thank you, Ian.

Transmission authorized by: authorization

If you experience any problem in receiving this transmission, inform the sender at the telephone or fax no. listed above.

The World Bank
Washington, D.C. 20433
U.S.A.

David de Ferranti
Director,
Human Development Department

January 26, 1996

Mr. Heriberet Maier
Deputy Director-General
International Labour Office
4, route des Morillons
CH-1211 Genève 22
SWITZERLAND

Dear Mr. Maier:

Joint Meeting on the Impact of structural Adjustment on Education Personnel

Thank you for your letter of 9 January 1996 to Mr. Wolfensohn.

We will not be able to attend the meeting but we would very much appreciate receiving copies of the report referred to in your letter. Please send these to Maris O'Rourke, Senior Education Adviser, Human Development Department.

Sincerely,

Mr. Heriberet Maier

-2-

January 26, 1996

cc: Maree Aniba (EXC); Armeane Choksi (HCDVP); Maris O'Rourke; Nicholas Burnett
(HDD); Jane Armitage (PSP); Tim Thabane (OPRNY); Lisa Pachter (OPRPG)

ESP
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January 26, 1996 12:00 PM



INTERNATIONAL LABOUR OFFICE
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Rér. BIT/ILO IC 12-0-2-001-115

Voire réf.

**Joint Meeting on the Impact of Structural
Adjustment on Educational Personnel**

(Geneva, 22-26 April 1996)

- 8 JAN. 1996

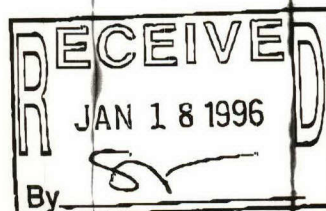
Dear Sir,

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Yours faithfully,
For the Director-General:



Heribert Maier,
Deputy Director-General.

66-120 (mm'D)

The World Bank

INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT
INTERNATIONAL DEVELOPMENT ASSOCIATION

1818 H Street, N.W.
Washington, D.C. 20433
U.S.A.

(202) 477-1234
Cable Address: INTBAFRAD
Cable Address: INDEVAS

January 4, 1995

Dear Mr. Maier:

I refer to your letter CS 14-04-115 of December 13, 1994, inviting World Bank representation at the Joint Meeting on the Impact of Structural Adjustment in the Public Services, to be held in Geneva from May 24 to 30, 1995.

Unfortunately, the Bank will be unable to send a representative to this meeting.

Thank you for the invitation.

Sincerely yours,

Judith Maguire
(Signed)

Judith A. Maguire
Adviser
External Affairs

Mr. Heribert Maier
Deputy Director-General
International Labour Office
CH-1211 Geneva 22
Switzerland

cc: Ms. Armitage (ESP), Mr. McHugh, Mrs. Wimalasiri (EXC)

Log No: EXC941221003

MMcDonald

THE WORLD BANK GROUP

ROUTING SLIP		DATE: January 3, 1995	
NAME		ROOM. NO.	
Maurren McDonald		T8-108	
☐	URGENT	☐	PER YOUR REQUEST
☐	FOR COMMENT	☐	PER OUR CONVERSATION
☐	FOR ACTION	☐	NOTE AND FILE
☐	FOR APPROVAL/CLEARANCE	☐	FOR INFORMATION
☐	FOR SIGNATURE	☐	PREPARE REPLY
☐	NOTE AND CIRCULATE	☐	NOTE AND RETURN
☐		☐	
RE: ILO Joint Meeting on the Impact of Structural Adjustment in th Public Services, Geneva, May 24 - 30.			
REMARKS: We regret to advise that our department is unable to send someone to represent us at this meeting.			
FROM <i>M. Huc & more</i> Jane Armitage		ROOM NO. S10-003	EXTENSION 81118

ROUTING SLIP FROM THE DESK OF MAUREEN McDONALD		Date: December 28, 1994												
NAME		ROOM NO.												
Ms. Armitage		S10-103												
<table border="0"> <tr> <td>☐ URGENT</td> <td>☐ For Action/Comment</td> </tr> <tr> <td>☐ Per Your Request</td> <td>☐ Appropriate Disposition</td> </tr> <tr> <td>☐ Information/Discard</td> <td>☐ Returned</td> </tr> <tr> <td>☐ Approval/Clearance</td> <td>☐ Note and Return</td> </tr> <tr> <td>☐ See my E-Mail</td> <td>☐ Per Our Conversation</td> </tr> <tr> <td>☐ Signature/Initial</td> <td>☐ File</td> </tr> </table>			☐ URGENT	☐ For Action/Comment	☐ Per Your Request	☐ Appropriate Disposition	☐ Information/Discard	☐ Returned	☐ Approval/Clearance	☐ Note and Return	☐ See my E-Mail	☐ Per Our Conversation	☐ Signature/Initial	☐ File
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☐ Approval/Clearance	☐ Note and Return													
☐ See my E-Mail	☐ Per Our Conversation													
☐ Signature/Initial	☐ File													
RE: ILO Joint Meeting on the Impact of Structural Adjustment in the Public Services, Geneva, May 24 - 30, 1995.														
Attached is the invitation to the above meeting. Appreciate your advice on whether or not there would be interest in your area and if staff attendance might be considered. Many thanks.														
Maureen McDonald EXTDR, Room T 8-108		31771												

RECEIVED
WORLD BANK OFFICE TRACKING SYSTEM
OFFICE OF THE PRESIDENT
Routing and Action Transmittal Sheet

J. Adams

NR

12/21/94
ur

Mm

TO:

Mr. Choksi (S 13-131)

DATE:

12/21/94

Recd 12/27

SUBJECT DOCUMENT:

From: Heribert Maier, Dep. Director-General, ILO

To: ltp

Dated: 12/13/94

Reference No.: EXC941221003

Topic: ILO: re Joint Mtg. of the Impact of Structural Adj. in the Public
Services -- GENEVA...May 24-30, 1995...

ACTION INSTRUCTIONS:

DUE DATE:

XXX HANDLE

1/05/95

REVIEW AND RECOMMEND

FOR YOUR INFORMATION

DISCUSS WITH

AS WE DISCUSSED

PREPARE RESPONSE FOR SIGNATURE

FOR YOUR FILES

RETURN TO

OTHER:

Remarks: Please handle/respond on behalf of Mr. Preston and provide a copy
to EXC. Thank you. (Chitra Wimalasiri)



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The President
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1818 H Street NW
WASHINGTON DC 20433
USA

Réf. BIT/ILO **CS 14-04-115**

Votre réf.

13 DEC. 1994

**JOINT MEETING ON THE IMPACT OF STRUCTURAL ADJUSTMENT
IN THE PUBLIC SERVICES (EFFICIENCY, QUALITY IMPROVEMENT
AND WORKING CONDITIONS)**

(Geneva, 24-30 May 1995)

Dear Sir,

I have pleasure in extending to your organization a cordial invitation to be represented at the Joint Meeting on the Impact of Structural Adjustment in the Public Services, which will be held at the International Labour Office, Geneva, from 24 to 30 May 1995. The opening sitting will begin at 11 a.m. on Wednesday, 24 May 1995.

The report which the Office is preparing for submission to the Meeting will be sent to you as soon as it is available.

If your organization is able to accept this invitation, I would appreciate it if you would communicate to me at your earliest convenience the name and title of the person who will represent it at the Meeting.

Yours faithfully,
For the Director-General:

Heribert Maier,
Deputy Director-General.



File
1/15
ILO

INTERNATIONAL LABOUR OFFICE GENEVA

DEPUTY DIRECTOR-GENERAL

13 December 1995

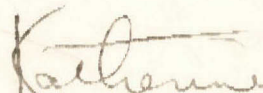
Dear Nimrod,

Thank you for being so accommodating of my substituting for the Director-General at one of the sessions of the day with Mr. Wolfensohn, when the discussion focussed on the coordination of emergency relief operations. I found the presentations and responses to be very interesting and can appreciate your decision at the Bank to focus much of the day's deliberations on the humanitarian operations of the UN system and what the Bank can do to work more effectively with these operations.

Although I did not bring up the ILO's activities in emergency relief situations during the session which I attended, I thought it might be useful for you to see the briefing materials on the subject as prepared by my colleagues in the ILO. You will note that the significant expertise of the ILO in these situations is oriented to skills and entrepreneurship training and to post-conflict reconstruction strategies, whereas the session you organized on the subject tended to be more narrowly focussed on activities directed to emergency relief and the immediate requirements of stabilization. I certainly don't make this point to criticize the session but simply to observe that the ILO's functions don't generally apply to such immediate relief needs. The ILO is part of the group of agencies who are called upon after the immediate stabilization has been accomplished and where technical assistance is needed for social and economic development. We didn't really have the time to address these more long-term post-conflict activities, and perhaps it would be appropriate to build on the dialogue in future meetings of this group.

Mr. Hansenne was pleased that such a meeting was organized by you on behalf of Mr. Wolfensohn, as was I, and the idea of conducting such meetings on a fairly regular basis is most welcome.

Sincerely yours,


Katherine Hagen

Mr. Nimrod Raphaeli
UN/Technical Cooperation Adviser
Operations Policy Department
The World Bank
1818 H Street, N.W.
WASHINGTON, D.C. 20433

Brief on ILO activities in countries emerging from conflict

- some notes on ILO operational and pipeline projects directly linked to war-affected groups;
- a draft paper on ILO contribution to reconstruction strategies in countries emerging from conflict;
- a copy of the ILO Action Programme for 1996-97: "Skills and entrepreneurship training for countries emerging from armed conflict";
- a note on possible ILO-World Bank action in Angola.

ILO activities for countries emerging from conflict (as at 24 November 1995)

Studies/Publications

- A study and publication on training strategies and approaches of African countries facing the problem of reintegrating demobilized combatants.
- A series of case studies and technical reports on training and self-employment of demobilized combatants.
 - Reintegration of demobilized combatants through (self-)employment and training: An issues paper.
 - Relevance and potential of employment-intensive works programmes in the reintegration of demobilized combatants.
 - The reintegration of young ex-combatants into civilian life.
 - Reintegrating demobilized combatants: Experiences from four African countries.
 - Reintegrating demobilized combatants: The role of small enterprise development.
 - Rehabilitation and reintegration of disabled ex-combatants.
 - Labour market assessments for the reintegration of ex-combatants in war-affected sub-Saharan African countries. Practical guidelines.
 - Guidelines for planners and implementers of reintegration programmes for demobilized combatants (in preparation).

Expert meetings

Among the most immediately relevant ILO meetings was that organized by the Training Department in collaboration with the Employment Department, the Enterprise Department and the Development and Technical Cooperation Department. The meeting brought together planners and implementers of reintegration programmes for demobilized combatants to exchange experiences and develop draft guidelines concerning training and (self-) employment of this group.

ILO Action Programme for post-conflict countries (training and entrepreneurship)

Activities already started under the programme for demobilized combatants will be expanded to cover war-affected groups in general, and in particular the disabled, orphans, displaced youth, child ex-combatants and women heads of household in difficult circumstances.

Two regional and one international tripartite meetings are planned to examine the resulting documentation and approve an ILO programme.

Completed activities

ILO operational activities for displaced persons, including ex-combatants, go back to the 1970s and have included skills training for SWAPO (Namibia) and ANC (South Africa), training and (self-) employment for Somali refugees in Sudan and vocational training and vocational rehabilitation

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projects for Afghan refugees, first in Pakistan, and then in cross-border operations as refugees started returning home. In Angola, vocational training and vocational rehabilitation projects trained several thousand ex-combatants before the restart of hostilities. Similarly in Rwanda, before the latest hostilities, the ILO prepared a national programme, identified income-earning possibilities and carried out curriculum development and instructor upgrading in preparation for training ex-combatants in skills and business practices for (self-) employment.

In Central America, the ILO played a major role in the inter-agency PRODERE project which used a local economic development approach aimed at resettlement and economic integration of internally displaced persons and refugees following the strife in that region in the early 1980s. In Cambodia, the ILO helped design and implement an integrated programme which included three components: skills training, micro- and small enterprise development and labour-intensive employment schemes.

Operational programmes

In Mozambique, the ILO is involved in coordinating and giving technical advice to a range of national and international "actors" in a skills and (self-) employment programme for ex-combatants, while its labour-based employment and reconstruction programme is working at the community level.

Pipeline

- An identification mission is presently in Rwanda to develop an integrated programme for war-affected groups which is expected early in 1996.
- A programme for reintegration of demobilized soldiers under the new Peace Agreement for Angola is awaiting signature, hopefully for start-up in early 1996.
- Preparatory activities for reintegration of demobilized combatants and other displaced persons are scheduled to start in Liberia at the beginning of 1996.
- UNDP Somalia have just approached us to prepare a programme for young ex-combatants whom the NGOs are trying to "demobilize", as well as for other displaced persons in selected areas of the country.
- UNDP Niger is trying to find funds for an ILO mission to draw up a programme for demobilized combatants, mostly among the Tuaregs in the north of the country.
- Similarly, the UNDP Mali are considering a government request for ILO assistance to develop a reintegration programme for demobilized Touareg combatants in the north of Mali.
- A new inter-agency, ILO-led programme for sustainable development in Central American countries is under negotiation.

In the Caucasus (Armenia, Azerbaijan and Georgia) the ILO (F/PROF) participated in the UNDHA-led Inter-agency humanitarian mission in January-February 1995.

Besides various projects to provide emergency aid, the ILO has formulated a number of pilot projects which support national capacity building through practical training approaches directed at local rehabilitation and self-reliance. These pipeline projects were included in the 1995/96 UN Consolidated Inter-Agency Appeal document for the Caucasus.

In anticipation of financial support from donors and to promote self-employment and income generation as soon as possible - as strongly requested by the governments - the ILO has conducted a technical meeting in Baku on training approaches for employment and income generation promotion (24-27 October 1995).

It is expected that as a follow-up to the above-mentioned meeting, a TA pilot project with UNDP funding would be started in early 1996 in Azerbaijan.

6/15

ILO contribution to reconstruction strategies in countries emerging from conflict

In the Agenda for Peace, the Secretary General identified social and economic causes of conflict as more likely, in the post-cold war era to represent threats to peace than political and military factors. The ILO proposes focusing on three areas where it has a specific mandate and long experience: **employment* promotion and related training**, the broad area of **human rights and social dialogue**. These are vital for conflict resolution in the short as well as the long term. All have been emphasized in the Programme of Action emerging from the UN World Summit for Social Development, held in March 1995.

Following this World Summit the ILO has been assigned a leadership role, within the international system, for issues relating to **employment and labour policy**, and the **defence and promotion of workers' rights**. In doing this, the ILO will work at both the country and the global level, and will consider the work of other institutions which also have an impact on jobs, including the World Bank, the IMF and WTO.

The ILO contributions described below relate to **post-conflict situations** in a broad sense and cover countries emerging from large-scale and prolonged armed conflict (Cambodia, Mozambique, Guatemala), those that have had intermittent or localized conflicts (Haiti, South Africa, Mali) as well as those undergoing rapid and profound social and economic changes (Eastern Europe). All ILO interventions and approaches are so designed as to lead to medium and long-term development even when started in the period immediately following cessation of armed hostilities.

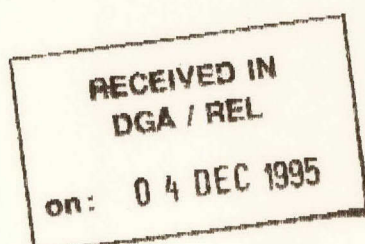
The ILO maintains a number of **multi-disciplinary teams** around the world covering such specializations as employment, vocational training and vocational rehabilitation, cooperatives, employment-intensive works and labour administration. These teams - and ILO headquarters staff - are available for implementing the programme described here.

National employment policies

At the **national level**, the ILO is concentrating each year on a representative sample of countries which will include post-conflict ones — carrying out comprehensive employment policy reviews in three main phases in close cooperation with national consultants and institutions: background studies to arrive at a diagnosis of the employment and labour-market situation and the factors influencing this; assessment of existing policies from the point of view of their positive or negative impact on employment creation and the quality of employment, and identification of new policies needed or reforms to existing ones; assistance in implementing policy reform decided upon including monitoring mechanisms to enable governments and the social partners to measure success in improving the employment situation. The lessons learned would be disseminated to other countries facing similar problems.

At the **international level** the ILO would monitor carefully developments in international trade and capital movements to assess their impact on employment and social conditions worldwide and in different regions and countries.

*Includes "self-employment".



A regular (periodic) review of the world employment situation will follow the recently launched World Employment 1995 publication. Its main purpose will be to provide a worldwide review of the employment situation and of developments in the world economy and in national and international economic policies that have affected both the level and the quality of employment. Special mention may need to be made in the case of post-conflict countries.

War-affected groups needing special attention

In recent years, ILO has been increasingly engaged in the formulation of (self-)employment and training programmes for ex-combatants, a group whose successful reintegration into civilian life is critical for peace building. Sometimes programmes are targeted, sometimes ex-combatants are included in programmes for other war-affected groups and communities. In either case, long-term success hinges on the ability of the economy to create jobs, hence the emphasis on national employment policies described above.

The ILO is devoting special attention and efforts to helping communities, themselves decimated by years of war, to cope with large numbers of present and future disabled persons. Training and assistance, through national government and non-governmental structures and organizations, to disabled ex-combatants as well as war-disabled civilians, to enable them to initiate income-generating self-employment projects, forms part of the ILO approach. Integral to this strategy is the integration of disabled individuals into mainstream training and self-employment programmes. Some disabled workers can also be included in employment-intensive works programmes, if adapted tools and equipment are provided.

The situation concerning women in difficult social circumstances, orphans/abandoned youth and former child soldiers is equally disturbing and special attention is being given to their preparation and launching into (self-)employment.

As a concrete contribution to post-conflict reconstruction, the ILO started this year with an expert meeting to review experiences, discuss reintegration of ex-combatants and draft guidelines for planners and key implementers of such programmes. These are being widely circulated so that the largest number of "actors" are informed about effective training and employment approaches for this group. A further development is national and regional capacity building through orientation courses, study tours and consultancy training at regional level.

The ILO is now enlarging this exercise into an action programme for post-conflict countries in which war-affected groups needing special efforts to find productive (self-)employment will receive special attention. This will include developing a network of national, regional and international resource persons, mechanisms for exchanging information, technical materials and other relevant documentation.

Comprehensive employment and training approach

The ILO is presently designing and adapting an approach to employment creation in post-conflict countries, starting with Cambodia and Angola, which concentrate on three major activities at the community level: **employment-intensive works programme; small enterprise development; and skills and entrepreneurship training**. Organized as one package dealing with (self-)employment at the provincial level, these three are likely to have greater impact than if carried out separately. In these activities, special efforts are made to provide opportunities for disabled persons, women in difficult circumstances, returnees and populations affected by the war. Activities are linked to national employment policy and strategy development.

The **employment-intensive works programme** promotes the optional use of local resources - human, material and institutional - in the cost-effective construction, rehabilitation and maintenance of urban and rural infrastructure. It aims at influencing investment policies in the infrastructural sector so as to maximize their impact on employment creation and income generation, thus alleviating poverty among the urban and rural populations. The programmes also promote development of private sector capacity to implement labour-based works. In a **post-conflict situation** the employment-intensive works programme can be a potent instrument that can serve **multiple objectives**: direct and large scale employment creation; improving access to economic and social services for conflict-affected populations; private sector participation in the execution of public works through small contractors; the application of social legislation and labour standards; and introducing organization and negotiation into hitherto informal and unorganized sectors.

The **micro and small enterprise programme** facilitates the establishment and development of feasible (self-)employment that is based on identified local economic opportunities. The availability of credit and other sustainable production-related support, in the face of inadequate infrastructure in the immediate post-conflict situation, is a major preoccupation of this programme.

ILO efforts to generate employment through the creation and strengthening of small enterprises in countries emerging from armed conflict are based on the concept of **Local Economic Development Networks**. Such networks are set up to develop linkages between enterprises (vertical and horizontal linkages) and between enterprises, local authorities and economic development support organizations operating in the community. They thus bring together at the community level all the actions that have a role to play in the local economy, including government agencies, private enterprises, UN and other international organizations and NGOs (including religious organizations).

The **skills training** programme provides flexible and cost-effective short-cycle training, particularly for self-employment and in skills needed for reconstruction, as well as training in the maintenance of tools and equipment. The large numbers and wide geographical dispersion of those requiring training, as well as the immediate response needed, mean that this programme must be flexible, using a range of "training providers" for skills courses as well as apprenticeships, including traditional apprenticeships. Cooperation for training is sought among skilled artisans, government training centres of all types, public and private facilities, NGOs and religious groups, bilateral and other technical cooperation programmes.

Sustainable post-conflict development

A second model is an ILO-led multi-agency project for local development in Central America which foresees a number of activities within a regional programme aimed at systematically attacking the most urgent problems, which were at the heart of the conflicts in those countries: under-development, poverty, deterioration of the environment, violence, exodus of rural populations to urban areas, food insecurity and the energy crisis. The programme concentrates on integrating various programmes and strategies so as to produce impact, synergy and long-term sustainability at the local level. It links with the social development sectors of health, education, rights and local economic development.

Activities cover practical support for decentralization and adjustment of standards, legislation and national structures, ensuring that government policies and programmes reach populations in municipalities and communities, improving basic infrastructures and environment and increasing local management capacity through participative planning and consensus between local "actors" at different levels. Promotion of small and medium enterprises, access to credit, the means of production and technical capacity are part of the strategy. In order to ensure promotion and protection of human rights, as well as stable conditions for private economic initiatives, activities also aim at facilitating a respect for a state of order in the most isolated and depressed areas. Improving and enlarging access of the population to health services and to basic education that includes the participation of parents and the community are important linkages.

Tripartism, democracy and good governance

The ILO's special role also derives from its tripartite structure, which must be fully involved, particularly in activities aiming at full employment. Building capacity and participation of **Ministries of Labour** (responsible for employment and labour questions) **employers' organizations** (whose members are increasingly becoming the driving force for employment creation and training) and **workers' organizations** (whose participation in policy-making is essential for meaningful dialogue and negotiation) are important building blocks in economic and social reconstruction, as well as for democracy and good governance. Particularly in countries changing to market economies, the ILO is helping to build capacity of **Employers' and Workers' Organizations**, to brief them on such matters as ILO standards and policies, affirmative action and social dialogue.

One illustration of an ILO contribution to building democracy and good governance through the **social partners** in a number of conflict-affected countries is the case of Haiti. Against a background of years of political instability, intermittent violence, vigorous military then civil intervention by the international community, the ILO has helped define the major orientations of a Plan of Action. This foresees far-reaching economic, social and democratic rehabilitation needing sectoral and institutional policy reforms and urgent action for certain groups. A national committee for social affairs has been established, led by the Ministry of Labour and Social Affairs, with the participation of **Employers' and Workers' Organizations** and the Ministry of Economic Planning. The committee will work out the details of the plan and the responsibilities of each social partner in its implementation. The exercise calls for fundamental rethinking of the role of each in the social sector including employment and training and is structured as a learning process in democracy.

In an effort to reinforce the private enterprise aspects of ILO work, several important initiatives are being implemented by the ILO to reinforce the close relationship with enterprises. An **ILO Enterprise Strategy** is being formulated which will mobilise a wide range of ILO technical expertise behind an integrated approach to enterprise support and development. One important initiative in this respect

is the implementation of an **ILO Enterprise Forum** in November 1996 which will bring together the social partners and business leaders to exchange views on the increasingly important role of enterprises in addressing a number of current and emerging social issues. Also, the International Labour Conference will hold a double discussion in 1997 and 1998 on the subject of "**General Conditions for Stimulating Employment in Small and Medium Sized Enterprises**". These discussions are expected to result in an **ILO Recommendation** on the subject.

Within these activities, the contribution of the private sector to the reconstruction of countries emerging from conflict will receive special attention.

Social funds

Many countries, including most post-conflict ones, are implementing structural adjustment programmes. The ILO is increasingly involved in identifying the social dimensions of such programmes and helping governments to develop programmes to alleviate the effects for the more vulnerable groups. In particular, in cooperation with the **World Bank**, the ILO is involved in working out the criteria and other details for **Social Funds** linked to alleviation of hardship aggravated by SAPs.

While the Social Funds may include employment generation programmes, these are often conceived as compensatory, short-term means of action ("safety nets"). The ILO's policy objective in collaborating with the Funds is to help orient them towards sustainable, cost-effective investments targeted at the poor, with a perspective of longer term economic growth and greater social equity.

This experience is also applicable to development of special funds of all types for example for the disabled whose abnormally large numbers are straining resources and coping mechanisms.

Human rights, social dialogue and peace making

Seminars and training workshops on a range of issues, such as collective bargaining, policy advice, and in extreme cases, special ILO missions to investigate complaints are part of **ILO human rights work**. Many of these activities are supported by ILO standards and related action to ensure compliance are part of ILO human rights work.

More recent ILO conflict-related work is related to the **peace process**. The norms of the Declaration of Human Rights, the Covenants on both political and civil, as well as social, economic and cultural rights are a fundamental precondition of UN participation and/or sponsoring of peace processes. The Covenant on Social, Economic and Cultural Rights in particular is built on many of the International Labour Standards of the ILO, and there is a complementarity among these instruments.

For example, in the **Guatemala peace negotiations**, in which the ILO is playing a central role, the Department of Political Affairs of the UN and the parties to the negotiation, determined that the human rights defined in the instruments of both the UN and the ILO should form the framework for these negotiations. The **ILO plays a dual role** in these negotiations, defining the scope of standards for the purposes of the peace negotiations and peace consolidation as well as assuming a leading role in the application of such agreements through its technical cooperation programme.

Geneva,
November 1995.

Note on ILO-World Bank action in Angola

- (1) The ILO has developed a programme on "Vocational Training and Micro-Enterprise Promotion for Demobilized Soldiers" in Angola. Submission of CV's for the start-up activities have already been made and we are awaiting UNDP clearance to start. Estimated cost: US\$8,288,350 over 30 months, covering 18 provinces.

The project will contribute to the social and economic reintegration into civilian society of demobilized soldiers and their families, and thereby the stabilization of the social, economic and political environment in post-war Angola. This will be achieved by enhancing the capacity of the demobilized or their family members to earn a livelihood, through vocational training, micro business promotion and finance, and provision of tool kits. An estimated 25,000 demobilized and their families are expected to benefit. The activities will be implemented through sub-contracts with partner organizations with a demonstrated basic capacity in Angola. Given the present low level of the capacity in market-driven vocational training and micro enterprise training and finance, the project will need to give considerable support in programme and human resources development. With participation of the project's partner organizations, policies will be developed to ensure high impact and technical quality. Strategies will be designed and implemented by which ongoing successful activities are transferred gradually to the Community Rehabilitation Programme - or become self-sustained.

Mr. Nat Colletta of the World Bank recently visited Angola and we understand that he is proposing that the Bank finance this programme.

- (2) Other possibilities are a proposed community level training and employment programme for war-affected populations, comprising: skills training, micro and small enterprise development and employment-intensive works programmes. Estimated cost: US\$4 million over a two-year programme covering three provinces.
- (3) There are estimated (conservatively) to be 55,000 disabled persons in Angola. With the extensive land mining, this number is likely to keep increasing for many years to come. Many of these are youth and women heads of household. Government structures are unlikely to be able to cope - leaving an impossible burden on communities. Orphans and widows are another category of large numbers needing help. A combination of sources of funding for such war victims might be considered. ILO experience with Social Funds, Social Security systems, disabled persons and youth would be relevant. (This suggestion has not been discussed with the Government nor the World Bank).

12/15
International Labour Organization

The Director-General's
**PROGRAMME
AND BUDGET
PROPOSALS
FOR
1996-97**



January 1995
Geneva

States of relevant, up-to-date and impartial information on vocational training through the expansion and strengthening of inter-country documentation and information sources.

70.20. Information on vocational training policies and systems compiled from national and international databases will be disseminated and information products will be prepared, primarily on the basis of the studies undertaken under the major programme, with the exception of vocational rehabilitation, for which separate provision is made under programme 70.4 (Vocational rehabilitation). This work will contribute further to the development of a referral system and will be used to support existing networks. In addition, a briefing package will be prepared on the principal issues of training policy for use by the multi-disciplinary advisory teams and the field structure.

70.3. Vocational training systems management

70.21. The implementation of training strategies in the rapidly changing economic environments of both industrialized and developing countries is often hampered by a lack of competence in the design, organization and management of vocational training systems, as well as by shortcomings at the institutional level. In consequence, problems frequently arise in the coordination of training delivery, the operation of efficient and adequately financed training infrastructures and the control and maintenance of vocational training standards. Linkages between the public sector training system and users of skills, in both large and small enterprises, are at best tenuous. Moreover, national systems rarely take into account the full range of skill development resources, particularly those available through private training providers and enterprise training systems.

70.22. In these circumstances, training administrators face problems in adapting vocational training systems to labour market conditions. In the industrialized countries, the need for greater occupational mobility requires the adoption of more innovative approaches to training delivery. In many developing countries, the chief difficulty lies in selecting appropriate training methodologies which are participatory, community-based and focused specifically on the promotion of self-employment and income generation.

70.23. The objective of this programme is the enhanced capacity of member States to develop and manage national and sectoral vocational training systems which respond effectively and efficiently to the changing demand for skills.

70.24. The principal means of action used to meet this objective will include technical cooperation activities and advisory services to promote and support the effective management of training systems and the use of appropriate training delivery methods, as well as to assist in the adoption of new approaches to training delivery. In particular, direct support will be provided for technical cooperation projects which have implications in terms of their wider application and

replication in other countries or regions. Technical meetings and seminars will be organized and guidelines, manuals and modular training packages prepared to enhance managerial capacity among training administrators and directors of training institutions. The collection and dissemination of information will focus on approaches to training which promote income generation and skill development in the informal sector.

70.25. Through these activities, assistance will be provided to constituents to improve the implementation of the Human Resources Development Convention, 1975 (No. 142), and to promote observance of the associated Recommendation (No. 150). The work of the programme will also include playing a leading role in the action programme on Skills and entrepreneurship training for countries emerging from armed conflict.

Technical cooperation

70.26. The extra-budgetary resources available for technical cooperation activities are expected to amount to some \$19.3 million during the biennium 1996-97, of which approximately 75 per cent will be provided by multi-bilateral sources and the World Bank. RBTC resources amounting to \$165,450 will be used to provide technical assistance, develop new projects for further external funding and organize meetings and seminars. RBTC resources will also be used to finance involvement in the stages of UNDP programme cycles which are not fully covered by TSS1 and TSS2 funding.

Action programme

Skills and entrepreneurship training for countries emerging from armed conflict

70.27. Internal armed conflict results in enormous social and economic destruction and, often, in the displacement of millions of persons. Most of the countries affected are at a low level of development and suffer from high levels of poverty, unemployment and underemployment. In addition, they often host refugees from other countries. As peace is restored, large numbers of displaced persons and ex-combatants return to their communities, thereby placing additional strain on over-stretched resources and an inadequate infrastructure. The reintegration of demobilized soldiers and other displaced persons into civilian life is recognized by governments, United Nations agencies, non-governmental organizations and, increasingly, donors, as vital for the establishment and maintenance of peace. It is also generally recognized that traditional methods are not applicable in these circumstances. The scope of the problem is daunting and few governments are able to cope with it on their own. If reintegration programmes and measures are to succeed, assistance is required at three levels: national planners; local authorities and community leaders who are in direct

contact with the population; and providers of services, such as non-governmental organizations and institutions which deliver counselling services, training and support for income generation activities.

70.28. The overall objective of the action programme is the increased capacity of the member States concerned to facilitate the rapid and effective reintegration of war-affected groups through training and employment promotion programmes and measures. With a view to the social and economic reintegration of the most vulnerable groups, the immediate objectives of the action programme are: improved programme planning at the national level; the enhanced capacity of village authorities to enter into partnership with communities in the definition and implementation of practical reintegration measures; the strengthened capacity of local and regional institutions and resource persons to provide the necessary training and advisory services; and the development of a programme monitoring and evaluation system.

70.29. Studies will be undertaken to assess the experiences of governments, non-governmental organizations and communities in selected African, Asian and Central American countries. These studies will identify problems, successful initiatives and the support needed for the social and economic reintegration of displaced persons. Based on this work, guidelines will be prepared for programme planners and implementers at various levels on the design, planning and implementation of programmes to promote the employment and self-employment of war-affected groups and communities. This work will cover the issues of training, entrepreneurship development, labour-intensive reconstruction programmes, the special needs of women, counselling and referral services and workers' initiatives. The guidelines will be used in training courses for key planners and implementers of reintegration programmes and as a basis for the provision of advisory services on the design and management of such programmes. Assistance will also be provided in the monitoring and evaluation of programmes. The recipients of advisory services will include government institutions, non-governmental organizations, private agencies, employers' and workers' organizations, and bilateral and United Nations agencies. With a view to setting up networking arrangements with resource persons, institutions and donors, these activities will be carried out in association with national, regional and international institutions and experts.

70.30. Two regional seminars financed by RBTC and extra-budgetary resources will be organized, one in Africa and the other in either Central America or Asia, to exchange experience and contribute to an ILO support package for reintegration programmes. An RBTC-financed meeting will also be held to review the work of the action programme and establish priorities for future work in this field.

70.31. The end product of the action programme will be an ILO support package consisting of: guidelines for the planning, design, implementation, monitoring and evaluation of programmes for the employment or self-employment of war-affected groups and communities; training materials and courses designed to build institutional capacity at the national and community levels to plan and implement appropriate programmes; and the development of a network of national, regional and international resource persons, institutions and non-governmental organizations with the experience and capacity to provide advice, training and support for such programmes.

70.32. The action programme will be carried out in close collaboration with major programmes 60 (Employment), 65 (Enterprise and cooperative development), 125 (Development and technical cooperation), 225 (Employers' activities), 230 (Workers' activities) and the Turin Centre, and in consultation with the Office of the United Nations High Commissioner for Refugees, the World Food Programme, the United Nations Children's Fund and the appropriate non-governmental organizations.

Management of training systems

70.33. At a time when training systems are under pressure to become more flexible, relevant and cost-effective, the emergence of new training providers requires increased attention to the planning and organization of training in order to ensure that the national response to skill demands is coherent and coordinated. Training systems therefore have to become more outward-looking and demand-driven in order to establish clear linkages between education, training and the labour market. Important organizational changes are therefore needed in training institutions to increase their flexibility and responsiveness to market demand and to develop new partnerships with employers, particularly in the field of job-specific training in the private sector. At the same time, training programmes have to be constantly reviewed and adapted to new demands. However, in their search for new training markets and sources of financing, managers and administrators often encounter difficulties in moving from traditional supply-driven approaches to new alliances with employers. An additional difficulty lies in the fact that, although most administrators and directors of both public and private training institutions have sound technical backgrounds, they often lack up-to-date managerial experience.

70.34. The objective of the subprogramme is the enhanced capacity of senior administrative and managerial staff in training and vocational training institutions to adapt their training systems to changes in the demand for skills and to improve the efficiency, effectiveness, quality and equity of training.

Note on ILO-World Bank action in Angola

- (1) The ILO has developed a programme on "Vocational Training and Micro-Enterprise Promotion for Demobilized Soldiers" in Angola. Submission of CV's for the start-up activities have already been made and we are awaiting UNDP clearance to start. Estimated cost: US\$8,288,350 over 30 months, covering 18 provinces.

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Mr. Nat Colletta of the World Bank recently visited Angola and we understand that he is proposing that the Bank finance this programme.

- (2) Other possibilities are a proposed community level training and employment programme for war-affected populations, comprising: **skills training, micro and small enterprise development and employment-intensive works programmes.** Estimated cost: US\$4 million over a two-year programme covering three provinces.

*file 6-6
UN-IL0*

The World Bank
Washington, D.C. 20433
U.S.A.

ARMEANE M. CHOKSI
Vice President
Human Capital Development and Operations Policy

December 12, 1995

Mr. Michel Hansenne
Director General
International Labor Office
4, route des Morillons
CH-1211 Geneva 22
Switzerland

Dear Mr. Hansenne,

On behalf of Mr. Wolfensohn, I would like to thank you for your invitation to the World Bank to attend the first meeting of the task force on "employment and sustainable livelihoods" on 25-26 January 1996 in Geneva.

While Mr. Wolfensohn will not be able to participate in the meeting due to prior commitments, I am pleased to inform you that the Bank will be represented by Mr. Ishrat Husain, Director, Poverty and Social Policy Department and Jane Armitage, Manager, Labor Markets and Social Insurance. They are giving some thought to the contribution which the World Bank could make to the work of the Task Force, and will be in touch with your staff shortly with some suggestions.

Sincerely,

[Handwritten signature]

**INTERNATIONAL TRAINING
CENTRE OF THE ILO**

Telefax

Message No.: NT/mg.

To:	UN SYSTEM AGENCIES FOCAL POINTS	From:	Nissim Tal, Head UN System Training Programmes International Training Centre of the ILO Turin, Italy Tel: (39)(11) 693 6648 or 6608	
Fax No.:	see attached list	Fax No.:	+39 11 / 3121743	
cc by fax:		Date:	4-Dec-95	No. of pages (incl. cover page): 7

If incomplete, please contact tel. +39 11 / 69 361 or fax +39 11 / 663.88.42 or 310.25.29

**Re: Workshop on the Management of Field Coordination for Senior UN System
Representatives**

Dear Colleagues,

The 16th Workshop on the Management of Field Coordination for Senior Representatives of the UN System has been completed and the work leading up to it, together with numerous other activities in Turin, was so exceptionally intensive, that we are only now able to direct our full attention to the events for 1996. Three workshops will be held in the coming year and much of this communication deals with the first two workshops which are scheduled for March and June respectively.

Earlier in the year, we sent a communication to all of you inviting you to indicate country teams which you would like to see invited and, based on the inputs of those that responded, we have been able to formulate a tentative list of country teams to be invited to the 17th and 18th Workshops (see attached pages). In parallel, in order to save time, I have also initiated communication with the proposed countries to ascertain whether they are able to attend on the established dates.

As you consider the attached pages I urge, once again, to keep in mind the fact that, in each of the workshops, some teams have not been fully represented. As a result, strong statements have been made by team members in attendance, sometimes reinforced by firm recommendations, emphasizing that the full participation of all the agency heads represented at the country level is an absolute essential if we are to maximise the potential for teamwork and effective management of field coordination. The 16th Workshop has been no exception, with really annoyed expressions by some at the absence of their country team colleagues. You know that this issue represents a special motto for me and will not tire of repeating it.

- 2 -

I might also stress another point that has been made in each workshop, which is that in addition to full representation of the teams at the country level, increased participation by personnel from headquarters of participating agencies would significantly enhance the development of greater coordination linkages and coordination capabilities. The opportunity to share and discuss issues of mutual interest to the field and headquarters that these workshops present is unparalleled in the UN system today. So as you review the list of countries on the following pages, I would invite you to be thinking also of an appropriate person or persons to represent the headquarters perspective in the upcoming workshops.

May we have your firm response to the two attached lists by **12 December 1995** at the latest?

As always, many thanks for your early, friendly and effective attention. It may be early to say Merry Christmas and Happy New Year (these holidays are nearly upon us) but it is a reminder that most of the system is half closed from 20 December, so we must rush.

- 3 -

**17th Workshop on the Management of Field Coordination
for Senior UN System Representatives**

Countries to be invited: Least Developed Countries (LDCs)
Dates: 12-21 March 1996
Venue: International Training Centre of the ILO, Turin, Italy

- 1 **Tentative List of Proposed Country Teams** (based on feedback solicited from Agencies earlier in the year.)

Cape Verde, Lesotho, Maldives, Yemen, Bhutan, Myanmar, Namibia.

2. Please review the above list and let us know by the **12th of December 1995**, whether this proposed list meets with your approval. We will assume that no response means you have no particular objection to any of the countries listed.
3. Please do not nominate participants as yet. The final list may include only 5-6 country teams, depending on the size of each country team and the speculative assessment of how many will participate.
4. We expect to be able to confirm to you the final list by 15 December and will then request your immediate attention to nominations.

- 4 -

**18th Workshop on the Management of Field Coordination
for Senior UN System Representatives**

Countries to be invited: Disaster Prone Countries and/or Countries which are experiencing or have recently experienced humanitarian emergencies - Inter-regional Workshop

Dates: 12-21 June 1996

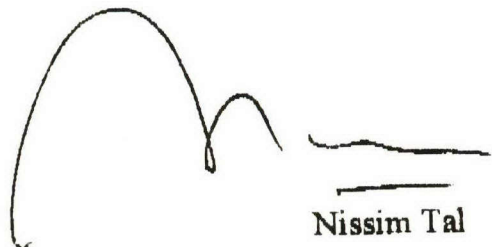
Venue: International Training Centre of the ILO, Turin, Italy

1. **Tentative List of Proposed Country Teams** (based on feedback solicited from Agencies earlier in the year.)

Burundi, Laos, Lebanon, Rwanda, Senegal, Togo, Uganda, Zaire.

2. Please review the above list and let us know by the 12th of December 1995, whether this proposed list meets with your approval. We will assume that no response means you have no particular objection to any of the countries listed.
3. Please do not nominate participants as yet. The final list may include only 5-6 country teams, depending on the size of each team and the speculative assessment of how many will participate.
4. We expect to be able to confirm to you the final list by 15 December and will then request your immediate attention to nominations.

December 4, 1995



Nissim Tal

The World Bank

INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT
INTERNATIONAL DEVELOPMENT ASSOCIATION

file 6-6 ILO
European Office
66, avenue d'Iéna
75116 Paris, France

Telephone: (1) 40 69 30 00
Cable Address: INTBAFRAD PARIS
Telex: 640 651 F

CW

December 4, 1995

Mr. W.R. Böhning
Chief, Migration for Employment Branch
Employment Department
International Labour Office
4, route des Morillons
CH-1211 Genève 22
Switzerland

Dear Mr. Böhning,

Thank you for the information which you sent me as a follow-up to the October 19 meeting.

The minutes look fine to me. For the World Bank agency profile, I suggest the paragraph which was prepared for the June 26-July 28 ECOSOC substantive session and included in E/1995/69 dated June 14, 1995 be used. I am enclosing a copy of the paragraph for your reference.

It was good to meet you last month. I trust all continues to go well.

With best regards,

Sincerely,

Gretchen M. Handwerger

Gretchen M. Handwerger
European office

Attachment

bcc: Messrs. Merrick (HDD), Raphaeli (OPRPG)

United Nations Educational, Scientific
and Cultural Organization (UNESCO)

70. Under the population component of its Environment and Population Education and Information for Human Development Project, UNESCO provides education and information that helps people understand the causes and impact of international migration, and thus promotes the development of constructive approaches to the subject. Through its UNITWIN Programme, UNESCO promotes the twinning of universities from developed and developing countries, and the creation of UNESCO chairs in developing countries that enhance working opportunities for university professors and thus prevent the brain drain. Under its Programme on Education for Peace, Human Rights and Democracy, UNESCO is undertaking the promotion of intercultural dialogue and respect for minorities. Lastly, through its Management of Social Transformations Programme, UNESCO is undertaking a research programme on the social and economic impact of migration in the Asia-Pacific region.

E. The World Bank group

The World Bank

71. The World Bank deals with issues raised by international migration primarily on a country-by-country basis. Regarding refugees, the Bank uses aid coordination, economic and sector work, policy dialogue, emergency recovery and other types of lending, and technical assistance to assist Governments of affected countries in planning and executing reintegration programmes for returning refugees. Assistance provided by the Bank is coordinated with UNHCR and other aid donors. Regarding migration issues in general, in 1994 the Development Committee of the Bank discussed the social, political and financial consequences of international migration for countries of origin and those of destination. It concluded that more policy-oriented research was needed as well as closer collaboration between the different international agencies concerned. The Bank has also done some work on the relation between trade policy and international migration, especially as regards the skill composition of migrants, and on the normative aspects of the migration policies of receiving countries.

F. Other intergovernmental organizations
outside the United Nations system

Organisation for Economic Co-operation
and Development (OECD)

72. International migration has long been a concern of OECD member States and such concern has been reflected in the activities of the organization. Under the direction of the Working Party on Migration, the Directorate for Education, Employment, Labour and Social Affairs of OECD has conducted a series of research projects dealing with the various economic aspects of international migration; it has facilitated intergovernmental dialogue through various types of meetings and conferences; and it has instituted the continuous reporting system on international migration (SOPEMI) which allows the exchange and dissemination of timely statistical information on international migration to the OECD countries. Two major OECD conferences have dealt with issues related to international migration and development: one held in Rome in 1991 under the title "International Conference on Migration" and another held in Madrid in 1993 on "Migration and international cooperation: challenges for OECD countries". The proceedings of those conferences were published under the titles The Changing Course of International Migration and Migration and Development: New Partnerships

1120

The World Bank
Washington, D.C. 20433
U.S.A

JAMES D. WOLFENSOHN
President

September 29, 1995

Mr. Michel Hansenne
Director General
International Labour Office
4 route des Morillons
Ch-1211 Geneva
SWITZERLAND

Dear Michel,

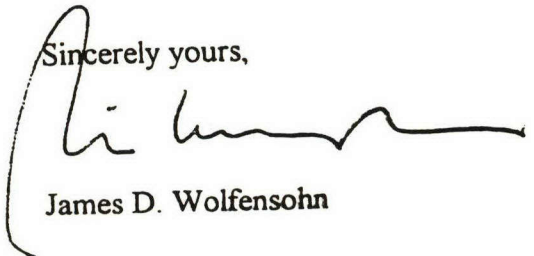
Thank you for your letter of September 19. I am afraid I will not be attending the ACC this year, so it is unlikely that we will be able to meet in October. However, I am pleased to hear that you will be able to join the meeting in Washington on Tuesday, November 28 and look forward to continuing our discussions at that time.

I appreciate very much your invitation to address the International Labour Conference next June and I am delighted to accept. I would also welcome the opportunity for an informal exchange of views with visiting ministers and employer and worker representatives.

I look forward to seeing you in Washington in November.

With warm personal wishes.

Sincerely yours,



James D. Wolfensohn

*file 6-6
UN-ILO*

JAMES D. WOLFENSOHN
President

September 13, 1995

Mr. Michel Hansenne
Director-General
International Labour Organization
4 route des Morillons
CH-1211 Geneva 22
SWITZERLAND

Dear Michel:

When we met in Geneva on July 7 on the occasion of the ECOSOC meetings, we agreed to continue our dialogue in the fall, to build on the spirit of cooperation between the Bank and the UN system. I am personally committed to working with you, to explore and implement concrete measures that will allow our institutions' financial, intellectual and technical resources to work together towards achieving our common goals of poverty eradication and social justice.

It is in this spirit that I invite you to Washington to meet again, this time with an expanded group. I propose that we meet at the Bank on Tuesday, November 28. I would like to host a full day program that will begin at 11 am and conclude with a dinner at my home. I hope you will be able to attend, and would appreciate your letting me know of your availability by September 30. At the same time, I ask that you put forward specific agenda items so they may be fully incorporated into the program on November 28.

I look forward to seeing you again in Washington. With warm personal wishes.

Sincerely yours,

15/

James D. Wolfensohn



Record Removal Notice

File Title United Nations [UN] - International Labor Office [ILO] - Correspondence - Volume 1		Barcode No. 1596524		
Document Date May 30, 1995	Document Type Memorandum			
Correspondents / Participants To: Michael Marek From: Armeane Choksi				
Subject / Title World Bank Policies and Worker Rights				
Exception(s)				
Additional Comments Declassification review of this record may be initiated upon request.		The item(s) identified above has/have been removed in accordance with The World Bank Policy on Access to Information or other disclosure policies of the World Bank Group. <table border="1"><tr><td>Withdrawn by Shiri Alon</td><td>Date May 10, 2023</td></tr></table>	Withdrawn by Shiri Alon	Date May 10, 2023
Withdrawn by Shiri Alon	Date May 10, 2023			



Record Removal Notice

The World Bank Group
Archives
& Records Management

File Title United Nations [UN] - International Labor Office [ILO] - Correspondence - Volume 1		Barcode No. 1596524		
Document Date April 24, 1995	Document Type Memorandum			
Correspondents / Participants To: Sven Sandstrom From: Michael Marek				
Subject / Title World Bank Policies and Worker Rights				
Exception(s)				
Additional Comments Declassification review of this record may be initiated upon request.		The item(s) identified above has/have been removed in accordance with The World Bank Policy on Access to Information or other disclosure policies of the World Bank Group. <table border="1"><tr><td>Withdrawn by Shiri Alon</td><td>Date May 10, 2023</td></tr></table>	Withdrawn by Shiri Alon	Date May 10, 2023
Withdrawn by Shiri Alon	Date May 10, 2023			

ALL - I N - 1 N O T E

DATE: 21-Apr-1995 03:05pm

TO: Nimrod Raphaeli

(NIMROD RAPHAELI)

FROM: Mark Baird, DECV

(MARK BAIRD)

EXT.: 31666

SUBJECT: ILO and WDR

Nimrod:

Please see the attached response from Mike Walton to the concerns raised by Callie Boucher. In light of Mike's explanation, it would seem to me that the WDR has got it about right on both substance and presentation.

Mark

CC: James W. Adams

(JAMES W. ADAMS)

CC: Michael Walton

(MICHAEL WALTON)

CC: Callie Boucher

(CALLIE BOUCHER)

A L L - I N - 1 N O T E

DATE: 21-Apr-1995 01:57pm EST

TO: Mark Baird

(MARK BAIRD)

FROM: Michael Walton, WDR

(MICHAEL WALTON)

EXT.: 38418

SUBJECT: ILO and WDR

Mark,

I have the following reactions:

1. After the initial strong concern expressed by M. Hansenne, Attila Karaosmanoglu visited him (Jim Adams was also there) and it was agreed that the WDR and ILO's reports would be distinct institutional products. They were also very concerned that there be no diversion of their scarce resources into support for the WDR. We have however relied greatly on their statistical resources and some of their work.
2. We have since had extensive interactions on the WDR--Katherine Hagen (Deputy Director General) was very active in this, and we shared the white and yellow covers, and spent time in Geneva discussing the yellow cover. My impression--and certainly the verbal messages they gave--was that this interactive process was very good and fruitful. (They did not, incidentally, share their World Employment Report with us until it was about to be published--we commented only for information).
3. I don't think we should give a formal acknowledgment in the President's letter. I think there was a decision at the beginning of the process that we would not be replicating the intimacy of the interactions with the WHO--and it would be inaccurate to describe the ILO as a full partner. This hasn't been raised in our discussions with Katherine Hagen. For now we have an acknowledgment at the end [p. B-1 of the grey cover] in the same space as our acknowledgment to the union confederations--that is about right on substantive interactions.
4. What we should be doing in communications with the ILO is emphasizing that we should build on the very good interactions--and mutual learning--that has occurred with the WDR; as well as in the various interactions that Jane Armitage and others have been having with ILO in HRO over the past year.
5. Callie raised another point: that we should have more discussion of the ILO's role within the report, including the role of its tripartite system. There are two points here. First, should we give an account of the ILO's work? Some in the

Regions thought we should--but since the thrust of what they wanted was to give a critical appraisal, we judged it wouldn't be good for inter-institutional relations--and wasn't needed. Second, do we adequately treat the tripartite system that is both part of the ILO's structure and something that it supports in countries? We obviously don't want to get into the ILO's own governing structure. We do say that social pacts can sometimes contribute to structural adjustment, but decided against making a bigger deal of this as semi-formal framework since we weren't convinced of its importance (thought it was made as a substantive comment by the ILO.)

Mike

file 120



INTERNATIONAL LABOR OFFICE

WASHINGTON BRANCH

1928 L STREET, N.W.
WASHINGTON, D.C. 20036TELEPHONE: (202) 653-7652
FACSIMILE: (202) 653-7687
CABLE: INTERLAB WASHINGTON
TELEX: 248513ANTHONY G. FREEMAN
DIRECTORDAVID A. WAUGH
DEPUTY DIRECTOR

March 28, 1995

Mr. Boris Pleskovic
Research Advisory Staff
The World Bank
1818 H Street, NW
Washington, DC 20433

Dear Mr. Pleskovic:

Subject: Seventh Annual World Bank Conference on Development
Economics, May 1-2, 1995

You have been kind to invite ILO Liaison Staff to join you at the previous development conferences. We would like to be invited again. It is an important conference from the ILO point of view and we benefit greatly through our increased capacity to integrate our learnings into the overall ILO agenda.

We would be glad if invitations could be extended to:

Mr. Anthony G. Freeman, Director

Mr. David A. Waugh, Deputy Director

Ms. Marie Enedy, Program Associate

Thank you for your consideration.

Very truly yours,

A handwritten signature in dark ink, appearing to read 'David A. Waugh', is written over the typed name.
David A. Waughcc: E. F. Pachter, OPRPG
A. G. Freeman

THE WORLD BANK
Washington, D.C. 20433
U.S.A.

ARMEANE M. CHOKSI
Vice President
Human Resources Development and Operations Policy

February 23, 1995

Mr. Michel Hansenne
Director General
International Labor Office
4, route des Morillons
CH-1211 Geneva 22,
Switzerland

Dear Mr. Hansenne:

I refer to your communication of February 8 concerning World Bank representation at the 262nd Session of the Governing Body of the International Labor Office to be held in Geneva from April 4-7, 1995.

Unfortunately, the Bank is unable to send a representative to this meeting. We are, however, interested in learning the outcome of the discussions and would appreciate if a copy of the report could be sent to Ms. Jane Armitage, Manager, Labor Markets and Social Insurance, Education and Social Policy Department.

Thank you for your invitation.

Yours sincerely,

Armitage



**INTERNATIONAL TRAINING
CENTRE OF THE ILO**

Telefax

Message No.: NT/mg.

To:	All Agency Focal Points See attached list	From:	Nissim Tal, Head UN System Training Programmes International Training Centre of the ILO Turin - Italy Tel: (39-11) 6936 648 or 608
Fax No.:		Fax No.: +39 11 / 3121743	
cc by fax:		Date: 13-Feb-95	No. of pages (incl. cover page): 5

If incomplete, please contact tel. +39 11 / 69.361 or fax +39 11 / 663.88.42 or 310.25.29

Re: Co-ordination Workshops 1995

1. It is as if you do not hear enough from me and here now I finally find the time to talk not only about the 14th but this time in particular about the 15th and the 16th workshops. HURRAY!! Let us review the record on these. The CCPOQ Advisory Panel recommended in September 1994 that two workshops be confirmed for 1995 and that a third one, should it be held, could be devoted to country teams assigned to LDCs.

2. Since then we have identified an interest of several country teams in participating in a co-ordination workshop in the course of 1995. Since the 16th workshop is expected to be a Latin American event, I wonder whether you would agree to the designation of the 15th workshop as an interregional one.

3. The list of country teams which appear to be on the priority list for a 15th workshop includes but is not limited to the following: **Cambodia** (whose participation has been twice postponed because of scheduling), **Papua New Guinea** (also postponed due to scheduling), **Egypt** (which needs to increasingly cope with issues of security); **Cuba** (indicated at some point as a priority for UNDP), **Philippines** (also considered but postponed due to scheduling); **Algeria** (again security issues, provided language will not be an issue); **Sierra Leone** (real difficult situation there); then there are some more including several Latin American countries, in particular from Central America, which may not be accommodated in the October/November workshop to be held in the region.

4. If you agree with this plan, we will carry out the workshop towards the end of June, just prior to the vacations. I need each of you to indicate you 4 to 8 priority countries taking into account the above list, but do not restrict yourself. When your

list will be in our hands, we will make suggestions as to the firm selection of country teams. We will need to check carefully with UNDP the list of designated countries, in view of possible movements of Res. Reps which, to the best of my knowledge, is scheduled largely during summer months.

5. Let's move to the Latin American workshop. The list of your preferences (provided to us at the same time as the list for the 14th) does not lead to a clear cut picture. The priority list includes numerous countries, without very specific commonality, except the geographical location (good enough in its own right). The list of countries include El Salvador (indicated by 8 Agencies); Peru (8 choices); Ecuador (7); Mexico (6); Nicaragua, Honduras, and Dominican Republic (5 each) and Guatemala (4). Other countries had limited indication.

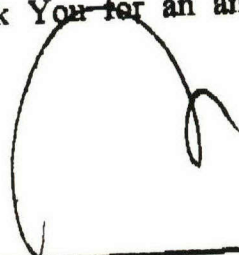
6. It is still not too late to beef up any list, but I need to firm up the arrangements for the workshop, which, incidentally, I would like to schedule for early November.

7. Your response is needed to the following:

- (i) Agreement to make the 15th workshop an interregional one.
- (ii) Indication of the countries to be invited, using the list provided and any other preferences you have.
- (iii) Agreement to the proposed dates of late June for the 15th workshop.
- (iv) "Refined" selection of countries for the L.A. Workshop for final conclusion.
- (v) Confirmation of November, in principle, for the L.A. workshop subject to review with the country teams to be selected for participation.

AND THIS IS ALL, EXCEPT THAT I WOULD LIKE TO HAVE YOUR RESPONSES BY 24 FEBRUARY, at the latest, if this is not too much to ask.

Greetings, Regards and a BIG Thank You for an anticipated effective and timely response.



Nissim Tal

13 February, 1995

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OFFICE MEMORANDUM

DATE: February 7, 1995

TO: Ms. Phyllis Pomerantz, AF6C2
Mr. Robert Christiansen, AF6C3
Mr. Michael N. Sarris, AF3IE

FROM: N. Raphaeli, OPRPG 

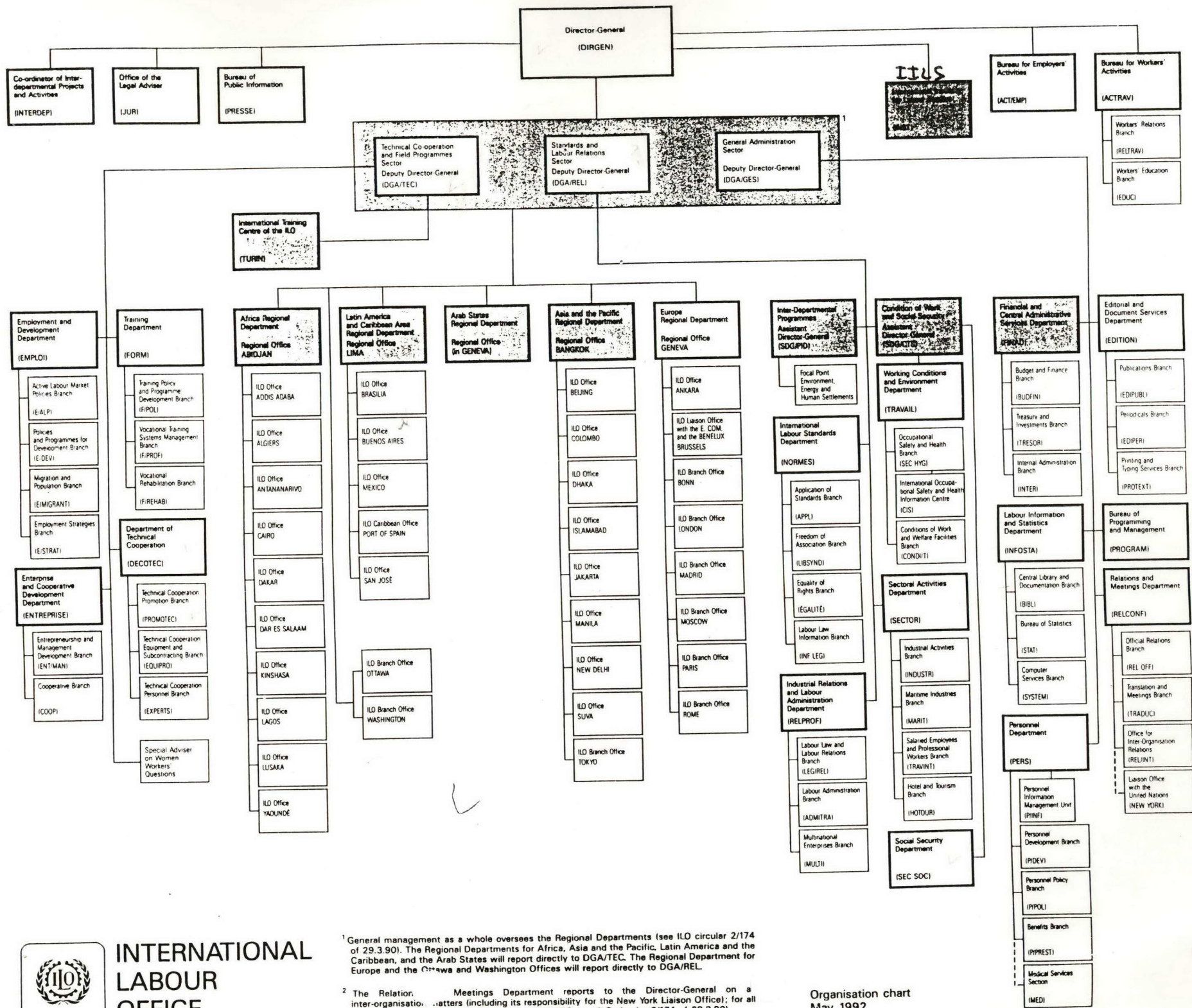
EXTENSION: 84015

SUBJECT: Workshop on the Management of Field Coordination for Senior UN System Representatives

1. The International Training Centre of the ILO is conducting its 14th Workshop on the Management of Field Coordination for Senior UN System Representatives, in Turin, Italy, March 31 - April 9, 1995.
2. The purpose of these workshops is to bring together agency representatives in selected countries to discuss their activities and ways in which cooperation between them could be enhanced. The Bank has had a number of representatives participate in these workshops in the past, including representatives from China, Kenya and Nigeria. Generally, they were pleased and satisfied with the outcome.
3. Please let me know whether the Bank's respective representatives in these countries would be available to attend (even for a shorter duration). There is a fee of \$2,500 which covers the cost of room and board.
4. I would appreciate hearing from you by February 17, 1995. Many thanks.

cc: Mr. Roberto Chavez, Mozambique
Mr. Florent Agueh, Angola
Ms. Jacqueline Damon, Burundi

02/07/95 9:38am
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¹ General management as a whole oversees the Regional Departments (see ILO circular 2/174 of 29.3.90). The Regional Departments for Africa, Asia and the Pacific, Latin America and the Caribbean, and the Arab States will report directly to DGA/TEC. The Regional Department for Europe and the Ottawa and Washington Offices will report directly to DGA/REL.

² The Relations and Meetings Department reports to the Director-General on a inter-organisational matters (including its responsibility for the New York Liaison Office); for all other matters the department reports to DGA/GES (see ILO circular 2/174 of 29.3.90).