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G-6 UN-ILO (International Labour Office)
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The World Bank
INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT
INTERNATIONAL DEVELOPMENT ASSOCIATION

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Washington, D.C. 20433
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April 1, 1993

Mr. Edward Vreeke
ILO Office
1828 L Street NW, Suite 801
Washington D.C. 20036

Dear Ed:

Here are the calendar year figures on disbursements to the ILO from proceeds of World Bank loans and credits for the calendar year 1992.

Please let me know if you have any questions.

Sincerely,

Signed Lisa Pachter
International Relations Officer
Operations Policy Department

Attachment

cc: Messrs. S. Lateef, C. Boucher (OPRIE)

Disbursements to UN Agencies
Out of Proceeds of World Bank Loans and Credits
Calendar Year 1992
US$

AGENCY SUMMARY

Agency	January-June	July-December	Total
Food and Agriculture Organization (FAO)	4,132,097.12	4,899,622.62	9,031,719.74
International Labour Organisation (ILO)	1,742,790.98	1,224,109.53	2,966,900.51
International Civil Aviation Organization (ICAO)	685,966.34	0.00	685,966.34
International Telecommunications Union (ITU)	173,707.77	494,144.05	667,851.82
UN Economic Commission for Latin America & the Caribbean (ECLAC)	61,394.23-	0.00	61,394.23-
United Nations Department of Technical Cooperation for Development (UNDTCD)	258,507.24	892,956.00	634,448.76-
United Nations Children's Fund (UNICEF)	312,269.04	1,028,005.86	1,340,274.90
United Nations Conference on Trade and Development (UNCTAD)	0.00	3,540.69	3,540.69
United Nations Development Programme (UNDP)	9,166,484.68	28,407,972.91	37,574,457.59
United Nations Environment Programme (UNEP)	85,500.00	0.00	85,500.00
United Nations Industrial Development Organization (UNIDO)	179,851.92	304,888.46	484,740.38
United Nations Capital Development Fund (UNCDF)	9,964.00	8,440.00	18,404.00
United Nations Educational, Scientific and Cultural Organization (UNESCO)	2,148,825.69	235,675.04	2,384,500.73
United Nations Fund for Population Activities (UNFPA)	11,905,109.26	0.00	11,905,109.26
United Nations	29,830.64	0.00	29,830.64
United Nations Volunteers (UNV)	108,557.68	0.00	108,557.68
World Health Organization (WHO)	355,385.00	670,898.65	1,026,283.65
Total all agencies	31,233,453.13	38,170,253.81	67,617,794.94

WORLD BANK LOAN DISBURSEMENT SYSTEM
DISBURSEMENTS (IN US DOLLARS EQ.) TO UN AGENCIES
OUT OF PROCEEDS OF WORLD BANK LOANS AND CREDITS
CALENDAR YEAR 1992

AGENCY: INTERNATIONAL LABOR ORG.

Country	Loan No.	Project description	WA No	Value Dt	January-June	July-December	Total
CAMEROON	LN 24060	2ND WESTERN PROVINCE RURAL DE	228	12/07/92	0.00	231,661.74	231,661.74
		## Loan Total			0.00	231,661.74	231,661.74
		## Country Total			0.00	231,661.74	231,661.74
EGYPT, ARAB REPUBLIC	LN 22640	VOCATIONAL TRAINING	102	07/27/92	0.00	54,689.00-	54,689.00-
		## Loan Total			0.00	54,689.00-	54,689.00-
		## Country Total			0.00	54,689.00-	54,689.00-
ETHIOPIA	CR 15200	6TH EDUCATION	154	07/09/92	0.00	25,635.21-	25,635.21-
			155	06/23/92	1,858.04-	0.00	1,858.04-
		## Loan Total			1,858.04-	25,635.21-	27,493.25-
		## Country Total			1,858.04-	25,635.21-	27,493.25-
GHANA	CR 18580	TRANSPORT REHABILITATION	167	03/27/92	33,506.98	0.00	33,506.98
			175	07/28/92	0.00	15,483.02	15,483.02
		## Loan Total			33,506.98	15,483.02	48,990.00
		## Country Total			33,506.98	15,483.02	48,990.00
INDONESIA	LN 28810	2ND RURAL ROADS DEVELOPMENT	250	12/16/92	0.00	274,899.10	274,899.10
			251	12/14/92	0.00	368,000.00	368,000.00
		## Loan Total			0.00	642,899.10	642,899.10
		## Country Total			0.00	642,899.10	642,899.10
POLAND	LN 33380	EMPLOYMENT PROMOTION & SERVIC	2	05/06/92	133,000.00	0.00	133,000.00
		## Loan Total			133,000.00	0.00	133,000.00
		## Country Total			133,000.00	0.00	133,000.00
ROMANIA	LN 33630	TECH ASSIST & CRITICAL IMPORT	77	08/19/92	0.00	193,092.10	193,092.10
		## Loan Total			0.00	193,092.10	193,092.10

Note: LN means IBRD loan, CR means IDA credit

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Visit of K.Y. Amoako and O.A. Meesook
15 November, 1993

1. Mr K.Y. Amoako, Director of the Education and Social Policy Department (ESP), under the Human Resources and Operations Policy Vice Presidency (HRO) of the World Bank, visited the ILO on 15 November, 1993, along with Ms O.A. Meesook, Manager, Poverty Analysis and Policy, ESP.

2. Their visit followed recent visits to the ILO of a number of senior Bank staff including most recently Mr A. Choksi, VPHRO, and Mr I. Serageldin, VPESD, and was a direct follow-up to recent visits to the Bank by Mrs M. Chinery-Hesse, DGA/TEC.

3. Most of the discussions took place within the context of a group meeting which was convened and chaired by Mrs Chinery-Hesse and co-chaired by Mr Lönnroth. A list of ILO officials who attended the meetings is attached.

4. Mrs Chinery-Hesse opened the discussion. Referring to the increasing volume of activities of the Bank which were in areas of ILO's core mandate, she emphasized the need for closer cooperation and coordination in our support to our common member states at the level of up-stream and policy work as well as in operational activities where synergy was important.

5. Reference was made to the preceding high-level meetings which had taken place between Mr Choksi and Mr Serageldin and the Director-General as well as other senior officials, and **it was agreed that it was necessary to go beyond the positive statements about collaboration and cooperation, that had characterized earlier meetings, and to work out some concrete collaborative activities that would meet mutual priority concerns.** It was understood that there were many examples of ILO/Bank country-level cooperation, both up-stream and downstream. What was important in the present context was to develop concrete examples of upstream institutional cooperation which would meet mutual priority needs and which would be suited to the central, thematic role of Mr Amoako's Department.

6. Available as advance background information was a draft paper on the "Mission Statement" and "Thematic Areas and Programmes" of the Bank's Education and Social Policy Department. Mr Amoako and Ms Meesook provided brief statements to highlight their main emphasis, focusing on poverty reduction, labour market issues, gender issues, social security and safety nets, and education and training. ESP's main objectives were to provide advice and support to Bank operations staff in the regional departments through policy analysis from a global or regional viewpoint, bringing out policy issues and drawing lessons from best practice. There was also a departmental role in monitoring operational results and ensuring public accountability. ESP also had the responsibility for the Bank's contribution to the Social Summit.

7. Brief statements on the objectives and main concerns of the ILO departments present including the Technical Cooperation Department (DECOTEC), the Employment and Development Department (EMPLOI), the Enterprise and Cooperative Development

Department (ENTREPRISE), the Training Department (FORM), the Social Security Department (SEC SOC), the International Institute for Labour Studies (INST), and the ILO Turin Centre (TURIN).

Key points raised by ILO departments were:

8. DECOTEC - (i) Promotion and implementation of ILO's new Active Partnership policy with the decentralization of technical capacity to 14 newly established multidisciplinary teams in the field at the sub-regional level which depending on need would comprise the main ILO technical specialities plus workers' and employers' components. This would also entail greater responsibility for ILO area directors, working closely with governments, employers and workers in reaching agreement on country strategies for ILO support. (ii) Also promotion, coordination and monitoring of cooperation with funding and donor agencies, including the multilateral and regional financial institutions.

9. EMPLOI - (i) Sustainable employment policies, including the effects of macro-economic variables on employment and on policy. (ii) Active labour market policies, functioning of labour markets, labour market information, labour market developments in economies in transition. (iii) On the supply side, migration for employment and population and demographic issues including coordination with UNFPA. (iv) Sectoral programmes and policies including urban informal and rural sectors, indigenous populations, women with respect to employment and poverty.

10. ENTREPRISE - Enterprise and cooperative development, bringing together since 1991 activities previously existing in other parts of the ILO into one department with a main mission to create an environment where enterprises could flourish. (i) Policies, strategies, and operations for development of smaller enterprises and cooperatives having greater employment potential. (ii) Management development and management training. (iii) Development of cooperatives and their role in privatization of state-owned enterprises.

11. FORM - (i) The role of training in human resources development from the point of view of equity and efficiency. (ii) Policy questions and sector analysis. (iii) Efficient operation of training systems; how to ensure professional and managerial efficiency. (iv) Rehabilitation of the disabled and recovering drug and alcohol addicts with emphasis on community-based approaches rather than institution-based.

12. SEC SOC - (i) Social safety nets and structural adjustment. (ii) Social security reform and development, including health care, old age pensions and short-term benefits. (iii) Voluntary, public or private insurance-based contributory systems.

13. INST - (i) Examination, with academics, labour departments, employers and workers, of new issues coming up in the world of work and employment. (ii) Labour institutions and development programme; links between poverty or other forms of social exclusion and the labour market; institutional approach on how to reduce poverty by means of interventions in the labour market; positive and negative effects of economic performance. (iii) New UNDP-funded programme on social cohesion and governance; impact of emerging issues like globalization of economies, economic transition, etc. (iv) Impact of changes in industrial relations and organization of production as new industrial organization resulted from

adjustment and transition.

14. TURIN - (i) Training support to major priority ILO programme sectors such as social protection and social security, active labour market measures, social dialogue, special target groups (equality of treatment for women workers, unemployed youth, etc.); (ii) aid management at country level for planning, coordination and use of external development resources; strengthening of national capacities in programme/project implementation. Emphasis has been given to strengthening the EDI-TURIN relationship.

Areas of emphasis were also raised by ILO on gender issues:

15. FORM - (i) Ways of defining and measuring the meaning of gender equity in vocational training. (ii) Work on training policy formulation with focus on gender equity aspects. (iii) Gender equity issues in informal sector and rural training.

16. EMPLOI - (i) Gender issues in economies in transition. (ii) Labour flexibility and enterprise surveys. (iii) Inequities in occupations, occupational segregation.

Key points raised by ESP were:

17. ESP's work was organized into four thematic groups which were (i) poverty, (ii) gender, (iii) labour markets, and (iv) education. Analytical work was carried out in conjunction with regional and country departments; however, operational support to the regions was not viewed as being distinct from ESP's own work programmes.

18. The poverty group was organized around three main work areas. (i) Country Policies for Effective Poverty Reduction; the effects of incentive and regulatory policies on poverty reduction, e.g., in agriculture, pricing policies, urban and rural infrastructure, credit policies, etc. - linked with the macro work done in the regional departments. (ii)Public Expenditure and Poverty; incidence, quality and management of public expenditure, and the impact on poverty reduction; in this context the emphasis was on education but infrastructure was also considered. (iii) Effectiveness of Social Safety Nets; design and impact if of different types of safety net programmes under different conditions; varying country typologies according to circumstances or geographical region of country undergoing adjustment or transition, e.g., Europe and the former Soviet Union where economic transition was different from Asia, Middle East and North Africa and Sub-Saharan Africa where adjustment was confined to the formal sector and coverage was not so broad; the Bank's work on safety nets was in part driven by budgetary structures, thus having perhaps a different emphasis from ILO's work in this area.

19. There was a monitoring unit in ESP to track the Bank's poverty reduction effort's and their results on the incidence of poverty. Progress reports on poverty would be produced each year, with alternating focus every second year between analysis of poverty incidence, and updates on the Bank's anti-poverty work.

20. The Bank's commitments under IDA 10 provided for a steady increase in the share of IDA lending going to social sectors, as well as in the share going to targeted interventions.

21. An important emphasis of the work of ESP was to move the Bank in the direction of looking at its interventions in the context of its country assistance strategy in each case. The Bank's adjustment lending, whether targeted or non-targeted, should be seen in the context of the lending package as a whole.

22. ESP worked closely with the regions and had a large programme of operational support. This placed it in a good position to act as a focal point for collaboration.

23. ESP also had the responsibility for tracking economic and sector work as well as lending. This gave it the opportunity for a close look at the Bank's up-stream work to see what could be done better and where collaboration with other institutions might be appropriate.

General areas of agreement

24. Both the ILO and the Bank had been undergoing reorganization in response to similar types of international pressures. There were also pressures coming from different sources for effective action to deal with phenomena such as persistently high levels of unemployment and the persistence of poverty and other inequalities, as well as from the need for innovative action to prepare for forthcoming major international events like the Social Summit, the Beijing Conference on Women and the World Population Conference.

25. ILO experience with country-level collaboration had demonstrated the complexities of dealing with the Bank where its regional operations had so much independence apparently right down to individual task managers, but there was an increasing pressure for ILO and the Bank to find ways of complementing each other and collaborating in a positive way.

26. The regional and operational structure of the Bank facilitated the growth within the Bank of differing perceptions of the ILO. At the centre (ESP) there was an awareness of the ILO's mandate and role in promoting productive employment, and in areas such as active labour market policies, managing the social cost of adjustment, safety nets and social security, training, employment services, and related areas. There was an awareness of ILO's partnership with employers' and workers' organizations as well as governments. It was also clear that ILO had its own expertise in these areas and a point of view that the Bank might or might not share but which needed to be taken into account.

27. The central and particular thematic role of ESP placed it in the best position for the role of focal point in the Bank for the exchange of ideas upstream and for interpreting and passing on ILO inputs to the regional and operational levels in the Bank. The designation in ESP of one official (Mr. P. Moock) as a principal focal point for ILO in ESP did not detract from the overall relations and liaison function of the Operations Policy Department, nor did it mean that other ESP officials would not be responsible for various elements of the technical dialogue with ILO.

Priority areas for cooperation

28. The following areas for up-stream cooperation were discussed.

(i) **Labour Market Policies and Employment.** The ILO-Bank exchange of views in this field had not gone far enough. There was an increasing perception that ILO and the Bank had differing policy positions. Against a background of their view of ILO Standards, together with a perceived lack of ILO work on labour market regulatory policies and frameworks, some Bank staff might have felt ILO was unwilling to examine the impact of labour market regulation on employment and poverty; however, there was common ground between the ILO and the Bank in this area which needed to be discussed. The Bank's series of papers on labour market issues coordinated by Mr A. van Adams, had drawn on some inputs from ILO and these papers were to be discussed at a joint seminar at ILO in February 1994 which would take stock of the work done so far. This was an important event which could open the door to wider and more formal cooperation in this area. This was agreed as a high-priority area by ILO and ESP which also stressed the importance of its timeliness in relation to the Bank's programme formulation exercise which started in February-March for the next fiscal year; it could also feed into programming work on ILO's side.

(ii) **Social safety Nets.** ESP was preparing a best practice paper in 1995 on the subject of social safety nets. There would be a case study approach. This was seen as an important area for cooperation where ILO inputs could be taken into account. There might be opportunities for joint studies and joint missions, etc.

(iii) **Poverty.** This was seen as a broad area where cooperation could take place. The nature of this cooperation would require further examination and analysis.

(iv) **Informal Sector.** ILO was doing substantial work in this area which was of interest to the Bank, and would soon be launching a big interdepartmental project on the informal sector. The Bank was doing work, outside the scope of ILO's work, on quantifying some of the effects such as the impact on enterprises and the effect on revenue loss for governments which might be minuscule in relation to the employment creation effects. There would be a common interest in looking at country policies for poverty reduction.

(v) **Gender Issues.** ESP was preparing a policy paper on gender issues. The initial approach paper would go to the Bank's Board in January. The policy paper would be the Bank's contribution to the World Conference on Women in Beijing in 1995. This would be a key area for cooperation as ILO would be assessing the results of its Interdepartmental project on gender issues and also preparing its contribution to the Beijing Conference.

(vi) **Training Policies.** UNDP funding for TSS1 activities had increased the scope and intensity of ILO work in training sector and policy analysis work, providing new impetus in an area where ILO had a comparative advantage in up-stream work. A vocational education and training workshop organized by the EDI in Hanoi had made use of training policy materials prepared by ILO. There was a need for developing analytical tools and for running national workshops to enhance national capacity in training policy analysis. ILO had contributed to the preparation of the Bank's Policy Paper on Vocational and Technical Education and Training; there was a need for stock-taking and to take another look in the light of emerging realities and changing policy requirements. One specific need was for an in-depth look at the issues involved with retraining in transition countries. While ILO and ESP saw this as a priority area, the Bank currently did not have the staff resources for it, and therefore would envisage close cooperation with ILO in this area.

(vii) **Small Enterprise Development - Policies for Labour-Intensive Growth.** ILO was interested in this field and could cooperate with the Bank in its work on overall country policies in particular in relation to institutional mechanisms for the promotion of the small enterprise sector. There was a need to look at the small enterprise development institutions set up or to be created and examine their impact on employment creation. In the Bank's view the main question and area for cooperation was whether a country's policies were promoting labour-intensive growth or not. The key focus was on policies that would encourage labour intensive growth.

Poverty Reduction Policies

29. There was a discussion on what the Bank classified as poverty reduction policies. According to the IDA 10 donors the definition of a poverty reduction project was narrowed to include only investment projects that provided for a targeted intervention aimed either at specific groups of poor defined on the basis of the level of household income or at poor farmers. In the context of adjustment operations, an operation was defined as a poverty adjustment if (i) it aimed to reduce distortions which hurt the poor, (ii) it provided for a reallocation of public expenditure towards the poor, (iii) it involved poverty monitoring, or (iv) it provided for a poverty reduction strategy.

Conclusions

30. Mr Amoako requested information about the main activities/objectives of the ILO departments present. Such information was provided right away by EMPLOI and INST. It was agreed that similar information from the other departments would be sent to him along with a copy of the 1994-1995 ILO Programme and Budget.

31. It was agreed that ILO and ESP would quickly set in motion a plan to initiate active collaboration in a number of priority areas of mutual concern. The foregoing paragraphs 28(i) to 28(vii) provided an initial list of potential priority areas for collaboration. There was a need to agree on priorities and the purpose of collaboration, and the expected outcome should be defined and agreed in each case. It was very important also to define and agree on the modalities of collaboration in each case. There was agreement that another round of discussions was necessary to work out these details. First, ILO would send to the Bank a more detailed and refined list of priority proposals then a team from the ILO should visit the Bank in January for a discussion in detail. This would be followed by the planned seminar in Geneva on labour market issues and employment with Mr van Adams from the Bank. There would be a follow-up visit to Geneva by Mr Amoako in March 1994.

SGT 23.11.93

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Telephone: (202) 653-7652
Facsimile: (202) 653-7687
Telex: 248513 ILOW UR

To: Ms. Lisa Pachter, 676-0576

From: Ed Vreeke
Associate Expert for Bank Related Activities

Date: May 25, 1993

Dear Lisa,

The itinerary of Mr. David Waugh, the ILO's deputy director, is such that our lunch will have to be postponed to the beginning of July. He will leave the office on June 7, the date that Mr. Boucher is returning I understood from you. I will be leaving for Geneva later on in June also and will be back in the office July 6. We have to look for a date somewhere in July.

As far as it concerns the partners of the ILO in the developing countries I might mention that the Departments I mentioned are not always shielded from the power centra in the Government. In Zambia the Manpower Department has high level support from the Secretary of the Cabinet (and the President is a former Labour leader with strong ties to the ILO) and in Zimbabwe support from the Secretary of the Cabinet for the Ministry of Labour, Public Services and Social Welfare is quite strong. Especially now that civil service reform is contemplated in a large number of countries the ILO is often engaged for advise and assistance. This is also the case when social safety nets have to be set up or reformed as the ILO's social security department is quite strong. I therefor should also have included the Departments or Ministries of Social Affairs as one of the natural counterparts of the ILO.

Apart from above mentioned the ILO's infrastructure programmes have been rather successful in Africa. You might have heard this from Mr. van Veen. It is also there where there has been a lot of World Bank/ILO collaboration. In this case I can not say for sure what the Government counterpart was to the ILO but I would suspect something like the Department of Public Works and Infrastructure, or something the like.

Attached you will find the most recent list of the visitors from the ILO with their respective affiliations within the ILO. To make all the abbreviated department names a bit more understandable I have added a list with the departments and their full names.

Regards

Ed

2/4

ILO Staff visiting The World Bank

Date	Name	Branch	Comments
1991			
11/2	Lee	E/POPLAN	
10-12/2	Krishnamurty	E/POPLAN	
19-22/2	Appave	MARIT	
21-22/2	Graut	SEC SOC	
3-14/3	Goodale	F/PROF	
11-14/3	de Moura Castro	F/POL	
11-14/3	Johanson	F/PROF	
11-14/3	Oliviera	F/PROF	
11-14/3	Miles	F/MAN	
30/3-4/4	Gillion	SEC SOC	
18-19/4	Leonardi	NORMES	
24/4-3/5	Taylor	INVEST	
7-9/5	Guerin	EMP/INFRA	
12-17/5	Lisk	E/POPLAN	
13-17/5	Lyby	EMP/INFRA	
26-28/5	Guerin	EMP/INFRA	
27-29/5	Alexim	CINTERFOR	
27-29/5	Regnier	CINTERFOR	
28-30/5	Edmonds	EMP/INFRA	
28-30/5	de Veen	EMP/INFRA	
5-12/6	Hoffmann	STAT/EMP	
1-5/7	Twigger	F/PROF	
1-5/7	Fluitman	F/PROF	
2/7	Johanson	F/PROF	
8-9/7	Balkenhol	COOP	
9-12/7	Theocharides	ENT/MAN	
10/7	Kane	SDSR, Nairobi	
17-18/7	Granier	EMP/INFRA	
12-13/8	Espinoza	F/PROF	
18-27/8	Rytsola	INVEST	
21-22/8	Swepston	NORMES	
6/9	Bailey	MULTI	
16-20/9	Mathew	SEC SOC	
17/9	van der Hoeven	EMPLOI	
17/9	Ducci	WID	
1992			
29/04-06/05	G. Rodgers	INSTITUTE	
04/05-05/05	D. Boisrobert	Turin	
16/05-19/05	M. Cichon	SEC/SOC	
27/05-30/05	A. Fluitman	F/PROF	
28/05-04/06	W. van Ginneken	WLR	
22/06-25/06	W. Bohning	E/MIGRANT	
01/09-03/09	N. Petrov	F/PROF	

17/09-18/09	J. Lonroth	EMPLOI
13/09-15/09	J. von Muralt	ENTREPRISE
22/09-23/09	M. Cichon	SEC/SOC
02/10-07/10	Chinery-Hesse	ASSISTENT DIRECTOR GENERAL
05/10-10/10	I. Obadia	SEC/HYG
04/10-07/10	Doyle	Turin
10/10-13/10	Bronstein	LEG/REL
22/10-28/10	A. Taqi	CABINET
02/11-05/11	Rolph vd Hoeven	EMPLOI
02/11-03/11	J. Lonroth	EMPLOI
02/11-03/11	C. Gillion	SEC/SOC
02/11-06/11	R. Plant	EMPLOI
07/11-12/11	G. Standing	MDTB
13/11-13/11	V. Tokman	PREALC
15/11-21/11	Alwis-Wanigasekera	E/DEV
18/23-23/11	J. Stellman	SEC/SOC
23/11-23/11	J.P. Smith	CONDI/T
27/11-30/11	H. Hofmeyer	ENTMAN
30/11-02/12	L. Swepston	NORMES
10/12-10/12	V. Tokman	PREALC
11/12-11/12	L. Leonardi	NORMES
11/12-11/12	D. Groman	DCT/INF
13/12-19/12	S. Taylor	PROMOTEC
14/12-18/12	J. Laviec	INFLEG
21/12-22/12	A. Pereira	INDUSTR

1993

06/01-09-01	E. Yemin	LEGREL
14/01-16/01	D. Hoskins	AISS
15/01-16/01	C. Gillion	SEC/SOC
25/01-28/01	S. Trocolla	PERS
01/02-01/05	B.Clatanoff	E/ALP
10/02-12/02	C. Palmer	TURIN
10/02-13/02	Victor Tokman	PREALC
22/02-26/02	R. Zachman	E/DEV
13/04-15/04	P. Neck	ENT/MAN
02/05/04/05	I. Chambers	NY office
02/05-07/05	S. Radwan	E\DEV
02/05-07/05	P.Peek	E\DEV

DG	**Michel Hansenne**	**6020**	**Director-General**
DGA/GES	**David Taylor**	**6332**	**Deputy Director-General (General Admin. Sector)**
DGA/REL	**Heribert Maier**	**6324**	**Deputy Director-General (Standards & Labor Rel. Sector)**
DGA/TEC	**M. Chinery-Hesse**	**6140**	**Deputy Director-General (Tech. Cooperation & Field Prog. Sec**
CABINET	A. Taqi	6018	Office of the Director-General
PROGRAM	R. Kirszbaum	6913	Bureau of Programming & Management
JUR	F. Maupin	6520	Office of the Legal Adviser
NORMES	H. Bartolomei	7103	International Labor Standards Dept.
APPL	A. Zenger	7154	Applications of Standards Branch
LIBSYND	B. Gernigon	7118	Freedom of Association Branch
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INF LEG	J. Lavioe	7150	Legislative Information Branch
EMPLOI	**J. Lonroth**	**6433**	**Employment and Development Dept.**
E/STRAT	A. Bhalla	6415	Employment Strategies Branch
E/ALP	W. Clatanoff	6517	Active Labour Market Policies Branch
E/DEV	S. Radwan	6464	Policies and Programs for Development Branch
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COOP	I. Fazzio	7442	Co-operative Branch
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F/POL	E. Lee	6539	Training Policies Branch
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LEG/REL	E. Yemin	7012	Labour Law and Relations Branch
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MULTI	A. Abate	6322	Multinational Enterprises Branch
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SEC HYG	C. Pinnagoda	6775	Occupational Safety and Health Branch
CIS	J. Takala	6740	International Occupational Safety and Health Information Center
CONDI/T	C. Dumont	6752	Conditions of Work and Welfare Branch
SECTOR	**E. Dembele**	**6451**	**Sectoral Activities Branch**
APP/SEC	G. Thullen	6374	Multi-Sectoral Support Section
INDUSTR	G. Stoikov	7689	Industrial Activities Branch
MARIT	B. Nilssen	7466	Maritime Industries Branch
TRAVINT	H. Sarfati	6759	Salaried Employees and Professional Workers Branch
HOTOUR	V. Grandone	6903	Hotel and Tourism Branch
SEC SOC	**C. Gillion**	**6633**	**Social Security Department**
INFOSTA	**K. Wild**	**8676**	**Labour Information and Statistics Department**
BIBL	E. Frierson	6092	Central Library and Documentation Branch
STAT	F. Mehran	6482	Bureau of Statistics
STAT/EMP	E. Hoffman	8076	Statistics of Employment and Unemployment Section
STAT/COND]	R. Rassou	6316	Statistics of Conditions of Work and Life Section
STAT/ET	P. Comu	6554	Statistical Studies and Database Section
SYSTEM	J. Sykes	7925	Bureau of Information Systems
INF SOC	**T. Burt**	**6311**	**Social and Labour Bulletin**
WLR	W. van Ginneken	6445	World Labour Report
EUROPE	**O. de Vries**	**6650**	**ILO Regional Office in Europe**
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ALIMOND	W. Schiefelbush	6653	World Food Programme Liaison Section
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INVEST	S. Taylor	7281	Pre-Investment and Investment Activities Section
EQUIPRO	S. Schoen	7603	Technical Cooperation Equipment and Subcontracting Branch
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P/PREST	A. Castro Gutierrez	6643	Benefits Branch
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International Labor Office
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Telex: 248513 ILOW UR

To: Ms. Lisa Pachter, 676-0576

From: Ed Vreeke
Associate Expert for Bank Related Activities

Date: March 9, 1993

Dear Lisa,

I have found the list with WB officials that have visited the ILO. The list is attached.

Regards

Ed

Visitors to ILO from banks 92.12.31

Date	Name	Department	Visiting
27/1	Ismail Seralgaldin	AFTDR	?
30/1	Knight	Consultant	EGALITE, South Africa
5-6/2	Louise Fox	EM4PH	EUROPE, F/PROF, ADMINA, EDUC, LEG/REL
7/2	Julian Schweizer	LATPH	SEC SOC, ENT/MAN, EMP/RU, INST, FORM, F/POL
10-11/2	Lemma Merid	AFTSP	EMPLOI, EMP/RU, E/POPLAN, Nigeria
?	Christiaan Grootaert	AFTSP	?
5/3	Pietro Polles	ITTIS	Internal documents, Bibl
9/3	Ralph Harbison	EC1/2HR	
17/3	Prof. Goldfarb		WB consultant, Labour Market Information
25-27/3	Arvil van Adams	PHREE	Seminars on WB Labour Market Policies
1-3/4	Mohamed	AfDB NARD	6th Joint AfDB ILO Conslt
1-3/4	Seka	AFDB SARD	6th Joint AfDB ILO Conslt
1-3/4	Dualeh	AfDB Coop	6th Joint AfDB ILO Conslt
1-3/4	Kamau	AfDB Acc	6th Joint AfDB ILO Conslt
3/4	Robert Liebenthal	EC3HR	EUROPE, EMPLOI, ENT/MAN, RELPROF, FORM
13/5	Jo Martins	AS PH	
26/5	Rao	AsDB	Manager SDU
4/4	Nat Coletta	AF2PH	
9/6	Salvatore Schiavo-Campo	LMI	Public Ent. Management
15/6	Bernad Chatelin	AFTIN	ENT/MAN
25/6	Jan Segerstrom	ASTPH	ENT, FORM, INDUSTR, EQUIP
June	Zymelman	AFTED	
2/7	Hamer	AfDB NARD3	PROMOTEC
2-3/7	Bruce Fitzgerald		FORM, EMPLOI, ENT., STAT
4-5/8	Pierre Landell-Mills	AFTDR	Policy, EMPLOI
aug	Ralph Harbison	EC1/2HR	Turkey
oct	Jaime de Melo	CECTP	
10/11	Robert Liebenthal	EC3HR	EUROPE, ENT, TURIN, FORM

January 1993 Ralph Harbison — PROMOTEC

David Fretwell

February 1993 Stephen Magneman. — promotec, europe.

ILO

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To: Ms. Lisa Pachter, 676-0576

From: Ed Vreeke
Associate Expert for Bank Related Activities

Date: March 12, 1993

Dear Lisa,

Please find attached the Director-General's address to the staff on December 17 1992. It will provide you with some insights about the intended policy directions for the ILO.

Regards

Ed Vreeke

(Geneva, 17 December 1992)

2/8

Thank you for accepting my invitation. Last year I tried to be brief. Some of you, however, said that it kept me from giving you all the information you needed. So, this year, I shall speak at greater length. With any luck, others among you will complain, and next year, I shall be able to be brief again.

There are three topics I wish to discuss.

The first concerns your current preoccupations, the questions you have been asking about remuneration, retirement, etc. If I begin with this topic, it is to put your minds at ease, and to make sure that you will listen to what else I have to say. The second topic, which is also a source of preoccupation for many of you, deals with the changes we are introducing; what you have heard about them may have caused you to worry or wonder. The third topic concerns a number of issues raised within the Governing Body as regards the next biennium.

Some of your current preoccupations concern the common system. Others concern the Office itself, in other words, issues we can discuss and reach decisions on together.

As regards the common system, my comments mostly take the form of questions, since the General Assembly is at this very moment discussing issues which concern you. This year there are two particularly troubling problems: that of remuneration, and that of pensionable remuneration for General Service staff. I have no news to report as regards these two areas of major concern. But I can tell you that the statements made before the Fifth Commission were very positive, perhaps more so than in recent years. Many member States expressed their concern over the remuneration of international civil servants.

As regards pensionable remuneration for General Service staff, I believe that we, at the ILO, have done a very good job. The Pensions Committee, with the help of some Governing Body members, gave much thought to this matter. We sent a letter to the President of the ICSC which rattled the ICSC and others who have responsibility in this matter, to say the least. Our point of view was taken up by other organizations in the United Nations system. It is not unreasonable to hope that this year's debate will be marked by open minds, and that further consideration will be given to certain proposals which had quite legitimately troubled many of you, as well as your union representatives and your representatives in the Joint Pension Fund. That is all I can tell you at this point. In the debate at the common system level, you and your union representatives, on the one hand, and I and the administration, on the other, have expressed a number of our shared preoccupations. I hope our efforts will be successful.

As regards the Office, I am very pleased at the progress of discussions held with your representatives this year. In this connection, 1992 proved to be an easier and more pleasant year than 1991. And I am pleased that this peaceful climate and our serious discussions led to some interesting results. We have finally reached a common position on those notorious B files that worried so many of you. When I assumed the office of Director-General, the first demand you made concerned the elimination of these B files. It took us four years to reach this common position, even though we were in agreement from the start. So you see, these things take time, all the more so when we

start with different points of view. This is a very positive development, because it finally puts an end to all sorts of suspicions and questions regarding what the administration might have been doing with documents whose contents were unknown to the staff.

We also reached agreement with your representatives concerning a series of measures that should promote greater equality of opportunity between men and women in the Office. Here, again, there was a consensus on policy from the start, but we needed to come to terms on specific measures. An agreement was reached and you will receive, in the next few days, more information on what it entails. But let me just mention an interesting statistic: this year, approximately 45 per cent of new recruits were women, compared with 34 per cent in 1991 and 29 per cent in 1990. In other words, our policies are gradually bringing about real change.

Other issues on the bargaining table are still being discussed, with a very positive attitude on both sides. I hope that we will have an equally rich harvest of agreements in 1993.

So much for these current concerns. I do not claim to have met all your expectations, but I share your preoccupations and I eagerly await with you news of the decisions that will likely be taken in New York in the next few days or weeks.

Another short-term preoccupation concerns our financial situation. Our financial situation is basically sound, if we compare it with that of many United Nations agencies which have been forced to borrow over a number of years, and which now face an uncertain future owing to their accumulated debt. That is certainly not our case. Our situation has, however, deteriorated in recent months owing to the fact that some member States, and not the poorest among them, have not paid their contributions for the current biennium. In September I had asked the directors of departments and chiefs of branch to be especially prudent in the use of our resources. In November I proposed to the Governing Body budgetary cuts amounting to US$20 million - a relatively hefty sum. During the Governing Body meeting, the representatives of some of the member States in arrears manifested their willingness to pay at least a part of their contributions, and we had hoped that no more spending cuts would be needed. Well, we are nearing the end of the year and I am still waiting for Father Christmas. If these contributions have still not been paid by early January, we will have no choice but to propose other spending cuts to the Governing Body.

Let me say two things on this subject. From the start, I emphasized to the directors of departments and chiefs of branch the importance I attach to the Organization's long-term interests, drawing their attention to the need not to sacrifice these interests to temporary problems. If a member States does not pay its contribution, we must reduce our spending, cut a number of programmes. This is hard to do, but we can reasonably hope that the situation will improve. We must not sacrifice our long-term interests to short-term problems. Well, what are our Organization's long-term interests? They are you. The only asset we have is our staff. Our only resource is what you have in your heads; it is your knowledge, your experience. If we refuse, owing to short-term problems, to recruit in needed areas, to train, to develop, we will jeopardize our future. That is why I asked senior management, in the event of further cuts, not to sacrifice these long-term interests. I wanted to tell you this because this is an extremely important strategic choice. I have no

intention of sacrificing staff on the altar of short-term budgetary cuts.

Those $20 million in savings, and even another few million we may still have to cut, should not keep us from being guardedly optimistic about the future. But the situation should serve as a reminder of the world in which we will be living in the coming years. There is no guarantee that the international economy will improve in the next three or four years. Nor is there any guarantee that all member States which are up to date in the payment of their contributions will be basking in the comfort of healthy budgets. In other words, we cannot rule out further unpleasant surprises. At any rate, we should have no illusions: our future will be characterised by strict budgetary constraints. It is nice to dream of an increase in our budget, but let us be realistic. Nor should we harbour illusions as regards resources granted to the ILO for technical cooperation, whether from the United Nations Development Programme or from major donor countries. The UNDP, itself, is experiencing some difficulties, but what concerns us most is a change in its policy, which compels other United Nations agencies, including the ILO, to change their procedures and practices. We must therefore change if we are to remain financially viable in the coming years. We must adapt to both a changing world and the changes this world is bringing about in many of our traditional technical cooperation partners. The reason I am telling you this, is that I wish to put an end to this idiotic notion - and I am using this harsh term deliberately in order to silence these groundless rumours - that "the Director-General is against technical cooperation." How absurd! What is our purpose, if not to serve our constituents and our member States? The truth is that there must be a change in the kind of technical cooperation we have been providing in the past, because the UNDP, as well as other organizations and most bilateral donors are changing their policies. For example, they are increasingly opting for the projects they finance to be executed by the beneficiaries themselves. They are asking international organizations such as the ILO to refrain from getting involved in the execution of projects, and to concentrate instead on helping States to analyse programme and policy options, to help them to set up programmes or projects, but not necessarily to implement them. This presupposes a radical change in the nature of our work, and that is what we are trying to bring about. The key is to be ready on time.

I would now like to say a few words about the changes we are introducing in response to these new circumstances. Something you can expect to hear more and more about is our "Active Partnership Policy", since that is how we refer to all these changes. What does this grandiloquent expression mean?

To put it briefly, our Active Partnership Policy involves three main ideas. First, that we must work with our member States to define shared objectives, and that the ILO must be an active partner in that process. It will not be enough simply to take note of what States ask of us; important as their wishes are, we too have a role to play. As an organization, we have a specific mandate, and are bound by a number of standards. We are fully within our rights to insist on certain requirements. Moreover, the implementation of projects and programmes in conjunction with member States presupposes a dialogue between active partners. This means that we cannot afford to be a fragmented organization, split up among those in technical cooperation, those in research and analysis, and those in standards. We all belong to one and the same organization. That is why, at the February session of the Governing Body, we discussed a document on the links between standards and technical cooperation: we must act much more as a single body than we have in the past;

likewise, in our discussions with member States, we must speak with one voice. That is the first aspect of the Active Partnership Policy.

Secondly, if we are to become involved in the definition and fine-tuning of programmes and policies, without necessarily participating in their execution, we must, more so than in the past, get in step with member States, their decision-making processes, and the pace of the changes they are undertaking. This means moving faster, being closer to them, and being ready to help them with difficulties they may encounter. That is not something we can do from a distance. So, the second feature of our Active Partnership Policy is a greater ILO presence in the field. Accordingly, the 1994-95 Programme and Budget proposals call for a strengthening of the ILO's field structure. Already last year, I had emphasized the importance of developing a mobility policy. This mobility policy is working, and I thank all who are engaged in that process. Here are a few figures: 14 persons left headquarters last year to take up posts in the field, while 17 came back to Geneva from the field. I know that some of you worry about having to leave for the field. Let me reassure you that we have had enough volunteers so far to implement our policy; I hope that trend will continue in the years to come. Anyway, I believe that a predisposition to serve in the field will evolve little by little over time.

We intend to strengthen our presence in the field by setting up what we refer to as multidisciplinary teams. So, what is this new gadget? It is simply a means to ensure that all our people currently in the field, such as regional advisers, who are now scattered here and there, are brought together within teams which will study the problems of member States, not in piecemeal fashion, but as a whole, with a view to providing global responses. We hope that our colleagues in the field will find in these multidisciplinary teams a mutual reinforcement and the capacity to offer better services. These multidisciplinary teams are to be established little by little in all the regions in which we are active. Here, again, I must caution, we will succeed only if we stand united, if we are able to overcome the "us and them" mentality that I find all too often when I visit our field offices.

The third feature of our Active Partnership Policy is the strengthening of our tripartite structure. We must, much more so than in the past -- and when I say much more, I am not talking about a revolution; I simply mean with added emphasis -- strengthen our policy of tripartism and make a point of involving employers' and workers' organizations in the projects we undertake, and in the objectives we seek to define jointly. Governments are not our only interlocutors: there are also employers and trade unions. If we wish to succeed in the pursuit of policies which are in harmony with international standards based on tripartism, we must involve all three parties in the choice of these policies.

There you have it, our Active Partnership Policy. It is at once an emphasis on a more active attitude in which the ILO acts as a single body, on a greater presence in the regions to keep pace with our member States, and lastly, on the strengthening of tripartite consultations. As you can see, there is nothing revolutionary, but a number of changes are in order.

I know that some of you are dissatisfied or preoccupied in the face of these changes. Well, let me tell you something: I am too. I would prefer not to change. Nearly everyone dislikes having to change. I understand that some of you are saying: "I've been doing such and such for three years, four

years, five years, ten years. And now the Director-General says, 'We have got to change!' That must mean that he does not appreciate what I have been doing, or that he thinks that I have not been doing it well." No, that is not so. But we must ask ourselves this question: What we have been doing in the past, will we still be able to do it tomorrow? Will we still be given the means? In some cases, the answer is no. The UNDP and others are changing strategies. So we have two alternatives: either we sulk, or we ask ourselves if the proposed change is reasonable. Both we in management and the Governing Body, consider the changes proposed by the UNDP to be reasonable. We must therefore adapt. Still, I know there are those among you who are nagged by the doubt that this represents a condemnation of what you have been doing. Again, I say: "No, not at all." Everything you have done and done well improves our chances of succeeding tomorrow.

Others among you are worried because you have not received enough information. You are right. It has taken senior management a long time to develop these new ideas. Though we would have liked to, it was impossible, at the same time, to develop an information policy. But I shall come back to this shortly, when I discuss the second phase of our plan of action.

Some of you are worried also because you wonder if there will be a place for you in this change. Is there a future for you or will the change uproot you? Others say: "Am I up to this change? Maybe I will be asked to do something else. Do I have the skills I will need, or will I be told 'Sorry, but you do not know how to do this'?" Others wonder "Is it really worth it? I have a number of tasks, a number of responsibilities, I can take certain initiatives. Will that still be true tomorrow? Am I not losing something in the bargain?" I find these questions perfectly legitimate. Indeed, I have asked myself such questions whenever I have confronted similar changes. Will they still need me? What will become of me? Will I still be able to do the job? These are perfectly normal and reasonable questions. Now, we can answer them. During the first 15 days in January, you will be informed, at meetings of each major sector, of everything we can tell you about these changes, and about the various stages, difficulties and problems involved.

You know that about one month ago we held an important meeting in Turin. We invited staff from headquarters and from the field as well, to discuss this Active Partnership Policy. The meeting proved very fruitful, especially in terms of questions. We have decided that the time has come to share this information with everyone and to involve everyone in the discussion. So, during the first 15 days in January you will be invited to special briefings. I note, parenthetically, that this practice is not entirely new: we have had two meetings of this kind -- one on measures to cut costs, and the other on our mobility policy. We will now do the same with respect to the Active Partnership Policy. There is nothing to hide. Everyone is entitled to know the ground rules.

The second extremely important operation (we will be giving you more information about it in the first few months of 1993), is the implementation of a suitable training policy. You will see from our next budget that training resources have not been slashed. This is in keeping with what I said earlier, concerning the fact that we will not sacrifice our long-term interests. We will therefore provide training so that everyone may perform his or her own job in suitable conditions.

There is thus no reason to worry. There is room for everyone in this

change -- a change we must bring about together. If I have a message for you today, that is it. Do not think that this change is arbitrary. Do not imagine that the Director-General woke up one morning and, on nothing but a whim, said: "Right. Today we change."

If you believe that this is an arbitrary change, then you should oppose it. But I have no reason to lord it over you. This change is a response to a changing world, and to the wishes of our member States who, after all, are the ones who foot the bills. I therefore ask you to commit yourselves to this change with confidence. Of course, many questions and problems remain; we will be able to solve them only if we all work together. I am not asking you to forget your worries or your dissatisfaction. I am simply asking you to use them in a positive way. There is no turning back. It is a critical and positive attitude that will help us, working together, to deal with the changes we must accept. I have no doubt about our collective ability to meet this challenge. In fact, I think we have got a head start on many other United Nations agencies which are also faced with the task of adapting. Let us use this head start well, for we may well need it. Those who delay will have a much harder time. That is what I thought you should know about the current changes.

This brings me to a couple of issues for the future. In February the Governing Body will discuss the 1994-95 budget. If you read my preface, you will see that this budget has been prepared in keeping with a certain orientation defined by the Governing Body. 1994 and 1995 will be special years in several ways. 1994 will mark the ILO's 75th anniversary, and the 50th anniversary of the Declaration of Philadelphia, one of our fundamental documents. As for 1995, it will mark the United Nations' 50th anniversary, and culminate in the United Nations World Summit for Social Development. A major event, a major goal for 1995.

In this connection, the Governing Body has told us very clearly that the social field belongs to the International Labour Organization. It expects the Organization and the Office to play a leading role, to spearhead the preparations for this Social Summit. That is the Governing Body's message and challenge to us. It all sounds very good, but you know well enough how things work within the United Nations to know that it will not be easy. To meet this challenge we will have to offer the United Nations system a meaningful contribution in this field, to offer proposals, responses, and a dynamic programme in sectors, such as employment, for which we are primarily responsible. We will also have to succeed in establishing suitable negotiations with such organizations as the International Monetary Fund and the World Bank, so that we will be in a position to submit coherent projects and programmes. We therefore have two full years ahead of us to meet this challenge. Everyone is expected to contribute and ensure our success. Our very credibility within the system and throughout the world is at stake. Therefore, we must not only make the change I discussed earlier, but link it to our challenge at the Social Summit. That is our goal for 1994-95.

A number of intervening events should lend themselves to that goal. There is, for example, the next session of the Conference, at which we will discuss the problem of social protection. In 1994 we will also hold the Second High-Level Meeting on Employment and Structural Adjustment. What a wonderful opportunity to polish our message and to refine our positions vis-à-vis the major financing institutions! We will have a lot at stake, but no better opportunity to prepare for the Social Summit. Then there will be the

8/8.

1995 Session of the Conference. Though we still have not chosen a topic for that session, it will provide another major opportunity for us to define our contribution to change throughout the world, and thus our contribution to the Social Summit. For those of you who work at headquarters, this may be the most fundamental change, the area we will stress in the coming years. Because of the UNDP's policy changes and the change we are introducing, a number of tasks are to be transferred to field offices and entrusted to our colleagues in the field. Some of you may be wondering: "What will that mean for me? Will they get rid of me, or do I still have a place in this scheme of things?" Yes, you do. The transfer of certain tasks to the field will leave room for other tasks that are just as important, if not more important for our future. We will not be able to help our colleagues and we will not be able to help our constituents to solve the difficult problems they face, if we are not able to help them from here by coming up with some solutions.

What shall we recommend when a country decides to privatize certain economic sectors? What shall we suggest when a country decides to lay off 20,000 or 30,000 public servants as part of its structural adjustment? I could give you dozens of examples. Are we prepared to respond, to help to shape policy? Not always. But that will be our task in the years to come, the task of those at headquarters. Will we be able, in preparing for the Social Summit, to make a relevant intellectual contribution? Will we succeed in enhancing our credibility? The changes that are taking place, the changes we are invited to make, are not a zero-sum game in which some win because others lose. We must define our place in a world which is evolving, and we all stand to win.

There is a future, a future of choices, opportunities and challenges. Together, we can meet the challenge, as the ILO always has throughout its history.

The ILO's 75th anniversary in 1994 should not be seen as a time for commemoration, for saying: "My, we sure were great! We were so wonderful over these past 75 years!" Yes, we were, but those first 75 years should make us determined to prove that we are good enough for another 75 years.

As you can see, I have tried to outline what we can do from now through 1995. Again, I ask you to work together to meet this challenge.

In closing, allow me to wish each and every one of you an excellent year in 1993, a year that will be marked, not by worries and doubts, but by a positive and active attitude, and by enthusiasm for the work that lies ahead. That, at any rate, is my fondest wish as Director-General. My best wishes also to your families and friends. I hope that 1993 will not be an Annus horribilis, as 1992 was for the Queen of England, but an Annus mirabilis.

Thank you very much.

CLOSE-OUT SHEET

This file is closed as of April 1993.

For further correspondence, please see Vol. 2/93.

For report concerning this letter,
see 'Report' folder.

66 ILO (MMD)

The World Bank
INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT
INTERNATIONAL DEVELOPMENT ASSOCIATION

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BY FACSIMILE

April 26, 1993

Dear Mr. Hansenne:

I refer to your letter ILC 80-115 of February 10 inviting World Bank representation at the 80th Session of the International Labour Conference, to be held in Geneva from June 2 to 22, 1993.

I am pleased to inform you that Mr. Carlston B. Boucher, Principal Economic Affairs Officer, International Economic Relations Division, Operations Policy Department, will attend selected sessions of the Conference on behalf of the Bank.

Sincerely yours,

ALEXANDER SHAKOW

Alexander Shakow
Director
External Affairs

Mr. Michel Hansenne
Director-General
International Labour Office
CH-1211 Geneva 22
Switzerland

cc: Messrs. Lateef, Boucher (OPRIE)
Ms. Sorsa (Geneva)

MMcDonald

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

BY FACSIMILE

April 26, 1993

Dear Mr. Hansenne:

I refer to your letter ILC 80-115 of February 10 inviting World Bank representation at the 80th Session of the International Labour Conference, to be held in Geneva from June 2 to 22, 1993.

I am pleased to inform you that Mr. Carlston B. Boucher, Principal Economic Affairs Officer, International Economic Relations Division, Operations Policy Department, will attend selected sessions of the Conference on behalf of the Bank.

Sincerely yours,

Alexander Shakow
Director
External Affairs

Mr. Michel Hansenne
Director-General
International Labour Office
CH-1211 Geneva 22
Switzerland

TRANSMISSION RESULT REPORT (APR 27 '93 01:36PM)

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The World Bank
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Sincerely yours,

INTERNATIONAL LABOUR OFFICE
BUREAU INTERNATIONAL DU TRAVAIL
OFICINA INTERNACIONAL DEL TRABAJO

4, route des Morillons
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Télex 415647 ilo ch
Fac-similé (22) 798 86 85

Téléphone direct (22) 799
central (22) 799 61 11

The President of the World Bank,
1818 H Street NW,
WASHINGTON DC 20433
USA

Réf. BIT/ILO ILC 80-115

Votre réf.

10 FEV. 1993

Dear Sir,

I have pleasure in informing you that the 80th Session of the International Labour Conference will open at the Palais des Nations, Geneva, on Wednesday, 2 June 1993, at 10 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 Tuesday, 22 June.

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.

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

file: ILO

GB

WORLD BANK OFFICE TRACKING SYSTEM
INTERNATIONAL ECONOMIC RELATIONS
Routing and Action Transmittal Sheet

TO:	DATE:
Sarwar Lateef (T8101)	4/30/93

SUBJECT DOCUMENT:

From: Juhani Lonnroth
To: Mr. Lateef
Dated: 4/21/93 Reference No.: XIE930430004

Topic: ILO: Country-level collaboration between the ILO and the IMF

ACTION INSTRUCTIONS: DUE DATE:

__XXX__ HANDLE 5/12/93
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_____ DISCUSS WITH _____
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Remarks: cc: L. Wood, OPRIE

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Réf. BIT/ILO EMP 60-01-2

Votre réf.

Mr. Sarwar Lateef
Chief,
International Economic Relations Division,
External Affairs Department,
The World Bank,
1818 H Street, NW,
WASHINGTON, DC 20433
(USA)

Dear Mr. Lateef

It was a pleasure meeting you here in Geneva on 19 March. Referring to the discussions we had, I wish to send you herewith the final conclusions from the technical meeting we had with the IMF representatives on 23 March on a pilot country-level collaboration between the ILO and the IMF.

I wish to point out that the conclusions are for internal use only, but we have agreed with the IMF delegation that they can be shared with our respective contacts with the World Bank.

As I explained to you during our discussions, the ILO has from the outset been keen on involving the World Bank in any exercise at the country level which is connected with World Bank interests and programmes in that particular country. I refer to the interest you expressed in looking closer into this matter and discussing with your colleagues in Washington how to ensure an efficient and effective involvment from your side in these activities. Therefore, I would be most grateful for your advice as to how to proceed in the discussions with your organization, notably as regards the activities in India and Costa Rica referred to in the attached document.

I look forward to hearing from you.

Yours sincerely,

Juhani Lönnroth
Director,
Employment and Development Department.

Record Removal Notice

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File Title	Barcode No.
Umited Nations [UN] - International Labor Office [ILO] - Correspondence - Volume 1	1596934

Document Date	Document Type	
March 23, 1993	Report	

Correspondents / Participants

Subject / Title
ILO/IMF Collaboration: Conclusions of the Meeting in Geneva

Exception(s)
Information Provided by Member Countries or Third Parties in Confidence

Additional Comments

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.

Withdrawn by	Date
Vlada Alekankina	February 13, 2025

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

DATE: 24-Jun-1993 02:21pm

TO: Sarwar Lateef (SARWAR LATEEF)

FROM: Arvil Van Adams, ESP (ARVIL VAN ADAMS)

EXT.: 33435

SUBJECT: Clearance: Juhani Lonnroth letter

I don't think the letter to Juhani Lonnroth gives clear signals. It essentially adds a layer of bureaucracy between ILO and operations staff by indicating that OPRIE and ESP will play a coordinating role between ILO and regional staff.

Lonnroth was better off before he wrote his letter. All he had to do then was identify the relevant regional staff in Costa Rica, Zimbabwe, and India and offer his (ILO's) services. Now, after his letter he being asked to do the same thing with OPRIE and ESP as a coordinating point.

ESP, and I suspect OPRIE, does not have the time to play broker for ILO with the regions. If ILO wants to do work for the Bank, I think it should have the right to go directly to task managers and offer its services without the need for a coordinator.

If this view is shared by others, then I think the letter should give Lonnroth a contact person in each of the three countries, assuming they still want to be contacted, and take the middle-man out of this picture. The point is that the Bank is not setting up any pilot program of country cooperation matching ILO's program with the Fund, or is it?

A small point, the Costa Rica summary indicates Bank staff have reservations. You might want to make clear what those reservations are.

CC: Ian Bannon (IAN BANNON)
CC: Javad Khalilzadeh-Shirazi (JAVAD KHALILZADEH-SHIRAZI)
CC: Lloyd McKay (LLOYD MCKAY)
CC: Bension Varon (BENSION VARON)

SC:

We can ask the regions for comments. But isn't this a natural for discussion between Bank/Fund financial depts? Why should our people learn of this through the FLO?

THE WORLD BANK
INTERNATIONAL FINANCE CORPORATION
MULTILATERAL INVESTMENT GUARANTEE AGENCY

New version due mi - send
Ren.

5/18/93

Mr. Reif, LP

Re ILO letter

Mr. Lateef left the following instructions for you.

Please prepare covering memo for him addressed to

Costa Rica]
India, &] Department Directors
Zymbague]

asking them their views on the ILO proposal.

Also prepare interim reply to the April 21 ILO letter.

For follow up:

Mr. Reif is waiting for a fax from IMF NY office (Mr. Bhatia) for Mr. Lateef.

cc Mr. K. Sarwar LATEEF, International Economic Relations Division, External Affairs Department, World Bank.

INSTITUT INTERNATIONAL D'ÉTUDES SOCIALES
INTERNATIONAL INSTITUTE FOR LABOUR STUDIES

CASE POSTALE 6 CH - 1211 GENÈVE 22

LE DIRECTEUR
THE DIRECTOR

RECEIVED
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Mr. Wadi D. Haddad
Special Representative
to the United Nations
The World Bank
809 United Nations Plaza,
9th Floor
NEW YORK, NY 10017

(U.S.A.)

19 April 1993

Dear Wadi,

Following our discussion, I have undertaken the necessary consultations with colleagues in the ILO. The International Institute for Labour Studies would be very glad to work with you to organize a programme to enable visiting World Bank and ILO officials to have discussions and exchanges of view in Geneva on substantive issues of common interest. The idea would be to organise, as appropriate, public lectures, seminars or panel discussions, to which would be invited ILO staff as well as officials from other UN bodies, and the academic community in Geneva (in particular the Graduate Institute for International Studies and the Institute of Development Studies, as well as the United Nations Research Institute for Social Development).

The topics for discussion would be those arising from the interaction between macro-economic and social policies, which is the essential concern of both the ILO and many of the agencies and academic institutions in Geneva. Examples would include poverty, structural adjustment, employment, wage policies, social security, development planning, environmental issues and the role of women in development.

In addition to specific subjects, it would be useful also to have discussions on Bank views of developments in various geographical regions. Such an exchange of views would, I think, be beneficial for all concerned, especially at a time when closer and more effective policy collaboration within the UN system is called for at the country level.

The object of the programme should be to promote a better understanding and coherence of the policies of our respective organizations, and to try and encourage external academic institutions in pursuing subjects of common interest. In short, this should contribute to enhancing the policy dialogue between the ILO and the Bank, to complement the ongoing operational exchange.

I shall shortly be sending you an invitation for a representative of senior Bank management to deliver the Institute's annual Public Lecture, which is a major event scheduled to coincide with the Governing Body of the ILO. In the meantime, I would be grateful if you could suggest the names of officials and subjects, around whom (and which) we could build a programme for the remainder of 1993. As I indicated above, we could tailor the nature of the event (round table, seminar, or panel discussion) to the particular circumstances of the speaker and the subject. I understand from what you said that much will depend upon travel dates and mission requirements of Bank officials. For the purpose of such meetings, we should count on at least half a day in Geneva. It would be useful to have as much advance notice as possible of these events, so that they can be properly prepared and given adequate publicity in Geneva.

As I discussed these matters with Sarwar, I am sending him a copy of this letter.

It was a great pleasure to have made your acquaintance, and I am delighted that our discussions proved both interesting and fruitful.

With warm good wishes,

Yours sincerely,

Padmanabha Gopinath
Assistant Director-General
ILO

file 66 ILO

Institut international d'études sociales | International Institute for Labour Studies | Instituto Internacional de Estudios Laborales

Lauwan

LP to file.

Hope this will work out!

Regards

Guy

With the compliments of the Director

Avec les compliments du Directeur

Con los saludos del Director

done 5/25/93 DE

cc J.A.

Route des Morillons 4 Case postale 6 CH-1211 Genève 22

L.P. has our copy, GR

FORM NO. 75
(6–83)

THE WORLD BANK/IFC

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Ms. S. Lateef	F 8101

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REMARKS:

cc. Ms Liebenthal
Mr Lamb
Beatrice Boyck
C Bouchet

FROM:	ROOM NO.:	EXTENSION:
P. Sousa	Jousa	

file ILO
66

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The World Bank,
Geneva Office,
56, rue Montbrillant,
1202 GENEVE

Réf. BIT/ILO TAP 2-22-156

Votre réf.

Dear Sir,

13 AVR. 1993

... Please find attached the report of the Tenth Information and Coordination Meeting on Assistance to Central and Eastern Europe in the Social and Labour field, which was held on 26 February 1993.

The next meeting will be held on 25 May 1993 at 4.30 p.m. The documents for that meeting will be sent to you in due course.

Yours sincerely,

Oscar de Vries Reilingh,
Director,
Regional Office for Europe.

INTERNATIONAL LABOUR ORGANISATION

Report on Tenth Information and Coordination Meeting on Assistance to Central and Eastern Europe

(Geneva, 26 February 1993)

I. ILO Assistance to Central and Eastern Europe

1. The tenth information and coordination meeting on assistance to Central and Eastern Europe was held on 26 February 1993 and was attended by representatives of the following countries and institutions: Austria, Belarus, Belgium, Bulgaria, Czech Republic, Denmark, Germany, Hungary, Ireland, Japan, Netherlands, Poland, Romania, Russian Federation, Switzerland, UK, USA, ICFTU, IOE, IMF and UNDP. The meeting was chaired by Mr. Maier, Deputy Director-General.

2. In an introductory overview of the events since November 1992, Mr. de Vries Reilingh informed the participants of the meeting about the new memberships of Armenia and the Czech and Slovak Republics. He drew attention to approvals recently given by Germany, the Flemish Government, the Netherlands, France and Switzerland. A contract to execute the adult training component of a World Bank project in Poland was expected to be signed soon.

3. An updated list of ILO assistance, including all Turin Centre's activities, had been circulated prior to the meeting. Activities of the multidisciplinary team in Budapest had also been included.

4. In response to a question from Mr. Schrama (Netherlands), Mr. de Vries indicated that the Brussels meeting on tripartism, held in April 1992, will be followed up by a meeting in Ferrara (Italy) in March 1993 entitled "Training for Employment".

5. Mr. Standing of MDT Budapest reported on the initial activities carried out by the team for Central and Eastern Europe. Since the inauguration on 12 January 1993, where the Director-General and tripartite representatives were present, the team had initiated the publication of a newsletter. While a sample was already distributed at the meeting, a quarterly distribution would be organised soon. The team had launched a Country Objective Review for Bulgaria for which EC-PHARE support was envisaged. A G 24 meeting was scheduled to be held in Sofia in July where the COR would be presented and a discussion on assistance needs and modalities would be held.

6. Mr. Standing pointed out that visits to Ukraine and Russia were planned for April. A tripartite conference on employment restructuring in Bulgaria was scheduled to be held in Sofia from 18 to 20 May 1993. In September 1993, the MDT would organise a technical workshop on policies as regards handicapped workers. Mr. Standing emphasized that the ILO is actively involved in the coordination of assistance on the Polish social sector reform with the support of the World Bank, PHARE and the EBRD. These coordinated activities could serve as a model for coodination regarding other projects.

7. On behalf of the Hungarian Government, Mr. Klekner of the Labour Ministry in Hungary, expressed his sincere appreciation of the ILO's decision to establish the first multidisciplinary team in Budapest. He emphasised his Government's intention to make every effort to provide appropriate working conditions for the team in order to contribute to the active partnership policy of the ILO. Mr. Klekner highlighted the importance attached to the technical assistance of the ILO in the process of reform of the labour policies in his country and referred to some projects funded by bilateral donors.

8. In the following discussion some points were clarified as regards the activities of the MDT in Budapest.

9. Mr. Ohndorf (Germany) asked for information about the capacity of the MDT to meet the different needs of the countries concerned. Mr. Elmiger (Switzerland) took up the multidisciplinary approach of the team in Budapest and focussed on the role of international labour standards in its every day's work. In reply, Mr. Standing explained that the MDT had already elaborated a detailed workplan in consultation with the technical departments concerned. As regards ILO standards, inspiration and guidance were drawn from them in the Team's activities.

10. Mr. de Vries agreed that important needs were presently covered by the MDT. However, a number of other areas would continue to be dealt with by technical departments, such as standards and health and safety, since they were not included in the Team.

11. Mssrs. Jörgensen (Denmark) and Elmiger (Switzerland) emphasised once more to have an expert on international labour standards on the Team.

12. In reply to a question from Mr. Schrama (Netherlands), Mr. de Vries explained that if more requests for Country Objectives Reviews were made than the Team could handle, priorities would set by the Regional Office in consultation with the Team.

13. Mr. Takahashi (Japan) informed the meeting about his Government's intention to continue to finance the employment project for Hungary.

II. Bilateral Assistance to Central and Eastern Europe

14. The up-dated list concerning these activities was presented. Additionally, Ms. Hartwell (U.K.) informed the meeting about missions to Latvia, Hungary and Kazakhstan to provide expert advice to financial institutions in order to promote the development of small-scale enterprises.

15. Mr. Schulte (Switzerland) indicated that the new emphasis of the Swiss Government's assistance would be on Albania.

16. Information was provided about recent coordination meetings both for Central and Eastern Europe and for countries in Central Asia.

III. International Coordination

17. Mr. Bonev (UNDP) informed the meeting that the UN/UNDP was in the process of setting up offices in the NIS of the ex-USSR, and that these offices were at the disposal of all UN agencies.

18. Mr. Willers (Germany) strongly emphasized the need of an ILO participation in decisions of the G 24 at the highest level. Furthermore, he approved the use of the UN/UNDP structure in the NIS of the former Soviet Union, but also stressed that the ILO should be fully involved in the international coordination of assistance to these countries.

19. Finally, he raised the question of cooperation between the ILO and EC-PHARE. In his opinion, the financial rules adopted by the EC had to be accepted if the ILO wishes to be able to use EC-PHARE funds.

20. Mr. Maier informed the participants that discussion with the EC will be continued and that their outcome will be reported in May.

TELEPHONE 071-235 8050 TELEX 917222 FACSIMILE 071-235 8231

1. CB
2 LP

ILO data on its collaboration with MDBs

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ANALYSIS OF APPROVALS (1986-1992)
(US Dollars)
Source of Funds

	1986	(Share %)	1987	(Share %)	1988	(Share %)	1989	(Share %)	1990	(Share %)
Source of funds										
World Bank	11,615,622	(88.5)	17,619,540	(97.7)	6,305,690	(85.8)	12,128,484	(97.4)	5,339,592	(89.9)
Regional Banks	280,159	(2.1)	-	-	670,321	(9.2)	30,067	(0.2)	600,000	(10.1)
IDB	-	-	-	-	45,000	(0.6)	-	-	-	-
AfDB	-	-	-	-	325,321	(4.5)	-	-	-	-
AsDB	280,159	(2.1)	-	-	300,000	(4.1)	30,067	(0.2)	600,000	(10.1)
AGFUND	1,225,000	(9.4)	409,000	(2.3)	374,000	(5.0)	300,000	(2.4)	-	-
TOTAL	13,120,781	(100.0)	18,028,540	(100.0)	7,350,011	(100.0)	12,458,551	(100.0)	5,939,592	(100.0)
BANKS	11,895,781	(90.6)	17,619.540	(97.7)	6,976,011	(95.0)	12,158,551	(97.6)	5,939,592	(100.0)

contd.

	1991	(Share %)	1992	(Share %)	TOTAL	(Share %)
Source of funds						
World Bank	4,181,543	(71.0)	10,930,460	(96.2)	68,120,931	(91.9)
Regional Banks	1,729,178	(29.0)	427,797	(3.8)	3,737,522	(5.0)
IDB	10,283 (CDB)	-	-	-	55,283	(0.1)
AfDB	834,395	(14.0)	427,797	(3.8)	1,587,513	(2.1)
AsDB	884,500	(15.0)	-	-	2,094,726	(2.8)
AGFUND	-	-	-	-	2,308,000	(3.1)
TOTAL	5,910,721	(100.0)	11,358,257	(100.0)	74,166,453	(100.0)
BANKS	5,910,721	(100.0)	11,358,257	(100.0)	71,858,453	(96.9)

1253C

ANALYSIS OF APPROVALS (1986-1992)
(US Dollars)
Regions

	1986	(Share %)	1987	(Share %)	1988	(Share %)	1989	(Share %)	1990	(Share %)
Region										
Africa	7,672,758	(58.5)	3,476,401	(19.3)	2,906,981	(39.6)	9,289,493	(76.0)	2,024,669	(34.1)
Asia	3,233,748	(24.7)	9,909,483	(55.0)	328,250	(4.5)	2,215,827	(17.0)	800,000	(13.5)
Latin America	320,000	(2.4)	1,213,071	(6.7)	45,000	(0.6)	608,298	(4.5)	-	-
Middle East	-	-	774,651	(4.3)	4,069,780	(55.3)	344,933	(2.5)	3,114,923	(52.4)
Europe	1,894,275	(14.4)	2,654,934	(14.7)	-	-	-	-	-	-
TOTAL	13,120,781	(100.0)	18,028,540	(100.0)	7,350,011	(100.0)	12,458,551	(100.0)	5,939,592	(100.0)

contd.

	1991	(Share %)	1992	(Share %)	TOTAL	(Share %)
Region						
Africa	3,049,312	(51.0)	3,223,554	(28.4)	31,643,168	(42.7)
Asia	992,281	(17.0)	4,530,483	(39.9)	22,010,072	(29.7)
Latin America	1,758,226	(30.0)	-	-	3,944,595	(5.3)
Middle East	-	-	-	-	8,304,287	(11.2)
Europe	110,902	(2.0)	3,604,220	(31.7)	8,264,331	(11.1)
TOTAL	5,910,721	(100.0)	11,358,257	(100.0)	74,166,453	(100.0)

1253C

	1991	(Share %)	1992	(Share %)	TOTAL	(Share %)
Field of Activity						
EMPLOI	2,067,285	(35.0)	2,968,376	(26.1)	7,407,017	(10.0)
EMP/TEC	–	–	N/A	–	N/A[a]	–
EMP/INFRA	2,037,285	(34.5)	N/A	–	N/A	–
EMP/RU	–	–	N/A	–	N/A	–
E/POPLAN	–	–	N/A	–	N/A	–
E/DEV	N/A	–	2,920,476	(25.7)	6,398,023[b]	(8.6)
E/STRAT	N/A	–	47,900	(0.4)	527,293[c]	(0.7)
EMPLOI (+ PREALC)	30,000	(0.5)	–	–	229,121	(0.3)
FORM	315,283	(5.3)	2,086,833	(18.4)	37,261,862	(50.2)
F/MAN	N/A	–	N/A	–	N/A[a]	–
F/PROF	315,283	(5.3)	2,086,833	(18.4)	24,339,037	(32.8)
F/REHAB	–	–	–	–	1,249,000	(1.7)
F/POL	–	–	–	–	301,336	(0.4)
ADMITRA	–	–	548,195	(4.8)	548,195	(0.7)
LEG/REL	9,943	(0.2)	–	–	480,191	(0.6)
COOP	–	–	263,795	(2.3)	2,918,607	(3.9)
ENT/MAN	502,660	(8.5)	1,618,967	(14.2)	2,121,627	(2.9)
HOTOUR	50,130	(0.8)	2,699,367	(23.8)	5,577,196	(7.5)
MARIT	–	–	–	–	315,881	(0.4)
TRAVINT	–	–	–	–	626,986	(0.8)
INDUSTR	597,000	(10.1)	–	–	597,000	(0.8)
SEC SOC	84,579	(1.5)	478,023	(4.2)	825,773	(1.1)
EQUIPRO	1,003,841	(17.0)	97,034	(0.9)	11,857,199	(16.0)
TURIN	1,280,000	(21.6)	389,984	(3.4)	2,491,236	(3.6)
STAT	–	–	176,833	(1.6)	176,833	(0.2)
ROAP	–	–	30,850	(0.3)	930,850	(1.3)
TOTAL	5,910,721	(100.0)	11,358,257	(100.0)	74,166,453	(100.0)

[a]The totals for the former EMP/TEC (US$282,580) and F/MAN (US$11,372,489) are included in the totals for EMPLOI and FORM.
[b]The total for E/DEV includes the totals for the former EMP/INFRA (US$3,344,540) and EMP/RU (US$1,330,007).
[c]The total for E/STRAT includes the total for the former E/POPLAN (US$479,393).

	1986	(Share %)	1987	(Share %)	1988	(Share %)	1989	(Share %)	1990	(Share %)
Field of Activity										
EMPLOI	636,199	(4.8)	343,007	(1.9)	321,072	(4.4)	545,876	(4.4)	555,202	(9.4)
EMP/TEC	282,580	(2.1)	-	-	-	-	-	-	-	-
EMP/INFRA	22,939	(0.2)	170,000	(0.9)	232,359	(3.2)	326,755	(2.6)	555,202	(9.4)
EMP/RU	-	-	133,007	(0.8)	-	-	-	-	-	-
E/POPLAN	330,680	(2.5)	40,000	(0.2)	88,713	(1.2)	20,000	(0.2)	-	-
EMPLOI (+ PREALC)	-	-	-	-	-	-	(199,121)	(1.6)	-	-
FORM	9,984,489	(76.1)	14,897,698	(82.6)	1,317,942	(17.9)	5,852,918	(46.9)	2,806,699	(47.3)
F/MAN	3,123,075	(23.8)	3,175,000	(17.6)	45,000	(0.6)	4,640,210	(37.2)	389,204	(6.6)
F/PROF	6,216,414	(47.4)	11,506,725	(63.8)	898,942	(12.2)	897,345	(7.2)	2,417,495	(40.7)
F/REHAB	425,000	(3.2)	150,000	(0.8)	374,000	(5.1)	300,000	(2.4)	-	-
F/POL	220,000	(1.7)	65,973	(0.4)	-	-	15,363	(0.1)	-	-
ADMITRA	-	-	-	-	-	-	-	-	-	-
LEG/REL	-	-	365,651	(2.0)	31,289	(0.4)	34,763	(0.3)	38,545	(0.6)
COOP	-	-	-	-	-	-	1,684,812	(13.5)	970,000	(16.3)
HOTOUR	-	-	-	-	2,827,699	(38.5)	-	-	-	-
MARIT	-	-	235,881	(1.3)	-	-	80,000	(0.7)	-	-
TRAVINT	-	-	626,986	(3.5)	-	-	-	-	-	-
INDUSTR	-	-	-	-	-	-	-	-	-	-
SEC/SOC	-	-	-	-	263,171	(3.6)	-	-	-	-
EQUIPRO	2,500,093	(19.1)	1,559,317	(8.7)	2,288,838	(31.1)	3,438,930	(27.6)	969,146	(16.3)
TURIN	-	-	-	-	-	-	821,252	(6.6)	-	-
STAT	-	-	-	-	-	-	-	-	-	-
ROAP	-	-	-	-	300,000	(4.1)	-	-	600,000	(10.1)
TOTAL	13,120,781	(100.0)	18,028,540	(100.0)	7,350,011	(100.0)	12,458,551	(100.0)	5,939,592	(100.0)

BY COUNTRY

ONGOING BANK PROJECTS
(IF 'IDA, AfDB, AsDB, IDB, CDB and AGFUND)

COUNTRY ILO CODE/UNIT	PROJECT TITLE	PROJECT NUMBER TC PROJECT CODE	APPROVAL CLOSING	INVEST BUDGET TOTAL BUDGET	IBRD/IDA	AfDB	AsDB	IBD	CDB	AGFUND	UNDP	OTHER
Algeria WAF163 F/PROF	NATIONAL WATER SUPPLY AND SEWERAGE	K07030.110.021 ALG/90/016		1,637,935 2,037,935	1,637,935						400,000	
Argentina WLA033 MARIT	FORTALECIMIENTO DE LAS INST.PORTUARIAS	K10040.211.019 ARG/87/204		80,000 80,000	80,000							
Bangladesh WAP039 LEG/REL	Labour Markets and Higher Employment Report	A27010.359.065	93-01-10	0 0	0							10,000
Bangladesh WAP055 ARTEP	Labour Markets and Higher Employment Report	A27010.359.065	93-01-10	0 0	0							5,000
Bangladesh WAP054 EQUIPRO	PROCUREMENT OF EQUIPMENT	M15030.359.316 BGD/84/01A		730,000 730,000	730,000							
Bangladesh RAP003 ENT/MAN	Strengthening of Entrepreneurial Training Program	M06520.359.090 BGD/91/01	91-07-01 92-09-30	287,500 287,500			287,500					
Bangladesh WAP049 EQUIPRO	Technical Education	M15030.359.317 BGD/91/01	91-09-01 92-03-31	107,781 107,781	107,781							
Brazil WLA024 TURIN	Vocational Training	L07030.216.502 BRA/89/007	91-05-01 91-06-30	1,280,000 1,280,000	1,280,000							
Cameroon WAF174 COOP	Actions d'Accomp. de la Nouv. Leg. Concer. les	M06530.115.157 CMR/92/001	92-09-24	231,156 231,156	231,156							
Cameroon WAF165 F/PROF	EDUCATION IV	M07030.115.159 CMR/86/01A		2,914,930 2,914,930	2,914,930							
Cameroon UAF002 COOP	PROMOTION DU MOUVEMENT COOPERATIF	K06530.115.018 CMR/88/005		784,095 784,095							784,095	
China AAP001 F/PROF	Est Advanced Vocational Training Centers	M07030.318.080 CPR/84/01A		300,000 713,750						300,000	413,750	
Cote d'Ivoire UAF003 COOP	APPUI A LA CONSOLIDATION DES COOPERATIVE	K06530.129.007 IVC/87/005		0 990,132							990,132	
Cote d'Ivoire WAF172 ENT/MAN	ASSISTANCE AU DEVELOPEMENT COMMUNAL(ADC)	K06520.129.008 IVC/87/014		4,329,595 5,079,595	4,329,595						750,000	

COUNTRY ILO CODE/UNIT	PROJECT TITLE	PROJECT NUMBER TC PROJECT CODE	APPROVAL CLOSING	I. TO	T BUDGET BUDGET	IBRD/IDA	AfDB	AsDB	IBD	CDB	AGFUND	UNDP	OTHER
Egypt WAF152 ENT/MAN	EXTENSION SERVICES FOR SMALL&MED.I. (II)	M06520.163.075 EGY/82/01A			1,000,000 1,000,000	1,000,000							
Egypt WAF153 ENT/MAN	EXTENSION SERVICES FOR SMI'S	M06520.163.076 EGY/87/01A	— 30/6/94		1,500,000 1,500,000	1,500,000							
Egypt RAF003 EQUIPRO	Technical Secondary Schools Rehabilitation	M15030.163.150 EGY/90/03	91-02-01 93-06-30		834,395 834,395		834,395						
Egypt AAF006 F/PROF	Training Rural Women in Income Earning Activities	M07030.163.080 EGY/84/01A			390,628 781,256						390,628	390,628	
Egypt AAF002 ENT/MAN	Transport & Operations Mgt. for Delta Bus	M06520.163.081 EGY/88/01A			320,000 320,000						320,000		
Ghana WAF124 EMP/INFRA	Est. of Labour-based Feeder Roads Impr. Systems	M06030.127.174 GHA/88/01	91-04-01 92-04-30		169,859 169,859	169,859							
Ghana WAF128 EMP/INFRA	EST.OF LABOUR BASED FEEDER RD.IMPR.SYST.	M06030.127.174 GHA/88/01A			261,662 261,662	261,662							
Ghana WAF176 E/DEV	Labour Based Feeder Roads, Phase II	M06030.127.175 GHA/92/01	92-07-27		179,879 179,879	179,879							
Guinea WAF154 ENT/MAN	FORM.& PERF.DES COMPTABLES ET AUDITEURS	M06520.128.176 GUI/89/01			352,899 352,899	352,899							
Guinea WAF067 EMP/INFRA	Pilote Feeder Roads Prog.,National Rural Infrastr.	M06030.128.177 GUI/90/01	91-07-01 94-12-31		1,607,598 1,607,598	1,607,598							
Guinea-Bissau WAF167 F/PROF	INSTITUTE TECHNIQUE DE FORMATION PROF.	M07030.168.185 GBS/78/01A			1,782,839 1,782,839	1,782,839							
Haiti ALA001 ENT/MAN	Development of Rural Crafts	K06520.233.020 HAI/87/027			200,000 276,700						200,000	76,700	
Haiti RLA001 EMP/INFRA	SPECIAL PUBLIC WORKS PROGRAMME	K06030.223.013 HAI/85/004			774,332 1,405,320				774,332			630,988	
Hungary WEU039 STAT	Human Resource Development Project, Statistical	M12030.425.455 HUN/92/01	92-05-04		176,833 176,833	176,833							
India WAP058 E/POPLAN	BOMBAY LABOUR MARKET STUDY	M06010.325.075 IND/89/01			20,000 20,000	20,000							

Closing date extended

COUNTRY ILO CODE/UNIT	PROJECT TITLE	PROJECT NUMBER TC PROJECT CODE	APPROVAL CLOSING	TO	EST BUDGET BUDGET	IBRD/IDA	AfDB	AsDB	IBD	CDB	AGFUND	UNDP	OTHER
India UAP002 F/PROF	EST.OF COMPUTERISED NUM.CONTROL TR.FAC.	K07030.325.036 IND/89/041			0 700,000							700,000	
India UAP005 EQUIPRO	PROVISION OF PROCUREMENT SERVICES	K15030.325.034 IND/89/099			0 784,200							784,200	
Indonesia WAP056 ENT/MAN	CONTRACTOR AND MANDOR TRAINING	M06520.326.320 INS/85/01A			422,104 422,104	422,104							
Indonesia WAP062 F/PROF	EAST JAVA REG.MANPOWER DEVELOPMENT & TR.	K07030.326.021 INS/86/016			7,099,114 7,364,227	7,099,114						265,113	
Indonesia RAP004 INDUSTR	Manpower Planning & Mining & Energy Sector.	M10070.326.090 INS/91/01	91-06-01 92-07-31		597,000 597,000			597,000					
Indonesia WAP008 E/DEV	Rural Roads II	M06030.326.3201 INS/92/01-2	92-07-29		2,370,074 2,370,074	2,370,074							
Iraq AEU003 F/REHAB	Strengthening & Exp. Voc. Rehab. Services	K07040.512.004 IRQ/87/003			374,000 772,600						374,000	398,600	
Iraq AEU001 F/PROF	Strengthening the Vocational Training Sector	M07030.512.030 IRQ/87/012			259,000 320,000						259,000	61,000	
Jordan AEU004 F/REHAB	Strengthening of Vocational Rehabilitation	K07040.514.019 JOR/87/008			150,000 304,500						150,000	154,500	
Kenya UAF004 COOP	COOP.MANAGEMENT IMPROVEMENT (CMIP)	K06530.130.020 KEN/89/012			0 1,836,000							1,836,000	
Lesotho WAF119 E/DEV	Entrepreneurship Development for Labour Based Road	M06520.112.179 LES/92/	92-12-01		1,508,792 1,508,792	1,508,792							
Madagascar UAF005 F/PROF	APPUI A LA MISE EN OEUVRE DU PROG.DE RE.	K07030.133.014 MAG/88/014			0 175,300							175,300	
Madagascar UAF007 SEC SOC	National Social Security Scheme	R11010.133.002 MAG/92/006	92-08-25		231,540 316,140	231,540						84,600	
Madagascar WAF085 E/DEV	Social Development Fund, Food Security & Nutrition	- -	92-07-30		225,782 225,782	225,782							
Maldives AAP002 F/PROF	Rural Youth Vocational Training Program	M07030.334.080 MDV/86/01			300,000 629,000						300,000	329,000	

COUNTRY ILO CODE/UNIT	PROJECT TITLE	PROJECT NUMBER TC PROJECT CODE	APPROVAL CLOSING	IN% TOT	BUDGET BUDGET	IBRD/IDA	AfDB	AsDB	ABD	CDB	AGFUND	UNDP	OTHER
Nepal AAP003 F/PROF	Basic Vocational Training	M07030.336.080 NEP/85/01A			250,000 1,080,500						250,000	830,500	
Nepal WAP071 E/ALP	Privatization of MEPs	- -	92-04-10		30,850 30,850	30,850							
Nepal WAP012 F/PROF	Second Engineering Education	M07030.336.365 NEP/92/01	92-09-09		2,081,659 2,081,659	2,081,659							
Nepal WAP072 ARTEP	Strenghtening of the National Planning Commission	L06050.336.421 NEP/88/017			80,000 80,000	80,000							
Nepal WAP023 ARTEP	Strengthening of the National Planning Commission	- -	92-07-27		47,900 47,900	47,900							
Niger RAF061 F/PROF	Mining School, project completion report	- -	92-07-01		5,174 5,174		5,174						
Niger RAF060 COOP	Poverty Alleviation and WID, Id/prep mission	- -	92-07-01		32,639 46,628		32,639						13,989
Nigeria WAF143 EQUIPRO	PROCUREMENT OF EQP.OF TECHNICAL EDUC.	M15030.141.161 NIR/88/01A			1,194,540 1,194,540	1,194,540							
Pakistan WAP048 EQUIPRO	National Vocational Training Projects II	M15030.342.311 PAK/86/01A			2,621,112 2,621,112	2,621,112							
Philippines WAP059 F/POL	CONS.SERV.TO NMYC FOR DEV.OF NATIONAL I.	M07020.343.340 PHI/89/04M			15,363 15,363	15,363							
Philippines WAP051 E/DEV	LAND SETTLEMENT ROADS COMPONENT PROJECT	M06030.343.344 PHI/86/01			273,000 273,000	273,000							
Poland WEU054 ADMITRA	Employment Promotion and Services Project, PCU	M08030.435.450 POL/91/01	92-02-20		548,195 548,195	548,195							
Romania WEU038 SEC SOC	Critical Imports and Technical Assistance Loan	M11010.437.445 ROM/91/01	92-02-12		246,483 246,483	246,483							
Russia WEU060 ENT/MAN	Management Training	- -	92-10-31		110,175 110,175	110,175							
Rwanda WAF069 EQUIPRO	Education and Procurement of Equipment	M15030.145.156 RWA/87/02A			357,172 357,172	357,172							

COUNTRY ILO CODE/UNIT	PROJECT TITLE	PROJECT NUMBER TC PROJECT CODE	APPROVAL CLOSING	IN TO	ST BUDGET BUDGET	IBRD/IDA	AfDB	AsDB	IBD	CDB	AGFUND	UNDP	OTHER
Rwanda WAF220 EQUIPRO	Education and Procurement of Equipment	M15030.145.156 RWA/87/02			71,331 71,331	71,331							
Senegal WAF178 LEG/REL	Wage study, Niveaux & Systems Salaire & Comparasio	M08020.147.100 SEN/90/02			93,188 93,188	93,188							
Sri Lanka UAP001 ENT/MAN	Construction Industry Training	K06520.317.017 SRL/86/001	91-04-01 92-03-31		0 353,000							353,000	
Sri Lanka WAP061 F/PROF	CONSTRUCTION INDUSTRY TRAINING AND DEV.	K06520.317.017 SRL/86/001			1,869,255 2,840,814	1,869,255						971,559	
Sri Lanka UAP003 SEC SOC	DEVELOPMENT OF SOCIAL SECURITY PROTECT.	K11010.317.020 SRL/89/007			0 58,750							58,750	
Sudan WAF219 EQUIPRO	Emergency Flood Reconstruction	M15030,156.194 SUD/89/01	92-12-08		33,200 33,200	33,200							
Sudan WAF223 EQUIPRO	Emergency Flood Reconstruction	M15030.156.194 SUD/89/01	92-07-03		63,834 63,834	63,834							
Sudan WAF145 EQUIPRO	PROCUREMENT OF EQUIPMENT	M15030.156.194 SUD/89/01A			2,011,976 2,011,976	2,011,976							
Tanzania WAF221 EQUIPRO	Education VII, phadse II	M15030.159.144 URT/89/01A			192,383 192,383	192,383							
Trinidad&Tobago WLA022 SEC SOC	Social Security Planning (SAL)	M11010.250.221 TRI/91/01	91-07-01 91-12-31		84,570 84,570	84,570							
Tunisia WEU049 LEG/REL	ASS.DANS LA LIAISON DES SAL.A LA PRODUC.	M08020.161.125 TUN/88/02			31,289 31,289	31,289							
Turkey WEU042 EQUIPRO	Hotel and Tourism Training Project, EQUIPRO C. Ext	M15030.442.431 TUR/88/02	91-12-01		50,829 50,829	50,829							
Turkey WEU044 EQUIPRO	Hotel and Tourism training Project, EQUIPRO Comp.	M15030.442.431 TUR/88/02			389,088 389,088	389,088							
Turkey WEU043 HOTOUR	Hotel and Tourism Training Project, HOTOUR C. Ext.	M10050.442.430 TUR/88/01	91-12-01		50,130 50,130	50,130							
Turkey WEU040 HOTOUR	Hotel and Tourism Training Project, HOTOUR C. Ext2	M10050.442.430 TUR/88/01	92-04-16		2,699,367 2,699,367	2,699,367							

COUNTRY ILO CODE/UNIT	PROJECT TITLE	PROJECT NUMBER TC PROJECT CODE	APPROVAL CLOSING	INVEST BUDGET TC BUDGET	IBRD/IDA	AfDB	AsDB	IBD	CDB	AGFUND	UNDP	OTHER
Turkey WEU048 HOTOUR	Hotel and Turism Training Project, EQUIPRO Comp.	M10050.442.430 TUR/88/01		2,438,611 2,438,611	2,438,611							
Turkey WEU045 EQUIPRO	INDUSTRIAL SCHOOLS - PROCUREMENT	M15030.442.430 TUR/87/01A		979,934 979,934	979,934							
Uganda RAF040 TURIN	Strengthening of Technical and Scientific Teacher		92-08-18	389,984 389,984		389,984						
Uganda WAF050 E/DEV	Transport Project	M06030.162.164 UGA/92/01	92-08-21	114,741 114,741	114,741							
Uruguay WLA027 F/PROF	Training of UTE Personnel	M07030.251.218 URU/91/01	91-09-01 92-07-31	305,000 305,000	305,000							
Zaire UAF006 EMP/INFRA	ETUDE DE PREP.D'UN PROGRAMME DE REHABIL.	L06030.121.420 ZAI/86/005	91-12-31	0 157,000							157,000	
Zaire WAF149 EQUIPRO	RATIONALISATION DE L'ENSEIGNEMENT SUP.	M15030.121.165 ZAI/88/01A	88-06-01 90-03-01	440,842 440,842	440,842							
Zambia WAF159 ENT/MAN	FORESTRY TRAINING PROGRAMME-ZAFFICO III	M06520.165.190 ZAM/85/01A		1,486,552 1,486,552	1,486,552							
zRegional AAF004 F/REHAB	African Rehabilitation Institute II	M07040.100.081 RAF/84/01A		400,000 1,385,000						400,000		
zRegional WAF161 ENT/MAN	ASSISTANCE TECHNIQUE AU CESAG	M07020.100.104 RAF/84/01A		2,599,146 2,599,146	2,599,146							
zRegional UAF001 ENT/MAN	CESAG		91-12-01 91-12-21	0 25,565							25,565	
zRegional WAF086 ENT/MAN	CESAG	M06520.100.104 RAF/86/01	91-02-01 91-06-30	215,160 215,160	215,160							
zRegional WAF054 EMP/INFRA	Pilot Feeder Roads (RMI), SNRDA	M06030.100.076 RAF/91/01	91-10-01	211,464 211,464	211,464							
zRegional RAP002 F/PROF	SCHOLARSHIP PROGRAMME FOR SMALLER DMC'S	M07030.300.090 RAS/88/01A		600,000 600,000			600,000					
zRegional AAF003 F/PROF	Skill Development for Self-reliance	M07030.100.080 RAF/86/08A		500,000 2,611,664						500,000		

COUNTRY ILO CODE/UNIT	PROJECT TITLE	PROJECT NUMBER TC PROJECT CODE	APPROVAL CLOSING	INVEST BUDGET TC BUDGET	IBRD/IDA	AfDB	AsDB	IBD	CDB	AGFUND	UNDP	OTHER
zRegional WAF160 ENT/MAN	STRENGHTENING THE TRAINING INSTITUTIONS	L07020.100.421 RAF/85/014		1,657,000 1,657,000	1,657,000							
zRegional WAF118 E/DEV	Village Level Travel and Transport Survey	M06030.100.075 RAF/90/01		264,880 264,880	264,880							
zRegional WAF177 E/DEV	Village Level Travel and Transport Survey, ext.	M06030.100.075 RAF/90/01	92-10-01	30,000 30,000	30,000							
Number of projects 92			Totals:	63,959,338 77,906,876	56,210,591	1,262,192	1,484,500	774,332	0	3,443,628	11,620,980	28,989

COMPLETED BANK PROJECTS
(I IDA, AfDB, AsDB, IDB, CDB and AGFUND)

BY COUNTRY

COUNTRY ILO CODE/UNIT	PROJECT TITLE	PROJECT NUMBER TC PROJECT CODE	APPROVAL CLOSING	INVEST BUDGET TOTAL BUDGET	IBRD/IDA	AfDB	AsDB	IBD	CDB	AGFUND	UNDP	MULTI-BI
											110,736	
Algeria WAF170 F/PROF	INST.NAT.PROM.& DEV.FORM. (INDEFE)	K07030.110.009 ALG/82/001		3,244,910 3,355,646	3,244,910							
											37,552	
Argentina WLA031 F/PROF	VOCATIONAL TRAINING & TECHNICAL EDUCAT.	K07030.211.003 ARG/84/028		37,334 74,886	37,334							
Bangladesh WAP074 F/PROF	Irrig. Pump Training Program	M07030.359.317 BGD/81/01A		679,345 679,345	679,345							
Bangladesh WAP073 F/PROF	TA Services in Vocational Training	M07030.359.316 BGD/79/01A		7,267,341 7,267,341	7,267,341							
											285,017	
Benin WAF171 ENT/MAN	CENATOC	K06526.122.012 BEN/85/001		502,432 787,449	502,432							
Botswana WAF129 EMP/TEC	Inst. nat. Prom. & Dev. Form. (INDEFE)	K06070.113.138 BOT/79/01A		489,085 489,085	489,085							
Botswana WAF179 EMP/TEC	Labour-Based Road Construction and Maintenance	M06070.113.139 BOT/82/01A		484,324 484,324	484,324							
Brazil WLA036 EQUIPRO	Ass. Proqurement of Equipment Related Services	M15030.216.240 BRA/84/01A		159,671 159,671	159,671							
Cameroon WAF181 F/PROF	Consultant en Equipment	M07030.115.158 CMR/78/04A		22,494 22,494	22,494							
Cameroon WAF182 E/POPLAN	Etude Emploi - Formation	M06050.115.157 CMR/80/01A		154,669 154,669	154,669							
Cameroon WAF180 F/PROF	Formation Proffessionelle, Real du CENAFOR	M07030.115.157 CMR/78/03A		874,733 874,733	874,733							
Chad WAF111 EQUIPRO	4EME PROJET EDUCATION	M15030.118.129 CMD/90/01	91-05-01	20,707 20,707	20,707							
Chad WAF135 EQUIPRO	ASSISTANCE EN MATIERE D'ACHAT D'EQUIPMEN	M15030.118.128 CHD/89/01		132,583 132,583	132,583							
Chad WAF183 F/PROF	Consult. Spec. Planif. Emploi- Formation	M07030.118.127 CHD/86/01A		16,558 16,558	16,558							

COUNTRY ILO CODE/UNIT	PROJECT TITLE	PROJECT NUMBER TC PROJECT CODE	APPROVAL CLOSING	INV TO	BUDGET BUDGET	IBRD/IDA	AfDB	AsDB	IBD	CDB	AGFUND	UNDP	MULTI-BI
Chad WAF134 EQUIPRO	ETABLISSEMENT LISTES D'EQUIPEMENT ET DOC	M15030.118.127 CHD/87/01A			37,048 37,048	37,048							
Cote d'Ivoire WAF195 F/PROF	3ème Programme Education	M07030.129.077 IVC/80/01A			44,203 44,203	44,203							
Cote d'Ivoire WAF196 F/PROF	Lycees Professionales d'Odie nne et San Pedro	M07030.129.107 IVC/83/01A			812,038 812,038	812,038						198,613	
Dominican Rep. WLA039 F/PROF	Apoyo BIRF-INFOTEP Formacion Profesional	K07030/223.010 DOM/85/005			99,307 297,920	99,307						35,246	
Dominican Rep. WLA037 F/PROF	Consolidacion del INFOTEP	K07030.223.006 DOM/83/002			258,476 293,722	258,476							
Dominican Rep. WLA038 F/PROF	Organ. Desarrollo-Inst. Nat. de Formacion	M07030.223.275 DOM/80/01A			694,846 694,846	694,846							
Ecuador RLA006 EMP/PLAN	Planning Model Emloyment of Human Resources	M06050.224.078 ECU/84/01A			33,560 33,560				33,560				
Egypt WAF166 F/PROF	ASSISTANCE TO PVTD,ITI&VOC.TR.CENTR ES	M07030.163.149 EGY/85/02A			779,560 779,560	779,560							
Egypt WAF184 F/PROF	Consultance srvs. for trng of Counsellors,	M07030.163.149 EGY/85/02A			172,124 172,124	172,124							
Egypt WAF186 F/MAN	Extension of services for Small & Medium	M07020.163.147 EGY/79/02A			194,657 194,657	194,657							
Egypt WAF188 F/PROF	Industrial Training	M07030.163.147 EGY/83/01A			517,678 517,678	517,678							
Egypt WAF185 EQUIPRO	Procurement of Equipment & related Services	M15030.163.147 EGY/85/01A			169,500 169,500	169,500							
Egypt WAF136 EQUIPRO	PROCUREMENT SERVICES TO PVTD,ITI&VOC.T.C	M15030.163.149 EGY/90/02A			658,883 658,883	658,883							
Egypt WAF187 EQUIPRO	Voc. Training under IBRD Educ. IV	M15030.163.148 EGY/84/01A			88,407 88,407	88,407							
El Salvador WLA040 F/PROF	Formacion Profesional y Desarrolle Gerencial	M07030.225.225 ELS/78/01A			983,809 983,809	983,809							

COUNTRY ILO CODE/UNIT	PROJECT TITLE	PROJECT NUMBER TC PROJECT CODE	APPROVAL CLOSING	INV TO	BUDGET BUDGET	IBRD/IDA	AfDB	AsDB	TBD	CDB	AGFUND	UNDP	MULTI-BI
Ethiopia WAF192 EMP/INFRA	Assistance to ETCA Labour-Based Rural Road Constr.	M06080.123.111 ETH/87/01A			170,000 170,000	170,000							
Ethiopia WAF191 EMP/RU	Cooking Efficiency Project	M06030.123.075 ETH/84/01A			308,007 308,007	308,007							
Ethiopia WAF131 EMP/INFRA	LABOUR BASED ROAD CONSTRUCTION & MAINT.	M06030.123.112 ETH/84/02A			729,917 729,917	729,917							
Ethiopia WAF189 EMP/TEC	Labour-Based Road Construction	M06070.123.111 ETH/80/01A			165,507 165,507	165,507							
Ethiopia WAF139 EQUIPRO	PROCUREMENT OF EQUIPMENT & REL.SERVICES	M15030.123.112 ETH/85/01A			244,689 244,689	244,689							
Ethiopia WAF138 EQUIPRO	PROD.TECH.TEACHER TRAINING COLLEGE	M15030.123.111 ETH/84/01A			93,372 93,372	93,372							
Ethiopia WAF190 F/MAN	Training Needs Analysis	M07020.123.112 ETH/85/02A			17,247 17,247	17,247							51,667
Guatemala WLA041 F/MAN	Mejoramiento de la Gestion Gerencial de Micro y	K07020.231.012 GUA/88/009			45,000 96,667	45,000							
Guinea WAF193 F/MAN	Miss. Prep. Prog. Form Perfect. Compt. Audit	M07020.128.178 GUI/85/01A			45,160 45,160	45,160							
Guinea WAF194 F/MAN	Miss. Prep. Prog. Form Perfect. Compt. Audit	M07020.128.177 GUI/86/01A			357,343 357,343	357,343							
Haiti WLA042 F/PROF	Education IV	M07030.233.273 HAI/84/02A			41,528 41,528	41,528							705,727
Haiti WLA045 F/PROF	Institute National Formation Professionelle	K07030.233.011 HAI/82/003			219,210 924,937	219,210							
Haiti WLA029 EQUIPRO	PROC.OF EQUIP. V PROJECT EDUCATION	M15030.233.270 HAI/89/01			18,925 18,925	18,925							
Haiti WLA044 F/PROF	Renforcement Systeme de Formation Professionelle	M07030.233.272 HAI/85/01A			190,068 190,068	190,068							
Haiti WLA043 F/PROF	Reorganizasation des Ecoles Professionnelles	M07030.233.270 HAI/80/01A			118,488 118,488	118,488							

COUNTRY ILO CODE/UNIT	PROJECT TITLE	PROJECT NUMBER TC PROJECT CODE	APPROVAL CLOSING	IN' TC	BUDGET BUDGET	IBRD/IDA	AfDB	AsDB	IBD	CDB	AGFUND	UNDP	MULTI-BI
Haiti WLA025 EMP/INFRA	Road Maintenance		91-09-01		48,364 48,364	48,364							
Honduras WLA046 F/PROF	Plan de Capacitation Masira	K07030.234.001 HON/79/001			724,967 1,407,702	724,967						682,735	
India UAP004 TURIN	TRAINING OF TRAINERS AVT'S PROGRAMME	K07030.325.035 IND/89/100			0 511,000							511,000	
Indonesia WAP057 ENT/MAN	CONTRACTOR AND MANDOR TRAINING	M07020.326.321 INS/85/02A			73,200 73,200	73,200							
Indonesia WAP075 F/PROF	Skill Development	M07030.326.320 INS/78/02A			4,484,686 4,484,686	4,484,686							
Jamaica WLA047 F/PROF	Strengthening Infrastructure Human empl. &	K07030.235.001 JAM/84/006			59,664 87,067	59,664						27,403	
Kenya WAF197 F/MAN	Assistance to kenya Industrial Estates	M07020.130.167 KEN/80/01A			208,526 208,526	208,526							
Kiribati RAP007 F/PROF	Technical & Vocational Education	M07030.360.090 KIR/86/01A			52,208 52,208			52,208					
Lesotho WAF198 F/PROF	Identification of Specific Technical Training	M07030.112.179 LES/83/01A			53,621 53,621	53,621							
Liberia WAF199 ADMITRA	Improvement & Development of Employment Service	M08030.131.120 LIR/80/02A			36,832 36,832	36,832							
Liberia WAF200 F/PROF	Provision of Technical Services in Vocational Tr.	M07030.131.121 LIR/78/02A			1,093,995 1,093,995	1,093,995							
Madagascar WAF132 EMP/TEC	CREATION D'EMPLOIS	M06070.133.960 MAG/85/01A			413,400 413,400	413,400							
Malawi WAF201 E/POPLAN	Comprehensive Human Resources Study	M06050.134.156 MLW/86/01A			431,143 431,143	431,143							
Malaysia WAP050 E/ALP	HUMAN RESOURCES DEVELOPMENT PLAN	K06020.333.012 MAL/87/015			28,250 1,735,359	28,250						1,707,109	
Malaysia WAP063 F/PROF	TECHNICAL ASSISTANCE PROGRAMME	M07030.333.330 MAL/79/18A			1,398,487 1,398,487	1,398,487							

COUNTRY ILO CODE/UNIT	PROJECT TITLE	PROJECT NUMBER TC PROJECT CODE	APPROVAL CLOSING	INVEST TOT	BUDGET BUDGET	IBRD/IDA	AfDB	AsDB	IBD	CDB	AGFUND	UNDP	MULTI-BI
Mali WAF155 ENT/MAN	ASSISTANCE A L'IPGP	M06520.135.141 MLI/82/01A			336,830 336,830	336,830							
Mali RAF056 F/MAN	Assistance à l'OTER	M07020.135.140 MLI/79/03A			53,596 53,596		53,596						
Mali WAF156 ENT/MAN	ASSISTANCE TECHNIQUE A L'IPGP	M06520.135.143 MLI/84/02A			684,290 684,290	684,290							
Mali WAF157 ENT/MAN	ASSISTANCE TECHNIQUE A L'IPGP	M07020.135.144 MLI/84/01A			165,941 165,941	165,941							
Mali WAF140 EQUIPRO	PROCUREMENT OF EQP.UNDER EDUC IV	M15030.135.140 MLI/88/01A			10,825 10,825	10,825							
Mali WAF141 EQUIPRO	TO COVER THE EXP.OF A STAGIARE IN EQPR.	M15030.135.141 MLI/88/02A			60,541 60,541	60,541							
Mauritania WAF203 F/PROF	Centre de Formation et de Perfectionnement II	M07030.136.151 MAU/82/01A			858,630 858,630	858,630							
Mauritania WAF202 F/PROF	Centre de Formation Perfect. Nouakchott	M07030.136.150 MAU/78/01A			696,111 696,111	696,111							
Mauritania WAF204 F/MAN	Formation/perfectionn ement de Comptables dans	M07020.136.150 MAU/84/01A			123,286 123,286	123,286							
Mauritania WAF142 EQUIPRO	PROC.OF EQP.UNDER 3RD EDUCATION PROJECT	M15030.136.150 MAU/89/01A			188,620 188,620	188,620							
Mauritius WAF205 LEG/REL	Studies of Wages, Industrial Relations, Unemployme	M08020.137.184 MAR/84/01A			78,207 78,207	78,207							
Mexico WLA026 EMPLOI	Prep. Ass. for Second Manpower Training Project	M07020.238.075 MEX/91/01	91-09-01		93,695 93,695	93,695							
Morocco WAF206 F/MAN	Formation à la gestion des PME	M07020.138.135 MOR/85/01A			103,470 103,470	103,470							
Morocco WAF208 F/PROF	Methodes d'Enseignement de Formaturs	M07030.138.136 MOR/85/03A			84,290 84,290	84,290							
Morocco WAF207 F/PROF	Système d'Apprentissage	M07030.138.135 MOR/85/02A			36,448 36,448	36,448							

COUNTRY ILO CODE/UNIT	PROJECT TITLE	PROJECT NUMBER TC PROJECT CODE	APPROVAL CLOSING	IN' TC	BUDGET BUDGET	IBRD/IDA	AfDB	AsDB	IBD	CDB	AGFUND	UNDP	MULTI-BI
Nepal RAP008 F/PROF	AsDB Technical Schools Project	M07030.336.090 NEP/84/01A			147,190 147,190			147,190					
Nepal WAP076 EMP/INFRA	Medium Irrigation	L06080.336.420 NEP/80/033			165,282 165,282	165,282							
Nepal RAP009 COOP	Rural Cooperatives Project	M10060.336.090 NEP/83/01A			216,906 216,906			216,906					
Nepal WAP060 F/PROF	T.A. TO SECOND IDA EDUCATIONAL CREDIT	K07030.336.005 NEP/80/003			2,762,645 2,762,645	2,762,645							
Niger WAF209 F/MAN	Eseignement Bancaire	M07020.140.115 NER/79/01A			23,227 23,227	23,227							
Niger WAF127 TRAVINT	ETUDE DE LA GESTION DES RESOURCES HUM.	M10040.140.115 NER/87/01A			626,986 626,986	626,986							
Nigeria WAF158 ENT/MAN	SME DEVELOPMENT PROJECT	M06520.141.162 NIR/90/01A			67,100 67,100	67,100							
Pakistan WAP079 E/POPLAN	Impact of Out & Return Migrants on Domestic Empl.	M06050.342.310 PAK/85/01A			277,415 277,415	277,415							
Pakistan WAP078 F/PROF	National VT Project	M07030.342.310 PAK/84/01A			95,238 95,238	95,238							
Pakistan WAP077 EQUIPRO	Procurement of Equipment for Nat. VT Project	M15030.342.310 PAK/82/01A			732,900 732,900	732,900							84,853
Panama WLA034 MARIT	APOYO DESARROLLO CAPACITACION PORTUARIA	K10030.241.004 PAN/85/002			562,883 647,736	562,883							13,717
Panama WLA048 F/PROF	Apoyo Institute y Technical INAFORP	K07030.241.005 PAN/86/003			91,805 105,522	91,805							
Papua NewGuinea RAP010 F/POL	Master Plan for Accounting Education	M07020.338.060 PNG/89/01A			22,000 22,000			22,000					100,155
Paraguay WLA030 ENT/MAN	CRED.DOMM.EMPRESAS FAMILIALES RURALES	K06520.243.010 PAR/83/009			233,697 333,852	233,697							
Paraguay WLA049 F/MAN	Proyecto de Fondo en Fideicomisco - SNPP	M07020.243.212 PAR/81/01A			625,785 625,785	625,785							

COUNTRY ILO CODE/UNIT	PROJECT TITLE	PROJECT NUMBER TC PROJECT CODE	APPROVAL CLOSING	INVEST TO	BUDGET BUDGET	IBRD/IDA	AfDB	AsDB	IBD	CDB	AGFUND	UNDP	MULTI-BI
Philippines WAP053 EMP/TEC	ADV.SERVICES ON LABOUR-BASED ROAD CONST.	M06070.343.340 PHI/80/01A			193,570 193,570	193,570							
Philippines WAP082 F/MAN	Consultancy Services for Dev. and Implementation	- -			37,311 37,311	37,311							
Philippines RAP011 EQUIPRO	Consultancy Services to DECS on Procurement of	- -			30,067 30,067			30,067					
Philippines WAP083 EQUIPRO	Consultancy Services to NMYC on Procurement of	M15030.343.340 PHI/89/02			20,459 20,459	20,459							
Philippines WAP081 F/PROF	Consultant Services to NMYC on VT Policys and	M07030.343.340 PHI/89/03A			11,875 11,875	11,875							
Philippines WAP080 EMP/TEC	TA for Labour-Based Engineering MPH	M06070.343.341 PHI/81/02A			8,748 8,748	8,748							
Philippines RAP001 ENT/MAN	YOUTH ENTREPRENEURSHIP WORKSHOP	M06520.343.090 PHI/85/02			177,159 177,159			177,159					
Rwanda WAF126 EQUIPRO	Education	M15030.145.155 RWA/85/01A			109,928 109,928	109,928							
Rwanda WAF168 F/PROF	EDUCATION II	M07030.145.153 RWA/87/01A			144,590 144,590	144,590							
Rwanda WAF210 EQUIPRO	Education sur Prêt IDA	M15030.145.153 RWA/82/01A			41,245 41,245	41,245							
Rwanda WAF211 EQUIPRO	Expert Specialiste Equipment Scoalire	M15030.145.154 RWA/84/01A			49,935 49,935	49,935							
Senegal WAF133 EMP/TEC	APPUI TECHNIQUE & TECHN. ARTISANAT MET.	K06070.147.008 SEN/82/007			36,687 36,687	36,687							
Senegal WAF212 F/PROF	Centre de formation et de Perfectionnement	M07030.147.100 SEN/78/01A			3,329,355 3,329,355	3,329,355							305,294
Senegal WAF213 F/PROF	Equipment du Centre de Formation Pré-emploi	M07030.147.065 SEN/82/05A			148,338 453,632	148,338							
Senegal WAF144 EQUIPRO	PREPARATION PROJET EDUCATION	M15030.147.100 SEN/90/01			18,225 18,225	18,225							

COUNTRY ILO CODE/UNIT	PROJECT TITLE	PROJECT NUMBER TC PROJECT CODE	APPROVAL CLOSING	IN TC	BUDGET BUDGET	IBRD/IDA	AfDB	AsDB	BD	CDB	AGFUND	UNDP	MULTI-BI
Somalia WAF162 F/POL	WOMEN'S PILOT PROGRAMME	M07020.149.180 SOM/87/01			65,973 65,973	65,973							
Sri Lanka WAP052 EMP/INFRA	EMPLOYMENT AND POVERTY ALLEVIATION, PHASE I	M06030.317.075 SRL/86/013			35,583 35,583	35,583							
Sri Lanka WAP084 EMP/INFRA	Employment and Poverty Alleviation, Phase II	M06030.317.076 SRL/90/01A			58,644 58,644	58,644							
Sudan WAF146 EQUIPRO	EDUCATION III	M15030.156.196 SUD/84/01A			105,090 105,090	105,090							
Sudan AAF001 EMP/INFRA	Execution of Pump Irrigation cheme	M06080.156.080 SUD/85/01A			250,000 1,240,108						250,000	990,108	
Sudan WAF147 EQUIPRO	PROCUREMENT OF EQUIPMENT	M15030.156.197 SUD/85/02A			1,073,685 1,073,685	1,073,685							
Sudan WAF214 EQUIPRO	Procurement of Equipment & Related Services	M15030.156.199 SUD/86/01A			142,443 142,443	142,443							
Sudan WAF137 F/PROF	REHABILITATION & EXT.OF TECHNICAL EDUC.	M07030.156.197 SUD/85/01A			3,606,070 3,606,070	3,606,070							
Sudan AAF007 F/REHAB	Vocational Rehabilitation of Disabled Persons	K07050.156.016 SUD/85/001			4,842 10,785						4,842	5,943	
Swaziland WAF215 F/PROF	Consultant Services for Manpower Survey	M07030.157.119 SWA/85/01			128,313 128,313	128,313							
Tanzania WAF148 EQUIPRO	PROCUREMENT OF EQUIPMENT & REL.SERV.	M15030.159.143 URT/88/01A			177,000 177,000	177,000							
Togo RAF058 F/PROF	Education sur Prêt Assist Enseignement Technique	M07030.160.176 TOG/80/02A			744,447 744,447		744,447						
Togo RAF057 F/PROF	Education sur Prêt FAD	M07030.160.175 TOG/80/01A			415,451 415,451		415,451						
Tunisia WAF216 F/PROF	Formation Professionelle	M07030.161.125 TUN/81/01A			59,331 59,331	59,331							
Tunisia WAF169 SEC SOC	INDUSTRY & TRADE POLICY ADJUSTMENT	M11010.161.126 TUN/88/01A			263,171 263,171	263,171							

COUNTRY ILO CODE/UNIT	PROJECT TITLE	PROJECT NUMBER TC PROJECT CODE	APPROVAL CLOSING	IN' TC	BUDGET BUDGET	IBRD/IDA	AfDB	AsDB	IBD	CDB	AGFUND	UNDP	MULTI-BI
Turkey WEU046 F/PROF	INDUSTRIAL TRAINING (SEGEM)	M07030.442.430 TUR/86/01A			1,869,275 1,869,275	1,869,275							
Uganda WAF130 EMP/INFRA	FEEDER ROADS TRANSPORT	M06030.162.163 UGA/90/01			112,912 112,912	112,912							
Uganda WAF217 EQUIPRO	IDA Education III	M15030.162.164 UGA/84/01A			557,396 557,396	557,396							
Uganda RAF002 F/PROF	MANPOWER SURVEY AND ECONOMIC STUDIES	M07030.162.163 UGA/88/01A			325,321 325,321		325,321						
Uruguay WLA050 F/POL	Vocational Training	M07040.251.218 URU/86/01A			215,362 215,362	215,362							
Yemen RAF059 COOP	Agricultural Support Services Project	M10060.511.535 PDY/81/01A			1,958,109 1,958,109		1,958,109						
Yemen WEU047 F/PROF	EDUCATION IV	M07030.522.536 PDY/88/01			583,791 583,791	583,791							
Yemen WEU050 LEG/REL	STANDARD NATIONAL OCCUPATIONAL CLASSIF.	M08020.511.535 PDY/87/01			400,414 400,414	400,414							
Zaire WAF150 EQUIPRO	SERVICES & L'ORGANISATION / FORMATION	M15030.121.166 ZAI/88/02A			265,343 265,343	265,343							
Zaire WAF151 EQUIPRO	SERVICES D'ACHAT D'EQUIPEMENT	M15030.121.167 ZAI/89/01			25,040 25,040	25,040							
zInter-Regional WXX001 LEG/REL	Study on Trade Unions in Developing Countries	- -	91-07-01		9,943 9,943	9,943							
zRegional AAF005 F/REHAB	African Rehabilitation Institute	M07050.100.080 RAF/84/01A			523,000 1,648,130						523,000		1,125,130
zRegional AAF008 F/REHAB	African Rehabilitation Institute	M07050.100.080 RAF/84/01A			523,000 1,648,130						523,000		1,125,130
zRegional RAP012 F/POL	APSDEP	M07040.300.090 RAS/83/01A			82,872 82,872			82,872					
zRegional AEU005 F/REHAB	Reg. Workshop on Dev. Policy program, Social and	M07050.500.080 RMI/86/01A			25,000 50,000						25,000	25,000	

COUNTRY / ILO CODE/UNIT	PROJECT TITLE	PROJECT NUMBER / TC PROJECT CODE	APPROVAL / CLOSING	INV / TC	BUDGET / BUDGET	IBRD/IDA	AfDB	AsDB	IBD	CDB	AGFUND	UNDP	MULTI-BI
zRegional RCD002 F/PROF	Regional Vocational & Technical Ed. Proj. OECS	M07030.203.079 RLA/87/01CDB			977,190 977,190					977,190			
zRegional RCD001 F/PROF	Regional Vocational & Technical Ed. Proj. OECS ext	M07030.203.079 CAR/87/01	91-05-01 91-06-30		10,283 10,283					10,283			
zRegional RAP013 ROAP	Sholarship Programme for Small DMCs in Asia	M07030.300.090 RAS/88/01A			297,000 297,000			297,000					
zRegional WAF218 F/MAN	Study Inst. Development in Education Trn Sector	M07020.100.075 RAF/85/01A			38,400 38,400	38,400							
			Totals:		62,015,111 70,143,246	55,145,910	3,496,924	1,025,402	33,560	987,473	1,325,842	5,877,875	2,250,260

THE WORLD BANK/IFC/MIGA

OFFICE MEMORANDUM

DATE: April 1, 1993

TO: Mr. James Adams, OPRDR

FROM: Wadi D. Haddad, OPRNY

EXTENSION: (212) 986-7838

SUBJECT: Meetings at ILO

1. Sarwar Lateef and I took the opportunity of participating in the ACC/CCSQ meeting in Geneva, March 16-19, and held meetings with ILO staff (list attached) to review bilateral institutional relations and exchange views regarding preparations for the Social Summit.

2. Bilateral Relations. ILO recognizes the importance of the Bank and the scope of its assistance program and would like to facilitate working relations with it, particularly upstream. It would like, however, to be treated as a sister institution and a development partner, not as a "consulting firm". ILO feels that it has competence and experience that should be recognized for the sake of effective country assistance. Two particular issues were raised:

(a) The Bank sometimes operates in a country without taking into consideration the ILO's program in that country. This has led to conflicts and at best to duplication and waste. For instance, the Bank is planning to support a labor market information system in a country where ILO already has a similar project;

(b) The bank is sometimes inconsistent in its advice to countries, which complicates things for ILO. For instance, in one country the Bank pressured the government to take a negative position towards an ILO project, because that project called for the creation of pilot employment offices without a framework. In another country (in the same region) the Bank is proposing employment offices without a framework.

3. Social Summit. ILO is extremely interested in working with the Bank on the two major components of the Summit: employment and poverty reduction. Mr. Martin, the ILO coordinator of the Social Summit, has been talking to Mr. Somavia about the "brainstorming" sessions that Mr. Somavia raised with the Bank during his visit. It is now suggested that two "brainstorming" sessions at the technical level (employment and poverty reduction) be held successively in New York in early June at the invitation of Mr. Somavia. The purpose of these sessions is to develop a conceptual agenda, take stock of the available knowledge, identify issues for analytical preparations, and agree on a schedule for further

interaction. The session on employment would involve ILO, IMF, UNDP and the Bank, while the session on poverty will additionally include UNICEF, WHO, FAO, IFAD and UNESCO. All of this is exploratory, and the ball is in the court of Somavia and the UN secretariat.

4. Dissemination of Bank Policies. Mr. Gopinath had heard of the briefing program we run in New York and explored with us the possibility of a similar one with his Institute in Rome. The idea is that the Institute for Labor Studies would sponsor a series of seminars and briefings on topics of mutual interest to the Bank and ILO and would invite senior Bank staff to participate. We agreed that Mr. Gopinath would send a letter describing in more detail the topics and the modalities.

Attachment

Cleared with and cc: S. Lateef (OPRIE)
cc: Messrs. K.Y. Amoako (ESP);
C. Boucher, G. Reif (OPRIE)
N. Raphaeli (OPRPG)

Attachment

List of ILO Staff Met

Geneva

Friday, March 19, 1993

- Mr. J. Lönnroth, Director, Employment and Development Department
- Mr. J.P. Martin, Director, Coordinator of Inter-departmental Projects and Activities
- Mr. R. Harari, Director, Relations and Meetings Department
- Mr. J. de Martino, chief, Office for Inter-Organization Relations
- Mr. M. Lafougère, Chief, Labor Administration Branch
- Mr. S.G. Taylor, Coordinator, Pre-Investment and Investment Activities
- Mr. P. Gopinath, Assistant Director-General and Director, International Institute for Labor Studies

G6
ILO file

Meeting Programme for

Mr. K.S. Lateef,
Chief, International Economic Relations
Division (EXTIE), External Affairs Department
The World Bank

Friday, 19 March 1993

10:15 General Meeting in Room 8-5

Mr. J. Lönnroth, Director, Employment and Development Department (EMPLOI)

Mr. J.P. Martin, Director, Coordinator of Inter-departmental Projects and Activities, (INTERDEP)

Mr. R. Harari, Director, Relations and Meetings Department (RELCONF)

Mr. J. de Martino, Chief, Office for Inter-Organization Relations (REL/INT)

Mr. M. Lafougère, Chief, Labour Administration Branch (ADMITRA)

Mr. S.G. Taylor, Coordinator, Pre-Investment and Investment Activities, (PROMOTEC)

15:00 Mr. J. Lönnroth, Director, Employment and Development Department (EMPLOI)
Room 8-12 B Ext. 6433

- On completion of this meeting please contact Mr. P. Gopinath, Director, International Institute for Labour Studies,
Room 10-12 Ext. 7631

JL/RvdH/sp (INTERDEP/EMPLOI)
16.03.93

bcc: Ms. Chinery-Hesse (DGA/TEC)
Mr. Maier (DGA/REL)
CABINET
ILO Office, Washington
Mr. Tokman, PREALC Santiago
Mr. Hamid, SATEP Harare
Mr. Islam, ARTEP New Delhi

Mr. Gillion (SEC SOC)
Mr. Martin (INTERDEP)
Mr. Simpson (RELPROF)
Mr. Taylor (PROMOTEC)
Mr. van der Hoeven (INTERDEP)
Mr. Amjad (EMPLOI)
Mr. Jamal (EMPLOI)
Mr. Peek (EMPLOI)

Given personally to Mrs. Junz
on 16.03.93

66
ILO

Ms. H. Junz,
Director,
International Monetary Fund,
58 rue de Moillebeau,
CH-1209 Genève

EMP 64-01-1

Dear Helen,

ILO/IMF Cooperation, Meeting in Geneva, 23 March 1993

Further to my letter of 21 January and subsequent discussions, I am pleased to send you the background documentation for the above meeting. The documentation includes the three issues papers on Costa Rica, India and Zimbabwe. They have been elaborated on the basis of the documents sent to us by the IMF and on the available ILO material. In the papers, we have singled out a few issues for more intensive cooperation and indicated a suggested course of action.

As regards *Costa Rica*, you will notice from our note that we share very much the concerns you have expressed, namely the role of wage policy, the functioning of FODESAF and the regional employment problems. In effect, we feel that the work carried out by the different Departments and groups in the ILO provide sufficient material to spell out more concretely the consequences of an employment-oriented development policy for current and future adjustment programmes. We also notice that this is very much of concern to the Costa Rican authorities.

We suggest therefore that we organize soon a national seminar involving our constituents and, in cooperation with the IMF, to future elaborate on wage policies, regional employment policies and structure of social funds in order to increase employment and raise

the income level of all workers. We could therefore discuss at our forthcoming meeting on 23 March our notes as well as the modalities for organizing the seminar.

In India, as we have all noticed, adjustment policies are still heavily debated. The recent Budget by the Finance Minister is a clear example of that. Our note, which is partly based on the conclusion from a national tripartite workshop on the social dimensions of structural adjustment in India, indicates the various courses of action to be undertaken in order to increase attention to social concerns and employment creation. As we indicated, our colleagues in New Delhi are currently working out some of these themes in more detail. I suggest that at our meeting next week we discuss some of our concerns with adjustment policies and look into the question how these concerns can be better dealt with in future adjustment policies. An issue of special interest to the ILO might be to assist the government in articulating modalities for the implementation of the National Renewal Fund. We could also set a timetable for the second half of 1993 for some further action in India.

A position on the adjustment issues in Zimbabwe is currently being worked out in Headquarters and in our field structure. Our note indicates our general concerns. A mission will visit Zimbabwe at the end of this month in order to formulate more concretely policy proposals in order to put employment creation high on the agenda - a prime concern of the government. At our meeting we can discuss your reactions to this and we look forward to you sharing the findings of your recent mission to Zimbabwe with us. We will of course share with you the findings of the ILO mission once they are finalized and we trust that these will no doubt lead to developing further activities on managing employment and adjustment objectives simultaneously.

As regards the modalities of the meeting, I suggest that the meeting take place between 9.30am - 1.00pm on Tuesday 23 March in Room 11-3 in the ILO building, 11th floor north (lift to 10th floor and then staircase). We can continue after lunch with the meeting or have individual discussions on specific countries or specific issues.

In view of the rather tight schedule, I also suggest that we meet for a more informal preparatory talk over a cup of coffee in Room 8-5 (northern entrance) on Monday 22 March at 4.30pm.

I look forward to meeting you and your IMF colleagues next week.

Yours sincerely,

Juhani Lönnroth,
Director,
Employment and Development Department.

ILO/IMF Cooperation, Meeting in Geneva, 23 March 1992
9.30am - 1.00pm, Room 11-3 North, ILO Building

AGENDA

It is suggested that the discussion at the meeting concentrates on issues and modalities of the furthering of collaboration at the country level.

1. Opening

2. Discussion on general setting of ILO/IMF collaboration.

3. ***Costa Rica***

   a. Issues relevant to ILO and IMF, based upon attached country papers
   b. Modalities for future cooperation
      Seminar in Costa Rica
      Questions to be settled
      - timing
      - preparation
      - participation
      - financing

      Follow up action envisaged to seminar
      Suggested issues
      - wage policies
      - social fund
      - regional employment measures
      - other policies

4. ***India***

   - Issues relevant to ILO and IMF, based upon the attached country papers
   - Modalities for further cooperation
     - ILO/ARTEP study
     - technical meeting with government and IMF
     - further activities based on ILO/ARTEP study and the technical meeting *inter alia* related to National Renewal Fund

5. ***Zimbabwe***

   - Issues relevant to ILO and IMF, based upon attached country papers
   - Modalities for further cooperation
     - IMF mission
     - ILO mission
     - technical meetings in order to monitor UNDP/IMF/ILO study
     - workshop on policy action following the three activities above

6. Meeting of Mr. Camdessus and Mr. Hansenne, June/July

file 96
UN-ILO

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

April 1, 1993

Mr. Edward Vreeke
ILO Office
1828 L Street NW, Suite 801
Washington D.C. 20036

Dear Ed:

Here are the calendar year figures on disbursements to the ILO from proceeds of World Bank loans and credits for the calendar year 1992.

Please let me know if you have any questions.

Sincerely,

Signed Lisa Pachter
International Relations Officer
Operations Policy Department

Attachment

cc: Messrs. S. Lateef, C. Boucher (OPRIE)

Disbursements to UN Agencies
Out of Proceeds of World Bank Loans and Credits
Calendar Year 1992
US$

AGENCY SUMMARY

Agency	January-June	July-December	Total
Food and Agriculture Organization (FAO)	4,132,097.12	4,899,622.62	9,031,719.74
International Labour Organisation (ILO)	1,742,790.98	1,224,109.53	2,966,900.51
International Civil Aviation Organization (ICAO)	685,966.34	0.00	685,966.34
International Telecommunications Union (ITU)	173,707.77	494,144.05	667,851.82
UN Economic Commission for Latin America & the Caribbean (ECLAC)	61,394.23-	0.00	61,394.23-
United Nations Department of Technical Cooperation for Development (UNDTCD)	258,507.24	892,956.00	634,448.76-
United Nations Children's Fund (UNICEF)	312,269.04	1,028,005.86	1,340,274.90
United Nations Conference on Trade and Development (UNCTAD)	0.00	3,540.69	3,540.69
United Nations Development Programme (UNDP)	9,166,484.68	28,407,972.91	37,574,457.59
United Nations Environment Programme (UNEP)	85,500.00	0.00	85,500.00
United Nations Industrial Development Organization (UNIDO)	179,851.92	304,888.46	484,740.38
United Nations Capital Development Fund (UNCDF)	9,964.00	8,440.00	18,404.00
United Nations Educational, Scientific and Cultural Organization (UNESCO)	2,148,825.69	235,675.04	2,384,500.73
United Nations Fund for Population Activities (UNFPA)	11,905,109.26	0.00	11,905,109.26
United Nations	29,830.64	0.00	29,830.64
United Nations Volunteers (UNV)	108,557.68	0.00	108,557.68
World Health Organization (WHO)	355,385.00	670,898.65	1,026,283.65
Total all agencies	31,233,453.13	38,170,253.81	67,617,794.94

WORLD BANK LOAN DISBURSEMENT SYSTEM
DISBURSEMENTS (IN US DOLLARS EQ.) TO UN AGENCIES
OUT OF PROCEEDS OF WORLD BANK LOANS AND CREDITS
CALENDAR YEAR 1992

AGENCY: INTERNATIONAL LABOR ORG.

Country	Loan No.	Project description	WA No	Value Dt	January-June	July-December	Total
CAMEROON	LN 24060	2ND WESTERN PROVINCE RURAL DE	228	12/07/92	0.00	231,661.74	231,661.74
		## Loan Total			0.00	231,661.74	231,661.74
		## Country Total			0.00	231,661.74	231,661.74
EGYPT, ARAB REPUBLIC	LN 22640	VOCATIONAL TRAINING	102	07/27/92	0.00	54,689.00-	54,689.00-
		## Loan Total			0.00	54,689.00-	54,689.00-
		## Country Total			0.00	54,689.00-	54,689.00-
ETHIOPIA	CR 15200	6TH EDUCATION	154	07/09/92	0.00	25,635.21-	25,635.21-
			155	06/23/92	1,858.04-	0.00	1,858.04-
		## Loan Total			1,858.04-	25,635.21-	27,493.25-
		## Country Total			1,858.04-	25,635.21-	27,493.25-
GHANA	CR 18580	TRANSPORT REHABILITATION	167	03/27/92	33,506.98	0.00	33,506.98
			175	07/28/92	0.00	15,483.02	15,483.02
		## Loan Total			33,506.98	15,483.02	48,990.00
		## Country Total			33,506.98	15,483.02	48,990.00
INDONESIA	LN 28810	2ND RURAL ROADS DEVELOPMENT	250	12/16/92	0.00	274,899.10	274,899.10
			251	12/14/92	0.00	368,000.00	368,000.00
		## Loan Total			0.00	642,899.10	642,899.10
		## Country Total			0.00	642,899.10	642,899.10
POLAND	LN 33380	EMPLOYMENT PROMOTION & SERVIC	2	05/06/92	133,000.00	0.00	133,000.00
		## Loan Total			133,000.00	0.00	133,000.00
		## Country Total			133,000.00	0.00	133,000.00
ROMANIA	LN 33630	TECH ASSIST & CRITICAL IMPORT	77	08/19/92	0.00	193,092.10	193,092.10
		## Loan Total			0.00	193,092.10	193,092.10

Note: LN means IBRD loan, CR means IDA credit

WORLD BANK LOAN DISBURSEMENT SYSTEM
DISBURSEMENTS (IN US DOLLARS EQ.) TO UN AGENCIES
OUT OF PROCEEDS OF WORLD BANK LOANS AND CREDITS
CALENDAR YEAR 1992

AGENCY: INTERNATIONAL LABOR ORG.

Country	Loan No.	Project description	WA No	Value Dt	January-June	July-December	Total
		## Country Total			0.00	193,092.10	193,092.10
SUDAN	CR 20110	EMERGENCY FLOOD RECONSTRUCTIO	55	06/08/92	93,354.00	0.00	93,354.00
			66	10/20/92	0.00	176,444.78	176,444.78
		## Loan Total			93,354.00	176,444.78	269,798.78
	CR 22900	EMERGENCY DROUGHT RECOVERY	1	03/27/92	500,000.00	0.00	500,000.00
		## Loan Total			500,000.00	0.00	500,000.00
		## Country Total			593,354.00	176,444.78	769,798.78
TURKEY	LN 29220	2ND INDUSTRIAL TRAINING	68	03/09/92	984,788.04	0.00	984,788.04
		## Loan Total			984,788.04	0.00	984,788.04
		## Country Total			984,788.04	0.00	984,788.04
ZAMBIA	CR 14370	INDUSTRIAL FORESTRY	133	10/01/92	0.00	44,853.00	44,853.00
		## Loan Total			0.00	44,853.00	44,853.00
		## Country Total			0.00	44,853.00	44,853.00
		## Agency Total			1,742,790.98	1,224,109.53	2,966,900.51

Note: LN means IBRD loan, CR means IDA credit

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INTERNATIONAL MONETARY FUND

file: 66-UA
ILO

WASHINGTON, D.C. 20431

FACSIMILE NUMBER:
(202) 623 7466

FACSIMILE SERVICE COVER SHEET

DATE: March 4, 1993	PAGE 1 OF: 7

TO

NAME: Sarwar LATEEF

AGENCY: World Bank

CITY/COUNTRY:

FACSIMILE TELEPHONE NO.: 202-676-0576

TEXT

Following is from Mr. Bhatia, IMF Special Representative to the United Nations:

"We spoke; would appreciate your comments, if any."

FROM

NAME: Barbara J.H. Monsma

DEPT./DIV.: PDR/UN Office

TEL. NO.: 202-623-6813

SIGNATURE: Barbara J.H. Monsma

① Callie
Please some
② My GVA folder

4/7

DRAFT
RJB:bjhm

INTERNATIONAL MONETARY FUND

Meetings Between Staffs of the International Labour Organisation and and the International Monetary Fund

Geneva,
March 23-24, 1993

Terms of Reference

(Cleared with AFR, CTA, FAD, WHD, and PDR)

A staff team comprising Mr. Bhatia and someone from FAD [Ke-young Chu] will visit Geneva March 22-25 to discuss with staff of the ILO proposals and modalities of collaboration in three pilot countries (Costa Rica, India, and Zimbabwe) on the basis of documents already exchanged, including the correspondence between the Director-General of ILO and the Managing Director of the Fund. Mrs. Junz will join the staff team in Geneva.

In its discussions the staff team will be guided by the memorandum from Mr. Boorman, dated November 13 and Mr. Tanzi's response, dated November 23, 1992, in particular that the proposed collaboration would be outside any program negotiation process, and that the ILO's input into the Fund's work on relevant social aspects of adjustment would be in the context of ILO's own bilateral working relationships with the country authorities. Further, the purpose of collaboration would not be to forge any unified views on a subject, although as contacts between the two staffs intensify

there will be a greater mutual understanding for each other's concerns and approaches.

The basic thrust of the collaboration, from the Fund's point of view, is to use ILO expertise in resolving labor/employment/wage related rigidities, filling data gaps that may be compromising the formulation and/or implementation of macroeconomic policies, and improving the content and efficiency of social safety nets within Fund-supported programs. Here also the emphasis should be on structural and institutional issues rather than on micro policy issues. In that regard, the staff team will strongly urge ILO not to steer the collaboration, as Mr. Lönnroth seems to be doing (cf. Mrs. Junz's memorandum of February 23, 1993), towards an assessment of the impact of Fund-supported specific policies on micro level activities (e.g., of price liberalization on rural development) or of discussing alternative "second best" policies in light of overall resource constraint).

ILO staff's attention will be drawn to the fact that the individual country notes supplied to them delineate various possible labor-specific issues of interest to the Fund. Many of these could fit well within the framework of studies and programs being planned by ILO, as evidenced from the documents supplied to ILO by the Fund. At this stage the Fund would appreciate ILO help in studying the following specific issues in each case:

Costa Rica

4/7

1. Quantitative assessment of the effects of the minimum wage structure on regional unemployment rates, and on wages and employment in the informal sector;

2. Improvement in the statistical base on wages and employment trends, both by sector and region; and,

3. Assessment of the effectiveness of current social safety nets, in particular with regard to targeting and execution of programs to meet established objectives.

India

1. An analysis of laws and regulations governing labor relations in the organized sector. These provisions, although aiming to protect workers' rights, have resulted in rigidities in the labor market creating strong disincentives to employment growth in the organized sector. An in-depth analysis of these regulations could be helpful in generating proposals for improvements in the working of the labor market, while protecting workers' bargaining rights.

2. Wage and employment data. Indian data on labor markets, especially on trends in wages and productivity, are very sketchy, hampering assessment of related important macro economic issues such as trends in the competitiveness of Indian industry. A detailed study of existing sources of

information could be combined with the elaboration of specific proposals for improving data coverage in the organized and informal sectors.

3. Social safety nets. The Indian Government is putting in place a number of short-term social safety net programs (e.g., NRF and JRY) to cushion the impact of adjustment policies on disadvantaged groups, with substantial budgetary implications. An in-depth analysis of these programs, with the aim of achieving their stated goals in an efficient manner, could be helpful. Similarly, the Government is also examining the feasibility of a more permanent unemployment insurance scheme and could benefit from ILO experience in this area.

Zimbabwe

The Fund mission that visited Zimbabwe in late January worked out with ILO and UNDP resident representatives an outline for a proposed study of labor market and employment issues. ILO staff will be informed of the Fund's agreement with that outline. The study, however, will be the joint responsibility of ILO and UNDP, although Fund staff will make its necessary contribution in the form of: (1) supplying the study team with the Fund's assessment of the macro economic situation, including public sector savings profiles, investment targeted, etc.; (2) specific notes on policy and development in such areas as the budget and public enterprises; and, (3) comments on drafts prepared by the study team. In addition Fund staff will be available on a continuous basis for any bilateral discussions.

If ILO agreement is obtained on these specific studies, it could be indicated to them that the Fund's contribution to these studies could be in the form of provision of information on the overall macro economic framework and specific notes on policies and developments in such areas as the budget and public enterprises, and detailed comments (including macro economic implications of proposals emanating from the studies) on the draft reports. Fund staff would also help in finalizing the terms of reference for such studies as in Zimbabwe.

Apart from the above-mentioned specific areas of study, ILO staff could provide suitable staff members for Fund technical assistance missions in the area of social safety nets. If ILO is agreeable to this, we will address specific requests to them as the need for such collaboration manifests itself. It will be understood that in such cases Fund mission chiefs will control the overall content of technical assistance reports, particularly with respect to policy recommendations. [At this stage we do not foresee that the Fund will be able to provide staff members to participate in ILO missions.]

ILO staff may press for an agreement on follow-up steps (including joint missions and seminars) after the completion of the agreed studies. The Fund staff team will take the view that any practical recommendations emanating from these studies will be for ILO to make to the authorities in the context of their own bilateral working relationships with them, and that the Fund will also consider them seriously in their own work on the

respective countries. Beyond that, we should await the conclusion of these studies and the proposed meeting between the Director-General of ILO and the Managing Director before contemplating any follow-up actions.

file 66 UN-ILO

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 11, 1993

Dear Mr. Hansenne:

Thank you for your letter GB 255-115 of January 15, 1993 to Mr. Preston inviting World Bank representation at the 255th Session of the Governing Body of the International Labour Office to be held in Geneva from March 1 to 5.

Unfortunately, the World Bank will be unable to send a representative to this meeting due to work pressures and other commitments of staff at that time.

Sincerely yours,

ALEXANDER SHAKOW

Alexander Shakow
Director
External Affairs

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

cc: Ms. P. Sorsa, Geneva

MPiverger

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

The President of the World Bank,
1818 H Street NW.,
WASHINGTON DC 20433
USA

Réf. BIT/ILO GB 255-115

Votre réf.

15 JAN. 1993

Dear Sir,

I have pleasure in conveying to your organisation, on behalf of the Governing Body of the International Labour Office, a cordial invitation to be represented at the 255th Session of the Governing Body, which will be held at the International Labour Office, Geneva, from Monday, 1 March, at 3 p.m., to Thursday, 4 March 1993. The full session will be preceded by meetings of various committees of the Governing Body, beginning on Monday, 15 February.

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 organisation be able to accept this invitation, I should be grateful 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.

INTERNATIONAL LABOUR OFFICE
BUREAU INTERNATIONAL DU TRAVAIL
OFICINA INTERNACIONAL DEL TRABAJO

GOVERNING BODY
CONSEIL D'ADMINISTRATION
CONSEJO DE ADMINISTRACION

GB.255/P(Rev. 1)
255th Session

Geneva,
February-March 1993

PROGRAMME OF MEETINGS FOR THE 255TH SESSION
OF THE GOVERNING BODY

Monday, 15 February

10 a.m.	Group meetings for the Programme, Financial and Administrative Committee
3 p.m.	Group meetings for the Programme, Financial and Administrative Committee

Tuesday, 16 February

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

Wednesday, 17 February

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

Thursday, 18 February

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

Friday, 19 February

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

Saturday, 20 February	
11 a.m.	Committee on Freedom of Association
3 p.m.	Committee on Freedom of Association
Monday, 22 February	
10 a.m.	International Organisations Committee
	Committee on Freedom of Association
3 p.m.	Allocations Committee
	Committee on Freedom of Association
	International Organisations Committee
4 p.m.	Committee on Multinational Enterprises
Tuesday, 23 February	
11 a.m.	Working Party on Improvements in the Functioning of the Governing Body[1]
3 p.m.	Working Party on Improvements in the Functioning of the Governing Body[1]
Wednesday, 24 February	
10 a.m.	Programme, Financial and Administrative Committee
3 p.m.	Programme, Financial and Administrative Committee
Thursday, 25 February	
10 a.m.	Programme, Financial and Administrative Committee
3 p.m.	Programme, Financial and Administrative Committee
Friday, 26 February	
10 a.m.	Committee on Standing Orders and the Application of Conventions and Recommendations
3 p.m.	Committee on Standing Orders and the Application of Conventions and Recommendations

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[1] Subject to the decision which the Governing Body may take on the recommendation of its Officers.

Monday, 1 March	
9 a.m.	Employers' group
	Workers' group
10 a.m.	Government group
3 p.m.	Governing Body
Tuesday, 2 March to Thursday, 4 March	
10 a.m.	Governing Body
3 p.m.	Governing Body

INTERNATIONAL LABOUR OFFICE
BUREAU INTERNATIONAL DU TRAVAIL
OFICINA INTERNACIONAL DEL TRABAJO

GB.255
255th Session

GOVERNING BODY
CONSEIL D'ADMINISTRATION
CONSEJO DE ADMINISTRACION

Geneva,
1-4 March 1993

AGENDA

1. Approval of the minutes of the 254th Session.

2. Action to be taken regarding the appointment of the Director-General.

3. Consideration of the Director-General's report on the situation of workers of the occupied Arab territories at the 80th (1993) Session of the International Labour Conference.

4. Report of the Fifteenth International Conference of Labour Statisticians (Geneva, 19-28 January 1993).

5. Reports of the Committee on Freedom of Association.

6. Reports of the Programme, Financial and Administrative Committee.

7. Report of the Allocations Committee.

8. Report of the Committee on Standing Orders and the Application of Conventions and Recommendations.

9. Report of the International Organizations Committee.

10. Report of the Committee on Multinational Enterprises.

11. Report of the Working Party on Improvements in the Functioning of the Governing Body.

12. Report of the Director-General.

13. Composition and agenda of standing bodies and meetings.

14. Symposia, seminars and similar meetings.

15. Appointment of Governing Body representatives on various bodies.

16. Programme of meetings.

3088S

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1mA L L - I N - 1 N O T E1m

DATE: 09-Feb-1993 12:08pm

TO: PIRITTA SORSA (PIRITTA SORSA @A1@PARIS)
TO: DIANA CUNNINGHAM (DIANA CUNNINGHAM @A1@PARIS)

FROM: Monique Piverger, EXTIP (MONIQUE PIVERGER)

EXT.: 31808

SUBJECT: 1m4mILO Governing Body - March 1-4, 19931m4m

Following up on Maureen's EM of January 28 on the above-mentioned subject. Please advise on possible interest and how we should respond ILO. Thank you.

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

DATE: 28-Jan-1993 05:19pm

TO: PIRITTA SORSA (PIRITTA SORSA @A1@PARIS)
TO: DIANA CUNNINGHAM (DIANA CUNNINGHAM @A1@PARIS)

FROM: Maureen McDonald, OPRIE (MAUREEN M. MCDONALD)

EXT.: 31771

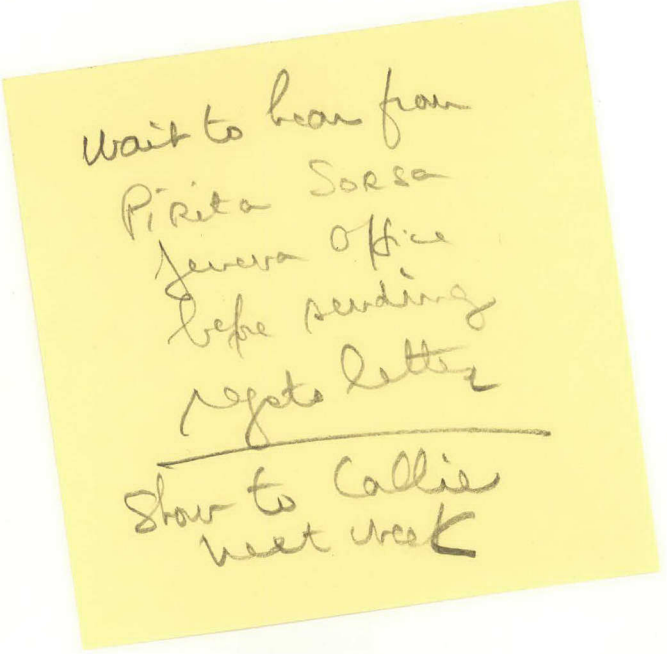
SUBJECT: General

I just wanted to let you know that I am going on leave as of Monday, February 1 through 26. While I am gone, Monique Piverger (who is the Admin to Tim Cullen) will work my desk. So whatever you would normally send to me continue to do so and Monique will handle as appropriate - in consultation with Callie.

On those IPCC climate meetings in February - I am trying to get an answer out of Mohan Munasinghe, I am fairly sure so one will attend. We have been very sporadic in attendance in the past - you probably went to more meetings than anyone from Headquarters! We will keep you informed on what he decides and if it is no, we will send regrets.

I do have the invitation to the ILO Governing Body, March 1-4 - I believe the answer to this will be no also, but we are going to try and see about attendance from Headquarters at the Conference itself.

Regards, Maureen



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The World Bank/IFC/MIGA
1mO F F I C E M E M O R A N D U M1m

DATE: February 10, 1993 09:40am

TO: Monique Piverger (MONIQUE PIVERGER@A1@VAX12)

FROM: Diana Cunningham, DECGE (DIANA CUNNINGHAM AT A1 AT PARIS)

EXT.: (41-22)7332120; tieline 5-86-201

SUBJECT: 1m4mRE: ILO Governing Body - March 1-4, 19931m4m

Re your EM. Piritta Sorsa will not be able to attend as she will not be in Geneva on those dates.

Suggest you contact the office of Mr. K.Y. Amoako, Director, Education & Social Policy, who is now responsible for relations with ILO, to see if they have an interest in attending.

Regards

CC: SARWAR LATEEF (SARWAR LATEEF @A1@VAX12)
CC: PIRITTA SORSA (PIRITTA SORSA @A1@PARIS)

ESPDR
S 6055
ext. 31822

file 66 UN-ILO

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 11, 1993

Dear Mr. von Muralt:

Thank you for your letter CO 1001 (A) of January 25, 1993 inviting World Bank representation at the Meeting of Experts on Cooperatives to be held in Geneva from March 29 to April 2.

Unfortunately, the World Bank will be unable to send a representative to this meeting due to work pressures and other commitments of staff at that time.

Sincerely yours,

ALEXANDER SHAKOW

Alexander Shakow
Director
External Affairs

Mr. J. von Muralt
Director
Enterprise and Cooperative
Development Department
International Labour Office
4, route des Morillons
CH-1211 Geneve 22
Switzerland

cc: Mr. M. Petit, AGRDR

MPiverger

ROUTING SLIP FROM THE DESK OF MAUREEN McDONALD	Date: February 8, 1993
NAME	**ROOM NO.**
Mr. Michel Petit, AGRDR	N 8-051

__ **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**

RE: Meeting of Experts on Cooperatives - Geneva March 29 - April 2, 1993

Please find attached the notification for this meeting. Please let us know if someone in your area will be able to attend and how we should respond.

Thank you

Monique Piverger, EXTDR Room T8-108 Acting for Maureen McDonald	**31771**

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 61 11

CO 1001 (A)

Réf. BIT/ILO

Votre réf.

The President
The World Bank
1818 H Street NW
WASHINGTON, D.C. 20433
(Etats-Unis)

25 JAN. 1993

Meeting of Experts on Cooperatives
Geneva, 29 March - 2 April 1993

Dear Sir,

The Governing Body of the International Labour Organization at its 253rd Session (May-June 1992) decided to hold a Meeting of Experts on Cooperatives which should be attended by 15 experts from cooperative movements, research and training institutions and supporting services, two participants nominated after consultations with the Employers' group and two participants nominated after consultations with the Workers' group of the Governing Body. It also noted that the experts would be drawn from such institutions in Argentina, Cameroon, Canada, Colombia, Egypt, Finland, Germany, Hungary, India, Italy, Japan, Kenya, Singapore, the United Kingdom and the United States.

In addition the Governing Body of the International Labour Organization decided that a number of intergovernmental and non-governmental organizations should be invited as observers; please see the attached list.

The ILO therefore has pleasure in inviting your organization to be represented as an observer at the above meeting which will be held at the International Labour Office, Geneva, from 29 March to 2 April 1993 commencing at 9.00 am on Monday, 29 March.

The Governing Body approved the following agenda for the meeting:

1. Review of the impact of the Recommendation No. 127 concerning the Role of Cooperatives in the Economic and Social Development of Developing Countries.
2. The role of human resources development in the economic viability, efficient management and democratic control of cooperatives.
3. The role of cooperatives in the promotion of employment and income in the rural and informal sectors.

7.1.93
Ref: CO 1001 (A)

Meeting of Experts on Cooperatives
29 March - 2 April 1993

Provisional Programme

Monday, 29 March 1993

9.00 - 12.00	Opening and introduction to the Meeting and the ILO
12.00	Lunch break
14.00 - 17.30	Introduction to and discussion on agenda item 1: "Review of the impact of the Recommendation No. 127 concerning the role of cooperatives in the economic and social development of developing countries"
17.30	Invitation of the Meeting for a welcome drink by the Cooperative Branch

Tuesday, 30 March 1993

9.00 - 12.00	Discussion continued on agenda item 1: "Review of the impact of the Recommendation No. 127 concerning the role of cooperatives in the economic and social development of developing countries"
12.00	Lunch break
14.00 - 17.00	Introduction to and discussion on agenda item 2: "The role of human resources development in the economic viability, efficient management and democratic control of cooperatives"

Wednesday, 31 March 1993

9.00 - 12.00	Discussion continued on agenda item 2: "The role of human resources development in the economic viability, efficient management and democratic control of cooperatives"
12.00	Lunch break
14.00 - 17.00	Introduction to and discussion on agenda item 3: "The role of cooperatives in the promotion of employment and income in the rural and informal sectors"

Thursday, 1 April 1993

9.00 - 12.00	Discussion continued on agenda item 3: "The role of cooperatives in the promotion of employment and income in the rural and informal sectors"
12.00	Lunch break
14.00 - 17.00	Drafting of conclusions on agenda items discussed and possible recommendations

Friday, 2 April 1993

9.00 - 12.00	Reporting on draft conclusions and recommendations
12.00	Lunch break
14.00	Final discussion and closure of the Meeting.

Meeting of Experts on Cooperatives
Geneva, 29 March - 2 April 1993

Organisations invited as observers

- FAO
- UNDP
- UNESCO
- United Nations Centre for Social Development and Humanitarian Affairs (Vienna)
- World Bank
- European Bank for Reconstruction and Development
- Commission of the European Communities
- Committee for the Promotion and Advancement of Cooperatives (COPAC)
- International Cooperative Alliance
- World Council of Credit Unions (WOCCU)
- General Committee of Agricultural Cooperation in the European Economic Community (COGECA)
- Caisse centrale de Coopération économique (France)
- Coop Switzerland
- Institute for Cooperation in Developing Countries, Phillips University, Marburg (Germany)
- International Institute for Development, Cooperation and Labour Studies, Afro-Asian Institute (Israel)
- Royal Norwegian Society for Rural Development
- Swedish Cooperative Centre
- University Centre for Cooperatives, University of Wisconsin (United States).

Under separate cover you will receive three reports prepared by the Office to serve as a basis for discussion of each agenda item. They have been published in English, French and Spanish. Simultaneous interpretation in these languages will be provided during the meeting. The meeting will consider each item on the agenda in plenary sittings. At the end of the meeting sufficient time is foreseen to draft, discuss and finalize conclusions. A more detailed programme is attached to this letter.

If your organization is able to accept this invitation, I should be grateful if you let me know by 1 March 1993 the name of the person who would represent it at the meeting. I should add that travel and subsistence expenses will be payable by your organization.

Yours faithfully,
For the Director-General:

J. von Muralt,
Director
Enterprise and Cooperative Development Department

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

ROUTING SLIP	DATE: February 10, 1993
NAME	ROOM NO.
Ms. Monique Piverger, EXTDR	T-8108

	URGENT		PER YOUR REQUEST
	FOR COMMENT		PER OUR CONVERSATION
	FOR ACTION		SEE MY EMAIL
	FOR APPROVAL/CLEARANCE		FOR INFORMATION
	FOR SIGNATURE		LET'S DISCUSS
	NOTE AND CIRCULATE		NOTE AND RETURN

RE: Meeting of Experts on Cooperatives

REMARKS:

No Bank representation.

FROM:	ROOM NO.:	EXTENSION:
Michel Petit	N-8051	30340

ROUTING SLIP FROM THE DESK OF MAUREEN McDONALD	Date: February 8, 1993
NAME	**ROOM NO.**
Mr. Michel Petit, AGRDR	N 8-051

__ 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

RE: Meeting of Experts on Cooperatives - Geneva March 29 - April 2, 1993

Please find attached the notification for this meeting. Please let us know if someone in your area will be able to attend and how we should respond.

Thank you

No BK repres°

Monique Piverger, EXTDR Room T8-108 Acting for Maureen McDonald	**31771**

file 66 ILO

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 11, 1993

Dear Mr. Sunmonu:

Thank you for your letter G/GO/71 of January 28, 1993 inviting the World Bank to attend the OATUU/ILO High-Level African Trade Union Policy conference on Structural Adjustment and African Trade Unions to be held in Cairo on April 16-18, 1993.

I am pleased to inform you that Mr. Marcelo Giugale of the Resident Mission in Cairo will represent the Bank. We would appreciate your sending all documents or further communications pertaining to this meeting directly to Mr. Giugale at the following address:

World Bank
World Trade Center
1191 Corniche El-Nil
15th Floor
Cairo, Egypt

Sincerely yours,

ALEXANDER SHAKOW

Alexander Shakow
Director
External Affairs

Mr. Hassan A. Sunmonu
Secretary-General
Organisation of Arican
Trade Union Unity
P.O. Box M 386
Accra, Republic of Ghana

cc: Mr. M. Giugale, Cairo
Mr. B. Varon (AFRCE), Ms. D. Peters (EXTDR)

Ref.EXT930208002

MPiverger

1;0r1;;2;6w0p11028s

1;0r1;;2;6w0p11028s

The World Bank/IFC/MIGA
1mO F F I C E M E M O R A N D U M1m

DATE: February 11, 1993 09:23am

TO: Monique Piverger (MONIQUE PIVERGER)

FROM: Bension Varon, AFRCE (BENSION VARON)

EXT.: 36205

SUBJECT: 1m4mOATUU/ILO CONFERENCE IN CAIRO - APRIL 16-18, 931m4m

I refer to the OATUU/ILO High-Level African Trade Union Policy Conference on Structural Adjustment and African Trade Unions to be held in Cairo on April 16-18, 1993. Mr. Marcelo Giugale of the Resident Mission in Cairo will attend for the Bank. All documentation should be forwarded to him.

ROUTING SLIP FROM THE DESK OF MAUREEN McDONALD	Date: February 9, 1993
NAME	**ROOM NO.**
Mr. Bension Varon, AFRCE	J 5089

__ 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

RE: OATUU/ILO High-Level African Trade Union Policy Conference on Structural Adjustment and African Trade Unions: Cairo, April 16-18, 1993.

Please find attached an invitation from OATUU about the above-mentioned meeting.

Please advise on possible interest and how we should respond.

Appreciate your prompt reaction. Thank you.

Monique Piverger, Acting for Maureen McDonald **EXTDR, Room T 8-108**	**31771**

Ben Varon

WORLD BANK OFFICE TRACKING SYSTEM
EXTERNAL AFFAIRS DEPARTMENT
Routing and Action Transmittal Sheet

TO:	DATE:
Maureen McDonald (EXTDR)	2/08/93

SUBJECT DOCUMENT:

From: Hassan A. Sunmonu, Secretary General
To: The President
Dated: 1/28/93 Reference No.: EXT930208002

Topic: Organization of African Trade Union Unity - date of the Policy Conference has been fixed for 16-18 April, 1993 in Cairo, Egypt

ACTION INSTRUCTIONS: DUE DATE:

__XXX__ HANDLE 2/19/93
_____ REVIEW AND RECOMMEND
_____ FOR YOUR INFORMATION
_____ DISCUSS WITH _____
_____ AS WE DISCUSSED
_____ PREPARE RESPONSE FOR _____ SIGNATURE
_____ FOR YOUR FILES
_____ RETURN TO _____
_____ OTHER: _____

Remarks: cc: D. Peters, EXTDR

ORGANISATION OF AFRICAN TRADE UNION UNITY

P. O. Box M 386, Accra
Telegraphic Address "OATUU"
Telex No: 2673 OATUU GH
Fax: (233) 21 772621
Tel: 774531/ 772574
REPUBLIC OF GHANA

ORGANISATION DE L'UNITE SYNDICALE AFRICAINE

Boîte Postale M 386, Accra
Adresse Telegraphique "OUSA"
Telex No: 2673 OATUU GH
Fax: (233) 21 772621
Tel: 774531/ 772574
REPUBLIQUE DU GHANA

Dept. .....

Our Ref: G/GO/71

Your Ref: .....

All Communications be addressed to the Secretary General

Toutes communications doivent étre adressées au Secrétaire Général

28th January, 1993

The President
The World Bank
1818 H. Street, NY
Washington D.C. 20433
U.S.A.

FOR THE ATTENTION OF MR. ALEXANDER SHAKOV,
DIRECTOR EXTERNAL AFFAIRS

Dear Sir,

RE: OATUU/ILO HIGH-LEVEL AFRICAN TRADE UNION POLICY CONFERENCE ON STRUCTURAL ADJUSTMENT AND AFRICAN TRADE UNIONS: CAIRO, EGYPT, 16-18 APRIL 1993

Further to my letter, Ref: N° G/GO/1295 of 4th November, 1992, on the above, the date of the Policy Conference has been fixed for 16-18 April 1993 in Cairo, Egypt.

I shall send you, in due course, the venue and other details.

Thanks for your kind support.

ORGANISATION OF AFRICAN TRADE UNION UNITY ★ ORGANISATION DE L'UNITE SYNDICALE AFRICAINE

Yours sincerely,

HASSAN A. SUNMONU
SECRETARY-GENERAL

cc: The Director-General
ILO.

WORLD BANK OFFICE TRACKING SYSTEM
INTERNATIONAL ECONOMIC RELATIONS
Routing and Action Transmittal Sheet

TO:	DATE:
Callie Boucher (T8111)	2/09/93

File

SUBJECT DOCUMENT: G6-UN-

From: Michel Hansenne, ILO
To: Mr. Preston
Dated: 2/03/93 Reference No.: XIE930209001

Topic: Enclosing copy of his letter to Boutros-Ghali re: Streamlining of the ACC machinery.

ACTION INSTRUCTIONS: DUE DATE:

_____ HANDLE
_____ REVIEW AND RECOMMEND
__XXX__ FOR YOUR INFORMATION 2/09/93
_____ DISCUSS WITH _____
_____ AS WE DISCUSSED
_____ PREPARE RESPONSE FOR _____ SIGNATURE
_____ FOR YOUR FILES
_____ RETURN TO _____
_____ OTHER: _____

Remarks: FOR INFORMATION ONLY

FILE G6: UN-ACC

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

Votre réf.

FACSIMILE ILO GENEVA
001638 -3FEV.93
PAGE 1 3

3 February 1993

F A C S I M I L E

For information of ACC Members and Participants.

Copy of letter from the Director-General of the ILO to the Secretary-General of the United Nations on the streamlining of the ACC subsidiary machinery.

ACC/1993/690

Mr. Federico Mayor, Director-General, UNESCO, Paris	0033 1 47348557
Mr. Hiroshi Nakajima, Director-General, WHO, Geneva	7910746
Mr. Philippe Rochat, Secretary-General, ICAO, Montreal	001 514 284772
Mr. Lewis T. Preston, President, World Bank, Washington	001 202 4776391
Mr. Michel Camdessus, Managing Director, IMF, Washington	001 202 6234661
Mr. A.C. Botto de Barros, Director-General, UPU, Berne	031 432210
Mr. Pekka Tarjanne, Secretary-General, ITU, Geneva	7337256
Mr. Godwin O.P. Obasi, Secretary-General, WMO, Geneva	7342326
Mr. William A. O'Neil, Secretary-General, IMO, London	0044 71 5873210
Mr. Arpad Bogsch, Director-General, WIPO, Geneva	7335428
Mr. Fawzi Hamad Al-Sultan, President, IFAD, Rome	39 6 5043463
Mr. Edouard Saouma, Director-General, FAO, Rome	39 6 57973152
Mr. Louis C. Alexandrenne, Acting Director-General, UNIDO, Vienna	0043 1 232156
Mr. Hans Blix, Director-General, IAEA, Vienna	0043 1 234564
Mr. Arthur Dunkel, Director-General, GATT, Geneva	7314206
Mr. Kenneth Dadzie, Secretary-General, UNCTAD, Geneva	7336542
Mr. William Draper III, Administrator, UNDP, New York	001 212 8262057
Miss Elizabeth Dowdeswell, Executive Director, UNEP, Nairobi	00254 2 520711
Dr. Nafis Sadik, Executive Director, UNFPA, New York	001 212 3700201
Mrs. Sadako Ogata, High Commissioner, UNHCR, Geneva	7319546
Mr. James Grant, Executive Director, UNICEF, New York	001 212 8887465
Mr. M.A. Boisard, Executive Director, a.i., UNITAR, Geneva	7331383
Mr. Ilter Turkmen, Commissioner, UNRWA, Vienna	0043 1 2307487
Mrs. Catherine Bertini, Executive Director, WFP, Rome	39 6 5133537
Mr. Giorgio Giacomelli, USG, Executive Director, UNDCP, Vienna	0043 1 232156

08/02 '93 15:11 ☎4122 7988685 ILO GENEVE 001/003

INTERNATIONAL LABOUR OFFICE
GENEVA

THE DIRECTOR-GENERAL

29 JAN 1993

Dear Mr. Secretary-General,

I have read your letter of 23 December concerning the streamlining of the ACC subsidiary machinery with great interest. As you know, I view this as a vital task destined to enable executive heads to make the most of the limited time at their disposal. Hence I share your desire to move ahead swiftly.

You will recall that, at the last session of the ACC, I expressed a favourable reaction to Mr. Blanchard's preliminary report and looked forward to his further work on this subject. I am glad to see from your letter that he has started to expand on his initial proposals.

I am in favour of the speedy establishment of a high-level Consultative Committee which would weave together the analytical, normative and operational aspects of the advice on substantive issues provided to the ACC, as suggested in Attachment I of your letter. Using Mr. Blanchard's suggestions as a basis for its work, the Organizational Committee of the ACC, at its meeting in February, could examine how, as a practical matter, to establish this new committee: its terms of reference, its relationship to other inter-agency bodies, and appropriate secretariat support services. The terms of reference need to be prepared and the work of the new committee organized in such a way as to ensure that the excellent work that has been carried out by CCSQ(OPS) - such as common principles and positions relating to better field coordination - is not jeopardized, but further reinforced.

I also endorse the general approach outlined in Attachment II of your letter on the streamlining of the inter-agency machinery. The Organizational Committee of the

Mr. Boutros Boutros-Ghali,
Secretary-General,
United Nations,
NEW YORK, N.Y. 10017

002/003 ILO GENEVE 4122 798868 15:12 08/02 '93

ACC could examine how to carry this out in practice and set in motion the necessary reviews of subsidiary and other inter-agency bodies.

There is also no doubt in my mind that there is scope for improving the way in which management questions, in particular personnel questions, are put to the ACC. On this subject, I await with great interest the concrete proposals of Mr. Blanchard.

Yours sincerely,

Michel Hansenne

08/02 '93 15:13 ☎1122 7988685 ILO GENEVE 003/003

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

Till:66
UN-ILO
(LW)

February 1, 1993

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

Dear Mr. Hansenne:

Thank you for your letter of November 18, 1992 to Mr. Preston.

We have considered carefully your suggestion that the Bank formally take part in the work of the ILO Committee of Experts on the Application of Conventions and Recommendations with respect to ILO Conventions No. 107 and No. 169 by providing information and comments on reports received from governments on the application of these conventions. We have concluded that it would not be appropriate for the Bank to comment on such government reports and would prefer not to enter into arrangements under which we would be asked to do so.

While we share ILO's desire to foster the development of indigenous peoples, we believe that the informal consultations taking place from time to time between our organizations on collaboration and cooperation on technical assistance to indigenous and tribal peoples offers the best opportunity for cooperation between our organizations, and we would propose to continue them.

Sincerely yours,

James Adams
Director
Operations Policy Department

cc: Messrs./Mmes. L. Forget, E. Meigher (LEGAD); A. Shakow (EXTDR); W. Haddad (OPRNY); S. Davis (ENVLW); C. Escudero (LEGEA); P. Sand (LEGOP); G. Mohadjer (EXC)

LForget:lmw
OPRIE Log No. XIE921201003

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

ROUTING SLIP	DATE: January 14, 1993

RECEIVED
EXTIE
'93 JAN 15 PM 2 11

NAME	ROOM NO.
Mr. Guenter Reif	
Mrs. Meigher 81588	
cc: Ms. Shelton Davis	

	URGENT	X	PER YOUR REQUEST
	FOR COMMENT		PER OUR CONVERSATION
	FOR ACTION		SEE MY EMAIL
	FOR APPROVAL/CLEARANCE		FOR INFORMATION
	FOR SIGNATURE		LET'S DISCUSS
	NOTE AND CIRCULATE		NOTE AND RETURN

RE:

REMARKS:

FROM:	ROOM NO.:	EXTENSION:
Louis Forget	E-7043	81514

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

DRAFT

January 13, 1993

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

Dear Mr. Hansenne,

Thank you for your letter of November 18, 1992 to Mr. Preston.

We have considered carefully your suggestion that the Bank formally take part in the work of the ILO Committee of Experts on the Application of Conventions and Recommendations with respect to ILO Conventions No. 107 and No. 169 by providing information and comments on reports received from Governments on the application of these conventions. We have concluded that it would not be appropriate for the Bank to comment on such Government reports and would prefer not to enter into arrangements under which we would be asked to do so.

While we share ILO's desire to foster the development of indigenous peoples, we believe that the informal consultations taking place from time to time between our organizations on collaboration and cooperation on technical assistance to indigenous and tribal peoples offers the best opportunity for cooperation between our organizations, and we would propose to continue them.

Sincerely,

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

ROUTING SLIP	DATE: December 31, 1992

NAME	ROOM NO.
Mrs. Meigher	
Mr. Sand	
Mr. Escudero	

	URGENT		PER YOUR REQUEST
X	FOR COMMENT		PER OUR CONVERSATION
	FOR ACTION		SEE MY EMAIL
	FOR APPROVAL/CLEARANCE		FOR INFORMATION
	FOR SIGNATURE		LET'S DISCUSS
	NOTE AND CIRCULATE		NOTE AND RETURN

RE:

REMARKS:

FROM:	ROOM NO.:	EXTENSION:
Louis Forget	E-7043	81514

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

DRAFT

December 31, 1992

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

Dear Mr. Hansenne,

Thank you for your letter of November 18, 1992 to Mr. Preston.

We have considered carefully your suggestion that the Bank formally take part in the work of the ILO Committee of Experts on the Application of Conventions and Recommendations with respect to ILO Conventions No. 107 and No. 169 by providing information and comments on reports received from Governments on the application of these conventions. We have concluded that it would not be appropriate for the Bank to comment on such Government reports and would prefer not to enter into arrangements under which we would be asked to do so.

While we share ILO's desire to protect indigenous and tribal peoples, we believe that the informal consultations taking place from time to time between our organizations on collaboration and cooperation on technical assistance to indigenous and tribal peoples offers the best opportunity for cooperation between our organizations, and we would propose to continue them.

Sincerely,

Record Removal Notice

The World Bank Group Archives & Records Management

File Title	Barcode No.
Umited Nations [UN] - International Labor Office [ILO] - Correspondence - Volume 1	1596934

Document Date	Document Type	
December 11, 1992	Memorandum	

Correspondents / Participants
To: Shelton Davis
From: Louis Forget

Subject / Title
ILO- Invitation to Comment on Compliance to ILO Conventions

Exception(s)
Attorney-Client Privilege

Additional Comments

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.

Withdrawn by	Date
Vlada Alekankina	February 13, 2025

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

ROUTING SLIP	DATE: December 9, 1992
NAME	ROOM NO.
Mr. Shelton Davis, ENVAP	S 5109
cc: Mr. Louis Forget, LEGAD	E 7043

\	URGENT		PER YOUR REQUEST
	FOR COMMENT		PER OUR CONVERSATION
X	FOR ACTION		SEE MY EMAIL
	FOR APPROVAL/CLEARANCE		FOR INFORMATION
	FOR SIGNATURE		LET'S DISCUSS
	NOTE AND CIRCULATE		NOTE AND RETURN

RE: World Conf. on Human Rights and Indigenous People

REMARKS: \

Shelton,

Grateful if your office would respond to to attached request from the International Labor Office and provide me with a copy.

Many thanks.

FROM:	ROOM NO.:	EXTENSION:
\ Guenter Reif, EXTIE	\ T 8109	\ 31772

WORLD BANK OFFICE TRACKING SYSTEM
INTERNATIONAL ECONOMIC RELATIONS
Routing and Action Transmittal Sheet

TO:	DATE:
Guenter Reif (T8109)	12/01/92

SUBJECT DOCUMENT:

From: Michel Hansenne, Director-General, Int'l Labour Office
To: Mr. Preston
Dated: 11/18/92 Reference No.: XIE921201003

Topic: Requesting WB continued support re: World Conference on Human Rights and Int'l. Year for the World's Indigenous People.

ACTION INSTRUCTIONS:	DUE DATE:

__XXX__ HANDLE 12/16/92
_____ REVIEW AND RECOMMEND
_____ FOR YOUR INFORMATION
_____ DISCUSS WITH _____
_____ AS WE DISCUSSED
_____ PREPARE RESPONSE FOR _____ SIGNATURE
_____ FOR YOUR FILES
_____ RETURN TO _____
_____ OTHER: _____

Remarks: cc: L. Wood (with copy of logging sheet)
_____
_____

INTERNATIONAL LABOUR OFFICE
GENEVA

THE DIRECTOR-GENERAL

18 NOV. 1992

Dear Sir,

It has been the practice for some years for the International Labour Office to send copies of reports received from governments on the application of certain ratified Conventions to other international organisations which deal with similar matters so that they may provide information and comments on them. This example of inter-agency collaboration improves the supervision of these international Conventions, and helps to cement working relations among the organisations concerned on various questions.

...

You will find attached an extract from the 1992 report of the ILO Committee of Experts on the Application of Conventions and Recommendations referring to the arrangements in force with several other organisations.

I am pleased to invite the World Bank to join in this effort as concerns two Conventions dealing with a subject on which the World Bank has a very important role: the Indigenous and Tribal Populations Convention, 1957 (No. 107) and the Indigenous and Tribal Peoples Convention, 1989 (No. 169). The Bank's involvement in this area is well known to you and is highly relevant to the ILO's supervision of the application of these instruments. Such an arrangement would ensure a regular flow of information between our organisations, and would reinforce our efforts to establish closer working relationships in several respects.

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

Convention No. 107, adopted in 1957, has been ratified by 27 countries. Convention No. 169, revising Convention No. 107, was adopted in 1989. For countries ratifying Convention No. 169, such ratification supersedes their earlier ratification of Convention No. 107. At present, Convention No. 107 is binding on 24 countries and Convention No. 169 on four (Bolivia, Colombia, Mexico and Norway). Reports are due on 15 October this year for the first two countries to have ratified the Convention, Mexico and Norway. In accordance with the arrangements in place with other participating organisations, we would send you the reports received from these countries when they arrive, and ask you to furnish any information or comments that you might have on the situation relevant to the application of this Convention. This would then be taken into account by the Committee of Experts at its annual session.

We have already begun to hold more regular consultations on this subject, in part through a series of inter-agency meetings on collaboration and cooperation in technical assistance for indigenous and tribal peoples in which the World Bank has participated. Dr. Shelton Davis, Senior Sociologist from the Bank, has taken part in all three such consultations.

I would add that this collaborative effort would respond to the need for closer inter-agency consultation which has been one of the themes often raised in two contexts. The first is in the preparations for the World Conference on Human Rights, to take place in June 1993, and the second is the International Year for the World's Indigenous People which will also take place in 1993.

I hope that you will agree to take part in the efforts being made by the ILO to protect indigenous and tribal peoples and to promote respect for their rights through the ILO's supervisory machinery and I therefore look forward to your response to this request.

Yours faithfully,

Michel Hansenne

Report III
(Part 4A)

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

General report and observations concerning particular countries

International Labour Office Geneva

35. The International Labour Office was represented at the first Ministerial Conference on the European Social Charter and at the ceremony to mark the 30th anniversary of the signing of the Charter (Turin, 21 and 22 October 1991). The Committee was informed that on that occasion the Protocol to amend the Charter was adopted.

36. The Social Charter has been ratified by Finland (29 April 1991), Luxembourg (10 October 1991) and Portugal (30 September 1991); it has been signed by Hungary (13 December 1991), Liechtenstein (9 October 1991) and Poland (26 November 1991). The Additional Protocol was ratified on 29 April 1991 by Finland (Sweden ratified it on 5 May 1989; three ratifications are necessary for its entry into force). The Protocol to amend the Charter has been signed by the following countries: Belgium, Cyprus, France, Greece, Hungary, Italy, Luxembourg, Malta, Netherlands, Norway, Portugal, Spain, Sweden and United Kingdom.

37. The Committee welcomes the excellent collaboration between the International Labour Organisation and the Council of Europe in the activities relating to the Social Charter. It also notes with interest the adoption of conclusions XII.1 of the Committee of Independent Experts relating to the twelfth supervisory cycle of the European Social Charter (1988/1989).

Collaboration with other international organisations

Cooperation with the United Nations, its specialised agencies and other institutions as regards standards

38. In the context of the collaboration established with other international organisations on questions concerning the supervision of the application of international instruments relating to subjects of common interest, copies of the reports received under article 22 of the Constitution were forwarded to the United Nations and to other specialised agencies and intergovernmental organisations with which the ILO has entered into special arrangements for this purpose.

39. Thus, in accordance with established practice, copies of the reports received on the Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117), were forwarded for comments to the United Nations, the United Nations Food and Agriculture Organisation (FAO) and the United Nations Educational, Scientific and Cultural Organisation (UNESCO). Copies of the reports on the Rural Workers' Organisations Convention, 1975 (No. 141), were forwarded to the FAO, the UNESCO and the United Nations. A copy of a report on the Nursing Personnel Convention, 1977 (No. 149), was forwarded to the World Health Organisation (WHO). A copy of a report on the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), was sent to the WHO, UNESCO and the United Nations. Copies of reports on the Human Resources Development Convention, 1975 (No. 142), were forwarded to UNESCO. Furthermore, copies of reports on the Radiation Protection Convention, 1960 (No. 115), were forwarded to the International Atomic Energy Agency. Copies of reports on the Prevention of Accidents (Seafarers) Convention, 1970 (No. 134), and the Merchant Shipping

(Minimum Standards) Convention, 1976 (No. 147), were forwarded to the International Maritime Organization (IMO).

40. These organisations were invited to be represented at the sittings of the Committee of Experts at which the Conventions in question were discussed.

41. The Committee has already noted the adoption of the Convention on the Rights of the Child on 20 November 1989, which, as of 1 March 1992, has been ratified by 105 countries. Certain provisions of the Convention relate to fields which are already covered by international labour standards: freedom of association (Article 15), social security (Article 26) and protection against economic exploitation (Article 32). By virtue of Article 45 of the Convention on the Rights of the Child, the ILO was represented at the first meeting of the Committee on the Rights of the Child, held in Geneva from 30 September to 18 October 1991, in which the internal rules were adopted and cooperation with the specialised agencies was examined. This question is to be examined once again by the Committee on the Rights of the Child in order to consider, inter alia, questions relating to the exchange of information.

42. In the field of the rights of the child, the Committee notes that the immediate objective of the Interdepartmental Project on the Elimination of Child Labour, as set out in the Budget for 1992-93, is to facilitate and promote the ratification and wider observance of international labour standards on child labour, especially the Minimum Age Convention, 1973 (No. 138). Two areas have been singled out for priority action: preventing the employment of children in hazardous work or employment; and protecting the youngest and most vulnerable children. The Interdepartmental Project is intended to complement the standard-setting activities undertaken up to now through the collection and dissemination of information which can be used by ILO constituents to develop policies for the protection of children and the promotion of action at the national level. The Committee considers that this Interdepartmental Project can constitute a valuable contribution by the ILO in the fields within its competence in assisting States to apply the Convention on the Rights of the Child.

Matters relating to human rights

43. The Committee recalls that international labour standards embody the human rights that lie within the ILO's mandate. It is the Committee's practice to note developments in this area in its General Report.

44. The Committee notes with interest the preparations under way for the World Conference on Human Rights, which has been called by the United Nations General Assembly for 1993. It has been informed that the ILO is taking an active part in the discussions leading up to the World Conference, and joins with the Governing Body's expression of support at its 252nd (March 1992) Session for the objectives of the World Conference and for the ILO's continued participation.

45. The Committee recalls that in its previous report it noted the creation of a joint working group composed of representatives of the ILO and of the United Nations Centre for Human Rights, with a view

Title: 66-UN
ILO
(GW)

WORLD BANK OFFICE TRACKING SYSTEM
INTERNATIONAL ECONOMIC RELATIONS
Routing and Action Transmittal Sheet

TO:	DATE:
Callie Boucher (T8111)	1/29/93

SUBJECT DOCUMENT:

From: Michel Hansenne, Director-General, ILO
To: Mr. Preston
Dated: 1/19/93 Reference No.: XIE930129006

Topic: Req. comments on the Progamme and Budget Proposals for 1994-95 1994-95. Would like comments by end of January.

ACTION INSTRUCTIONS: | DUE DATE:

__XXX__ HANDLE 2/02/93
_____ REVIEW AND RECOMMEND
_____ FOR YOUR INFORMATION
_____ DISCUSS WITH _____
_____ AS WE DISCUSSED
_____ PREPARE RESPONSE FOR _____ SIGNATURE
_____ FOR YOUR FILES
_____ RETURN TO _____
_____ OTHER: _____

Remarks: cc: L. Wood (with copy of logging sheet)

INTERNATIONAL LABOUR OFFICE
GENEVA

RECEIVED
EXTIE
'93 JAN 29 PM 4 20

THE DIRECTOR-GENERAL

19 JAN. 1993

Dear Mr. Preston,

In accordance with the procedure approved by the Administrative Committee on Co-ordination for prior consultations among the organisations of the UN system on programme planning documents, I have pleasure in attaching for your consideration a copy of my Programme and Budget Proposals for 1994-95. Additional copies are being sent under separate cover.

These proposals will be considered by the Governing Body of the ILO at its forthcoming session in February 1993, and will then be submitted to the 80th Session of the International Labour Conference in June 1993.

I will be happy to submit to the Governing Body any comments which you specifically indicate as deserving of its attention in relation to the substance of these proposals. I would be grateful if any such comments could reach me by the end of January 1993.

Received in EXC on 1/29!!

Yours sincerely,

Michel Hansenne

Mr. Lewis T. Preston,
President,
The World Bank,
1818 H Street, N.W.,
WASHINGTON, D.C. 20433

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 5, 1993

Dear Mr. Hansenne:

Thank you for your letter of January 19 to Mr. Preston and the attached ILO Programme and Budget Proposals for 1994-95. This is to advise that there are no substantive comments the Bank would wish to make on this report. However, we look forward to continued cooperation with ILO in a number of areas of mutual interest.

Sincerely,

James W. Adams
Acting Vice President
Human Resource Development
and Operations Policy

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

cc: Messrs./Mmes. A. Shakow (EXTDR); W. Haddad (OPRNY); S. Lateef (OPRIE); G. Mohadjer (EXC)

THE WORLD BANK/INTERNATIONAL FINANCE CORPORATION/MIGA

OFFICE MEMORANDUM

DATE: January 18, 1993

TO: Sarwar Lateef, EXTIE

FROM: Piritta Sorsa, DECGE

EXTENSION: 733 2120

SUBJECT: ILO Meeting on Eastern Europe

1. I forward you an invitation to an ILO meeting on Eastern Europe that Gerhard Pohl used to follow while in Geneva. The correspondence continues to come under his name. As you are the ILO contact person in Washington could your division perhaps coordinate an answer with Gerhard for the meeting and for an appropriate contact person for the future in the Bank.

2. Thanks and regards.

cc: Ms. G. Pohl (EMTTF), Cunningham (DECGE)

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Téléphone direct (22) 799 6650
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Mr. Gerhard Pohl,
Principal Economist,
World Bank,
56, rue Montbrillant,
1202 GENEVE

Réf. BIT/ILO TAP 2-22-156

Votre réf.

- 8 JAN. 1993

Dear Mr. Pohl,

... Please find attached the report of the Ninth Information and Co-ordination Meeting on Assistance to Central and Eastern Europe in the Social and Labour field, which was held on 12 November 1992.

I draw your particular attention to paragraph 26 of the report and should be grateful if you could send me the name of the person in your Government or institution who is dealing with bilateral assistance to Central and Eastern Europe in the social and labour field.

The next meeting will be held on 26 February 1993 at 4 p.m. The documents for that meeting will be sent to you in due course.

With best wishes for a happy New Year.

Yours sincerely,

Oscar de Vries Reilingh,
Director,
Regional Office for Europe.

TAP 2-22-156

INTERNATIONAL LABOUR ORGANISATION

Report on Ninth Information and Coordination Meeting on Assistance to Central and Eastern Europe

(Geneva, 12 November 1992)

1. The ninth information and coordination meeting on assistance to Central and Eastern Europe in the social and labour field was held on 12 November 1992. Invitations had been sent to representatives of the 24 countries (G 24) participating in the coordination of assistance to Central and Eastern European countries, as well as to representatives of Bulgaria, Czechoslovakia, Hungary, Poland and Romania. Austria, Belgium, Denmark, France, Germany, Greece, Ireland, Italy, Japan, the Netherlands, Spain, Sweden, Switzerland, Turkey, the United Kingdom, as well as Bulgaria, Czechoslovakia, Hungary, Poland and Romania attended the meeting. Representatives of the ICFTU, IMF, IOE and UNV were also present.

2. The meeting was chaired by Mr. Heribert Maier, Deputy Director-General, who welcomed the participants and recalled the background of the information and co-ordination meetings. The idea was to offer representatives of the G 24 and Central and Eastern European governments an opportunity to exchange their experience and views with the ILO and other international organisations on assistance in the labour and social field.

3. He presented the Active Partnership Policy which the ILO was developing with its member States. The main purpose of this policy was to respond better to the priorities and needs of the ILO tripartite constituents and, thus, enhance the relevance of ILO activities. One of the newly introduced means to provide technical assistance was the setting-up of multidisciplinary teams. A team responsible for Central and Eastern Europe had been established in Budapest already in October 1992 and was expected to be fully operational as of January 1993.

4. Mr. Maier informed the meeting that four new member States had joined the ILO since the last meeting was held. In June Croatia, Moldova, Slovenia and in July Uzbekistan had become member of the Organisation. Moreover, first contacts and programming missions had been carried out to Slovenia in late August, to Azerbaijan in September and to Moldova in October 1992. A first mission to Kazakhstan, Kyrgyzstan and Uzbekistan was scheduled for late November.

ILO Assistance to Central and Eastern Europe

5. Mr. Oscar de Vries Reilingh, Director, Regional Office for Europe, gave a brief overview on recent developments in the ILO's programme of technical assistance. He presented an up-dated document on "ILO Assistance to Central and Eastern Europe in 1992 and 1993" which had been circulated prior to the meeting. He highlighted some of the activities listed in the document, in particular a series of newly approved projects. Germany had agreed to finance a special "Programme for Central and Eastern Europe on Labour and Social Policy in Transition" in 1992-93 with a volume of US$600,000. The Netherlands had approved a Central and Eastern European project on "Strengthening Employers' Organisations for Effective Private Sector Development" for 1992-94 with a volume of US$602,410. Finally, the Dutch Labour Market Board had agreed in principle to finance a project on the "Development of Employment Services in Bulgaria" with a volume of US$790,000. Moreover, the ILO was executing several components of World Bank and EC/PHARE projects. A full list of such projects had now been added to the document on ILO assistance. Negotiations on the component on adult training of a World Bank project for Poland had reached the final stage.

6. Mr. de Vries mentioned some specific activities carried out in the region. A regional symposium on the Role of Employment Services in Emerging Labour Markets was organised in Warsaw in September 1992. A regional seminar on the Public Service in Economies in Transition in Central and Eastern Europe was scheduled to take place in Budapest in November 1992. He gave further information on a consultancy mission to Albania which had been carried out to assist in the restructuring of the Ministry of Labour. A whole series of seminars had been organised for the Baltic States; these covered international labour standards, small enterprise development and labour statistics in August, September and October, whereas a seminar on the role of employers' organisations in a market economy was scheduled for December 1992. In Bulgaria seminars had been arranged on international labour standards in September, on training in construction industries in October 1992 and a seminar on tourism development was foreseen for February 1993. Jointly with the EC, EBRD and World Bank, policy advice was being given to the Government of Poland for the preparation of a White Paper on Social Security Reform. In the Russian Federation two conferences to discuss research on employment practices at the enterprise level in Moscow and St. Petersburg were held in October 1992. Moreover, a two week seminar for participants from the republics of the Commonwealth of Independent States to promote labour oriented management training took place in Moscow in September 1992. Advisory missions on international labour standards had been sent to Belarus and the Ukraine in September and October 1992, and such a mission was scheduled for Slovenia in December 1992. A mission on employment policies in Central Asia was scheduled to visit Kazakhstan, Kyrgyzstan and Uzbekistan at the end of November 1992. Finally, Mr. de Vries informed briefly about UNDP's policy to set up a network of offices in Central and Eastern Europe. Of the countries of the former Soviet Union such offices had already been established in Belarus, Estonia, Latvia and Lithuania.

7. Mr. Weston (United Kingdom) referred to the Warsaw Symposium on the Role of Employment Services in Emerging Labour Markets in which he had participated. This meeting of both donors and recipients had presented

a whole range of possible approaches towards employment services and thus made a very meaningful impact for all participants. The ILO should organise similar activities in the future to allow for an exchange of views. In this case, it would be desirable to include bilateral experience to a larger extent and to organise these meetings on the basis of a workshop format.

8. Mr. Schrama (Netherlands) recalled the tripartite symposium on new perspectives for tripartism in Europe which was organised by the ILO in Brussels in April 1992. He underlined the importance of such a forum for representatives from Eastern and Western Europe to discuss the philosophical basis of their cooperation. He would welcome a repetition of such an exchange of views. Referring to the Dutch programme of cooperation with Central and Eastern Europe, he informed that his Government tried to focus on a limited number of priorities. Social concerns would be included only if the recipients asked for assistance in this field. Moreover, there was a tendency to finance fewer but larger projects.

9. Mr. Willers (Germany) welcomed the development of the ILO's technical cooperation with Central and Eastern European countries in the framework of EC/PHARE. The EC disposed of important financial resources and the ILO should move towards gaining access to these funds. He asked the Office, therefore, to give more detailed information about the problems the ILO was facing in cooperating more closely with EC/PHARE.

10. Mr. Maier responded that there were certain procedural points to be resolved concerning divergencies in the financial rules of the two organisations. The Office was determined to solve these problems. Both the cooperation with Central and Eastern Europe under EC/PHARE as well as the activities in the ACP countries under Lome IV had to be covered. The Office would report about the outcome of its efforts as early as possible.

11. Mr. Henczel (Poland) expressed his Government's appreciation of the programme of technical cooperation carried out by the ILO in his country. He underlined in particular the flexible approach the Office had taken in providing assistance in different technical fields and through various means of action. The ILO had played an important role in coordinating assistance by different donors. Work undertaken in relation to the social security reform was a major example. Finally, he reported that Poland was taking steps to pass on its experience to other Eastern European countries. He called upon the ILO and other providers of assistance to include Polish know-how more actively into their activities.

12. Mr. Mircea (Romania) stressed the importance of a dialogue between donors and recipients. However, it was important to have a more concrete exchange of views. The symposium on new perspectives for tripartism in Europe organised by the ILO in Brussels in April 1992 had provided an opportunity for such an exchange. A similar meeting on labour market policy was most welcome. Moreover, he suggested that the Office would include requests received from Central and Eastern European countries in the documents prepared for future meetings. Mr. Maier promised that the Office would examine how this suggestion could be followed up.

13. Mr. Schmidt, Senior Advisor for Central and Eastern Europe in the Regional Office for Europe, gave detailed information on a seminar on personnel management and social partnership which had been organised by the ILO in Moscow from 7 to 18 September 1992. Researchers and managers from several CIS republics had participated in the seminar. The seminar was one of the first occasions where the importance of personnel management in a market economy had been discussed. Further activities to support the establishment of chairs for personnel management at universities, the development of curricula and a further exchange of experience were planned.

14. Mr. Taplin (IMF) reported on his organisation's work in Central and Eastern Europe. In the meantime all countries of the former Soviet Union had become members of the IMF. Technical assistance programmes were in the process of being elaborated. In particular the Joint Vienna Institute, set up by the World Bank, EC, EBRD, OECD, BIS and the IMF, would serve as an important training facility in a broad range of areas related to the transition of formerly centrally planned economies to a market economy.

Multidisciplinary Team for Central and Eastern Europe

15. Mr. Standing, Director of the Multidisciplinary Team for Central and Eastern Europe, presented the activities envisaged for the team in 1993. He recalled that the team in Budapest was a first step in implementing the Active Partnership Policy of the ILO. The team's task would be to do technical work on a fairly broad area of social policy which implied the danger of becoming superficial. Therefore, the team would have to concentrate on a coherent programme covering a limited number of aspects in depth. The purpose would be to maintain and enhance ILO values, in particular tripartite structures and the improvement of institutional mechanisms. The approach would be multidisciplinary. However, the size of the team of seven professionals and budgetary constraints made it necessary to refer also to technical departments at headquarters. The priorities of the team would be social and labour aspects of enterprise restructuring, local labour market adjustment strategies, social and labour policy implications of privatisation, unemployment benefits, local level activities for employers' organisations and trade unions as well as technical seminars to develop a generic approach on specific problems. The first such seminar would focus on the problems of disabled workers.

16. Mr. Schulte (Switzerland) welcomed the decision to set up a multi-disciplinary team in Budapest. It was of high importance to have a group of experts on the spot who would be in close contact with local realities.

17. Mr. Weston (United Kingdom) emphasized the need to set priorities. The documents distributed in preparation of the meeting gave evidence of a wide range of activities. It was important to specify what the priorities were. The activities of the multidisciplinary team could lead to a definition of the distinctive role of the ILO.

18. Ms. Schleeger (Germany) highlighted the importance of the ILO's efforts to coordinate assistance to Central and Eastern Europe in the labour and social field. Good contacts with EC/PHARE and the World Bank were crucial in this respect. The newly established team would have to play an active role in improving the working relationship with these two organisations.

19. Mr. Schrama (Netherlands) noted the setting-up of the multidisciplinary team with great interest. He referred to the ILO's Press Release on the establishment of the team in Budapest, and asked to be regularly informed about its activities and their evaluation.

20. Mr. Standing underlined that the work of the ILO and its team in Central and Eastern Europe depended very much on the funding that became available. A stronger role of the ILO in coordinating assistance was linked to its substantive work on the spot.

21. Mr. Maier recalled the multidisciplinary team's importance for the Active Partnership Policy pursued by the ILO. The teams had the task to provide technical support and guidance to ILO activities at the national or sub-regional level. Such technical support and guidance would be given in close collaboration with Headquarters and the ILO Turin Centre. In this context it was remarkable that the UN Secretary-General in his speech of 2 November to the General Assembly entitled "The Challenge after Rio" had just called upon the UN system to move towards multidisciplinary work on a local basis.

Bilateral Assistance to Central and Eastern Europe

22. Mr. de Vries Reilingh presented the up-dated document on "Bilateral Assistance to Central and Eastern Europe in the Labour and Social Field". The paper was based on information made available to the ILO by the governments of the G 24. The purpose of the list was to give those interested the possibility for establishing contacts with others doing technical cooperation work in the same field. To keep the list complete, it would be appreciated if governments could send information to the ILO on a regular basis.

23. Mr. Willers (Germany) thanked for the documents received. An up-dated list on his government's bilateral activities would be given to the secretariat shortly. This up-date would include in particular new activities in Slovenia and the Ukraine.

24. Mr. Soenen (Belgium) reported about the Belgian Government's assistance to Central and Eastern Europe in the field of labour administration. A new project with a focus on training had just been started in Bulgaria.

25. Mr. Schulte (Switzerland) promised as well to send a revised list of Swiss activities. Moreover, he reported on two projects in the fields of social security in Czechoslovakia and collective bargaining in the whole region to be funded by his Government and executed by the ILO Turin Centre.

26. Mr. Weston (United Kingdom) welcomed the elaboration of documents on bilateral assistance. He suggested to give references in the document on whom to contact for more detailed information. Mr. Maier agreed to this proposal.

ILO and the Group of 24

27. Mr. de Vries Reilingh gave a report on recent developments related to the ILO's association with the Group of 24. The ILO had participated in a senior level meeting in Brussels in April 1992. Moreover, the ILO had attended a high level country meeting on Albania and a meeting on labour market restructuring and social security in Poland. Country meetings on Hungary and the Baltic States were forthcoming.

28. Referring to assistance for the newly independent states of the ex-USSR, he informed the meeting that the ILO had been invited to the Tokyo Conference held in October 1992. The Conference had decided to give a stronger role in coordinating assistance to the World Bank. Consultative groups would be set up to this end. First such meetings on Kazakhstan, Kyrgyzstan, Azerbaijan and Uzbekistan were scheduled to take place in mid-December and the ILO was trying to receive an invitation to attend.

29. He also mentioned that a meeting with a delegation of the European Bank for Reconstruction and Development would take place on 18 November 1992 to sign the cooperation agreement between the ILO and the EBRD. This visit would also be used to hold a working session to discuss the respective programmes and activities of the two organisations in Central and Eastern Europe and to examine possibilities for future cooperation.

30. The meeting was closed by Mr. Maier who thanked those present for their participation. The next meeting would be convened in February 1993.

MH/fr (EUROPE)
05.01.1993
NINTHINFO

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WASHINGTON DC 20433
USA

Réf. BIT/ILO ILC 79-1400

Votre réf.

RESOLUTIONS ADOPTED BY THE INTERNATIONAL LABOUR CONFERENCE
AT ITS 79TH (JUNE 1992) SESSION

13 JAN. 1993

The Director-General of the International Labour Office presents his compliments to the intergovernmental organizations receiving the present communication and has the honour to enclose herewith the texts of the resolutions adopted by the International Labour Conference at its 79th (June 1992) Session.

At its 254th Session (November 1992) the Governing Body of the International Labour Office considered the action to be taken on the texts.

The resolutions have been communicated to the governments of member States and, through them, to national employers' and workers' organizations.

The Director-General of the International Labour Office avails himself of this opportunity to renew to the intergovernmental organizations receiving the present communication the assurances of his highest consideration.

Resolutions adopted by the International Labour Conference at its 79th Session

(Geneva, June 1992)

I

Resolution concerning the procedure at the Thirteenth Conference of American States Members of the ILO[1]

The General Conference of the International Labour Organisation,

Recalling that, in the light of the reforms introduced on an experimental basis at the Eleventh Asian Regional Conference to reduce the length and cost of regional conferences provided for in the 1992-93 budget, the Governing Body has decided that it is necessary to introduce certain other changes for the Thirteenth Conference of American States Members of the International Labour Organisation and that, pending revision of the Rules concerning the Powers, Functions and Procedure of Regional Conferences Convened by the International Labour Organisation, authority should be given to the said Conference to derogate from them, as required, to implement these changes on an experimental basis before deciding on a possible revision of the above-mentioned Rules;

Hereby authorises the Thirteenth Conference of American States Members of the International Labour Organisation, by way of derogation from the applicable Rules,

(a) to consider the business carried out at preliminary group meetings preceding the formal opening of the Conference as having been carried out in official group meetings;

(b) to dispense with the appointment of a Selection Committee and entrust its functions (except in respect of resolutions for which a Resolutions Committee may be appointed under article 13, paragraph 3, of the Rules) to the Officers of the Conference;

(c) to limit the composition of the Resolutions Committee to not more than five members from each group;

(d) to authorise, in case of need, any drafting subcommittee or other subsidiary body set up by a committee of the Conference to report direct to the plenary of the Conference instead of through the Committee;

(e) to suspend the requirement that reports on technical items on the agenda be dispatched by the Office so as to reach governments at least three months before the opening of the Conference if any such report is included in a single volume with other reports of the Director-General, which would thus be required to reach governments two months beforehand;

(f) to reduce the time-limit for addresses to the Conference from 15 to ten minutes.

II

Resolution concerning adjustment and human resources development[2]

The General Conference of the International Labour Organisation,

Having taken note of Report VI on adjustment and human resources development:

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' organisations;

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[1] Adopted on 4 June 1992.

[2] Adopted on 23 June 1992.

(b) to take these conclusions into account in preparing future activities of the International Labour Organisation.

Conclusions concerning adjustment and human resources development

Introduction

1. All countries need to pursue policies that enable adjustment to the changing conditions of an interdependent world economy. Such policies should contribute to an international effort to promote growth, increase investment and overcome the debt crisis. There can, of course, be no general or universal prescription for the achievement of these goals; each country's situation is different and policies need to be designed that are specific to national problems and perspectives. For example, rising interest rates have had a particularly adverse impact on developing countries. Countries at all levels of development, however, have been reviewing and changing policies that have led to stagnation, unemployment and declining competitiveness. They also have had to adjust their economic structures in response to the trend towards democracy, as well as to changes in technology, changes in international trading patterns and to new market forces. Structural adjustment is a corrective process aimed at achieving improved living standards, full employment, competitive and profitable undertakings, and sustainable, non-inflationary economic growth. The magnitude and intensity of these adjustments have varied according to the initial conditions of an economy. Economies that are competitive, and have well-functioning markets, responsive economic and social institutions, and effective social protection have tended to adjust most smoothly. Those countries without these advantages face difficult challenges of adjustment, including the need for major policy and institutional reforms as well as special policies to mitigate the social costs of adjustment. In all countries, securing the highest possible level of education and training for all workers is vital for structural adjustment as well as for economic and social progress.

2. Both the nature of adjustment and its effects differ amongst countries at different levels of development and among regions. In industrialised and newly industrialising economies, adjustment consists primarily of the adaptation of the industrial structure to technological change; improved work organisation and practices; shifts in the international division of labour; new characteristics of work; and the successful development of an entrepreneurial spirit in the economy. In transition economies, the adjustment process is more complex, involving the formulation of new policies to cope with the closure of many uncompetitive industries and the development of institutions necessary for a market economy. In developing countries, adjustment often has to be implemented against a background of a heavy burden of external debt and widespread poverty. This imposes severe constraints on their ability to bring about major reforms necessary for economic recovery and long-term growth while having at the same time to prevent an aggravation of already high levels of poverty. These countries often require external assistance to achieve the objectives of their structural adjustment programmes. Such programmes need to pay special attention to the social dimensions of adjustment and the pace and intensity of reforms have to be framed with these considerations in mind. In all countries, structural adjustment policies should be formulated in agreement with the conclusions of the High-Level Meeting on Employment and Structural Adjustment held in 1987, which suggested, among other things, appropriate measures to encourage sustained, non-inflationary growth, increase the adaptability of the labour force and economic enterprise, overcome the debt burden of developing countries, promote international trade, stimulate fuller employment, promote dialogue and cooperation with employers' and workers' organisations, reduce poverty and mobilise the support of international organisations to facilitate action by governments to these ends.

3. In this context, the conclusions of the ILO's High-Level Meeting on Employment and Structural Adjustment need to be re-emphasised. In particular, it is important to recall the principles which should guide the formulation and implementation of structural adjustment programmes. These include: the need to pro-

tect the poorest and most vulnerable groups from the negative effects of adjustment programmes; the maintenance and extension of an open world trading system recognising that protectionism in all its various forms delays needed adjustment; the need to reduce debt; the promotion of tripartite consultation and cooperation; respect for basic ILO standards; and the promotion of collective bargaining.

4. Adjustment programmes should be implemented on the basis of full respect for democratic principles, human rights and social consensus. They should also attempt to ensure a fair distribution of the costs and rewards of the process of adjustment. Successful adjustment requires policies that are complementary and economically, politically and socially sustainable. Labour standards should not be violated and changes in these standards should be introduced only after full tripartite consultations on the issue. Every effort should be made to prevent any excessive widening of social inequalities.

5. Education and training are preconditions for achieving economic growth and vital ingredients for the success of adjustment programmes. In addition, they enhance the ability of enterprises to respond more effectively to their customers' needs. The education process, for which governments have the primary responsibility, should have as one of its main outputs an increase in the ability and motivation of all individuals to learn and to acquire the level of education necessary to play a full and active part in the democratic process. By providing workers with the skills required in new industries education and training support the growth of these industries while at the same time facilitating the redeployment of redundant workers. In addition, by upgrading the skills of the workforce, training enhances the capacity of an economy to adopt new technologies and new forms of work organisation, thereby raising the productivity and international competitiveness of industries. Training can also make a crucial contribution to enterprise creation, including productive and freely chosen self-employment, a strategic component of economic growth.

6. Raising the general level of education and improving basic skills such as literacy, numeracy, problem-solving ability and communication skills are important social and economic objectives. Governments should consequently endeavour to ensure universal free access to basic education since this is a fundamental human right and an obligation of government. Workers should also be given opportunities for personal development, education and skill upgrading at appropriate stages in their working lives. Education and training also contribute importantly to the attainment of social objectives such as the advance of democracy, broader social participation, greater industrial democracy, improved industrial relations and social stability. Well-educated and trained workers are more employable, better equipped to assume responsibility and accountability, more easily change jobs, and are better able to participate effectively in the affairs of enterprises and society.

7. To realise these potential benefits, education and training policies have to be guided by several important considerations. One basic requirement is that the education and training system should be flexible and responsive to changing labour market conditions. This maximises both the individual and social benefits derived from investments in education and training. Individuals find employment appropriate to their skills, enterprises obtain the types of workers they need and society benefits from fuller employment and higher productivity. However, education and training policies also have to meet important social objectives. Consequently, market forces should not be the only determinant of the educational and training needs of society. These needs should be defined through a democratic process that takes full account of the long-term goals of society, the development of national culture and the preferences of individuals. Equitable and non-discriminatory access to training opportunities is a precondition for equal employment opportunities. Training is also a potentially powerful instrument for improving the integration of disadvantaged groups into economic and social life. Training policies focused on women, the poor, the unemployed, older workers, youth, minority groups and disabled persons can significantly enhance their employability. Training in occupational safety and health is an important component of an integrated national training programme.

8. Structural adjustment programmes, especially in their early phase, have often caused declines in levels of economic activity, lower tax receipts and reductions in government expenditures. As a result, many countries have been forced to cut their public expenditures, including expenditures on education and training. The results of those cuts have often been negative, contributing to the erosion of countries' endowment of skills and knowledge and thereby jeopardising their prospects of recovery and sustained, long-term economic development. In some circumstances, budget cuts for education and training may have disproportionately affected poorer groups who have seen their access to education and training and prospects for future employment and income earning opportunities reduced. In some countries, the lack of appropriate investments in education and training and the failure to encourage investment, especially in skill-intensive industry, have contributed to the increase in the number of low-skilled, low-wage jobs and to job loss.

9. It is important for governments to avoid these negative effects and to strengthen the positive contribution that education and training can make to support successful adjustment. Education provides the general literacy, numeracy, communication, scientific and problem-solving skills that improve the individual's ability to adapt to change and learn new skills. Training, when responsive to the changing needs of the labour market, can facilitate the adjustment process by equipping workers with the specific skills needed to shift from declining to expanding sectors of economic activity. It can provide skills necessary to become productively self-employed. By raising the productivity and adaptability of workers, education and training increase enterprises' competitiveness and their ability to adjust to rapidly changing markets and consumer preferences. By increasing the occupational, regional and functional mobility of workers, education and training increase the efficiency of labour markets and allow workers to orient themselves vocationally and choose jobs in which they will be most productive. Experience shows that investments in a good educational system, followed by appropriate training efforts for workers, when combined with appropriate national policies and enterprise structures, contribute significantly to rapid economic and social development, even in circumstances when natural resources are limited. Education and training therefore constitute an essential element in a virtuous circle consisting of training and skill development, higher work motivation, higher productivity, continuous adjustment of enterprises and workers to change, higher employment and increased incomes and well-being.

10. Governments should have the political will to mobilise all appropriate human, material and financial resources to reverse the negative impact that stabilisation and adjustment have had on education and training in many countries. For example, the reduction of military spending should enable governments to channel substantial resources to productive and socially beneficial activities, such as education and training. Improved targeting and greater cost-effectiveness in the use of public expenditures will also make an important contribution to boosting education and training programmes to adequate levels. Governments should mobilise resources for education and training on the grounds of both equity and impact on the economy: equity because the burden of adjustment should not fall disproportionately on the least educated and least able to pay, and economically because increased investment in human resources would have an expansionary effect on the economy and increase the availability of skills. Where cost recovery measures have been introduced the effect has often been to limit the access of low-income groups to education and training. Safeguards should therefore be established to ensure that the fees charged do not constitute an insurmountable barrier to the poor.

11. The mobilisation of non-governmental sources of funding for education and training should be given high priority. Adjustment has encouraged a variety of actors, including enterprises, trade unions, national and local governments, non-governmental organisations and community groups, to develop innovative responses to the need for education and training in order to cope with adjustment.

Government and the social partners should encourage enterprises to engage in business-education partnerships, promote community training institutions and undertake other activities conducive to expanding access to training opportunities. Education and training institutions should be encouraged to support adjustment by expanding their training programmes for business creation and promotion and distance learning. Employers, workers and, where appropriate, their representative organisations should cooperate in establishing comprehensive training programmes, including improvements of existing schemes.

12. The use of low-cost, innovative training methods offers another means of maximising the impact of limited training resources and overcoming the effects of budgetary restrictions. Most conventional training methods are expensive for developing countries and can reach only a small proportion of the population needing access to education and training. Large numbers of workers in the urban informal and rural sectors, as well as the growing number of unemployed workers, require access to training in order to improve their situation. Governments, enterprises, education and training institutions, workers' and employers' organisations and other training providers should therefore give priority to developing and disseminating low-cost training methods that save on scarce resources without compromising the quality of training. These would include audio-visual training methods, training by correspondence, distance learning and new, cost-effective instructional technologies.

Comprehensive human resources development policies

13. Comprehensive human resource development policies should be formulated by governments in consultation with the social partners. Governments and the social partners may consider vesting in a tripartite national training authority or other nationwide board the tasks of formulating and reviewing national training policies. A basic objective should be to promote the creation of an institutional framework and infrastructure for implementing these policies.

14. Comprehensive human resources policies should be formulated and implemented within the framework of adherence to democratic principles, tripartism, and consultation between the government, the social partners and community groups. This will ensure maximum popular support for these policies and create a collective ownership of solutions to problems of training and skill development.

15. Under the overall umbrella of comprehensive human resources development policies, a new division of roles in training should be envisaged among governments, training institutions and the social partners. It is incumbent on governments to create an economic and social climate favourable to learning and skill development, as well as to ensure basic education and training. Governments are responsible for providing the economic and social framework that promotes long-term growth. They should make training policy and investments in education and training an integral element of long-term strategic planning and economic policy-making. Governments should mobilise public and private resources for education and training and create a supportive policy environment that encourages enterprises, training institutions and other actors to invest in training and that promotes and supports the individual's desire for learning and skill development.

16. In the context of comprehensive human resources policies, governments should ensure an effective and supportive infrastructure for training. This infrastructure should be capable of responding quickly to the specific needs of local labour markets by promoting training that meets the demand of enterprises and individuals for skills and employment-related qualifications. Governments should maintain a system of certification of skills and accreditation of institutions in order to ensure the quality and comparability of training. They should also define the desired core competencies required for improved economic and enterprise performance and ensure that vocational qualifications provide links to career advancement by giving workers access to higher levels of education. Governments should provide incentives for firms and individuals to engage in training activities, offer vocational guidance and counselling services, and also provide training sup-

port to small and medium-sized firms and the self-employed, often lacking the resources to organise and finance their own training. While preserving their role as catalyst and regulator of national laws affecting training, they may, where adequate alternatives exist, consider reducing their role in providing training programmes.

17. Structural and technological change creates demand for new skills and make it necessary to develop new forms of training. Training and education in today's rapidly changing labour markets cannot take place only in schools and training institutions. Theoretical instruction combined with practical training is widely recognised as an effective means of facilitating the transition between school and the world of work. There is therefore a need increasingly to make use of the enterprises that are capable of organising this kind of training. It is also important to exploit innovative training schemes that in various forms combine school-based education with practical training and which offer a variety of choices in career and skill development. The best prospects for adapting training is therefore in the development of various links between schools, public and private training institutions and enterprises.

18. An important objective of human resources development policies should be to make training respond better to the demand for skills and knowledge of the economy, enterprises and individuals. This can be achieved by strengthening tripartite consultations on training objectives and content, decentralising training decisions from central training authorities to regional and local community bodies and by linking enterprises, unions and training institutions in activities related to curriculum development, enrolment planning, vocational guidance and student placement. These measures are likely to improve the ability of training institutions and individual programme managers to adjust their training programmes to enterprises' and the economy's needs for skills and qualifications. They are also likely to contribute to greater equity in access to education and training.

19. Successful adjustment depends on improved company performance, which cannot be achieved without a more skilled workforce and the creation of an enterprise culture that can harness the creative and productive potential of workers and prepare them for change. It can be promoted by enterprise reforms that would increase staff participation in matters affecting their daily work, improve work organisation and practices and promote positive attitudes to change. In particular, education and training to upgrade staff skills will contribute to breaking down those hierarchical working relations that stifle initiative and prevent mobility and career advancement. The social partners should pursue these objectives through negotiations and improve wages and working conditions as a consequence.

20. Enterprises benefit greatly from training and have a responsibility to make a financial contribution to its costs. Many experiences around the world demonstrate that there are several ways in which governments can encourage enterprises to improve the quantity and quality of training. Measures which have been introduced successfully in different countries include levy schemes on enterprise payrolls to finance training, tax rebates based on expenses incurred in training, subsidising part of training costs, and the channelling of public funds through national, regional and local bodies on which the social partners are represented. It is also argued that, if properly managed, a levy can contribute to a more equitable sharing of the costs of training, raise employers' awareness about the importance of training for enterprise success and encourage them to review their investments and provisions for training. In undertaking these measures governments should ensure that they are not just financing bureaucratic institutions, but that funding is effectively used to promote skill development activities for enterprises. Governments can encourage employers to undertake training through financing innovative promotion schemes, workplace reforms, training awards, and the exchange of information about best practices in training.

21. Policy-makers, training institutions and enterprises require accurate, up-to-date information about the demand for and supply of skills in order to design relevant training programmes. Training institutions, the social partners and policy-makers should collaborate in developing such information systems. Regular surveys of skill needs should be instituted to support the planning of training and retraining programmes and to increase labour capabilities.

Containing the social costs of adjustment

22. In developing countries undergoing structural adjustment, the initial phase is often associated with recession; a consequent rise in unemployment; a decline in real wages and the earnings of the self-employed; and reduced social expenditures. This is often exacerbated by the retrenchment of civil servants and employees of state enterprises as a result of cuts in public budgets and the phasing out of unprofitable state enterprises. These developments can be of long duration in cases where structural adjustment measures are ineffective, incomplete or are slow in producing the anticipated revival of economic growth. In these circumstances, special measures should be considered to mitigate the social costs of adjustment. These measures include the retraining of retrenched workers; the promotion of productive and freely chosen self-employment through training, credit and other support programmes; and targeted social assistance for the most vulnerable.

23. In many developing countries such measures are part of structural adjustment programmes and are usually implemented through social funds which are partly financed by external assistance. While this is a welcome development, there is significant room for improvement. The resources available under such social funds are often meagre in relation to the scale of the needs. Increased external assistance is called for, especially in the case of least developed countries. Where the social costs of adjustment are particularly acute, it may be necessary to reconsider the pace of implementation of certain aspects of structural adjustment programmes.

24. These social funds are normally implemented without the involvement of the social partners. They can be made more effective, more relevant and enjoy wider support if the social partners are consulted in their management. Tripartite consultations on programme priorities, project design, implementation and evaluation will ensure greater sensitivity to the needs of potential beneficiaries and result in more participative forms of programme implementation. In addition, national tripartite consultation on the design of overall structural adjustment programmes would make a significant contribution to minimising the social costs of structural adjustment.

25. Active policies focused on vulnerable groups and depressed regions should be implemented in all countries undergoing economic restructuring. The loss of unproductive jobs is an inevitable consequence of economic restructuring and anticipatory policies for retraining and redeployment of displaced workers should constitute an integral part of adjustment programmes. Retraining programmes must respond to the new demands in the labour market and the intervention must be as early as possible and accompanied by a full range of services such as assistance in job search, vocational guidance and placement. Countries that provide unemployment benefits should ensure that they provide a basic income. However, the level and duration of benefits should encourage an early return to work and thereby increase the effectiveness of retraining programmes. It is also important to integrate training and retraining policy with employment, welfare and income support policies since these policies are inter-related and should be mutually compatible and supportive.

26. Apart from government-run programmes, retraining opportunities can also be expanded by providing incentives to private enterprises to organise retraining programmes. These incentives have taken different forms in different countries, depending on national law and practice, and have included grants drawn from training levies, tax rebates and tax credits as well as relevant community-based training initiatives.

Equity in training

27. Equality of access to training is a requirement for the elimination of discrimination in economic and social life. Every effort should therefore be made to ensure equitable and non-discriminatory access to training opportunities. Equity issues assume a heightened significance during structural adjustment because dis-

advantaged groups are particularly vulnerable to a deterioration in their economic condition and reduced opportunities for training. Special measures to prevent this are therefore required.

28. Governments have the primary responsibility for ensuring equal and non-discriminatory access to training and consequently should establish an appropriate body to ensure that this is done. Equal opportunity commissions should, where appropriate, be established. These commissions can make an important contribution to the elimination of discrimination in training and employment on the grounds of gender, religion, ethnic origins, age or disability. Such commissions can stimulate the introduction of equal opportunity legislation and monitor its enforcement. They can also promote voluntary action to reduce discrimination through funding research and action programmes in this area. Furthermore, they can undertake research to identify systemic barriers to the integration of the disadvantaged into mainstream training and employment and to formulate measures to remove these barriers.

29. In most societies, the employment opportunities for women are substantially less than those for men, and programmes to eliminate discrimination against women in education, training and employment merit special attention. A comprehensive set of measures needs to be introduced and executed to ensure gender equality. Equal opportunity legislation needs to be supplemented by measures such as the creation of equal parental rights, the provision of child-care facilities, campaigns against sexual harassment, and information programmes to change the attitudes of employers and workers and break cultural stereotypes that are detrimental to women. Special measures to promote equal access to educational and training opportunities are also important. These include the provision of vocational guidance and other measures to encourage women to enter non-traditional fields of training. The design of training programmes should make allowance for the time constraints women face because of family responsibilities.

30. Special training programmes should be provided for other disadvantaged groups such as ethnic minorities, migrant workers, older workers, marginalised youth and disabled persons. These programmes should aim at integrating such disadvantaged groups into the mainstream of economic and social life. In order to maximise their effectiveness, the design of these programmes has to take into account the special needs of particular groups. Measures such as training in language and numeracy skills may have to precede vocational training, and institutional support in the form of child-care and other facilities may be required to encourage participation. It is also desirable to design customised training initiatives based on an assessment of individual and enterprise needs. Although governments have the main responsibility for financing and organising these programmes, initiatives by employers' organisations, enterprises, trade unions, international and national NGOs and community organisations should be encouraged. Where possible these organisations should be used as implementing agencies of training programmes.

31. Among these disadvantaged groups, migrant workers deserve special attention in view of their growing numbers and the severe difficulties they face in gaining access to training opportunities. These difficulties often spring from their insecure status in host countries and their unfamiliarity with local languages and cultures.

32. Developing countries face a major challenge in extending training opportunities to large numbers of the poor, who are normally illiterate or semi-literate, in rural areas and in the urban informal sector. Intensive programmes need to be organised that involve basic literacy training and supporting measures to boost income-generating opportunities, provide basic social protection and promote collective action by informal sector producers and workers. In view of the large numbers that must be reached, audio-visual and other innovative and low-cost alternatives to conventional training programmes should be used. Special attention should be given to encouraging an entrepreneurial approach and developing the necessary skills for enterprise development.

33. Training and other programmes directed at the informal sector in developing countries should have as a basic objective the progressive integration of this sector into the formal sector. Training programmes have to be supported by the provision of basic infrastructure and credit. Special efforts should be made to remove constraints to the integration of small informal sector enterprises into the formal sector by increasing their productivity and ability to meet accepted business practices in the formal sector. Basic social protection should be provided to informal sector producers and workers placing particular emphasis on freedom of association and freedom from forced labour, the development of some elementary forms of social security, and providing information and training to informal sector enterprises on measures that can be taken to reduce exposure to occupational safety and health risks. Governments should support the initiatives to improve social protection in the informal sector undertaken by producer cooperatives, trade unions and other groupings in that sector.

Role of the social partners

34. Employers' and workers' organisations should participate actively in the formulation of national and sectoral training policies and in the implementation of training programmes at the national, regional and local levels. Workers' organisations have a major role in encouraging their members to undertake training. Both employers' and workers' organisations have an important role to play in defining the current and future training needs of the economy and thereby ensuring that the training system is fully responsive to market needs. Employers' and workers' organisations have a contribution to make in ensuring that training policies and programmes are sensitive to training needs broader than those solely determined by the market as well as to equity issues.

35. Employers' and workers' organisations should be consulted in determining national systems of skill certification and the content of training courses. They can also contribute to the monitoring and evaluation of training policies. Of particular importance is the feedback they can provide to policy-makers on whether the current policy environment provides sufficient incentives for enterprises to train and for workers to undertake training. In addition they can provide regular feedback on performance to training institutions.

36. Employers' organisations have an important role to play in stimulating training by enterprises through the provision of information and technical services on the design and implementation of industry and plant-level courses that would facilitate the access of workers to training. These services will be particularly useful for small enterprises. Management training and entrepreneurship development programmes run or supported by employers' organisations are particularly useful additions to national training efforts. Similarly, initiatives by enterprises such as the setting up of training centres for deprived urban youth and the organisation of retraining programmes for displaced workers contribute significantly to the attainment of social objectives. Employers can also stimulate training through promoting work organisation and payments systems that value and reward skill acquisition. Collaboration between enterprises and training institutions in training initiatives should be encouraged.

37. Workers' organisations play an important role in organising training programmes for their members and in negotiating better training by enterprises, its extension to workers not adequately covered, and the provision of adequate incentives and assistance for workers to acquire additional skills. Workers' organisations can also play a very important role in providing training in occupational safety and health and in ensuring that training programmes in enterprises are sensitive to the special needs of women workers and young workers. They can also make a significant contribution to poverty alleviation through training programmes for rural and urban informal sector workers.

38. Industrial relations approaches that allow for consultation and cooperation can play an important role in facilitating the introduction of new, more flexible, forms of work organisation and production technologies that permit enterprises to

adjust to rapidly changing and increasingly competitive markets; and to encourage the integration of training into the overall enterprise strategy.

Action by the ILO

39. The activities of the ILO in the promotion of human resources development must be seen in the context of national circumstances and relevant international labour standards, particularly the Human Resources Development Convention, 1975 (No. 142), the Human Resources Development Recommendation, 1975 (No. 150), the Employment Policy Convention, 1964 (No. 122) and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111). They also need to be planned and developed within the framework established by the High-Level Meeting on Employment and Structural Adjustment held in 1987. In addition these activities need to be sharply focused to make the best use of limited ILO resources to promote human resources development. Outputs should be assessed and the cost-effectiveness of specific activities and projects evaluated. There are four areas described in paragraphs 40-43 below which the ILO should continue to emphasise in its efforts to ensure the critical importance of human resources development in economies faced with the demands of structural adjustment. In continuing to emphasise these efforts the ILO should:

40. In respect of *human resources development policies*

(a) strengthen its leadership role in advocating that investment in human resources development and especially in basic education and in vocational training is a priority of governments and the social partners during structural adjustment; not only to facilitate the process of adjustment but, in addition, to ensure the equal participation of all individuals and the social groups in the labour market and to maintain or increase the skills of workers necessary for long-term economic and social development;

(b) intensify continuing dialogue between the ILO and the Bretton Woods institutions in order to maintain expenditures in education and training during adjustment programmes. This advocacy should be supported by in-depth analytic studies, information dissemination, advisory services and, where appropriate, participation in structural adjustment missions;

(c) encourage and facilitate consultation with the social partners when structural adjustment programmes are being designed and negotiated. The ILO should encourage and assist the social partners to participate fully in such consultations by helping them to develop their capacity to analyse structural adjustment issues within the framework of broad national social, especially educational, and economic objectives;

(d) assist governments and the social partners in designing training and retraining activities as part of programmes to compensate for the social costs of adjustment. In circumstances where many new employment opportunities are located in the informal sector, the ILO should assist member States to develop innovative, low-cost training methods for helping informal sector workers to improve their productivity and working conditions. The ILO also should prepare for policy-makers a compendium of approaches to mitigate the social costs of adjustment, particularly for use in countries in transition and in developing countries;

(e) intensify its assistance to policy-makers to improve their capacity to design training activities that are linked to and benefit from general educational programmes. The ILO also should assist the social partners in developing their own capacity to analyse adjustment;

(f) encourage and assist policy-makers to evaluate training needs and plan appropriate responses within a broad educational, economic and social framework;

(g) assist in the organisation of national tripartite conferences to evaluate adjustment programmes with a view to promoting successful responses;

(h) consider organising a follow-up meeting to the High-Level Meeting on Structural Adjustment held in 1987;

(i) give policy advice to governments, based on in-depth research concerning training and education, in line with the policy priorities identified by the conclusions of this Committee;

(j) assist member States in examining means to ensure equal access to education and training for all groups of the population.

41. In respect of *national capacities to implement human resources development programmes*

(a) intensify its technical cooperation programmes with developing countries and with countries shifting from centrally planned to more market-oriented economies. These technical cooperation activities normally should be managed by national organisations rather than donors and should draw on national expertise, including employers' and workers' organisations, so as to ensure enhanced national capacity and not merely the achievement of relatively narrow project objectives. In implementing technical cooperation activities, emphasis should be put on the promotion of international labour standards, tripartite cooperation, collective bargaining and safety and health in the workplace;

(b) give priority to strengthening the capacity of employers, especially in small and medium firms, to design and implement training programmes that increase the productivity of their enterprises and contribute to the personal development of their employees, particularly where such programmes are based on a strong collaborative partnership between employers and trade unions;

(c) collaborate with member States in developing guidelines, procedures and training materials that increase opportunities for productive and freely chosen self-employment and that raise the productivity of workers, especially those working in the informal sector, leading to improved wages, living and working conditions;

(d) develop a programme for promoting partnerships between education and training institutions and the social partners. This programme would, in particular, endeavour to link employers' and workers' organisations, where they exist, with such institutions in jointly developing and implementing training programmes;

(e) encourage and promote developed and developing country dialogue leading to closer cooperation, the development of the interchange of information, the transfer of technology, the provision of training programmes and skills, and the analysis of markets on a continuing basis, leading to closer forms of partnership.

42. In respect of *research and information dissemination*

(a) undertake applied and practical research that will assist countries to develop appropriate human resources development responses to the challenges posed by structural adjustment. For example, the ILO should compile and publicise information on the impact of various structural adjustment policies on national populations, workers, and vulnerable social groups. Secondly, given the widespread interest in finding the most effective means of encouraging employers to provide training, the ILO should conduct a comparative study of the costs and benefits of different approaches, including tax rebates, enterprise-based training levies and the channelling of public funds for training through accountable bodies in which the social partners are represented. The study should provide countries with practical means of assessing the effectiveness and relevance of these different approaches to their own particular national circumstances, and guidelines for their implementation;

(b) strengthen the capabilities of national statistical offices, national training authorities, individual training institutions and enterprises to collect and analyse data on the demand and supply of training, including training for informal sector activities. This information will provide the basis for designing and implementing training policies and programmes in support of formal and informal sector training activities so as to improve the income earning abilities, living and working conditions of producers and workers, including the strengthening and modernisation of traditional apprenticeship training;

(c) reinforce its role as an international clearing-house for the collection, analysis and dissemination of information about training policy developments, institutional reforms in training, including the effects of privatisation of training institutions, incentive systems that encourage private sector training and innovations in extending training to groups that have been particularly hard hit by structural adjustment and have limited access to training. A particularly important objective of the ILO should be to publicise innovative local approaches to human resource development by enterprises, non-governmental and community organisations, employers' organisations and trade unions, as well as activities conducted jointly by the social partners. An important means of strengthening its clearing-house role is through the establishment of networking arrangements with educational and training institutions, especially at the regional level;

(d) prepare and disseminate a synopsis of research findings of national training experiences contained in the ILO's publications on training;

(e) undertake a programme of national and regional tripartite workshops and seminars that provide opportunities for the social partners to share their experiences in human development, especially the results of innovative responses to structural adjustment. The International Training Centre of the ILO should play an important role in this area, both in the conduct of such activities, at the Centre or in the regions, and in the preparation of appropriate background and instructional materials;

(f) undertake comparative analytical studies of the institutional framework for training in different countries. These studies should identify different institutional mechanisms and policies that have been employed for adjusting training programmes to meet better enterprises' skill demand and the skill needs of the informal sector, while ensuring equity in training. They should also endeavour to identify the technical, managerial and financial means by which traditional apprenticeship training could be strengthened and modernised to meet the skill and development needs of the informal sector. Based on these evaluations effective strategies for undertaking training policy reforms should be developed.

43. In respect of *special programmes*

(a) exercise vigorously its unique role among international organisations as the advocate of tripartite collaboration and as champion of the most vulnerable social groups. This responsibility is greater today than ever because of the difficult world economic conditions and the necessity for many countries to undergo substantial restructuring of their economies. The ILO must continue to assert its message concerning social equity and the development and efficient utilisation of human resources both in international forums and in its collaborative activities with the Bretton Woods institutions and regional development banks. The ILO should continue to reiterate that structural adjustment should emphasise social justice and the sharing of the burdens of adjustment, the improvement in working and living conditions which will result from structural adjustment, and tripartite consultation and cooperation on adjustment to improve the probability of its success;

(b) intensify its efforts to improve opportunities for women to participate on an equal basis in all human resource development and labour market programmes. In addition, it must strengthen technical cooperation programmes that promote the full economic social equality of women and improve the working and living conditions of the poorest groups of women, especially in rural areas, who have not had the opportunity to attend school and who, in addition to family responsibilities, are burdened with heavy work responsibilities outside the home;

(c) reinforce its programmes, consistent with the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159), to make sure that disabled persons, one of the most vulnerable social groups, are not unfairly impacted by structural adjustment programmes, reduction in social expenditures and privatisation. The ILO should assist countries moving to more market-oriented economies to develop policies and programmes that demon-

strate methods of providing equal opportunities for disabled persons in competitive labour markets;

(d) strengthen the role of the International Training Centre of the ILO, which represents a substantial potential to advance the ILO's efforts in human resources development. The Centre should continue to intensify its programmes aimed at enhancing the capacity of training organisations to develop effective managerial and professional skills, especially through training of senior managers and trainers of trainers. The Centre should also develop innovative, low-cost instructional methods and materials for use in developing and transitional economies. The Centre has a key role to play in the functioning of information networks. Its management training and workers' education programmes should be strengthened.

III

Resolution to place on the agenda of the next ordinary session of the Conference an item entitled: "Prevention of major industrial accidents"[1]

The General Conference of the International Labour Organisation,

Having adopted the report of the Committee appointed to consider the fifth item on the agenda,

Having in particular approved as general conclusions, with a view to the consultation of governments, proposals for a Convention and a Recommendation concerning prevention of industrial disasters,

Decides that an item entitled "Prevention of major industrial accidents" shall be included in the agenda of its next ordinary session for second discussion with a view to the adoption of a Convention and a Recommendation.

IV

Resolution concerning the role of enterprises in employment growth and the creation of full, productive and freely chosen employment[1]

The General Conference of the International Labour Organisation,

Recalling the obligation of the ILO to further programmes which will achieve, inter alia, full employment, the raising of standards of living, and a just share of the fruits of progress to all,

Recalling the Employment Policy Convention, 1964 (No. 122) and Recommendation, 1964 (No. 122), and the Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169),

Recalling also the conclusions of the High-Level Meeting on Employment and Structural Adjustment, held in November 1987,

Recalling that the standards of the ILO relating to employment address all forms of productive activity which provide means of earning a livelihood,

Considering that continuing structural adjustment in the context of technological developments and changes in world markets requires intensified efforts to maximise employment opportunities in all countries,

Recognising that a key element in solving the problems of unemployment and underemployment faced by many countries lies in the creation of a favourable climate for the efficient utilisation of human skills including entrepreneurial and management skills, and the exercise of these skills by individuals, within the framework of policies that encourage the creation and growth of enterprises, especially small and medium-sized ones, that are competitive nationally, regionally and internationally,

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[1] Adopted on 22 June 1992.

Considering that there is a need for tripartite cooperation in the creation of an environment that would stimulate enterprise and investment, and through that, employment growth and improved living standards and working conditions, freedom of association and free collective bargaining,

Considering also that the full use of consultation between governments and the social partners, at all appropriate levels, greatly facilitates such cooperation and the achievement of these objectives,

Convinced of the need for government policies which provide the appropriate infrastructure and framework for economic and employment growth, investment and active labour market policies;

1. Calls upon governments and employers' and workers' organisations to:

(a) promote economic, industrial, investment and employment policies, including active labour market policies, that provide an environment in which enterprise can develop and flourish and new small and medium-sized enterprises are established, so that self-sustaining new jobs, offering full, productive and freely chosen employment can be created, and living standards and working conditions can be improved;

(b) make full use of consultation in the formulation of such policies;

(c) encourage constructive industrial relations systems, including collective bargaining systems where relevant, in order to facilitate the implementation of these policies;

(d) improve employment services and training and retraining programmes;

(e) take appropriate measures to encourage an entrepreneurial approach and the necessary skills for enterprise development, in particular through training and retraining programmes;

(f) devote particular attention to measure which will assist the most marginalised sections in society, such as women and rural workers, to find employment opportunities.

2. Invites the Governing Body of the ILO to instruct the Director-General:

(a) to give special emphasis, when implementing the programme of the ILO and when planning future activities, to:

  (i) activities that promote the development of appropriate economic and employment policies that would:
    - encourage an entrepreneurial approach and the necessary skills for enterprise development, especially in small and medium-sized enterprises, with a view to expanding sustainable and productive employment;
    - enhance the potential of enterprise in the creation of full productive, and freely chosen employment; and
    - help to improve living standards and working conditions;

  (ii) training and retraining programmes directed towards enabling unemployed people, including new entrants to the workforce, those displaced by structural adjustment and those in marginalised sections of society, to acquire the necessary skills and qualifications to find employment or re-employment or to start their own economic activities;

  (iii) activities fostering the creation of new enterprises as a significant means of re-employing people who may lose their jobs in the process of structural adjustment, as well as providing employment for new entrants to the workforce;

(b) to promote and organise exchanges of experience among countries adopting as essential elements of their economic and employment policies, in order to increase opportunities for sustainable and productive employment:
  - a diversified and efficient market economy;
  - the promotion and encouragement of the creation and development of enterprises without unnecessary regulation and excessive bureaucratic interference;

- the promotion of freedom of association and free and voluntary collective bargaining;
- facilities for, and the promotion of, adequate consultations between the social partners, at all appropriate levels, on how to cope with and facilitate the implementation of structural adjustment in the labour market;
- the full incorporation of adequate social considerations into economic programmes.

V

Resolution concerning employment promotion as an essential component of overall development[1]

The General Conference of the International Labour Organisation,

Considering that the Universal Declaration of Human Rights provides that "everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment",

Recalling the ILO's responsibility, according to the Declaration of Philadelphia, to promote programmes which will achieve full employment, and the fact that the Preamble to the Constitution of the Organisation advocates the prevention of unemployment and the provision of an adequate living wage, and reaffirming continuous support for the Employment Policy Convention, 1964 (No. 122),

Considering that the International Labour Organisation affirmed in the Declaration of Philadelphia that "the attainment of the conditions in which this shall be possible must constitute the central aim of national and international policy", and further affirmed that it was the responsibility of the Organisation "to examine and consider all international economic and financial policies and measures in the light of this fundamental objective",

Recalling the conclusions of the High-Level Meeting on Employment and Structural Adjustment held in November 1987,

Recalling also ILO standards on employment policy,

Noting with concern the decline in employment opportunities in various regions of the world and the increase in unemployment and underemployment in several industrialised countries as well as in developing countries and countries in transition,

Recognising the need to ensure respect for the principles contained in the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), the Workers' Representatives Convention, 1971 (No. 135), and the Rural Workers' Organisations Convention, 1975 (No. 141),

Recognising the responsibility of governments in the field of development policy and in the promotion of an environment which stimulates growth and employment and the importance of consultation with employers' and workers' organisations in the formulation of relevant policies in these areas;

1. Urges governments and, where appropriate, employers' and workers' organisations:

(a) to formulate and apply, as a matter of priority, an active policy to promote full, productive and freely chosen employment, through sustained economic growth and development, and thereby raise the standard of living of the population;

(b) to adopt policies which encourage job-creative economic activities, in line with national policies and development criteria; to develop employment and vocational guidance services so as to facilitate access to the labour market;

(c) to continue and intensify efforts to devise coherent training systems and policies;

---

[1] Adopted on 22 June 1992.

(d) to develop social, employment and training programmes that would help to prepare the entry of young people into working life and the reintegration in the labour market of the long-term unemployed, workers displaced by restructuring or reconversion and workers who have interrupted their working life for various reasons, such as family responsibilities;

(e) to take appropriate measures to ensure that employment conditions in all categories of establishments respect the principles of ILO labour standards;

(f) to increase economic cooperation between countries which are at different stages of economic development;

(g) to promote long-term development of world trade on a fair basis, as a means of increasing economic activity and thus to increase employment opportunities, improve living standards and eliminate hunger and poverty;

(h) to develop a market-oriented macroeconomic environment as a means of solving problems of unemployment and developing overall growth.

2. Invites the Governing Body of the International Labour Office to instruct the Director-General to:

(a) encourage member States to establish a framework for substantial employment growth, in both quantitative and qualitative terms, and to take the appropriate economic and social policy measures at the national and international levels and, for this purpose, to advise member States on the means of achieving their objectives as regards employment and the meeting of basic needs;

(b) assess the developments since the adoption of the World Employment Programme, taking especially into account the conclusions of the High-Level Meeting on Employment and Structural Adjustment held in November 1987, and submit relevant proposals for action to the Governing Body at an early date;

(c) continue and strengthen training activities at the national and regional levels, ensuring the optimum distribution and enhanced effectiveness of these programmes;

(d) cooperate fully with other organisations of the United Nations system in the search for solutions to problems of employment and the meeting of basic needs.

VI

Resolution concerning the role of the ILO in the protection and promotion of the rights of migrant workers and their families[1]

The General Conference of the International Labour Organisation,

Guided by the recognition in the Preamble to the ILO Constitution of the urgent need to protect the interests of workers when employed in countries other than their own,

Noting the standards embodied in the relevant ILO Conventions, including the Migration for Employment Convention (Revised), 1949 (No. 97), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), the Equality of Treatment (Social Security) Convention, 1962 (No. 118), the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), and the Maintenance of Social Security Rights Convention, 1982 (No. 157), and by the accompanying Recommendations,

Noting the resolution on migrant workers in Asia adopted by the 11th Asian Regional Conference of the ILO (Bangkok, 26 November-2 December 1991),

Recalling previous relevant resolutions concerning migrant workers adopted by the Conference in 1967 and 1971,

---

[1] Adopted on 22 June 1992.

Recalling also the adoption by the United Nations General Assembly in December 1990 (resolution 45/158) of the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, to which the ILO made a positive contribution,

Noting the terms of the Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169), which calls on Members to create more employment opportunities and better conditions of work in countries of emigration so as to reduce the need to migrate to find employment, and to ensure that international migration takes place under conditions designed to promote full, productive and freely chosen employment,

Considering that with increasing economic integration and the movement of workers between countries, countries should consider questions relating to migrant workers and may need to cooperate more effectively in tackling any problems,

Concerned that migration can embody practices which are not in keeping with the principles embodied in relevant ILO standards and considering that there is need to ensure that the conditions of recruitment and employment of migrant workers are in line with those principles,

Expressing concern about acts of racism and xenophobia and the discrimination in employment to which migrant workers may sometimes be exposed,

Calling for effective means to eliminate illegal migration for employment, including through effective measures against labour-recruiting agents, intermediaries and employers of illegal migrant workers,

Convinced that the ILO has an important and valuable role to play in international efforts, including those of the United Nations system, concerning the welfare and the fundamental rights of all migrant workers and their families,

Stressing the need for employers' and workers' organisations to be associated, wherever relevant, in the work of all national, regional and international bodies concerned with questions affecting migrant workers and members of their families;

1. Invites governments and, where appropriate, employers' and workers' organisations:

(a) to take all appropriate measures to ensure that the terms and conditions of employment of migrant workers respect the principles of freedom of association and non-discrimination, and the provisions of the relevant ILO instruments;

(b) to consider ratification of relevant ILO Conventions concerning the rights of migrant workers and their families;

(c) to take appropriate national measures and to cooperate effectively in the field of international assistance, designed to eradicate migrationary pressures;

(d) to take duly into account all pertinent national and international standards when concluding bilateral agreements on migration;

(e) to take appropriate action which may include legislation to combat all acts of racism and xenophobia against migrant workers, and to intensify information and educational activities to this end;

(f) to ensure that migrant workers have access to information on their rights, including, where necessary, in their own languages;

(g) to involve, through appropriate means, workers' and employers' organisations in the formulation and monitoring of the effects of policies which cover recruitment, employment and the working conditions of migrant workers.

2. Requests the Governing Body of the Intenational Labour Office to instruct the Director-General:

(a) to make the necessary provision in his programme and budget proposals for the 1994-95 biennium for activities which appropriately address the need for the protection and promotion of migrant workers' rights;

(b) to present to an early session of the Governing Body a report on the conditions of migrant workers, to make proposals regarding any appropriate action

to be taken when these are not in conformity with the principles embodied in relevant ILO instruments and to keep the Governing Body informed at regular intervals on matters pertaining to these issues;

(c) to continue and, where appropriate, intensify ILO cooperation with other international institutions concerned, including the International Organisation for Migration (IOM), on policies affecting migrant workers, including social and economic policies and employment creation in all countries and to consider appropriate measures to provide the necessary tripartite guidance for the ILO input in this area;

(d) to provide adequate advisory services, monitoring and technical cooperation on migration issues, with the aim of helping governments and, where appropriate, employers' and workers' organisations to formulate and apply effectively policies to protect the rights of migrant workers and to promote their welfare;

(e) to promote the dissemination of information on the rights of migrant workers and members of their families that are recognised in the relevant international instruments, and specifically on their right to freedom of association;

(f) to cooperate closely with the United Nations Compensation Commission so as to ensure that the work already undertaken by the ILO to register migrant workers displaced by the Gulf conflict of 1990-91 is put to use in ensuring that proper compensation reaches the largest possible number of those with just entitlements and to draw conclusions from this experience for situations which may arise in the future;

(g) to continue to examine relevant migration issues and problems, and ways of tackling them, in all the appropriate forums of the ILO.

VII

Resolution concerning the granting to Paraguay of permission to vote under paragraph 4 of article 13 of the Constitution of the International Labour Organisation[1]

The General Conference of the International Labour Organisation,

Having regard to the terms of the financial arrangement adopted by the Conference at its 78th Session (1991) for the settlement of the arrears of Paraguay,

Having regard further to the fact that Paraguay has brought itself up to date within the terms of the financial arrangement by payment of the balance of the amounts due in 1991 on 13 January 1992;

Decides that Paraguay be permitted to vote in accordance with paragraph 4 of article 13 of the Constitution of the International Labour Organisation.

VIII

Resolution concerning appointments to the Administrative Board (ILO Staff Pensions Fund) and the ILO Staff Pension Committee (United Nations Joint Staff Pension Fund)[1]

The General Conference of the International Labour Organisation,

Appoints to the Administrative Board of the ILO Staff Pensions Fund and the ILO Staff Pension Committee (United Nations Joint Staff Pension Fund), for a period of three years until 8 October 1995, the following members and substitute members of these bodies, namely:

---

[1] Adopted on 11 June 1992.

Members:	Mr. Y. Chotard (France)
	Miss A. M. Mackie (United Kingdom)
	Mr. R. Vanni (Italy)
Substitute members:	Mr. D. Pelekanos (Cyprus)
	Mr. R. M. Schibli (Switzerland)
	Mr. W. M. Yoffee (United States).

IX

Resolution concerning the Statute of the Administrative Tribunal of the ILO[1]

The General Conference of the International Labour Organisation,

Decides:

(a) to amend article III, paragraph 1, of the Statute of the Administrative Tribunal of the International Labour Organisation to read as follows:

> The Tribunal shall consist of [three judges and four deputy] *seven* judges, who shall all be of different nationalities;

(b) to delete the words "and deputy judges" from article III, paragraph 2;

(c) to amend article III, paragraph 4, as follows:

> A meeting of the Tribunal shall be composed of three members [, of whom one at least must be a judge] *or, in exceptional cases, five, or seven, to be designated by the President.*

(d) to delete (as being no longer relevant) article III, paragraph 3, of the Statute which reads as follows:

> The terms of office of the judges and deputy judges who were in office on 1 January 1940 are prolonged until 1 April 1947 and thereafter until otherwise decided by the appropriate organ of the International Labour Organisation. Any vacancy which occurs during the period in question shall be filled by the said organ.

X

Resolution concerning of the composition of the Administrative Tribunal of the ILO[1]

The General Conference of the International Labour Organisation,

In accordance with article III of the Statute of the Administrative Tribunal of the International Labour Organisation,

Decides to appoint as judge of the Administrative Tribunal, for a term of three years, with effect from 18 November 1992:

Mr. Michel Gentot (France),

Decides to appoint as judge of the Administrative Tribunal, for a term of three years and with immediate effect:

Mr. Mark Fernando (Sri Lanka),

Decides to extend the term of office of Mr. Pierre Pescatore by a further period of three years,

Declares that, as from the adoption by the Conference of the proposed amendment to article III of the Statute of the Administrative Tribunal repealing the distinction between judges and deputy judges, all deputy judges in office will be considered as judges for the remaining part of their term of office.

---

[1] Adopted on 11 June 1992.

XI

Resolution concerning the contributions of the Republic of Korea[1]

The General Conference of the International Labour Organisation,

In accordance with article 9, paragraph 2, of the Financial Regulations, fixes for the period of its membership in 1991 an annual assessment rate of 0.68 per cent for the contribution of the Republic of Korea to the 1990-91 Programme and Budget of the International Labour Organisation;

In accordance with article 9, paragraph 2, of the Financial Regulations, fixes for 1992 an annual assessment rate of 0.68 per cent for the contribution of the Republic of Korea to the 1992-93 Programme and Budget of the International Labour Organisation.

XII

Resolution concerning the contributions of Viet Nam[1]

The General Conference of the International Labour Organisation,

In accordance with article 9, paragraph 2, of the Financial Regulations, fixes for 1992 an annual rate of 0.01 per cent for the contribution of Viet Nam to the 1992-93 Programme and Budget of the International Labour Organisation.

XIII

Resolutions concerning the contributions of Azerbaijan, Estonia, Kyrgyzstan, Latvia, Lithuania and Slovenia, and the scale of assessment of contributions for 1993[1]

A. The General Conference of the International Labour Organisation,

Following the practice of harmonising the rates of assessment of ILO member States with their rates of assessment in the United Nations,

Noting that the assessment rates of Azerbaijan, Estonia, Kyrgyzstan, Latvia, Lithuania and Slovenia in the United Nations for their periods of membership in the United Nations in 1991 and 1992 will not be approved by the General Assembly of the United Nations until later in 1992;

Decides, in accordance with article 9, paragraph 2, of the Financial Regulations, that consideration of the rates of assessment of Azerbaijan, Estonia, Kyrgyzstan, Latvia, Lithuania and Slovenia for their periods of membership in the Organisation in 1991 and 1992, together with those of any other new member States for which rates of assessment have not been established in the 1992-94 United Nations scale of assessments, be deferred to the 80th Session (June 1993) of the International Labour Conference.

B. The General Conference of the International Labour Organisation,

Following the practice of harmonising the rates of assessment of ILO member States with their rates of assessment in the United Nations,

Noting that the assessment rates of Azerbaijan, Estonia, Kyrgyzstan, Latvia, Lithuania and Slovenia in the United Nations scale of assessments for the years 1992, 1993 and 1994 will not be approved by the General Assembly of the United Nations until later in 1992;

Decides, in accordance with article 9, paragraph 2, of the Financial Regulations:

---

[1] Adopted on 11 June 1992.

(a) to adopt the draft scale of assessments for 1993 as set out in column 1 of Appendix I to this document[1];

(b) that the rates of assessment of Azerbaijan, Estonia, Kyrgyzstan, Latvia and Lithuania for 1993 be the same as the rates at which they would be assessed for 1993 in the United Nations, and that the total of their rates of assessment be deducted from the rate of assessment of the Russian Federation in the draft scale;

(c) that the rates of assessment for 1993 of any other States which formed part of the former USSR and may become Members of the ILO before 1 January 1993 be the same as the rates at which they would be assessed for 1993 in the United Nations, and that the total of their rates of assessment be deducted from the rate of assessment of the Russian Federation in the draft scale;

(d) that consideration of the rate of assessment in 1993 for Slovenia be deferred to the 80th Session (June 1993) of the International Labour Conference;

(e) that consideration of the rates of assessment for 1993 of any other new member States for which rates of assessment have not been established in the 1992-94 United Nations scale of assessments be deferred to the 80th Session (June 1993) of the International Labour Conference.

XIV

Resolutions concerning the operation of the Working Capital Fund and proposals to amend the Financial Regulations[2]

A. The General Conference of the International Labour Organisation,

Decides that, in accordance with article 19, paragraphs 2 (a) and 4, of the Financial Regulations, the amounts standing to the credit of member States in Part I of the Working Capital Fund on 31 December 1991 shall be liberated and applied to reduce regular budget contributions payable by member States for 1993, without prejudice to the amendment of the Financial Regulations referred to in the following resolution;

Decides that interest accruing for the year ended 31 December 1992 on the amount so liberated shall be credited to the Working Capital Fund.

B. The General Conference of the International Labour Organisation,

Recalling that, at the 248th Session (November 1990) of the Governing Body, the Programme, Financial and Administrative Committee had set up a Working Party to review the current arrangements governing the Working Capital Fund,

Recognising that amendments to the Financial Regulations are required in order to implement the recommendations of the Governing Body concerning the operation of the Working Capital Fund,

Recalling that the 78th Session (1991) of the International Labour Conference decided that amendments to the Financial Regulations required to establish the incentive scheme for early payment of member States' assessed contributions would be introduced at the same time,

Recognising that the 77th Session (1990) of the International Labour Conference decided that one-half of any net premium earned for a biennium on forward purchasing transactions between US dollars and Swiss francs should be distributed to the Incentive Fund, but did not define specific criteria for the distribution of this half of the net premium to member States;

Decides to approve in principle the amendments set out in Appendix III,[1] on the understanding that it will be for the Governing Body, after having had an opportunity to consider more closely at its next session their possible interrelationships with other amendments and proposals still pending, to bring them into effect definitively as from 1 January 1993, and to make proposals for any amendments as may appear appropriate.

---

[1] See the first report of the Finance Committee of Government Representatives in *Provisional Record* No. 11.

[2] Adopted on 11 June 1992.

XV

Resolution concerning the Financial Report and Audited Financial Statements for 1990-91[1]

The General Conference of the International Labour Organisation;

Decides to adopt the Financial Report and Audited Financial Statements for 1990-91 in accordance with article 29 of the Financial Regulations.

XVI

Resolution concerning the treatment of the 1990-91 cash surplus[1]

The General Conference of the International Labour Organisation,

Noting that for the 1990-91 biennium an excess of regular budget income over regular budget expenditure has resulted in a cash surplus of 19,369,458 Swiss francs;

1. Decides, as an exceptional one-time measure and in derogation of article 18 of the Financial Regulations, to set aside 10,324,000 Swiss francs of the 1990-91 cash surplus in a special account, to be used for the purpose of financing the purchases of capital equipment itemised in Appendix II to this report[2], and 2 million Swiss francs to be transferred to the Building and Accommodation Fund, thereby reducing by corresponding amounts the sum which would otherwise be available for reducing member States' assessed contributions for 1993.

2. Notes that, taking account of the above appropriations, the amount available under article 18 of the Financial Regulations for reducing the assessed contributions of member States for 1993 will be 7,045,458 Swiss francs.

---

[1] Adopted on 11 June 1992.

[2] See the first report of the Finance Committee of Government Representatives in *Provisional Record* No. 11.

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1992

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STEPHEN I. SCHLOSSBERG
DIRECTOR

DAVID A. WAUGH
DEPUTY DIRECTOR

Mrs. Lisa Pachter
International Economics Relation Division
External Affairs Department
1818 H Street, NW
Washington DC 20433

December 24, 1992

Dear Mrs. Pachter,

Thank you for your help in trying to locate assistance to disabled persons within any of the World Bank projects. So far I have not found any direct assistance components in any of the projects or programmes. Mr. Skolnik is the only person I have not had a chance to talk with about projects on river blindness and leprosy.

That the World Bank does contribute a lot to the prevention of various diseases which can lead to disabling of individuals may be clear. The assistance to AIDS projects is also contributing to a better future overall environment.

My last request is for information on the small grants programme. Has this programme ever financed any projects which deal directly with disabled persons. With disabled I mean mentally or physically disabled by birth or as the result of an accident and therefor not being able to take full advantage of the opportunities offered by the society to advance economically . The projects can take on any form from income generating projects to improving institutional facilities to identification surveys.

I hope that you can provide me with this information.

I take the opportunity to wish you a happy new year,

Most Sincerely,

Ed Vreeke.

In the ILO – established in 1919 and now a specialized agency associated with the United Nations – Government, Worker and Employer representatives of the world work toward peace through improved labor conditions and living standards.

GG ILO (mm'd)

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

ROUTING SLIP	DATE: December 11, 1992
NAME	ROOM NO.
Mr. Chander	S 9037
NO	

	URGENT		PER YOUR REQUEST
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	FOR SIGNATURE		LET'S DISCUSS
	NOTE AND CIRCULATE		NOTE AND RETURN

RE: ILO Conference of Labour Statisticians

REMARKS: Attached is the invitation to this meeting to be held in Geneva from January 19-28.

Appreciate your views as to whether or not you see any interest in this meeting for Bank attendance. EXT will respond accordingly.

Many thanks.

FROM:	ROOM NO.:	EXTENSION:
Maureen McDonald	T8-108	3-1771

INTERNATIONAL LABOUR OFFICE
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OFICINA INTERNACIONAL DEL TRABAJO

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The President of the World Bank,
1818 H Street NW,
WASHINGTON DC 20433
USA

Réf. BIT/ILO ST 1015-1-115

Votre réf.

27 OCT. 1992

Dear Sir,

I have the honour to convey to your organisation a cordial invitation to be represented at the Fifteenth International Conference of Labour Statisticians, which is to be held at the International Labour Office, Geneva, from 19 to 28 January 1993. The opening sitting of the Conference will take place at 10 a.m. on Tuesday, 19 January.

The agenda of the Conference, as determined by the Governing Body of the International Labour Office at its 251st Session (November 1991) is as follows:

1. General Report (including chapters on statistics of absence from work, income from employment and labour accounting systems).

2. Statistics of strikes and lock-outs.

3. Measurement of employment in the informal sector.

4. Revision of the International Classification of Status in Employment.

Technical reports on the agenda items are being prepared by the Office for submission to the Conference; they will be sent to you as they become available, together with a copy of the Standing Orders for International Conferences of Labour Statisticians, as adopted by the Governing Body as its 218th (November 1981) Session.

Should your organisation 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 Conference.

Yours faithfully,

David P. Taylor

David P. Taylor,
Deputy Director-General.

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

DATE: 29-Oct-1992 04:20pm

TO: MAUREEN M. MCDONALD (MAUREEN M. MCDONALD @A1@VAX12)

FROM: Diana Cunningham, DECGE (DIANA CUNNINGHAM)

EXT.: (41-22)7332120; tieline 5-86-201

SUBJECT: UNCTAD/IOM Meetings and ECE Working Party

Maureen,

1. Mr. Baneth may have already replied on UNCTAD/IOM. His notes on your fax read OK for UNCTAD Ad Hoc Working Group on Trde Efficiency, November 16-20, and NO for IOM Council meeting on November 24-25.

2. Re ECE Working Party on Water Problems, 23-26 November. They are sending me a copy of the agenda. Should receive it tomorrow and will fax it to you. I will send you the other documentation by mail. The persons to contact at ECE are either the Director, Environment and Human Settlements Division, Mr. Lopez-Polo, his deputy Mr. de Bellis, whom I spoke with today, or Mr. Kokine, Officer-in-Charge, Environment Section.

Best regards

Diana

CC: Jean Baneth (JEAN BANETH)
CC: Piritta Sorsa (PIRITTA SORSA)
CC: Maryann Kalina (MARYANN KALINA)

EXTIE ROUTING SLIP	
PLEASE CIRCULATE QUICKLY	Date: 12/15/92

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~~J. VALERIANO~~
~~A. WILLIAMS~~

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REMARKS:

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December 11, 1992

Mr. Nissim Tal, Head
UN System Programmes
International Training of the ILO
Turin, Italy
FAX No. 011+39 11 6936648

Dear Nissim:

Workshop on the Management of Field Coordination for Senior
UN SystemRepresentatives from Country-teams from Least Developed Countries

I am pleased to inform you that either Mr. Enzo Grilli, Director, Development Policy Group or Mr. Anandarup Ray, will be the source person on structural adjustment at the workshop, on or around March 19-20, 1993.

It is my understanding that the Centre will bear the cost of the source person's travel to Turin.

Kindly confirm at your earliest on which day Mr. Grilli or Mr. Ray should be at the workshop.

Yours sincerely

Nimrod Raphaeli
Technical Cooperation Adviser
Central Operation Department

cc:Messrs. Grilli, Ray (DPG); Lateef (EXTIE)

THE WORLD BANK/IFC/MIGA

OFFICE MEMORANDUM

RECEIVED
EXTIE
'92 DEC 15 AM 10 56

DATE: December 14, 1992

TO: Messrs. Colaco (AF2DR), Aguirre-Sacasa (AF3DR), Denning (AF6DR)

FROM: Nimrod Raphaeli, Technical Cooperations Adviser, CODOP

EXTENSION: 84015

SUBJECT: Workshop on Management of Field Coordination

1. The ILO Training Centre in Turin, Italy, is offering a workshop on "Management of Field Coordination for Senior UN System Representatives from Country-teams from Least Developed Countries". The Workshop is structured with a view of improving the level and quality of the coordination of UN System Operational activities (including humanitarian and disaster relief) focused on the field level. Mr. Poortman participated in a similar workshop last year, and his comments on the value of the workshop are attached.

2. The workshop will be held in Turin, Italy, March 18-27, 1993. It will bring agency representatives from **Ethiopia, Tanzania, Malawi, Yemen and Madagascar**. The workshop is very much in line with your Regional Technical Assistance Action Program which was submitted by Mr. Jaycox on June 5, 1992, pursuant to a memorandum from the President. The Action Plan calls for "exchanging lessons of experience and building greater synergy/coordination for more effective TA management...".

3. There will be a tuition fee of $2,200 to be met by the agency which designates its representative.

4. Kindly let me know by c.o.b. January 15, 1993, if you are able to designate your respective resident representatives in the above mentioned countries to participate in the workshop.

5. Mr. Enzo Grilli will attend as a resource person, during part of the workshop.

Attachment

cc: w/o attachment: Messrs. Adams (LA4HR), Wijnand (CODOP), Lateef (EXTIE)

doc\workshop

66 ILO (1993)

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

ROUTING SLIP	DATE: January 15, 1993
NAME	ROOM NO.
Mr. Golan	M 7021

	URGENT		PER YOUR REQUEST
	FOR COMMENT		PER OUR CONVERSATION
	FOR ACTION		SEE MY EMAIL
	FOR APPROVAL/CLEARANCE		FOR INFORMATION
	FOR SIGNATURE		LET'S DISCUSS
	NOTE AND CIRCULATE		NOTE AND RETURN

RE: ILO-Turin Training Course

REMARKS: \

In case EDI is interested - you will note that the Bank is listed as a source of possible finance.

FROM:	ROOM NO.:	EXTENSION:
Maureen McDonald	T8-108	3-1771

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 61 11

Réf. BIT/ILO ST 0-03-3

Votre réf.

The World Bank,
1818 High Street N.W.,
WASHINGTON D.C. 20433,
(Etats-Unis)

10 DEC. 1992

Dear Madam or Sir,

It is my pleasure to inform you that the International Labour Office through its Bureau of Statistics and in co-operation with the ILO International Training Centre at Turin (Italy) is organising an International Training Course in Labour Statistics from 15 March to 23 April 1993.

This is the first course of its kind organised by us for English-speaking participants from Africa, Asia, the Caribbean and parts of Europe. A first such course for French-speaking participants was carried out in February-March 1991 with the co-operation of the International Institute for Labour Studies. Some 20 fellowships were provided through the Institute to cover the financial costs of selected candidates at that time. Next year's course, however, will not be financed through the Institute and we must therefore propose to candidates other means of financing.

I am enclosing for your attention the detailed Announcement for next year's course which indicates the objectives of the course, its curriculum, and other relevant information. Under a special paragraph entitled "Sponsorship", we guide candidates to potential sources of funding, within the United Nations family, other international organisations and the international donor world. Amongst those agencies which we feel play an important role for development in the field of labour statistics, is your organisation. We have therefore taken the liberty of including your address in our Announcement. We hope that this will lead to fruitful collaboration for the benefit of our partners in these regions.

Thank you in advance for your co-operation,

Yours faithfully,

F. Mehran, Chief,
Bureau of Statistics.

INTERNATIONAL LABOUR OFFICE
BUREAU INTERNATIONAL DU TRAVAIL
OFICINA INTERNACIONAL DEL TRABAJO

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Thank you in advance for your co-operation.

Yours faithfully,

F. Mehran, Chief,
Bureau of Statistics.

RECEIVED
92 DEC 23 AM 10:27

THE BUREAU OF STATISTICS,
INTERNATIONAL LABOUR OFFICE
GENEVA (Switzerland)

INTERNATIONAL TRAINING COURSE IN LABOUR STATISTICS
15 March - 23 April 1993
at the
ILO INTERNATIONAL TRAINING CENTRE, TURIN (Italy)

Organisation of the Course

The training course in labour statistics is organised and run by the Bureau of Statistics of the ILO with the participation of the ILO International Training Centre in Turin, Italy.

Objective of the Course

The principal objective is to enhance the capacity of participants to contribute to the meaningful development of labour statistics in their own countries, in particular the collection of appropriate and accurate data in line with international standards and the interpretation of the statistics obtained in light of national policies and circumstances.

PRINCIPAL THEMES OF THE COURSE

1. National Programme of Labour Statistics

Descriptions of the components of a national labour statistics programme, data sources, their coverage and periodicity; Institutional framework and corresponding responsibilities required to organise such a programme, the establishment of a labour accounting system and the use of administrative registers; The ILO Convention concerning Labour Statistics, 1985 (No. 160) and the role of international labour standards in developing national programme strategies.

2. Statistics of the Economically Active Population

Conceptual framework, data objectives and sources, the particular role played by household surveys, survey set up and organisation, the concepts of the economically active population (currently active and usually active); Close examination of the concepts and definitions of employment and working time, unemployment, underemployment and the relationship between employment and income; The major classifications of occupation, industry and status in employment and statistics of employment in the informal sector; Survey planning, sample and questionnaire design, practical data collection problems, evaluation of data quality and analysis of statistical tables.

3. Statistics of Wages, Hours of Work and Labour Cost

Various aspects of wages and hours of work (i.e. wage rates and normal hours of work, earnings and hours actually worked or paid for), labour cost and income from employment; The relevant international standards and the relationships between the different concepts; For each concept, the definitions, objectives, uses and data sources; Establishment sample surveys, their organisation, planning and design, questionnaire and sample design, survey operations, data processing and estimation procedures, computation of indices, data analysis and interpretation.

one meal, laundry, socio-cultural activities); a daily allowance (to cover second meal, pocket money). No registration or tuition fees are charged.

This cost does not include round-trip international air travel from the home country to Turin, Italy. Preferential airfare tariffs are available to ILO, Turin Centre participants.

Two field trips are envisaged (to ILO Headquarters, Geneva and one local statistical office) and one excursion to Venice over the Easter break. Contributions from participants for additional lodging are expected.

Sponsorship

As the ILO Bureau of Statistics does not provide any direct financial support for participants, sponsorships can be requested from the following:

1. ILO Regional development funds or other UN Agencies;
2. ILO or other United Nations Agency-funded technical co-operation projects dealing with labour statistics;
3. Individual governments, through national projects or ILO-assisted projects in the field of labour statistics.

Other donor agencies which may be approached include the following, either through their local representative in your country or at:

CIDA (Canadian International Development Agency), 200 Promenade du Portage, Hull, Quebec, Canada, K1A 0G4

DANIDA (Danish International Development Agency S.4), Ministry of Foreign Affairs, Asiatisk Plads 2, DK 1448 Copenhagen K, Denmark

JICA (Japan International Co-operation Agency), Shinjuku Mitsui Bldg., 2-1-1 Nishi-Shinjuku, Shinjuku-Ku, Tokyo, Japan

ODA (Overseas Development Administration), Ministry of Overseas Development, 94, Victoria Street, London SW1, England

SIDA (Swedish International Development Authority), S-105 25 Stockholm, Sweden

USAID (United States Agency for International Development), Dept. of State, 320 21st Street N.W., Washington, D.C., 20523 USA

EUROSTAT (Statistical Office of the European Communities), L-2920 Luxembourg

The World Bank, 1818 H Street, N.W., Washington, D.C. 20433, USA

Selection of Candidates

The Bureau of Statistics highly recommends that candidatures of qualified women be put forward. All participants will be selected on the basis of individual qualifications and attainments and the necessity to constitute a balanced and professionally homogenous group.

4. Consumer Price Indices

Conceptual framework of a consumer price index, its objective[illegible]pe, definitions, type and purposes; Operational framework, the concept of a consumption ba[illegible]t, derivation of weights, elementary aggregates and items, the selection of commodities and outlets and the techniques of price collection; Special problem areas: seasonality, insurance and taxation, quality changes and disappearance or appearance of products, durable goods, housing, and item specifications; Estimation, adjustment and averaging of price quotations, computation of price relatives, calculation of an index and linking of indices; Major data sources (household income and expenditure surveys, retail sale surveys, point-of-purchase surveys, national accounts, production statistics, export, import and retail trade statistics and administrative sources); Presentation and dissemination of data and classification of major expenditure groups.

5. Household Income and Expenditure Statistics

Relevant international standards; Concepts and definitions relating to household income and to household expenditure, i.e. components of household income, the concept of monetary income, sources of income, consumption and non-consumption expenditure, disbursement other than expenditure; Analysis of special items: housing, durable goods, transactions in kind, cash and credit expenditure and other characteristics and variables that can be collected; Main aspects of survey methodology, organisation, planning and design, questionnaire and sample design, survey operations, data processing and classification, data accuracy and evaluation; Uses and analysis of the resultant data.

6. Statistics of Strikes, Lockouts and Other Forms of Industrial Action

Objectives and uses, coverage, types of industrial action, terms and definitions; Measurement of various forms of industrial action, number of strikes, lockouts etc., number of workers directly and indirectly involved, secondary effects of strikes, duration, time not worked, number of establishments involved, branch of economic activity, types of disputes, results or outcome of disputes, methods of settlement, categories of worker involved; Economic costs of industrial action; Reporting methods, data collection and classification, analytical measures and sources.

7. Occupational Injuries and Diseases

Objectives and uses, coverage, terms and definitions; Fatal and non-fatal injuries, lost-time injuries and working time lost; Reporting methods, data collection and classification and comparative measures.

Course Methods

A variety of educational methods will be used during the course. These will include theoretical lectures and discussions of national practices in the field of labour statistics as well as case studies, simulation and group work. Participants will be expected to present reports on specific elements of the curriculum during the course.

The computer facilities and material to be used during the course will be presented with an introduction to computer literacy. The use of micro-computers as an integral part of group sessions, doing practical exercises and covering survey and data processing and analysis, will demonstrate throughout the course how computer technology can be effectively applied to the production, analysis and management of labour statistics. Presentation of other statistical or spreadsheet software packages may be included depending on the profile of the group and documentation on word processing packages will be distributed.

Reference Material

Participants will be given all of the course reference materials. They will be expected to bring with them national documentation dealing with labour statistics, particularly methodological information about their national surveys, specimen questionnaires, interviewer and coding manuals on subjects covered by the course.

Participants

This course is designed for statisticians, economists, technical managers, analysts, and researchers working in central statistical offices, statistical departments of relevant government ministries or ministries of labour, planning and social affairs and other policy formulating bodies in the field of labour statistics, trade unions or employers associations.

Course Costs

The cost for this course per participant is US$6 500 (or the equivalent at international exchange rates). This includes: training costs (computer laboratory use, training materials); lodging at Turin Centre (bed and breakfast,

Qualifying Cri[illegible]and Conditions

The course is intended for **men and women** professionals (see **Participants** above) who:

1. are within the 25 to 45 age group, are currently carrying out technical work in, or who are significantly responsible for, the collection, analysis or use of labour statistics;
2. hold a university degree in statistics, economics or the social sciences or who have equivalent qualifications and experience;
3. can attest that they are likely to be called upon to assume higher levels of responsibility in the near future;
4. formally undertake to exclusively follow the full course and not to carry out any other assignments during the entire period of the course;
5. obtain medical clearance, having undergone a medical examination upon arrival in Turin.

Certificates

Each participant will receive a certificate upon the successful completion of the course.

Accommodations and Training Facilities

The campus of the Turin Training Centre is situated beside the Po river. Twenty pavilions house the centre's classrooms, recreation areas and lodgings. All 318 single studio/rooms and 42 double studio/rooms have private baths. A 24-hour clinic provides first-aid and emergency medical treatment. The centre also has a travel agency, bank, post office, laundry, self-service restaurant and cafeteria. Participants are lodged at the centre in a university atmosphere, allowing for maximum concentration on their programme. The training facilities include computer rooms and a library where participants are encouraged to study and use the facilities beyond normal class times.

Place

The ILO International Training Centre at Turin, Italy.
Address: 125 Corso Unità d'Italia
10127 TORINO (Italy)
Phone: (11) 69361
Cables: INTERLAB TORINO
Telex: 221449 centrn i
Fax: 11/ 6638 842

Dates

Monday, 15 March to Friday, 23 April 1993.

Working Language: English

Candidates should have fluent knowledge and command of spoken and written English to enable them to follow lectures, participate actively in discussions and prepare written reports during the course.

Applications

Application forms are being sent to ILO and United Nations Agency technical projects, member Governments of the ILO, and other organisations mentioned above. Additional copies may be obtained from the nearest office of the ILO or the UNDP, or directly from the Bureau of Statistics in Geneva. These should be completed in full and sent to:

The Chief of the Bureau of Statistics,
International Labour Office,
CH-1211 GENEVA 22 (Switzerland)
(with a copy to the nearest ILO or UNDP office)
Phone: (22) 799 6482 or 799 6384
Cables: INTERLAB GENEVA
Telex: 415647 ilo ch
Fax: 22/ 798 8685

Closing Date

Applications must be received **in Geneva by 30 January 1993**.

THE WORLD BANK/IFC/MIGA

OFFICE MEMORANDUM

~~G8 11660~~

ILO

66:VM-ILO

(KW)

DATE: November 23, 1992

TO: Mr. Shelton Davis, ENVAP

FROM: Aubrey Williams, EXTIE AW

EXTENSION: 31840

SUBJECT: ILO Meeting, December 11, 1992

1. Thanks for agreeing to consider preparing a one-page statement and responding to the attached. Leandro Coronel proposed sending an advance copy of the press release, with a note requesting that ILO respect the embargo (until December 10). But if it is not too much trouble, a one-page special statement (which we can use elsewhere in future) would be better.

2. Please let us have copy of your response to Mr. Chambers. Many thanks.

Attachment

CC: Messrs./Mmes. Haddad (NYO), Lateef, Boucher, McDonald, Wood (EXTIE)
Coronel (EXTIP)

WORLD BANK OFFICE TRACKING SYSTEM
INTERNATIONAL ECONOMIC RELATIONS
Routing and Action Transmittal Sheet

TO:	DATE:
Aubrey Williams (T8105)	11/05/92

SUBJECT DOCUMENT:

From: Ian Chambers, ILO, Int'l Year for Indigenous People
To: W. Haddad
Dated: 10/27/92 Reference No.: XIE921105002

Topic: Specialized agency cons. with indigenous rep. on the occasion of the opening of the Int'l Year for the World's Indigenous People.

ACTION INSTRUCTIONS: DUE DATE:

__XXX__ HANDLE 11/27/92
_____ REVIEW AND RECOMMEND
_____ FOR YOUR INFORMATION
_____ DISCUSS WITH _____
_____ AS WE DISCUSSED
_____ PREPARE RESPONSE FOR _____ SIGNATURE
_____ FOR YOUR FILES
_____ RETURN TO _____
_____ OTHER: _____

Remarks: cc: L. Wood (with copy of logging sheet)
cc: W. Haddad, S. Davis

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

ROUTING SLIP	DATE: November 3, 1992
NAME	ROOM NO.
Mr. Sarwar Lateef	T-8101

1 LW – 10f

2 AWK hadd

82

	URGENT		PER YOUR REQUEST
	FOR COMMENT		PER OUR CONVERSATION
xx	FOR ACTION		SEE MY EMAIL
	FOR APPROVAL/CLEARANCE		FOR INFORMATION
	FOR SIGNATURE		LET'S DISCUSS
	NOTE AND CIRCULATE		NOTE AND RETURN

RE: Specialized Agency Consultation with Indigenous Reps

REMARKS:

FROM:	ROOM NO.:	EXTENSION:
Wadi D. Haddad	NYO	72265

Satef

RECEIVED OCT 2 8 1992

ORGANISATION INTERNATIONALE DU TRAVAIL
BUREAU DE LIAISON AVEC LES NATIONS UNIES

ORGANIZACION INTERNACIONAL DEL TRABAJO
OFICINA DE ENLACE CON LAS NACIONES UNIDAS

INTERNATIONAL LABOUR ORGANISATION
LIAISON OFFICE WITH THE UNITED NATIONS

Ref. No:—

J.5.0

27 October 1992

Mr. Wadi D. Haddad
Special Representative to the United Nations
The World Bank Mission to the U.N.
809 United Nations Plaza, Suite 900
New York, N. Y. 10017

Specialised Agency Consultation with Indigenous Representatives on the Occasion of the opening of the International Year for the World's Indigenous People

Dear Mr. Haddad,

In order both to mark the interest and commitment of the specialised agencies and programmes of the United Nations System in the International Year for the World's Indigenous People and to benefit from the presence in New York of many indigenous representatives on the occasion of the official opening of the Year on 10 December, the U.N. Centre for Human Rights has asked me to arrange for a consultation between indigenous representatives and the specialised agencies and programmes of the System on the afternoon of 11 December 1992. This event is planned to last approximately two hours and will take place at U.N. headquarters, from 3.00 to 5.00 p.m. Precise details will be communicated to you closer to the event.

The purpose of the present letter is to ascertain the interest of your agency or programme in participating in such a meeting and to describe to you what we hope the consultation will achieve. On the one hand many indigenous associations and bodies have been vocal in their view that the U.N. family has not sufficiently made public its interest and commitment in the Year, while, on the other, little opportunity has been afforded to many of the agencies and programmes to hear directly from the indigenous people what they wish and expect from the U.N. System in respect of the Year and more generally. The planned consultation will be designed (1) to faciltate the communication of this information from both sides; (2) to clarify such misunderstandings as may have arisen; and (3) attempt to formulate a structure for regular dialogue throughout the year and, one hopes, beyond.

220 EAST 42ND STREET • SUITE 3101 • NEW YORK, NY 10017
TELEPHONE: 212-697-0150 • FACSIMILE: 212-883-0844

For these purposes, I would request your agency to prepare a note, if possible limited to a single A-4 size sheet, setting out its activities planned for the Year and any other information you consider relevant and of potential interest to the indigenous organisations. Please provide me with such a note by 27 November 1992, if possible in both English and Spanish, so that I can ensure that all of the information can be reproduced and distributed to the indigenous representatives in advance of the consultation. This will obviate the need to make a long series of statements at the meeting itself and facilitate a more meaningful dialogue. In certain cases, you may feel it appropriate, in addition to describing what your agency or programme plans to do, to indicate what it cannot do (e.g., provide funding for technical co-operation projects) as there is both a lack of information and confusion in some indigenous communities as to which parts of the U.N. System do which things.

It is our intention to invite Government representatives also in the hope that they may be encouraged to make more substantial contributions to the Year after hearing of the indigenous needs and aspirations and the agencies' and programmes limitations.

It is highly desirable that your agency or programme be represented by an official who is knowledgeable and experienced in indigenous matters since the intention is to demonstrate that we are prepared to move from the level of pious general intent to concrete and useful activities.

I shall be grateful to have your reactions to these proposals as soon as possible and am entirely at your disposal for any further information you may wish at (212) 697-0150.

With best collegial regards,

Yours sincerely,

Ian Chambers
Director

file Labor U. Seminar

THE WORLD BANK/IFC/M.I.G.A.
Headquarters: Washington, D.C. 20433 U.S.A.
Tel. No. (202) 477-1234 // Fax Tel. No. (202) 477-6391 // Telex No. RCA 248423

Fr. Oct 30
11:00 am
IMF-12-518

FACSIMILE COVER SHEET AND MESSAGE

DATE: October 26, 1992 NO. OF PAGES: 2 (including this sheet) MESSAGE NUMBER: Mr. Seeger's Office

TO
Name: Jenaro Simpson 623-6513
Organization: IMF
Fax Tel. No. 623-6220
City: Washington
Country: USA

file G6
UN-ILO

FROM
Name: Kris Martin
Dept./Div. EXTIE
Room No. T8104
Fax Tel. No. 676-0576
Dept/Div No. 871/15
Tel. No. 473-1767

SUBJECT: Labor Union Officials' Seminar -- Additional Speakers

MESSAGE:

Jenaro:

I hope you got my message. Sarwar and I would like to get together with you and your colleagues on Friday, say at 11:30 a.m., to discuss and finalize last-minute details/arrangements for the seminar. Please let me know if that time would suit you, Murray Seeger, and/or whomever else you think should be there. We'll come over to your offices.

Attached is the list of additional speakers whom we have lined up. As you will see, we are still trying to line someone up for the Wednesday morning, November 4 session on "Structural Adjustment." I will call you as soon as we have that speaker confirmed.

We also have a couple of changes to the present agenda which we would like to suggest. First, could we change the name of the November 3 morning session following "Welcoming Remarks" to "Challenges Facing the Bretton Woods Institutions in the 1990s" (instead of "The World Economy in the 1990s")? This would be a more accurate title for the presentations to follow by Messrs. Anjaria and Shakow. In addition, in the simultaneous session on Latin America and the Caribbean to take place on November 5 afternoon, Marcelo Selowsky has asked that we call him "former Chief Economist," as he is changing jobs effective November 1.

Could you please fax me back a re-revised version of the agenda, which we will then send out tomorrow to all our people? Many thanks. In our cover memo (from Alex), we will mention that our speakers are also invited to the reception. To whom should they RSVP? to you? Please let me know. And, thanks again for the invitation.

I'll see you at the NGO-Bank Committee meeting. Glad you could come.

Cheers, Kris Kris

Attachment

cc: Messrs. Lateef, Shakow, Williams

ADDITIONAL WORLD BANK SPEAKERS
IMF/WORLD BANK SEMINAR FOR INTERNATIONAL LABOR UNION OFFICIALS
November 2-6, 1992

Session Name: **Name of Speaker**

Structural Adjustment: (still unconfirmed)

Social and Employment Issues: **Mr. Emmanuel Jimenez**, Chief, Poverty Analysis and Policy Division, Population & Human Resources Department, World Bank

Regional/Sector Perspectives -- Simultaneous Sessions:

Latin America and the Caribbean: **Mr. Marcelo Selowsky**, former Chief Economist, Office of the Chief Economist, Latin America & The Caribbean Regional Office, World Bank

Central and Eastern Europe: **Mr. Costas Michalopoulos**, Senior Adviser, Office of the Director, Europe & Central Asia Country Department III, World Bank

Financial Sector: **Mr. Millard Long**, Senior Adviser, Financial Systems, ECA/MNA Regional Technical Department, World Bank

Transmission authorized by: K. Martin

If you experience any problem in receiving this transmission, inform the sender at the telephone or fax number listed above.

B/F 11/02

JDS\SEMSCHED
October 19, 1992

DRAFT PROGRAM Revised 10/26/92

IMF/WORLD BANK SEMINAR FOR INTERNATIONAL LABOR UNION OFFICIALS 1/

November 2-6, 1992

MONDAY, November 2

6:30 p.m. Welcoming Reception (IMF Visitors' Center)

TUESDAY, November 3

Welcoming Remarks

9:15 a.m. The Managing Director of the IMF

9:30 a.m. Mr. Attila Karaosmanoglu, Managing Director, World Bank

9:45 a.m. Labor Union Spokespersons

The World Economy in the 1990s

10:00 a.m. The Challenges Facing the IMF
Speaker: Mr. Shailendra J. Anjaria, Director, External Relations Department, IMF

10:20 a.m. The Challenges Facing the World Bank
Speaker: Mr. Alexander Shakow, Director External Affairs Department

10:40 a.m. Coffee/Tea

Discussion

12:00 noon Break for Lunch 2/

1/ Unless otherwise indicated, all sessions will be held in Meeting Hall A on the Third Floor of IMF Headquarters Building, at 700 19th Street N.W., Washington, D.C.

2/ No formal luncheons have been planned. Participants may purchase meals at the IMF cafeteria if they wish.

Reform and Adjustment

2:00 p.m. The Role of the IMF
Speaker: Mr. Jack Boorman, Director, Policy Development and Review Department, IMF

2:20 p.m. The Role of the World Bank
Speaker: Mr. Lawrence Summers, Vice President & Chief Economist, World Bank

2:40 p.m. Discussion

4:00 p.m Coffee/Tea

4:30 p.m. A Trade Union Perspective
Speaker:

5:00 p.m. Discussion

6:00 p.m. Adjourn

WEDNESDAY, November 4

Structural Adjustment

9:30 a.m. IMF-supported programs
Speaker: Ms. Chanpen Puckahtikom, Chief, Development Issues Division, Policy Development and Review Department, IMF

10:00 a.m. World Bank Structural Adjustment Loans (SAL)
Speaker: (not confirmed yet)

10:30 a.m. Coffee/Tea

11:00 a.m. Discussion

12:30 p.m. Break for Lunch 1/

1/ No formal luncheons have been planned. Participants may purchase meals at the IMF cafeteria if they wish.

The Debt Crisis: Origins, Evolution and Perspectives

2:30 p.m. The Role of the IMF
Speakers: Mr. Charles V.A. Collyns, Chief, Debt and Program Financing Issues, Policy Development and Review Department, IMF

Mr. Michael G. Kuhn, Chief, Official Financing Operations Division, Policy Development and Review Department, IMF

3:00 p.m. The Role of the Bank
Speaker: Mr. Mahsood Ahmed, Chief, Debt and International Finance Division, International Economics Department, World Bank

4:00 p.m. Coffee/Tea

4:30 p.m. Discussion

5:30 p.m. Adjourn

THURSDAY, November 5

Structural Adjustment: The Roles of the State and Private Sector

9:30 a.m. The IMF Perspective
Speaker: Mr. Richard Hemming, Advisor, Fiscal Affairs Department, IMF

9:55 a.m. The World Bank Perspective
Speaker: Ms. Mary Shirley, Chief, Public Sector Management & Private Sector Development, Country Economics Department, World Bank

10:10 a.m. Discussion

10:40 a.m. Coffee/Tea

Structural Adjustment: Labor Market Issues

11:00 a.m. The World Bank Perspective
Speaker: Mr. Michael Walton, Economic Adviser, Office of the Vice President, Development Economics & Chief Economist, World Bank

11:25 a.m. The IMF Perspective
Speaker: Mr. Karim Nashashibi, Chief, Operations Division I, Fiscal Affairs Department, IMF

11:40 a.m. Discussion

12:40 p.m. Break for Lunch 1/

Structural Adjustment: Regional/Sectoral Perspectives

Simultaneous Sessions on Africa, Latin America and the Caribbean, Asia and the Pacific, Central and Eastern Europe, and the Financial Sector

2:30 p.m. Group discussions with Fund and World Bank Representatives

Africa (conference room...):

Mr. Richard Williams, Senior Advisor, African Department, IMF

Mr. Ishrat Husain, Chief Economist, Office of the Chief Economist, Africa Regional Office, World Bank

Asia and the Pacific (conference room...):

Mr. Kadhim A. Al-Eyd, Chief, Division 1, Southeast Asia and Pacific Department, IMF

Mr. Gobindram Nankani, Chief Economist, Office of the Vice President, South Asia Regional Office, World Bank

Central and Eastern Europe (conference room...):

(IMF speaker not confirmed yet)

Mr. Costas Michalopoulos, Senior Adviser, Office of the Director, Europe & Central Asia Country Department III, World Bank

1/ No formal luncheons have been planned. Participants may purchase meals at the IMF cafeteria if they wish.

Financial Sector (conference room...):

(IMF speaker not confirmed yet)

Mr. Millard Long, Senior Adviser, Financial Systems, ECA/MNA Regional Technical Department, World Bank

Latin America and the Caribbean (conference room...):

Mr. Miguel Bonangelino, Senior Advisor, Western Hemisphere Department, IMF

Mr. Marcelo Selowsky, former Chief Economist, Office of the Chief Economist, Latin America and the Caribbean Regional Office, World Bank

4:30 p.m. Coffee/Tea

5:00 p.m. Resume Group Discussions

6:00 p.m. Adjourn

FRIDAY, November 6

Structural Adjustment: Social and Employment Issues

9:30 a.m. The IMF Perspective
Speaker: Mr. Ke-Young Chu, Chief, Expenditure Policy Division, Fiscal Affairs Department, IMF

9:55 a.m. The World Bank Perspective
Speaker: Mr. Emmanuel Jimenez, Chief, Poverty Analysis and Poverty Division, Population & Human Resources Department, World Bank

10:10 a.m. Discussion

11:10 a.m. Coffee/Tea

Environment and Development

11:25 a.m. The World Bank Perspective
Speaker: Mr. Andrew Steer, Deputy Director, Environment Department, World Bank

11:50 a.m. The IMF Perspective
Speaker: Mr. Ved P. Gandhi, Assistant Director, Fiscal Affairs Department, IMF

11:55 a.m. Discussion

1:00 p.m. Break for Lunch 1/

Trade, Aid and Development

3:00 p.m. Trade Issues
Speaker: Ms. Naheed Kirmani, Chief, Trade Policy Division, Policy Development and Review Department, IMF

3:20 p.m. Aid and Development
Speaker: Mr. Robert Ayres, Principal International Relations Officer, International Economic Relations Division, External Affairs Department, World Bank

3:40 p.m. Coffee/Tea

4:00 p.m. Discussion

Reports from Regional Group Discussions

4:40 p.m. Presentation of Reports and Discussion

Concluding Remarks

5:30 p.m. Concluding Remarks Followed by Closing Reception 2/

1/ No formal luncheons have been planned. Participants may purchase meals at the IMF cafeteria if they wish.

2/ Concluding remarks will be in Meeting Hall A; the closing reception will be held in the Atrium on the second floor of the IMF headquarters building.

66 ILO (Cairo)

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

BY FACSIMILE

October 26, 1992

Dear Sunmonu:

I refer to your letter G/GO/1184 of September 8 inviting World Bank representation at the OATUU/ILO High Level African Trade Union Policy Conference on Structural Adjustment and African Trade Unions, to be held in Cairo, Egypt, March/April 1993.

Given the uncertainty of commitments and travel schedules of staff at that time, we are unable to give you a firm response regarding Bank representation and presentation of a paper. However, we hope it will be possible to have a Bank presence at these important discussions and look forward to receiving additional information and confirmed dates in due course. I hope it will then be possible to give you a positive response on this matter.

Sincerely yours,

ALEXANDER SHAKOW

Alexander Shakow
Director
External Affairs

Mr. Hassan A. Sunmonu
Secretary-General
Organisation of African
Trade Union Unity
B.P. M 386
Accra, Ghana

cc: The Director-General
International Labour Organisation
CH-1211 Geneva 22
Switzerland

cc: Mr. Husain (AFRCE)

Log No: EXT920923002/MMcDonald

TRANSMISSION CONFIRMATION REPORT No.=006457

DATE/TIME	OCT 26, 1992 6:59PM
DURATION	40s
TRANSMITTER (FROM)	EXTIE 202-676-0576 202 676 0576
RECEIVER (TO)	---------- 4122 7988685
PAGES XMITTED	01
PAGES ERRORED	
RESULT	OK
COMM. MODE	G3
RESOLUTION	NORMAL

2005503737

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

BY FACSIMILE

October 26, 1992

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Sincerely yours,

Alexander Shakow
Director
External Affairs

Mr. Hassan A. Sunmonu
Secretary-General
Organisation of African
Trade Union Unity
B.P. M 386
Accra, Ghana

cc: The Director-General
International Labour Organisation
CH-1211 Geneva 22
Switzerland

TRANSMISSION CONFIRMATION REPORT No.=006456

DATE/TIME	OCT 26. 1992 6:57PM
DURATION	36s
TRANSMITTER (FROM)	EXTIE 202-676-0576 202 676 0576
RECEIVER (TO)	---------- 233 21 772621
PAGES XMITTED	01
PAGES ERRORED	
RESULT	OK
COMM. MODE	G3
RESOLUTION	NORMAL

20055037 37

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

BY FACSIMILE

October 26, 1992

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Sincerely yours,

Alexander Shakow
Director
External Affairs

Mr. Hassan A. Sunmonu
Secretary-General
Organisation of African
Trade Union Unity
B.P. M 386
Accra, Ghana

cc: The Director-General
International Labour Organisation
CH-1211 Geneva 22
Switzerland

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

ROUTING SLIP	DATE: October 7, 1992

NAME	ROOM NO.
Mr. Husain	J 5069

	URGENT		PER YOUR REQUEST
	FOR COMMENT		PER OUR CONVERSATION
	FOR ACTION		SEE MY EMAIL
	FOR APPROVAL/CLEARANCE		FOR INFORMATION
	FOR SIGNATURE		LET'S DISCUSS
	NOTE AND CIRCULATE		NOTE AND RETURN

RE: OATUU/ILO African Trade Union Policy Conference

REMARKS: The attached invites Bank participation in this Conference on "Structural Adjustment and African Trade Unions" in Cairo next March/April 1993 by preparation and presentation of a paper.

Grateful for your views on whether or not there would be interest in the Region in doing this so that we can respond accordingly.

Many thanks.

FROM:	ROOM NO.:	EXTENSION:
Maureen McDonald	T8-108	3-1771

Ms McDonald,

In principle I think we should attend such a Conference. We have had little contacts with Trade Unions and if nothing we should listen to their Concerns & views. Whether we should prepare a separate paper has to be considered.

I.H

10/9

RECEIVED
EXTIE
'92 SEP 24 AM 9 52

WORLD BANK OFFICE TRACKING SYSTEM
EXTERNAL AFFAIRS DEPARTMENT
Routing and Action Transmittal Sheet

TO:	DATE:
Maureen McDonald	9/23/92

SUBJECT DOCUMENT:

From: Hassan A. Sunmonu, Secretary-General
To: Mr. Preston
Dated: 9/08/92 Reference No.: EXT920923002

Topic: Organisation of African Trady Union Unity: Inv. to a High-Level African Trade Union Policy Conf. - Egypt, March/April 1993

ACTION INSTRUCTIONS:	DUE DATE:

__XXX__ HANDLE 10/16/92
_____ REVIEW AND RECOMMEND
_____ FOR YOUR INFORMATION
_____ DISCUSS WITH _____
_____ AS WE DISCUSSED
_____ PREPARE RESPONSE FOR _____ SIGNATURE
_____ FOR YOUR FILES
_____ RETURN TO _____
_____ OTHER: _____

Remarks: cc: C. Perera, EXC; D. Peters, EXTDR

ORGANISATION OF AFRICAN TRADE UNION UNITY

P. O. Box M 386, Accra
Telegraphic Address "OATUU"
Telex No: 2673 OATUU GH
Fax: (233) 21 772621
Tel: 774531/ 772574
REPUBLIC OF GHANA

ORGANISATION DE L'UNITE SYNDICALE AFRICAINE

Boîte Postale M 386, Accra
Adresse Telegraphique "OUSA"
Telex No: 2673 OATUU GH
Fax: (233) 21 772621
Tel: 774531/ 772574
REPUBLIQUE DU GHANA

SL

Dept. .....

Our Ref: G/GO/1184

Your Ref: .....

All Communications be addressed to the Secretary General

Toutes communications doivent étre adressées au Secrétaire Général

8th September, 1992

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

Dear Sir,

OATUU/ILO HIGH LEVEL AFRICAN TRADE UNION POLICY CONFERENCE ON STRUCTURAL ADJUSTMENT AND AFRICAN TRADE UNIONS, CAIRO, EGYPT, MARCH/APRIL, 1993

The Organisation of African Trade Union Unity (OATUU), in collaboration with the International Labour Organisation (ILO), will be organising a High-Level African Trade Union Policy Conference on "Structural Adjustment and African Trade Unions", in Cairo, Egypt in March/April 1993. It is expected that about 60 top trade union leaders from all African countries, will attend this Conference.

The Conference is being organised at a time when about 40 African countries are reportedly implementing the World Bank/ International Monetary Fund Structural Adjustment Programmes with their various effects and impact on workers and their unions.

Aware of the role of the World Bank in the designing, implementation and evaluation of the Structural Adjustment Programmes in Africa, we have the honour to invite you or your Representative to prepare and present a Paper on "Structural Adjustment Programmes : The World Bank's experiences, Results and Future Perspectives in Africa".

The actual date of the Conference will be communicated to you in due course.

../2

While thanking you in anticipation, and expecting your favourable reply, please, accept the assurances of our highest consideration.

ORGANISATION OF AFRICAN TRADE UNION UNITY
ORGANISATION DE L'UNITE SYNDICALE AFRICAINE

Yours Sincerely,

Hassan A. Sunmonu
Secretary-General

cc: The Director General,
ILO
4, Route des Morillons,
CH-1211 Geneva 22
Switzerland

2THE WORLD BANK/IFC/MIGA

OFFICE MEMORANDUM

File: GG
UN-ILO
(LW)

DATE: October 19, 1992

TO: Ms. Linda Gill, Chief, ID Unit
(ORIGINAL SIGNED BY)

FROM: K. Sarwar Lateef, Chief, EXTIE

EXTENSION: 31760 K. Sarwar Lateef

SUBJECT: **Pass for International Labor Office (ILO) Staff**

I will appreciate your arranging long-term World Bank passes for the following ILO staff who will meet with World Bank staff on various occasions.

Mr. William Harbin is a senior Foreign Service Officer assigned to the Office of the Special Assistant to the US Secretary of State for International Labor Affairs. He is on a one-year developmental assignment to the ILO's Washington office. Mr. Harbin will need a World Bank pass for the period beginning October 20, 1992 and ending on August 31, 1993.

Mr. Jeffrey Kuzniewski is a United Nations Association fellow on assignment to the ILO. Mr. Kuzniewski will need a World Bank pass for the period beginning October 20, 1992 and ending on December 31, 1992.

:lmw

RECEIVED
EXTIE
92 SEP 21 PM 2 37

INTERNATIONAL LABOR OFFICE
WASHINGTON BRANCH

1828 L STREET, N.W.
WASHINGTON, D.C. 20036

TELEPHONE: (202) 653-7652
FACSIMILE: (202) 653-7687
CABLE: INTERLAB WASHINGTON
TELEX: 248513

STEPHEN I. SCHLOSSBERG
DIRECTOR

DAVID A. WAUGH
DEPUTY DIRECTOR

17 September 1992

Mr. Carlston B. Boucher
EXTIE - T 8111
The World Bank
1818 H Street, NW
Washington, DC 20433

Dear Mr. Boucher:

Thank you for getting back to me on the passes I requested on 12 August for Messrs. William B. Harbin and Jeffrey Kuzniewski. I apologize that I wasn't more explicit in my earlier request about their roles with the ILO.

Both Harbin and Kuzniewski are under my direct supervision and will be engaged in the international side of our operations. Bill is a senior Foreign Service Officer assigned to the Office of the Special Assistant to the US Secretary of State for International Labor Affairs. He is on a one-year developmental assignment to the ILO's Washington Office, from 1 September, 1992 - 31 August, 1993, where he will be active in widening perspectives on global labor, social and economic issues.

Jeff is a United Nations Association fellow on assignment to the ILO from 1 September, 1992 - 31 December, 1992, in a service-for-credit exercise in pursuit of a graduate degree in foreign affairs. Ed Elmendorf in AFTPN is one of the organizers of this program. Jeff will be involved with me in our liaison with bi-and multi-lateral international organizations in Washington.

Admittedly, these are not the bona fide ILO officials that our respective Vice Presidents discussed in their 1990 exchange of communications, see attached letter, Mr. Taylor to Mr. Alisbah. They are, however, actively employed under ILO's direct supervision, of extremely good reputation and serving the poor of the world in the best sense of the mission of both of our organizations.

Thank you for your continued excellent cooperation with us in making possible our regular access to your institution.

Very truly yours,

David A. Waugh
Deputy Director and Senior
Liaison Officer to International
Development Organizations

Enclosure

waugh.wp\boucher.wp/dw/sr/s

INTERNATIONAL LABOUR OFFICE

BUREAU INTERNATIONAL DU TRAVAIL

GENÈVE

DEPUTY DIRECTOR GENERAL

DIRECTEUR GÉNERAL ADJOINT

16 May 1990

Mr. Bilsel Alisbah
Vice President for Personnel
and Administration
World Bank
1818 H Street, N.W.
Washington, DC 20433

Dear Mr. Alisbah:

Because of the close working relationships between the World Bank and the International Labor Office (ILO), this is to request that all of the 14-member staff of the ILO's Washington Branch be granted privileges in World Bank cafeterias and dining rooms.

While several of our key staff have access to the Bank under a six-month's building pass arrangement authorized by the Central Operations Department, there remain several members who are left out of this arrangement. In practice, virtually every member of our Washington Office has some kind of operational relationship with the Bank and all would benefit from dining room privileges.

Throughout the world, I understand, international organizations with dining facilities permit staff from other world organizations to enjoy dining privileges. In Geneva, for example, the ILO headquarters building cafeterias and dining rooms are open to staff of all international organizations, including the World Bank.

In view of this and the considerable benefit our local ILO staff would enjoy, I would very much appreciate your full consideration to granting dining privileges to every member of the ILO's Washington staff.

I would be glad if you would advise Mr. Schlossberg, Director of the ILO's Washington Branch Office, of your decision.

Thank you for your kind consideration.

Sincerely,

David Taylor
Deputy Director General
General Administration Sector

cc: Mr. Alex Shakow
Mr. Nimrod Raphaeli
Mr. Stephen Schlossberg

File: 66-UN-ILO)
LW

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

October 6, 1992

Dr. Héctor G. Bartholomei de la Cruz
Director of the International
Labour Standards Department
International Labour Office
4, route des Morillons
CH-1211 Geneva 22
SWITZERLAND

Dear Dr. Bartholomei de la Cruz:

In response to your request for updated information on World Bank activities in South Africa, I am sending you (enclosed) a note prepared by our Africa Region covering recent Bank activities. Please let me know if you have further questions.

(ORIGINAL SIGNED BY)
Sincerely yours,

K. Sarwar Lateef

K. Sarwar Lateef
Chief
International Economic Relations Division
External Affairs

cc: ILO Office Washington

bcc: Messrs. P. Patel, A. Morris (AF6CO)

GReif:lmw

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

copy sent to ILO Office Washington

Réf. BIT/ILO DE 5-65-4

Votre réf.

Dear Sir,

At its 68th Session (June 1982), the International Labour Conference endorsed a recommendation of its Committee on Apartheid that the subject matter of the annual Special Report of the Director-General on the Application of the Declaration concerning the Policy of Apartheid in South Africa should be enlarged to include more detailed information relating to the political, economic, social and trade union situation. This request has been reiterated at subsequent sessions of the International Labour Conference.

In order to give you the necessary background
-- information, I am enclosing the Declaration concerning the Policy on Action Against Apartheid in South Africa and Namibia, as updated at the 75th Session of the International Labour Conference on
-- 16 June 1988, and revised in June 1991, a copy of the 1992 Special Report on this subject, and a copy of the Conclusions of the Committee on Action against Apartheid of 1992.

As requested by the International Labour Conference, the ILO is endeavouring, inter alia, to collect and analyse information on:

(a) annual statistics of strikes and their causes; the trade unions and companies, including transnational corporations, involved; employers' attitude and their participation; and the outcome of strikes. Information and analysis is also required on the loss of jobs, detentions, arrests, dismissals, deaths or other forms of victimisation involved, and the reasons for these;

(b) arrests and detentions constituting violations of human and trade union rights;

(c) companies by name, which have refused to recognise independent Black trade unions, as well as those employers who called in Security Police and other forces to deal with workers' grievances;

(d) those companies and banks investing in or making loans to South Africa and those which have stopped or withdrawn such investments or loans; the Conference Committee requested a documention on investment in the so-called homelands, including a list of companies and their countries of origin. It further requested an analysis of the effects of investment in the homelands on Black workers in the main South African economy;

(e) governments which have warned the South African Government, or applied sanctions against it, and those which have failed to do so, in the absence of freedom of association, human rights and equality for all persons;

(f) action taken by your organisation against apartheid or to assist its victims in the Southern African region, with specific reference to the national liberation movements recognised by the OAU, the front-line States and States in the neighbourhood of South Africa, and the Black workers and their independent trade unions in South Africa.

To this effect, the Conference asked the Director-General to gather information from all relevant sources, including the front-line States, the national liberation movements, the Organisation of African Unity, and United Nations organisations.

Following the wishes expressed by the Conference, I am again writing to you to request your co-operation in supplying the ILO with any reliable up-to-date documentation, articles and research relevant to the above-mentioned questions. In view of your organisation's knowledge of these questions of apartheid your contribution would be of great value to the ILO.

In addition, the Office would welcome an indication of any other sources which you feel might be taken into consideration in preparing the Report as regards developments in the situation in South Africa in respect of labour and social matters.

I am looking forward to hearing from you as soon as possible and, to facilitate the timely preparation of the report, would appreciate having your answer not later than 1 December 1992.

I thank you in advance for the attention which I am sure you will give to this inquiry.

Yours faithfully,

For the Director-General:

Dr. Héctor G. Bartolomei de la Cruz
Director of the International
Labour Standards Department.

9-2-92

Callié

I suppose we can respond to para (f). This would then go to Alun Morris who could supply the information or draft an appropriate response.

RD Send appropriate Note on AW separate

R. to Patel Morris D.C.

ROUTING SLIP	Date 8 Sept
NAME	ROOM NO.
Ms. Rachel Diggs	
EXT	

	URGENT		For Action/Comment		Per Your Request
	Appropriate Disposition		Information/Discard		Returned
	Approval/Clearance		Note And Return		See My E-Mail
	File		Per Our Conversation		Signature/Initial

RE:

REMARKS

We sent the
attached to the
office of Mr. Nordenfelt,
Director of the
UN Centre Against
Apartheid.

From	Room No.	Ext.
Alvin Morris	J11-049	38417

AFRCO

P-1862

EXTRACTS FROM REPORT OF THE COMMITTEE ON ACTION AGAINST APARTHEID
(Provisional Record, No. 21)
ILC, 79th Session, Geneva 1992

49. In the light of its discussions, the Committee invites the Conference to approve the following conclusions:

(1) The Conference notes with concern that the negotiations on CODESA II have failed to lead, as yet, to an agreement on a new Constitution for South Africa. The Conference further expresses concern at recent development in South Africa since the holding of the All-White referendum of 17 March 1992, which are not conducive to the negotiations called for by United Nations General Assembly resolution No. 46/79A of 13 December 1991. It urges the parties concerned to make every effort to conclude such an agreement and to set up as soon as possible a non-racial democratic interim government.

(2) The Conference once again expresses its strong aversion to violence, and notes with concern that violence in South Africa, in particular the tragic loss of life, is still continuing. The Conference is concerned that a climate of free political activity cannot exist in such an atmosphere of violence. The situation will remain volatile until the South African Government takes stringent measures to demonstrate that it is determined to accept its ultimate responsibility for bringing peace and security to the country. The Conference therefore calls on all constituent members of the ILO to press the South African Government to take its full responsibility, as a signatory of the National Peace Accord, for the enforcement of the measures agreed upon to curb the violence that still prevails.

(3) The Conference regrets that a substantial number of political prisoners remain incarcerated. Therefore the Conference calls with renewed urgency for all constituent members of the ILO to continue to put pressure on the South African authorities to ensure the immediate release of all remaining political prisoners. It also calls for the unhindered return of political refugees and exiles in conformity with the agreements reached in this regard.

(4) The Conference takes note of the report of the ILO Tripartite Conference on Southern Africa, held from 5 to 8 May 1992 in Harare, and in particular endorses the conclusions contained in paragraph 62 of that report. (The conclusions are attached hereto as an appendix to this report.)

(5) Developments since the Harare Conference in May 1992 reinforce the need for certain action and assistance set out in the conclusions of that Conference. Specifically, the Conference is therefore asked to endorse the following supplementary conclusions:

(i) The Conference urges the ILO to increase its support and assistance to neighbouring and front-line States to ensure that there is sustained economic growth to counter the effects of previous policies and actions of the South African Government. The Conference further calls on the Government of South Africa to review its policies and actions in the southern African region in order to ensure mutually good relations with its neighbours, founded on the principle of mutual benefit for sovereign States.

(ii) In line with conclusion No. 25 of the Harare Conference, the Conference urges the Director-General of the ILO to respond effectively and rapidly to requests from the democratic and non-racial South African employers' and workers' organisations for technical cooperation in areas within the field of competence of the ILO, on condition that this does not constitute a breach of the policy of sanctions.

(iii) The Conference recognises the vital role of education and training in the transition process towards a democratic South Africa. The Conference urges accelerated skills training and education for the Black population; cooperation from employers; and flexibility in adjusting to changing needs. Further, this training and education should be conducted in consultation with the democratic and non-racial employers' and workers' organisations. The Conference urges the Government of South Africa to strengthen the process of immediate and rapid desegregation of all existing and future education and training facilities.

(iv) The Conference notes that investment will be needed to stimulate economic growth and job creation in South Africa during the transition and the post-apartheid period. The Conference, in line with conclusion No. 23 of the Harare Conference, encourages the South African tripartite bodies to develop policies and procedures for investors in the South African economy. Therefore, the Conference emphasises the need for a comprehensive code of investment for South Africa to be negotiated by the parties concerned in that country. This should be part of a broader economic and social programme.

(v) The Conference draws particular attention to the maintenance of sanctions as set out in paragraph 11 of the conclusions of the Harare Conference.

(6) Recognising the importance of the recommendations contained in the updated Declaration of June 1991 and the Programme of Action appended to it, the Conference calls on all governments, employers' and workers' organisations, as well as the ILO, to make all efforts and take such actions as are required to bring about the total eradication of apartheid.

(7) South African citizenship should be enjoyed by all the people of South Africa, including those of Transkei, Ciskei, Venda and Bophuthatswana. The Conference notes that the Government of South Africa is committed to the repeal of the Bantu Homelands Citizenship Act which made people living in the so-called homeland republics (*bantustans*) foreigners in their own country. The Conference conveys to the Government of South Africa with a sense of renewed urgency its request to accelerate the process of repeal. *Bantustans* constitute a basic subsystem of apartheid. Their basic elimination is a key component of the current process of the eradication of the whole system of apartheid. The reincoporation of each *bantustan* into the South African State is the sole responsibility of the central Government.

(8) The Conference expresses its appreciation of the work of the Group of Independent Experts to follow up on and monitor the implementation of sanctions and other action against apartheid, whose findings have helped considerably the work of the Committee on Action against Apartheid. The Conference supports the decision of the Governing Body taken at its 253rd Session in May 1992 to extend the term of office of the Group of Independent Experts by one year with a renewed mandate focusing on the monitoring of the Declaration concerning Action against Apartheid in South Africa. The Conference recognises that the Governing Body will review its position, as indicated in paragraph 38 (b) of the report of the Committee on Discrimination at the 253rd Session of the Governing Body, and should the conditions then exist that would allow for the termination of the work of the group, there would remain a residual amount of budgeted expenditure. The Conference expresses the wish that, in that event, such funds be spent on the preparation of technical cooperation projects as described in paragraph 25 of the conclusions of the Harare Conference in May 1992.

(9) The Conference notes with interest that the Governing Body of the ILO took note of the report of the Fact-Finding and Conciliation Commission on Freedom of Association concerning the complaint by COSATU against the Government of South Africa. The Conference recommends that the Governing Body decide what follow-up should be given to the recommendations in the report following its examination by the Economic and Social Council of the United Nations. The Conference expresses the hope that the conclusions and recommendations contained in the report will be implemented expeditiously by the South African authorities in consultation with the non-racial and democratic employers' and workers' organisations.

APPENDIX

Conclusions of the Tripartite Conference on Southern Africa, Harare, Zimbabwe, 5-8 May 1992

Social, economic and labour aspects of subregional integration in post-apartheid southern Africa

1. Good relations should prevail between all States in the subregion, founded on the principle of mutual respect between sovereign States. The Conference calls on the South African Government to refrain from any actions which harm stability in the southern African subregion.

2. In southern Africa, priority should be given to supporting efforts aimed at balanced policies for economic and social growth, social justice, and basic human and trade union rights in all the countries, to the benefit of the whole region.

3. The Conference expresses the hope that – in line with further positive political developments in South Africa – the integration of South Africa in SADCC, PTA and SALC will be favourably considered by governments of the countries in the subregion, in cooperation with employers' and workers' organisations.

4. The Conference notes with appreciation the work of the Southern African Trade Union Coordination Council and calls on governments of the subregion to implement fully the social charter of workers' rights adopted recently by the Southern African Labour Commission (SALC) in Lusaka, Zambia.

5. The following areas should be covered by the ILO Programme of Action in southern Africa: (i) job creation; (ii) promotion of small business and cooperatives; (iii) vocational education, training and retraining; (iv) improvement of labour laws and upgrading of labour standards; (v) promotion of equality of opportunity; (vi) improving working and living conditions and organisation of rural workers; (vii) occupational health and safety; (viii) migration of labour.

6. The ILO should continue to support assistance to migrant workers in southern Africa and provide more resources to technical and vocational training and the creation of employment opportunities for returning migrant workers. Such programmes should be conducted in conjunction with trade union organisations of the subregion and particularly through the coordination and cooperation of the Southern African Trade Union Coordination Council. The governments in the subregion should also give immediate priority to the initiation of specific programmes providing job opportunities for migrant workers and provide for regular consultation and collaboration with workers' and employers' organisations in the formulation and implementation of policies affecting migrant workers.

7. The ILO should effectively assist the countries in the subregion in setting up adequate mechanisms for social and economic dialogue; for constructive industrial relations and for tripartite consultation and cooperation. They are essential pillars in the building up of national infrastructure, which is indispensable for the preparation and implementation of economic and social programmes.

8. The ILO should play its full role with the international financial institutions as well as with the national governments in the subregion, to make sure that the concerns of workers and employers are effectively taken into account and that their organisations are involved when programmes and policies for structural adjustment are planned and implemented.

9. The Conference urges governments, employers' and workers' organisations and multinational and national enterprises operating in southern Africa to observe the principles embodied in the ILO Tripartite Declaration and Principles concerning Multinational Enterprises and Social

Policy. In this respect, particular attention is drawn to the provisions in the Declaration on employment, training, equality of opportunity and treatment, conditions of work and life, safety and health, freedom of association and the right to organise and collective bargaining.

Recent development concerning apartheid in South Africa

10. The Conference considers that it is premature to repeal or revise the ILO Declaration concerning Action Against Apartheid in South Africa. It expresses the hope that future developments in South Africa will, in due time, make the content of the Declaration obsolete.

11. Sanctions should be maintained on South Africa to speed up the process of change, in line with the decisions of the United Nations.

12. The ILO should continue to support the democratic trade unions' struggle to extend basic trade union rights to all workers in South Africa. Particular attention should be given to farm, domestic, public sector workers and those in *bantustans* who continue to be denied basic trade union rights.

13. The ILO should continue to support the efforts of the democratic trade unions to ensure that basic human and trade union rights, such as the right of workers to belong to trade unions, trade union independence from government, employers and political parties, the right to resort to strike action, freedom of association and expression, are entrenched in a new South African Constitution and should urge the Government of South Africa and all political groups to respond positively to this demand.

14. The Conference strongly urges full implementation in South Africa of the principles laid down in the Discrimination (Employment and Occupation) Convention, 1958 (No. 111). The removal of all discrimination and the promotion of equality are of particular interest to the further development of a non-racial South Africa.

15. The Conference notes with appreciation that the IOE, PEC and their members have undertaken the effort – in line with the conclusions of the 78th Session of the ILO annual Conference – to convene a meeting with the South African employers' organisations, i.e. FABCOS, NAFCOC and SACCOLA. At a meeting which took place in Harare in January 1992, FABCOS, NAFCOF and SACCOLA "expressed their agreement on the principle of the creation of a unified and representative non-racial umbrella employers' organisation in South Africa able to represent and defend the common interests of its constituents while preserving their specificity and identity". The Conference expresses the hope that the creation of such an organisation will pave the way for the inclusion of South African employers into the ILO, once South Africa becomes a member State of the ILO.

16. The Conference stresses the importance of education and training so that the transition process can lead to improved working and living conditions, equality and social stability. In particular, the Black population should be able to occupy positions crucial to the building of non-racial democratic institutions throughout society. They must be equipped with the skills needed for an expanding economy, which should include basic literacy education, technical and vocational training and retraining.

17. Employers and employers' organisations are requested to provide adequate in-house training in order to upgrade the skills of workers.

18. The democratic trade unions have an important role to play in this area and have to be involved at the planning and implementation stages.

19. Assistance programmes on workers' education should be expanded and adapted to the needs of the transition and post-apartheid period. Maximum support should be given to the non-racial democratic trade union movement through ILO Workers' Education Activities. Assistance programmes should also be developed for non-racial, democractic employers' organisations.

20. The Conference strongly urges that measures should be taken to ensure that domestic and farmworkers and workers in the public sector are covered by labour legislation. This legislation should be in accordance with the principles laid down in ILO instruments.

21. The Conference regrets that the National Manpower Commission is at present not able to function in a proper way.

22. The Conference recommends that the creation in South Africa of a tripartite economic and social body should be seriously and expeditiously considered.

23. The Conference recommends that in this tripartite body negotiations be held on an investment code for South Africa, which could be part of a broader economic and social programme.

24. The Conference deplores the practice whereby the South African Government recruits skilled and semi-skilled workers, particularly from Eastern Europe and Hong Kong, as well as the preferential treatment and job opportunities given by employers to White immigrant workers even in circumstances where local workers are qualified and available or could be readily trained; in addition, immigrant workers are paid more than local workers, the latter being subjected to strict tests when applying for jobs. The Conference recalls the conclusion adopted in this regard by the International Labour Conference at its 78th Session (1991) (paragraph 64 (i)) of the report of the Conference Committee on Action Against Apartheid.

25. The Conference recommends that the 79th Session of the International Labour Conference (June 1992) takes the following decision:

> The ILO should – in line with other UN agencies – prepare projects for technical assistance to South African employers' and workers' organisations, on the understanding that these organisations are non-racial, democratic and are willing to accept international labour standards. For this purpose the ILO should, in accordance with the usual procedure for consultation with workers and employers, respectively, meet with representatives of these organisations and consult with them on the nature and content of proposed projects in South Africa. Such projects could then be implemented after the creation of an interim government.

INTERNATIONAL LABOUR CONFERENCE
JUNE 1991

DECLARATION CONCERNING ACTION AGAINST APARTHEID IN SOUTH AFRICA[1]

The General Conference of the International Labour Organisation,

Recalling the Declaration concerning the Policy of Apartheid in South Africa unanimously adopted by the Conference on 8 July 1964 and the updated Declaration adopted by the Conference on 18 June 1981,

Considering that all Members of the ILO have by the Declaration of Philadelphia embodied in the Constitution as a statement of the aims and purposes of the Organisation, solemnly affirmed that "all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity",

Considering that according to its Constitution the ILO exists for the promotion of the objectives set forth in the Preamble thereto and in the Declaration of Philadelphia,

Considering that the Government of South Africa, having refused to promote the objectives set forth in the Preamble to the Constitution and in the Declaration of Philadelphia, adopted and is practising the inhuman policy of apartheid, which is wholly incompatible with the aims and principles of the Declaration of Philadelphia, thus creating an alarming situation, incurred the condemnation of the International Labour Conference and withdrew from the Organisation by virtue of a communication dated 11 March 1964,

Considering that according to the Declaration of Philadelphia the principles set forth therein are fully applicable to all peoples everywhere and their implementation is a matter of concern to the whole world,

Considering that apartheid has been declared a crime against humanity by the General Assembly of the United Nations and that the Security Council, since its resolution 182 (1963) adopted unanimously on 4 December 1963, has affirmed the conviction that the situation in South Africa is seriously disturbing international peace and security,

Considering that the apartheid system in South Africa is the root cause of conflict in southern Africa as a whole and that the freedom of the South African people and the peace and security in the region can only be attained through the elimination of apartheid,

Considering the programme for the elimination of apartheid in labour matters in South Africa adopted in 1964 and all subsequent measures to give effect to the ILO's determination to eradicate apartheid, including the annual Special Reports of the Director-General on apartheid in South Africa and the expansion of the activities of the International Labour Office in this field,

Considering especially the Report of the International Tripartite Meeting on Action against Apartheid held in Livingstone in May 1981, which recognised that the solution to the problem of apartheid must take into account the political implications of that system and went on to recommend specific action for the elemination of apartheid,

Considering also the reports of the Tripartite Conference on Action against Apartheid held in Lusaka in May 1984 and in Harare in May 1988,

Noting that the conclusions of these meetings were subsequently adopted by the International Labour Conference,

[1] This Declaration, adopted by the International Labour Conference on 16 June 1988 and revised on 20 June 1991 updates the Declaration concerning the Policy of Apartheid of the Republic of South Africa which was adopted in 1964 and was previously updated in 1981.

Sharing the growing concern of the international community at the deterioration of the situation in South Africa under apartheid and the need for action thereon, as shown in the Programme of Action adopted at the United Nations General Assembly and in subsequent resolutions and instruments adopted by that Assembly (including the Convention on the Suppression and Punishment of the Crime of Apartheid) as well as the resolutions of the Security Council,

Reaffirming in addition the need to cooperate with all organisations in the campaign to eliminate apartheid, in particular the United Nations, the Organisation of African Unity and international and regional organisations of workers and employers,

Considering that developments which have taken place since the adoption of its Declaration and Programme for the elimination of Apartheid in 1964 have demonstrated that apartheid continues to deprive the black population of employment and training, full enjoyment of freedom of association and the right to organise, and equality of opportunity and treatment in the field of labour, while recent events have shown that through the "Bantustan" policy and the use of repressive measures the South African Government still acts in a manner which violates international labour standards and which therefore requires urgent action by the international community to secure social justice, peace and freedom for all the peoples of South Africa,

Reaffirming its determination to continue to fulfil its responsibility to promote and take its part in securing the freedom and dignity of the peoples of South Africa and to fight the policy of apartheid practised by the Government of South Africa,

Faithful to its role as spokesman of the social conscience of mankind and affirming once again its conviction that a government which deliberately practises apartheid is unworthy of the community of nations,

Considering that only urgent and determined action by the international community, in particular the imposition of comprehensive and mandatory sanctions by the United Nations Security Council as the most effective and appropriate measure under the present curcumstances, will bring the Government of South Africa to abandon its disastrous policy and to cooperate with employers' and workers' organisations in placing the relations between the various elements of the population of South Africa, and the relations between the people of South Africa and the rest of the world, on the basis of the equality of man, justice for all, good neighbourliness and mutual respect;

1. Solemnly reaffirms its fidelity to the fundamental principle of the Declaration of Philadelphia, according to which "all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity".

2. Emphatically reaffirms its condemnation of the degrading, criminal and inhuman racial policies of the Government of South Africa, which policies are a violation of fundamental human rights and thus incompatible with the aims and purpose of the ILO.

3. Strongly reaffirms its determination to pursue its action until respect for the freedom and dignity of all human beings, irrespective of race, is fully assured in South Africa and until, to this end, the following objectives have been attained:

- the total and final elimination of the policy of apartheid in South Africa;
- the repeal of all legislative, administrative and other measures which are a violation of the principle of the equality and dignity of man and a direct negation of the inherent rights and freedoms of the peoples of South Africa;
- the establishment and consistent pursuit of a policy of equal opportunity and treatment for all, in employment and occupation, irrespective of race, creed or sex;
- the cessation of all aggression, social and economic destabilisation of the front-line countries.

4. Urges the Committee on Action against Apartheid of the International Labour Conference to continue to monitor with increased vigour action against apartheid.

5. *(a)* Confirms the Director-General's mandate to monitor and follow the situation in South Africa in respect of labour and social matters, and to submit every year for consideration by the Conference Committee on Action against Apartheid a Special Report on the subject; to this effect, to request governments, employers' and workers' organisations to provide individually information, in such form as the Governing Body may determine, on the action taken against apartheid in accordance with recommendations contained in the Programme of Action against Apartheid, including information on failure to take action and on the active promotion of relations which strengthen the apartheid system;

(b) invites the Governing Body's Committee on Discrimination to continue to consider the information described in subparagraph *(a)* above, and to submit a report to the Conference Committee on Action against Apartheid.

6. Invites the Governing Body and the Director-General to take the necessary steps:

(a) to increase the ILO's educational activities and technical assistance to the liberation movements, the black workers and their independent trade unions as well as the black entrepreneurs and their organisations in South Africa in their fight against apartheid, in close cooperation with the Organisation of African Unity, the Special Committee against Apartheid, the Commission on Human Rights of the United Nations, the international and African workers' and employers' organisations and the front-line States and those States in the neighbourhood of South Africa which are seriously affected by the aggressive actions of South Africa, in particular by:

(i) an increase in the resources made available from the ILO regular budget, and from external sources on a bilateral or multilateral basis, for enlarging the ILO's capacity to combat apartheid and to provide assistance to its victims;

(ii) the establishment of a voluntary fund for the workers of South Africa to which contributions should be made regularly by ILO member States as well as by employers' and workers' organisations;

(iii) the broadening of the scope of ILO assistance to liberation movements from southern Africa recognised by the Organisation of Africa Unity, in particular by the use of its technical services in the fields of vocational and management training, labour administration, occupational safety and health, rural development, workers' education, cooperative development, equality of treatment for women workers and advice on the elimination of discriminatory labour legislation;

(iv) the establishment of a training institute for South Africa, designed more specifically for the promotion of manpower training and development;

(v) assistance to the front-line and neighbouring States providing facilities for refugees from South Africa at institutions of their own through the provision of equipment, expertise and fellowships;

(vi) the creation of training facilities and employment opportunities for refugees in their countries of refuge in such a way that their skills will be of immediate use and also of assistance to their countries of origin upon their return;

(vii) cooperation with the governments of the States in the immediate neighbourhood of South Africa, including the regional organisations, the Southern African Development Coordination Conference and the Southern African Labour Commission, in devising and implementing policies which will enable them to reduce their dependence on South Africa, and in particular the supply of migrant labour in South Africa;

(viii) providing the front-line and neighbouring States with assistance for infrastructural development to enhance their capacity for withstanding the effects of any retaliatory economic action by the apartheid regime and to develop human skills for the effective management of their national economies;

(ix) assistance in the establishment of long-term solutions to problems involving migrant labour including public works programmes and other labour-intensive forms of job creation; the provision, over the short term, of assistance to migrant workers through advice on negotiations

concerning their terms and conditions of employment, and through enabling migrant workers to be more fully informed of their rights;

(x) the expansion of the programme of the information on apartheid in labour matters and other questions of direct concern to the workers of southern Africa;

(b) to use existing ILO procedures, including those of the Committee on Discrimination of the Governing Body, to attain the objectives assigned to the ILO under its Programme for the Elimination of Apartheid;

(c) to encourage and extend financial support to workers' and employers' organisations in their programme of action against apartheid so that they can exert the maximum pressure for the implementation of various recommendations falling within their sphere of competence.

7. Renews its urgent appeal to governments, employers and workers of member States of the ILO to combine their efforts and put into application all appropriate measures to lead South Africa to heed the call of humanity and renounce its shameful policy of apartheid. In this respect, the basic guideline should be the Programme of Action against Apartheid which is annexed to this updated Declaration.

8. Reaffirms its resolve to cooperate with the United Nations in seeking and guaranteeing freedom and dignity, economic security and equal opportunity for all the peoples of South Africa and in particular with the United Nations Special Committee against Apartheid and its desire to cooperate with the Organisation of African Unity in all fields related to the elimination of apartheid.

9. Requests the Governing Body and the Director-General to take the necessary steps to organise systematic consultations with a view to reinforcing ILO cooperation with the Organisation of African Unity, and with the United Nations, including its Special Committee against Apartheid, and its Commission on Human Rights, as well as with the other specialised agencies of the United Nations system and non-governmental organisations associated with them in order to intensify and coordinate all activities whose ultimate objective is to eliminate apartheid totally in all its facets in a more accelerated pace than hitherto.

ANNEX

Programme of Action against Apartheid

The General Conference of the International Labour Organisation,

Considering it appropriate to give effect to the updated Declaration concerning Action against Apartheid in South Africa adopted by the International Labour Conference in 1988, following the updated Declaration adopted by the Conference in 1981 and the initial Declaration adopted unanimously by the Conference in 1964,

Urging determined action by the international community to bring the Government of South Africa to abandon its disastrous policy of apartheid,

Taking into account the report of the Tripartite Meeting of Members of the Governing Body on apartheid in May 1980, the Report of the International Tripartite Meeting on Action against Apartheid held at Livingstone in 1981 and the conclusions of the Tripartite Conferences on Action against Apartheid held in Lusaka in 1984 and in Harare in 1988,

Further taking into account the resolutions adopted by the two International Trade Union Conferences against Apartheid in 1973 and 1977, and the Declaration adopted by the International Conference of Trade Unions on Sanctions and Other Actions against the Apartheid Regime in South Africa held in 1983,

Recalling also the ILO Programme for the Elimination of Apartheid in Labour Matters in the Republic of South Africa, which had been adopted in 1964, as well as subsequent measures undertaken by the ILO, in its determination to eradicate apartheid in the field of labour, including the Special Reports of the Director-General on the Application of the Declaration concerning the Policy of Apartheid in South Africa, a wider range of educational and promotional activities carried out by the International Labour Office in this field and the extension of technical

assistance within its field of competence to the people of South Africa and the national liberation movements and front-line and neighbouring States,

Reflecting on and sharing the growing concern of the international community at the deterioration of the situation in South Africa under apartheid and calling for action thereon, as shown in the Programmes of Action adopted by the United Nations General Assembly and the Security Council,

Reaffirming the need to cooperate with all organisations in the campaign to eliminate apartheid, in particular the United Nations, the Organisation of African Unity and international and regional organisations of workers and employers,

Noting that it has become necessary to revise the Programme of Action of the ILO and its Members in the light of the failure by the Government of South Africa since 1981 to abandon its policy of apartheid, its intensified aggression in southern Africa, its intransigence in the face of international pressure and the further polarisation of blacks and whites in South Africa resulting from the introduction of a new Constitution in 1984 which was further aggravated by the 1987 whites-only election;

Recommends the following action:

I. Government action through the United Nations

To take the measures necessary to give effect to the Programme of Action against Apartheid adopted by the United Nations General Assembly as well as the resolutions subsequently adopted by that body and other relevant United Nations bodies, in particular:

(a) to adopt comprehensive and mandatory sanctions against South Africa, in accordance with Chapter VII of the United Nations Charter;

(b) to establish a special monitoring unit, in co-operation with the International Maritime Organisation, Lloyd's Register, the Shipping Research Bureau and other relevant organisations, to ensure that sanctions are strictly applied and to expose sanctions busters.

II. Government action

1. To sever political, military, cultural, sporting and diplomatic relations with the South Africa Government, in so far as such relations with South Africa are maintained.

2. To stop trade and commercial relations with and to prohibit new public and private investment in South Africa, as well as the export of nuclear and other technology to the South African Government, parastatal and private enterprise in South Africa. In addition, to prohibit loans, trade credits and gold exchanges by banks to and with South Africa. Furthermore, to prohibit collaboration with South Africa in the operation of the international gold market, in particular to prevent the operation of the South African marketing company, the International Gold corporation (INTERGOLD).

3. To adopt, through the appropriate government authorities, including regional and local authorities, stringent devestment/disinvestment measures, to prevent any new investments, and to withdraw all public funds from banks maintaining commercial relations with South Africa as well as to deny contracts for the provision of goods and services to all firms and enterprises having commercial relations with South Africa.

4. To deny the use of facilities intended to circumvent sanctions applied against South Africa.

5. To discourage emigration of their nationals and the promotion of tourism to South Africa, by such means as banning advertising and cutting air and sea links with South Africa.

6. To withhold recognition of Bantustans, deny the establishment of representative offices and the entry of representatives of Bantustans into their territories, to prohibit new investments in and to demand the withdrawal of existing investment from these areas.

7. To increase economic support, including development assistance and the development of alternative trade patterns, to those African countries which are forced through their geographical and economic situation to maintain links with South Africa, with particular emphasis on independent African States enclaved within South Africa and those in the immediate neighbourhood of South Africa.

8. To give material and moral support to the liberation movements, to the independent black trade union movement and to popular movements struggling for the elimination of apartheid and the establishment of a non-racial democratic system and majority rule with respect for human rights and fundamental freedoms in South Africa.

9. To lift all impediments preventing trade unions from participating in solidarity action with the workers engaged in the anti-apartheid struggle and in particular to ensure that the legal system does not prevent trade union action designed to oppose apartheid.

10. To encourage in line with the basic principles of the Constitution of the ILO initiatives which could lead to the elimination of apartheid and the achievement of durable peace in southern Africa.

11. To tighten the licensing procedures for the export and re-export of arms and related material as defined in Security Council Resolution 418 so as to ensure that none of it reaches South Africa in violation of the United Nations Security Council decisions and resolutions.

III. Action by employers' organisations

1. To ensure that their members do not maintain trade, commercial or financial relations with South Africa and that economic and financial institutions do not extend loans to South Africa or collaborate with the apartheid regime in any way.

2. To disinvest from South Africa and to transfer these investments to other African countries, especially the front-line and SADCC States. In so doing, employers should ensure that early consultations are held with the appropriate union representing the black workers in the enterprise on the conditions and terms of disinvestment. Such action should not circumvent the call for disinvestment by transferring the operation of their companies to local South African management whilst still maintaining the same commercial links.

3. To disinvest from and to cease all cooperation with the so-called Bantustans.

4. To refuse to cooperate with the South African authorities in the implementation of apartheid or refrain from the exploitation of all advantages provided by the apartheid system particularly in labour relations and the so-called homelands and to make a firm commitment to the abolition of apartheid.

5. To urge banks and other financial institutions to refrain from making loans or providing credit for trade with South Africa and to urge governments to prohibit the activities of the International Gold Corporation (INTERGOLD) in their countries.

6. To provide technical and financial support for small business development and management training programmes for victims of apartheid in exile in the front-line and neighbouring States, and to organise subregional seminars for employers in such States for this purpose as well as sensitise employers about the plight of the victims of apartheid.

7. To ensure that members refrain from any form of victimisation of workers and their trade unions involved in the defence of workers' basic rights in South Africa and in solidarity action, outside the Republic, with the black workers of South Africa.

IV. Action by trade unions the world over

1. To exert maximum pressure on their respective government for the adoption and the implementation of comprehensive and mandatory sanctions against South Africa by the United Nations Security Council, in accordance with Chapter VII of the United Nations Charter.

2. To place maximum pressure, including industrial action, on parent companies and their subsidiaries the world over in cases where their South African subsidiaries do not recognise the independent black trade union movement and act in contradiction with internationally recognised labour standards.

3. To exert maximum pressure on the subsidiaries, outside South Africa, of South African multinational enterprises that are involved in the violation of internationally-recognised labour standards.

4. To increase mobilisation of workers and the public through information campaigns with a view to exerting the strongest possible pressure on their respective governments to adopt comprehensive sanctions against and to sever their links with South Africa, and on companies with interest in South Africa to oblige them to withdraw from that country.

5. To develop extensive educational activities to ensure that workers are informed of sanction measures in their own countries so that they can participate at all levels in the monitoring of such actions and be prepared for industrial action in cases of sanctions busting.

6. To organise consumer and other boycotts in order to promote sanctions against South Africa.

7. To give financial, material and moral support to the black independent trade union movement inside South Africa, including assistance in organising campaigns and educational programmes and legal and relief assistance to imprisoned and restricted trade unionists and their families, as well as organising solidarity action in support of the black workers and their unions.

8. To organise campaigns to ensure that trade union members do not emigrate to South Africa or visit these countries in the course of their occupational activities, and to supplement these campaigns with appropriate sanctions, to ban advertisements for jobs in South Africa and exert pressure for the closure of South African recruitment offices abroad.

9. To withdraw all trade union funds from any company or investment scheme with interests in South Africa, and to ensure that no pension funds are invested in such companies, banks or schemes.

10. To exercise the strongest possible pressure on banks and financial institutions to recall their existing loans to South Africa and to prevent the provision of new loans and trade credits to South Africa, as well as gold exchanges to and with South Africa. In addition, trade unions should organise campaigns appealing to their members to close accounts with such banks.

11. To take all measures aimed at further isolating the South Africa regime and to support anti-apartheid activities.

12. To ensure trade union representation in delegations to the United Nations and the specialised agencies to press for the fullest implementation of the Programme of Action against Apartheid.

13. To coordinate trade union action against apartheid in accordance with the Declaration adopted by the International Conference of Trade Unions on Sanctions and Other Actions against the Apartheid Regime, held in Geneva in 1983.

V. ILO action

1. To give further impetus to the implementation of the Declaration concerning Action against Apartheid and the Programme of Action, with specific reference to operative paragraph 6 of the Declaration and to the following paragraphs of this section.

2. To increase enterpreneurial and management training and to encourage small business development programmes for the victims of apartheid in exile in neighbouring States and displaced persons as a means of creating self-employment for those deprived people and prepare them for business management responsibilities in a non-racial democratic South Africa.

3. To increase activities in the fields of workers' education, vocational training, assistance to migrant workers, improvements in infrastructures and in other fields of benefit to workers of southern Africa, including broader workers' education programmes for the trade unions of South Africa. Such programmes should be conducted in conjunction with trade union organisations of the front-line States, particularly through the coordination and cooperation of the Southern African Trade Union Coordination Council (SATUCC).

4. To ensure a wider dissemination of public information throughout all member States by all possible means, including ILO publications, about atrocities being perpetrated by the apartheid South African regime within South Africa, as well as in front-line and neighbouring States, as a means of countering the news blackout imposed by the South African Government under its oppressive emergency measures and overcoming the silence of the mass media.

5. To address renewed appeals to the UNDP, international financial institutions and all multi-bilateral and bilateral donors to provide additional resources for the above-mentioned activities.

6. To request ILO constituents to provide a precise, itemised report on the Declaration, on each paragraph of the Programme of Action annexed to it and on the conclusions adopted at each session of the Conference.

VI. Other action

1. The Conference calls upon governments, employers' and workers' organisations and the ILO to continue and reinforce the campaign for the release of all trade unionists and political prisoners in South Africa. In this connection the Conference deplores and denounces all measures which deny and violate civil and trade union rights in South Africa.

2. The Conference calls upon governments, employers' and workers' organisations, non-governmental bodies and individuals to make every possible contribution to the AFRICA (Action for Resisting Invasion, Colonialism and Apartheid) Fund, as well as to make contributions in order to ensure the early realisation of its objectives.

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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

BY FACSIMILE

September 30, 1992

Dear Sir:

I refer to your letter GB 254-115 of August 31 inviting World Bank representation at the 254th Session of the Governing Body of the International Labour Office, to be held in Geneva from November 16 to 19, 1992.

I am pleased to inform you that the Bank will be represented on this occasion by staff from our Geneva Office, who will attend selected sessions of the discussions and as other commitments permit.

Sincerely yours,

ALEXANDER SHAKOW

Alexander Shakow
Director
External Affairs

Mr. Michel Hansenne
Director-General
International Labour Office
CH-1211 Geneva 22
Switzerland

cc: Mr. Baneth/Ms. Sorsa (Geneva)
Mr. Verspoor (PHREE)

MMcDonald

TRANSMISSION CONFIRMATION REPORT No.=006186

DATE/TIME	OCT 1, 1992 11:14AM
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RESULT	OK
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RESOLUTION	NORMAL

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The World Bank
INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT
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Alexander Shakow
Director
External Affairs

Mr. Michel Hansenne
Director-General
International Labour Office
CH-1211 Geneva 22
Switzerland

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INTERNATIONAL LABOUR OFFICE
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The President of the World Bank,
1818 H Street NW.,
WASHINGTON DC 20433
USA

Réf. BIT/ILO GB 254-115

Votre réf.

Dear Sir,

31 AOUT 1992

I have pleasure in conveying to your organisation, on behalf of the Governing Body of the International Labour Office, a cordial invitation to be represented at the 254th Session of the Governing Body, which will be held at the International Labour Office, Geneva, from Monday, 16 November, at 3 p.m., to Thursday, 19 November 1992. The full session will be preceded by meetings of various committees of the Governing Body, beginning on Thursday, 5 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 organisation 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.

INTERNATIONAL LABOUR OFFICE
BUREAU INTERNATIONAL DU TRAVAIL
OFICINA INTERNACIONAL DEL TRABAJO

GB.254
254th Session

GOVERNING BODY
CONSEIL D'ADMINISTRATION
CONSEJO DE ADMINISTRACION

Geneva,
16-19 November 1992

AGENDA

1. Approval of the minutes of the 253rd Session.

2. Date, place and agenda of the 81st (1994) Session of the Conference.

3. Action taken on the resolutions adopted by the Conference at its 79th (June 1992) Session.

4. Record of the Thirteenth Conference of American States Members of the ILO (Caracas, 30 September-7 October 1992).

5 Report of the Tripartite Advisory Meeting on Environment and the World of Work (Geneva, 2-4 November 1992).

6. Reports of the Committee on Freedom of Association.

7. Reports of the Programme, Financial and Administrative Committee.

8. Report of the Allocations Committee.

9. Report of the Committee on Standing Orders and the Application of Conventions and Recommendations.

10. Report of the Industrial Activities Committee.

11. Report of the International Organisations Committee.

12. Report of the Committee on Operational Programmes.

13. Report of the Committee on Discrimination.

14. Report of the Committee on Multinational Enterprises.

15. Report of the Committee on Employment.

16. Report of the Working Party on Improvements in the Functioning of the International Labour Conference.

17. International Institute for Labour Studies.

18. Report of the Director-General.

19. Composition and agenda of standing bodies and meetings.

20. Symposia, seminars and similar meetings.

21. Appointment of Governing Body representatives on various bodies.

22. Programme of meetings.

INTERNATIONAL LABOUR OFFICE
BUREAU INTERNATIONAL DU TRAVAIL
OFICINA INTERNACIONAL DEL TRABAJO

GB.254/P(Rev.1)
254th Session

GOVERNING BODY
CONSEIL D'ADMINISTRATION
CONSEJO DE ADMINISTRACION

Geneva,
November 1992

PROGRAMME OF MEETINGS FOR THE
254TH SESSION OF THE GOVERNING BODY

Thursday, 5 November

3 p.m.	Committee on Freedom of Association

Friday, 6 November

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

Monday, 9 November

10 a.m.	Committee on Employment
	International Organisations Committee
	Committee on Freedom of Association (if necessary)
3 p.m.	Committee on Employment
	Committee on Standing Orders and the Application of Conventions and Recommendations
	Allocations Committee
4 p.m.	International Organisations Committee (if necessary)

Tuesday, 10 November

11 a.m.	Committee on Employment
	Industrial Activities Committee
3 p.m.	Committee on Employment
	Industrial Activities Committee

N.B. The Board of the International Institute for Labour Studies will meet on Tuesday, 10 November at 10 a.m. and (if necessary) 3 p.m.

Wednesday, 11 November

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

Thursday, 12 November

10 a.m.	Working Party on Improvements in the Functioning of the International Labour Conference
3 p.m.	Working Party on Improvements in the Functioning of the International Labour Conference

Friday, 13 November

10 a.m.	Working Party on Improvements in the Functioning of the International Labour Conference (if necessary)
	Committee on Operational Programmes
	Committee on Discrimination
3 p.m.	Committee on Operational Programmes
	Committee on Discrimination (if necessary)
	Committee on Multinational Enterprises

Monday, 16 November

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

Tuesday, 17 November
to
Thursday, 19 November

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

THE WORLD BANK/IFC/MIGA

OFFICE MEMORANDUM

DATE: August 25, 1992

TO: Mr. I. Serageldin

FROM: Pierre Landell-Mills PLM

EXTENSION: 34881

SUBJECT: My Visit to ILO, Geneva

On August 4 I visited ILO Headquarters at the suggestion of Mrs. Mary Chinery-Hesse (Deputy Director-General) to exchange information and thinking on employment and labor market studies and issues. Despite it being the holiday season I was able to meet with a large number of ILO staff (see Annex 1) and collect a number of documents that are relevant to our proposed work program in this area.

I was impressed by the genuine enthusiasm shown towards my visit and the evident keenness of ILO staff to strengthen relations with the Bank. It is also evident that ILO is doing work on a variety of issues related to employment and labor markets in Africa that should be better known in the Africa Region of the Bank. The main points that emerged from these discussions are set out below.

1. *Employment and labor market data.* Mr. Ashagrie of ILO's Bureau of Statistics told me that ILO was planning to place an additional regional adviser on statistics in Africa. They would then have three regional advisers: one in Abidjan, one in Addis Ababa, and one in Harare. In addition ILO is providing basic training in labor statistics at a variety of centers in Europe. I discussed with him the STATCAP proposals and the efforts we have in mind to assist governments to prepare national statistical development plans. Mr. Ashagrie agreed that the ILO's regional advisers should become actively involved in assisting a demand driven approach that is focused on capacity building. These ideas need to be followed up by Tim Marchant.

2. *Small Enterprise Development.* I was informed that ILO was planning to hold its next 5-year regional conference in Africa and to devote it to the topic: SMEs and the Informal Sector. It will take place in Mauritius in December 1993. It was also noted that the donor agencies' SME coordinating committee (on which the Bank has to date been represented by Biff Steel) is planning on mounting a symposium on "Enterprise Development: The Process of Developing and Implementing of Policies" in September, 1993. Noting that we were planning a conference on the "Preconditions for Enterprise Development in Africa" to be cosponsored by the Aga Khan Foundation, to be held in 1993, and that the French were far advanced in the planning of a "colloque" on "Jeunesse, Emploi, et Villes," it was agreed that there was a danger of overkill unless efforts were made to ensure that each meeting addressed a distinct set of issues. There is time to adjust the various agendas provided those principally concerned collaborate in the planning stage. I suggest that Miguel Schloss follow this up. I was surprised that ILO seemed unaware of the French initiative and only vaguely aware of ours.

3. *Vocational Training.* Here collaboration seems to have been close. We have been involved in conferences on vocational training in Africa organized by ILO in 1991 and 1992, and they have followed the various Donors for African education initiatives. ILO staff are familiar with our Birks and Sinclair study of apprenticeship in the informal sector and are looking forward to receiving the final version. ILO is now planning a series of country seminars on vocational training which GT6 needs to know about. I propose that AFTED follow this up.

4. *UNEDIL.* Concern was expressed by ILO's Entrepreneurship and Management Development Branch that while ILO/EDI were collaborating on strengthening African management training institutions, some of the Bank's sector staff continued to finance separate management training facilities when the UNEDIL training centers should have been used. A case in point was a transport management training institute. ILO staff argued that this was unnecessary duplication. We might usefully discuss at an AFT DMT meeting whether or not this is seen as a significant problem.

5. *Aid Coordination.* ILO staff felt that more effort was needed to strengthen aid coordination at the country level, particularly with regard to sector assistance. While we agreed that this could be best accomplished by greater initiative by the Bank and UNDP Resident Representatives, ILO was concerned that neither was well equipped to deal with employment and labor market issues. A key issue here for ILO is the review of PIPs; ILO would like to see greater weight given to labor intensiveness in the choice and design of public investments. A related, but more general, concern expressed by ILO staff is that with the heavy emphasis in Bank operations on policy lending, the UN agencies feel they have become "disempowered."

6. *ILO Reorganization.* In my meeting with Mr. H. Maier (one of ILO's Deputy Director-Generals) I was told that ILO's field operations were being completely reorganized. Africa is to have four multidisciplinary teams, each staffed to provide advice on the whole range of ILO concerns. The objective is to improve the coordination of ILO's advisory services and thereby avoid inconsistencies in their approach to countries. In the process the JASPA program is to be discontinued. The internal organization of ILO has been changed to support this new approach.

7. *Social Funds.* ILO's Policies and Programmes for Development Branch is very concerned about the way the Bank is using Social Funds. Their interest is to promote labor-intensive public works and see Social Funds as key mechanisms for getting community participation. They are worried that the Bank is inclined towards a large project top-down approach that reduces the opportunities for labor-intensive techniques. Also they see the AGETIP program in Senegal as incorporating insufficient developmental elements and consider that Bank staff are insufficiently concerned with capacity building within the small contractor sector. They noted that the Bank was undertaking an evaluation of Social Fund mechanisms and asked to be sent a copy of this study as soon as it was available.

8. *ILO Institute.* I met with Mr. Gopinam, Director of the International Institute of Labor Studies (which formally is independent of ILO but has the Director-General of ILO as the Chairman of its Board, and the Director has the rank of ILO Deputy Director-General), and with his staff member Mr. G. Rodgers. They were very keen to exchange ideas with the Bank on governance issues, which has become a new area

ILO as the Chairman of its Board, and the Director has the rank of ILO Deputy Director-General). He was very keen to exchange ideas with the Bank on governance issues, which has become a new area for research for them. They are still in the early stages of formulating their ideas, but clearly see governance as an important topic in the context of the "social dialogue" between ILO's three principal constituencies (governments, employers, and trade unions). They have hired Claude Ake to develop the theme of the relationship between social policies and economic development in an African context and are thinking of a "broader" study of governance issues in the context of labor policies to be carried out in collaboration with Cornell University (David Sahn and Eric Thorbeke). The Institute also has ongoing links with LSE and CODESRIA (in Dakar). On other matters, it is worth noting that the Institute has developed a "network" of 8-10 researchers in Francophone Africa who are working on employment and labor market issues.

9. *Bank-ILO Cooperation.* Mr. S. Taylor (of the Technical Cooperation Promotion Branch) raised with me a concern that ILO has about the conditions under which ILO staff participate in Bank missions.

cc: Nancy Birdsall
Alexander Shakow
Ishrat Husain
Ismail Serageldin
Anjali Chadha
Benaifer Kermani
Michel Noel
Harry Walters
Elizabeth Morris-Hughes
Dunstan Wai
Edgardo Barandiaran
John Graves
Randolph Andersen
Kevin Cleaver
Miguel Schloss
Bocar Thiam
Jean Doyen
Ishrat Z. Husain
Leif Christoffersen
Peter Moock
Mamadou Dia
Alain Colliou
Birger Fredriksen
Roger Grawe
Michel Palein
Ian Porter
J. van Lutsenburg Mass
Gurushri Swamy
Timothy Marchant
Paul Ballard
Tyler Biggs
Robert Lacey
Mehdi Ali
Manuel Zymelman
Mario Blejer

Visit to ILO Headquarters of Mr. P. Landell-Mills
Senior Policy Adviser
(Technical Department, Africa Region)
World Bank, Washingon

Tuesday, 4 August 1992

		Room No.	Tel.No.
09.00	Mr. Iqbal Ahmed (Active Labour Market Policies Branch)	8-54	6438
09.30	Mrs. M. Chinery-Hesse Deputy Director-General (Technical Co-operation and Field Programmes Sector)	8-153	6530
10.00	Mr. K. Ashagrie (Bureau of Statistics)	10-83	6313
10.30-Lunch	GENERAL MEETING	8-A	
	Chaired by Mr. H. Watzlawick (Officer-in-charge, Active Labour Market Policies Branch)	8-28	

DGA/TEC - Mr. G. Gust

ENT/MAN (Entrepreneurship and Management Development Branch)
- Mr. P. Neck

COOP (Co-operative Branch)
- Mr. G. Renard

F/POL (Training Policy and Programme Development Branch)
- Mr. E. Lee

F/PROF (Vocational Training Systems Management Branch)
- Mr. W. Durr

E/MIGRANT (Migration and Population Branch)
- Mr. R. Böhning

E/STRAT (Employment Strategies Branch)
- Mr. W. Bartsch

E/DEV (Policies and Programmes for Development Branch)
- Messrs. Majeres and Tabatabai

PROMOTEC (Technical Co-operation Promotion Branch)
- Mr. S. Taylor

SEC SOC (Social Security Department)
- Mr. T. Bendahou

LEG/REL (Labour Law and Labour Relations Branch)
- Mr. Z. Shaheed

		Room No.	Tel. No.
14.00	Mr. G. Rodgers / M. GOPINATH (International Institute for Labour Studies)	11-28	6468
14.30-15.30	E/DEV (Policies and Programmes for Development Branch) Messrs. Majeres, Miller and Tabatabai	8-A	
15.30-16.30	E/STRAT (Employment Strategies Branch) Messrs. Amjad, Bartsch, Richards and Mrs. Loutfi	8-27	6538
16.30-17.00	E/MIGRANT (Migration and Population Branch) Messrs. Wéry and Garcia	8-57	6452
17.00-17.30	PROMOTEC (Technical Co-operation Promotion Branch) Mr. S. Taylor	5-114	7281
17.30 -	Mr. H. Maier Deputy Director-General Standards and Labour Relations Sector	9-156	6325

66 ILO (annual)

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

BY FACSIMILE

August 14, 1992

Dear Mr. Harari:

I refer to the Director-General's letter of July 27 (RC 160-13-115) and your letter of July 29 inviting World Bank representation at the 13th Conference of American States Members of the International Labour Organisation, to be held in Caracas, Venezuela, from September 30 to October 7, 1992.

I thank you for the invitation. It seems unlikely that the Bank will be able to send a representative to this meeting, but should this situation change in any way we would inform you accordingly.

Sincerely yours,

(ORIGINAL SIGNED BY)

C. B. Boucher
Acting Chief
International Economic Relations Division
External Affairs

Mr. R. Harari
Director
Relations and Meetings Department
International Labour Office
CH-1211 Geneva 22
Switzerland

cc: Mr. Rodriguez (LACSA)

MMcDonald

TRANSMISSION CONFIRMATION REPORT No.=005791

DATE/TIME	AUG 17. 1992 11:29AM
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The World Bank
INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT
INTERNATIONAL DEVELOPMENT ASSOCIATION

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C. B. Boucher
Acting Chief
International Economic Relations Division
External Affairs

Mr. R. Harari
Director
Relations and Meetings Department
International Labour Office
CH-1211 Geneva 22
Switzerland

INTERNATIONAL LABOUR OFFICE
BUREAU INTERNATIONAL DU TRAVAIL
OFICINA INTERNACIONAL DEL TRABAJO

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Télégrammes INTERLAB GENEVE
Télex 415647 ilo ch
Fac-similé (22) 798 86 85

Téléphone direct (22) 799
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DGM
(2) Shakow/Lateef

The President of the World Bank,
1818 H Street NW,
WASHINGTON DC 20433
USA

Réf. BIT/ILO RC 160-13-115

Votre réf.

29 JUIL. 1992

THIRTEENTH CONFERENCE OF AMERICAN
STATES MEMBERS OF THE ILO

Dear Sir,

I refer to my letter No. RC 160-13-115 concerning the above Conference which is to be held in Caracas, Venezuela, from 30 September to 7 October 1992 and have pleasure in enclosing a copy of a letter addressed to governments, together with its attachments relating to material arrangements for this meeting.

I venture to draw your attention to the need to make your hotel reservations at the address indicated in the letter as early as possible and, in any case, before 28 August 1992.

I should be grateful if you would also communicate to me, if you have not already done so, the name and designation of the representative of your organisation to this Conference.

Yours faithfully,
For the Director-General:

Inez Holmes

for R. Harari,
Director,
Relations and Meetings Department.

INTERNATIONAL LABOUR OFFICE
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OFICINA INTERNACIONAL DEL TRABAJO

4, route des Morillons
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Réf. BIT/ILO RC 160-13-100

Votre réf.

Dear Sir,

With reference to letter No. RC 160-13-100 of 23 June 1992 concerning the Thirteenth Conference of American States Members of the International Labour Organisation, to be held in Caracas, Venezuela, from 30 September to 7 October 1992, I now have pleasure in providing additional information concerning the arrangements for the Conference.

Opening of the Conference

The formal opening of the Conference will take place at 11 a.m. on Wednesday, 30 September 1992.

In accordance with the resolution concerning the procedure at the Thirteenth Conference of American States Members of the ILO and the proposed programme of work for the Conference which were appended to the letter of convocation, the opening sitting will be preceded by group meetings which will be held on Wednesday, 30 September, from 9.00 to 11.00 a.m. for the conduct of official business (election of the Officers of the groups and nomination of the Vice-Presidents of the Conference, the Chairman, Vice-Chairmen and members of each committee).

Credentials

The credentials of delegates to the Conference and their advisers should, under article 10, paragraph 1, of the Rules concerning the Powers, Functions and Procedure of Regional Conferences Convened by the ILO (a copy of which was enclosed with the letter of convocation), be deposited with the International Labour Office at least 15 days before the date fixed for the opening of the Conference. As the Conference will open on Wednesday, 30 September 1992, the last date for the deposit of credentials is Tuesday, 15 September.

For this purpose - and to facilitate the task of presenting the credentials of your country's delegation - I am attaching to this letter a form which your Government may wish to fill in and return to the Office within the required deadline.

Hotel accommodation

All delegates can be accommodated in the Hotel Macuto-Sheraton and the Melia Hotel situated some 150 metres from the Sheraton. Room rates in both hotels are US$80 single or double occupancy (plus 10 per cent tax) per day. The Government of Venezuela has kindly agreed to act as booking agent for members of delegations. Requests for reservations should accordingly be addressed to:

Dra. M.H. Cabrera Armas,
Directora General Sectorial,
Relaciones Internacionales,
Ministerio del Trabajo,
Centro Simón Bolívar,
Edificio Sur - Piso 5,
CARACAS 1010,
Venezuela.

Telex numbers: 24 712 and 24 713.

Facsimile: 00 582/83 13 76
42 68 66
48 35 940.

These requests, which should be made as soon as possible, should indicate the nature of the accommodation required (single or double room), the date of arrival and the date of departure. It would be very much appreciated if requests concerning reservations could be sent before 28 August.

Reception arrangements at Caracas airport

Members of delegations are requested to inform Mrs. Cabrera as soon as possible of their date of arrival, flight number and hour of arrival at Caracas, so that arrangements may be made for their reception at Caracas Airport and their transportation to the hotels Macuto-Sheraton and Melia.

Visa and health requirements

Members of delegations should ensure that they are in possession of valid travel documents for entry into Venezuela and check on vaccination requirements, which may vary according to country of origin and the region in Venezuela which they might wish to visit.

Delegates from countries having no diplomatic or consular representation of Venezuela are requested to apply as soon as possible to Mrs. Cabrera for an entry visa into Venezuela which will be issued to

them upon arrival at Caracas airport. The application should indicate the delegate's name and nationality, number and type of passport, flight number, and date and time of arrival in Caracas.

Baggage

Enclosed you will also find a number of baggage labels for the use of members of your delegation. It is recommended that these labels be attached to their baggage so that it can be easily identified at Caracas airport, thus facilitating entrance formalities.

Climate

Participants in the Conference may wish to note that the climate in the Caraballeda area for the months of September-October is hot and humid and the temperatures range from 17° to 27° Centigrade.

Insurance

Participants are advised to insure themselves against injury and illness and against the loss of personal effects.

*

* *

If you have not already done so, I should be grateful if you would notify me as soon as possible of the names of the members of your delegation to the Conference.

Yours faithfully,

For the Director-General:

R. Harari,
Director,
Relations and Meetings Department.

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The President of the World Bank,
1818 H Street NW,
WASHINGTON DC 20433
USA

Réf. BIT/ILO RC 160-13-115

Votre réf.

27 JUIL. 1992

Dear Sir,

I have pleasure in conveying to your organisation a cordial invitation to be represented at the Thirteenth Conference of American States Members of the International Labour Organisation, which will be held in Caracas, Venezuela, from Wednesday, 30 September to Wednesday, 7 October 1992.

1. Place of meeting and address of the Conference

The Conference will meet in the Hotel Sheraton-Macuto. The address of the Conference will be the following: Thirteenth Conference of American States Members of the ILO, Hotel Sheraton-Macuto, Caraballeda, La Guaira, Venezuela. Caraballeda is situated on the coast and is approximately 40 kilometres from Caracas and 20 kilometres from the airport.

2. Agenda of the Conference

At its 249th Session the Governing Body decided that the two technical subjects to be covered in the Director-General's report to the Thirteenth Conference of American States Members of the International Labour Organisation should be as follows:

1. Economic restructuring and the world of work, it being understood that the chapter devoted to this subject should also include a discussion on human resources development.

2. Social security and the process of economic restructuring.

Apart from these two technical subjects, the Director-General's Report will also deal with two standing items (review of ILO activities in the Americas and the situation of international labour standards in the region).

3. Report

The Report will be forwarded to you as it becomes available.

4. Procedure of the Conference

The composition of the Thirteenth Conference of American States Members of the ILO will be governed by the Rules concerning the Powers, Functions and Procedure of Regional Conferences convened by the International Labour Organisation (hereinafter referred to as "the Rules"). I have pleasure in enclosing herewith a copy of the Rules.

The above-mentioned Rules also concern the procedure of regional conferences convened by the ILO. However, as regards the procedure of the Thirteenth Conference of American States Members of the ILO, I venture to draw your attention to the fact that at its 79th Session (June 1992) the International Labour Conference, on the recommendation of its Selection Committee, adopted a resolution concerning procedure at the Thirteenth Conference of American States Members of the ILO which authorises the Conference to derogate from these Rules so as to implement the proposed reforms for regional conferences on an experimental basis. The implications of the new procedure for the practical organisation of the Thirteenth Conference of American States Members of the ILO are spelt out in the resolution itself, a copy of which is attached. All the other provisions of the Rules remain applicable.

These reforms essentially affect the organisation of the Conference's work. According to its new programme, the Conference will take place in two phases:

(a) one phase for committee work, from Wednesday, 30 September to Saturday, 3 October, during which the Committee on Social Security and the process of economic restructuring (item 2 on the agenda), the Committee on ILO activities in the region and the Resolutions Committee will meet concurrently to draw up their conclusions/resolutions;

(b) another phase for the general discussion in plenary sitting, from Monday, 5 to Wednesday, 7 October, during which there will be a discussion of the subject of economic restructuring and the world of work.

A detailed programme is enclosed.

Should your organisation be able to accept this invitation, it would be much appreciated if you would kindly communicate to me, at your earliest convenience, the name and address of the representative of your organisation

who will attend the Conference. The travelling and subsistence expenses of the representative will be payable by your organisation.

All necessary particulars regarding the organisation of the Conference, including the exact time of the opening sitting, details concerning visa and health requirements, hotel accommodation in Carabellada and other pertinent information will be communicated to you in due course.

Yours faithfully,

Michel Hansenne,
Director-General.

INTERNATIONAL LABOUR ORGANISATION

Rules concerning the Powers, Functions and Procedure of Regional Conferences Convened by the International Labour Organisation

Approved by the International Labour Conference
at Its 31st Session (San Francisco, 1948)
and Amended at Its 34th Session (Geneva, 1951),
36th Session (Geneva, 1953), 37th Session (Geneva, 1954),
39th Session (Geneva, 1956), 45th Session (Geneva, 1961),
50th Session (Geneva, 1966), 60th Session (Geneva, 1975),
61st Session (Geneva, 1976), 67th Session (Geneva, 1981)
and 73rd Session (Geneva, 1987).

International Labour Office Geneva
1987

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Rules concerning the Powers, Functions and Procedure of Regional Conferences Convened by the International Labour Organisation

The composition, powers, functions and procedure of regional conferences convened by the International Labour Organisation shall be governed by the following rules drawn up by the Governing Body of the International Labour Office and confirmed by the General Conference of the International Labour Organisation at its 31st, 34th, 36th, 37th, 39th, 45th, 50th, 60th and 61st Sessions in pursuance of paragraph 2 of article 38 of the Constitution of the International Labour Organisation.[1]

ARTICLE 1

Composition of Regional Conferences

1. Each regional conference shall be composed of—

(a) two Government delegates, one Employers' delegate, and one Workers' delegate for each State or territory invited by the International Labour Organisation to be represented at the Conference;

(b) the members of the special delegation to the Conference of the Governing Body of the International Labour Office.

2. (1) Delegates from States or territories invited by the International Labour Organisation to be represented at the Conference may be accompanied by advisers, and any such delegate may by notice in writing addressed to the President appoint one of his advisers to act as his substitute.

(2) An adviser who is acting as substitute for his delegate may speak and vote under the same conditions as the delegate whom he is replacing.

3. The Governing Body of the International Labour Office shall determine which governments shall be invited to nominate delegates and advisers to attend regional conferences. Acceptance by a State or territory of an invitation to be represented at a regional conference implies that it assumes responsibility for the travel and subsistence expenses of its tripartite delegation.

4. Employers' and Workers' delegates and advisers shall be chosen in agreement with the industrial organisations, if such organisations exist, which are most representative of employers or workpeople as the case may be in the State or territory concerned.

5. States or territories invited by the International Labour Organisation to be represented at the Conference which are federal in structure may appoint representatives of their respective states or provinces to accompany their delegations.

6. States or territories invited by the International Labour Organisation to be represented at the Conference which are responsible for the international relations of territories under their protection or suzerainty may appoint representatives of such territories to accompany their delegations.

7. Any Member of the International Labour Organisation and any State which is not a Member of the International Labour Organisation which has been invited to be so

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[1] ARTICLE 38

. . . . . .

2. The powers, functions and procedure of regional conferences shall be governed by rules drawn up by the Governing Body and submitted to the General Conference for confirmation.

represented by the Governing Body of the International Labour Office may be represented at the Conference by an observer.

8. Ministers from States or territories represented at the Conference or from the constituent states or provinces thereof whose departments deal with the questions discussed by the Conference and who are not delegates or advisers may address the Conference if they are invited to do so by the President.

9. Representatives of the United Nations shall be entitled to attend the Conference and to participate in its deliberations in accordance with the terms of the Agreement between the United Nations and the International Labour Organisation.

10. Representatives of other official international organisations which have been invited by the International Labour Organisation to be represented at the Conference may participate in its deliberations in accordance with the terms of the invitations extended to them.

11. Liberation movements recognised by the Organisation of African Unity or the League of Arab States which have been invited by the Governing Body of the International Labour Office may be represented at the Conference.

ARTICLE 2

Agenda of Regional Conferences

The agenda for all regional conferences shall be settled by the Governing Body, which shall consider any suggestion as to the agenda that may have been made by preceding regional conferences, by the government of any State or territory invited to be represented at the Conference, by any representative organisation recognised for the purpose of paragraph 4 of article 1 of these rules, or by any public international organisation.

ARTICLE 3

Form of Decisions of Regional Conferences

1. The decisions of regional conferences shall be expressed in the form of resolutions or reports addressed to the Governing Body of the International Labour Office.

2. The Governing Body may, on its own initiative or at the request of the International Labour Conference, refer to a regional conference for preliminary examination proposals for the modification of any Conventions or Recommendations in cases to which paragraph 3 of article 19 of the Constitution of the International Labour Organisation applies.[1]

ARTICLE 4

Reports for Regional Conferences

1. The International Labour Office shall prepare a report on each item of the agenda adequate to facilitate an exchange of views on the issues referred to the Conference and, in particular, setting out the law and practice in the different States and territories of the region.

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[1] ARTICLE 19

. . . . . .

3. In framing any Convention or Recommendation of general application the Conference shall have due regard to those countries in which climatic conditions, the imperfect development of industrial organisation, or other special circumstances make the industrial conditions substantially different and shall suggest the modifications, if any, which it considers may be required to meet the case of such countries.

2. These reports shall be despatched by the Office so as to reach governments at least three months before the opening of the session of the Conference in the case of reports on technical items of the agenda and two months in the case of the Director-General's Report. The Officers of the Governing Body may approve shorter intervals if exceptional circumstances should so require.

ARTICLE 5

Officers of Regional Conferences

1. Each regional conference shall elect as officers a President and three Vice-Presidents, all of whom shall be of different nationalities.

2. The three Vice-Presidents shall be elected by the Conference on the nomination of the Government, Employers' and Workers' delegates respectively.

3. (1) In order to facilitate such elections, for each regional conference the three groups shall nominate their respective candidates for Vice-Presidents of the Conference in the rotation indicated as follows:

Asian Regional Conference [1]	1st priority group	2nd priority group
(a) (8th)	Government	Employers'
(b) (9th)	Employers'	Workers'
(c) (10th)	Workers'	Government
(d) (11th)	Government	Employers'
(e) (12th)	Employers'	Workers'

(2) If a group nominates a Vice-President of the same nationality as the Vice-President nominated by a group possessing priority of nomination, such nomination shall be void.

ARTICLE 6

Duties of the President

1. It shall be the duty of the President to declare the opening and closing of the sittings, to bring before the Conference any communications which may concern it, to direct the debates, maintain order, ensure the observance of these rules by such means as circumstances may demand, accord or withdraw the right to address the Conference, put questions to the vote, and announce the result of the vote.

2. The President shall not take part in the debates and shall not vote, but may appoint a substitute in accordance with the provisions of article 1, paragraph 2 (1), of these rules.

3. If the President is absent during any sitting or part of a sitting he shall be replaced by one of the Vice-Presidents, who shall act in rotation.

4. A Vice-President acting as President shall have the same rights and duties as the President.

ARTICLE 7

Secretariat

The Director-General of the International Labour Office, being charged with the organisation of the Conference, is responsible for the secretariat-general of the Conference and the secretariat services under its control, either directly or through a deputy appointed by him.

[1] It is recommended that each of the other regions should adopt as point of departure the order of priority observed at the session of the General Conference preceding the first conference in the region after the adoption of this provision, in 1976.

ARTICLE 8

Committees

Each regional conference shall appoint a Selection Committee and a Credentials Committee and may appoint such other committees as may be necessary.

ARTICLE 9

Selection Committee

1. Each regional conference shall appoint a Selection Committee consisting of—

(a) the President of the Conference;

(b) three members of the special delegation of the Governing Body of the International Labour Office elected by this delegation; and

(c) an equal number of representatives of each of the three groups, fixed by the Conference.

2. It shall be the duty of the Selection Committee to arrange the programme of the Conference, to fix the date and agenda for the plenary sittings, and to make proposals relating to the setting up and composition of other committees.

ARTICLE 10

Credentials

1. The credentials of delegates and their advisers at regional conferences shall be deposited with the International Labour Office at least fifteen days before the date fixed for the opening of the Conference.

2. Each regional conference shall, on the nomination of its Selection Committee, appoint a Credentials Committee consisting of one Government delegate, one Employers' delegate, and one Workers' delegate.

3. The Credentials Committee shall examine the credentials of delegates and their advisers and any objection alleging that an Employers' or Workers' delegate or adviser has not been nominated in accordance with the provisions of paragraph 4 of article 1 of these rules which may have been lodged with the secretariat of the Conference.

4. An objection shall not be receivable in the following cases:

(a) if the objection is not lodged with the secretariat of the Conference within seventy-two hours from 10 o'clock a.m. of the date of publication of the name and function of the person to whose nomination objection is taken;

(b) if the authors of the objection remain anonymous;

(c) if the objection is based upon facts or allegations which the International Labour Conference or an earlier regional conference, by a debate and a decision referring to identical facts and allegations, has already discussed and recognised to be irrelevant or devoid of substance.

5. The procedure for the determination of whether an objection is receivable shall be as follows:

(a) the Credentials Committee shall consider in respect of each objection whether on any of the grounds set forth in paragraph 4 the objection is irreceivable;

(b) if the Committee reaches a unanimous conclusion concerning the receivability of the objection, its decision shall be final;

(c) if the Credentials Committee does not reach a unanimous conclusion concerning the receivability of the objection, it shall refer the matter to the Conference, which shall, on being furnished with a record of the Committee's discussions and with a report setting

forth the opinion of the majority and minority of its members, decide without further discussion whether the objection is receivable.

6. In every case in which the objection is not declared irreceivable the Credentials Committee shall consider whether the objection is well founded. If the Committee considers the objection to be well founded, it may recommend the Conference to bring the matter to the attention of the Governing Body of the International Labour Office. If the Conference approves the report of the Committee the matter shall be brought to the attention of the Governing Body, which may communicate the report to the government concerned together with any observations which it may deem appropriate.

Article 11

Right to Address the Conference

1. No delegate shall address the Conference without having asked and obtained permission of the President.

2. Speakers shall be called upon in the order in which they have signified their desire to speak.

3. The President may require a speaker to resume his seat if his remarks are not relevant to the subject under discussion.

4. A delegate may at any time raise a point of order, on which the President shall give an immediate ruling.

5. The Director-General of the International Labour Office or his representatives may, with the permission of the President, address the Conference.

6. Except with special consent of the Conference no speech shall exceed fifteen minutes exclusive of the time for translation.

7. Persons entitled to take part in the Conference as observers may, in virtue of paragraph 7 of article 1, with the permission of the President, address the Conference during the general discussions.

8. Representatives of liberation movements which have been invited to attend the Conference may, with the permission of the President, address the Conference during the discussion on the Director-General's Report.

Article 12

Motions, Resolutions and Amendments

1. Subject to the following rules, any delegate may move any motion, resolution or amendment.

2. No motion, resolution or amendment shall be discussed unless and until it has been seconded.

3. (1) Motions as to procedure may be moved without previous notice and without the handing in of a copy to the secretariat of the Conference. They may be moved at any time except after the President has called upon a speaker and before the speaker has terminated his speech.

(2) Motions as to procedure include the following:

(a) a motion to refer the matter back;

(b) a motion to postpone consideration of the question;

(c) a motion to adjourn the sitting;

(d) a motion to adjourn the debate on a particular question;

(e) a motion that the Conference proceed with the next item on the agenda for the sitting;

(f) a motion for the closure of the discussion.

4. (1) No resolution relating to an item on the agenda shall, unless it be a motion as to procedure, be moved at any sitting of the Conference unless a copy has been handed in to the secretariat of the Conference on the previous day.

(2) Any resolution thus handed in shall be translated and circulated by the secretariat not later than during the sitting preceding that at which it is to be discussed.

(3) Amendments to a resolution may be moved without previous notice if a copy of the text of the amendment is handed in to the secretariat of the Conference before the amendment is moved.

5. (1) Amendments shall be voted on before the resolution to which they refer.

(2) If there are several amendments to a motion or resolution, the President shal determine the order in which they shall be discussed and put to the vote, subject to the following provisions:

(a) every motion, resolution or amendment shall be put to the vote;

(b) amendments may be voted on either individually or against other amendments according as the President may decide, but if amendments are voted on against other amendments, the motion or resolution shall be deemed to be amended only after the amendment receiving the largest number of affirmative votes has been voted on individually and adopted;

(c) if a motion or resolution is amended as the result of a vote, that motion or resolution as amended shall be put to the meeting for a final vote.

6. Any amendment may be withdrawn by the person who moved it unless an amendment to it is under discussion or has been adopted. Any amendment so withdrawn may be moved without previous notice by any other person entitled to participate in the proceedings of the Conference.

7. Any member may at any time draw attention to the fact that the rules are not being observed, and the President shall give an immediate ruling on any question so raised.

ARTICLE 13

Resolutions relating to Matters Not Included in an Item on the Agenda

1. No resolution relating to a matter not included in an item on the agenda of the Conference shall be moved at any sitting of a regional conference unless a copy of the resolution has been deposited with the Director-General of the International Labour Office at least fifteen days before the opening of the Conference, by a delegate to the Conference.

2. The President of the Conference may, with the approval of the three Vice-Presidents, permit a resolution relating to an item not on the agenda of the Conference to be moved although it has not been deposited as required by paragraph 1 if it relates either to urgent matters or to matters of an entirely formal nature.

3. All resolutions relating to matters not included in an item on the agenda shall be referred in the first instance for report to either the Selection Committee or a Resolutions Committee appointed by the Conference. No such resolution shall be discussed at any sitting of the Conference until twenty-four hours have elapsed since the circulation to the Conference of the report of the Selection Committee or Resolutions Committee thereon.

Article 14

Prior Consultation in Respect of Proposals for New Activities relating to Matters of Direct Concern to the United Nations or Other Specialised Agencies

1. Where a proposal submitted to a regional conference involves new activities to be undertaken by the International Labour Organisation relating to matters which are of direct concern to the United Nations or one or more specialised agencies other than the International Labour Organisation, the Director-General or his representative shall enter into consultation with the organisations concerned and report to the Conference on the means of achieving co-ordinated use of the resources of the respective organisations. Where a proposal put forward in the course of a meeting for new activities to be undertaken by the International Labour Organisation relates to matters which are of direct concern to the United Nations or one or more specialised agencies other than the International Labour Organisation, the Director-General or his representative shall, after such consultation with the representatives of the other organisation or organisations concerned attending the meeting as may be possible, draw the attention of the meeting to these implications of the proposal.

2. Before deciding on proposals referred to in paragraph 1 of the present article the Conference shall satisfy itself that adequate consultations have taken place with the organisations concerned.

Article 15

Closure

1. Any delegate may move the closure either on a particular resolution or amendment or on the general question.

2. The President shall put a motion for the closure if it is supported by at least one-fifth of the delegates present at the sitting, but before putting it to the vote shall read out the names of those persons who have already signified their wish to speak and the said persons shall still have the right to speak after the closure has been voted.

3. If application is made for permission to speak against the closure, it shall be accorded to one speaker from each group.

4. If the closure is voted, one member from each group, no member of which is included in the list of persons who have already signified their wish to speak, may on the request of the chairman of the group speak on the question under discussion.

Article 16

Voting

1. Every delegate shall be entitled to vote individually upon every question considered by the Conference.

2. If one of the States or territories represented fails to nominate one of the non-Government delegates whom it is entitled to nominate, the other non-Government delegate shall be allowed to sit and speak at the Conference, but not to vote.

3. Decisions shall be taken by a simple majority of the votes cast for and against by the delegates to the Conference present at the sitting and entitled to vote.

4. The Conference shall vote by a show of hands or by a record vote.

5. In case of doubt as to the result of a vote by a show of hands, the President may cause a record vote to be taken.

6. A record vote shall be taken on any question if a request to that effect is made by not less than ten delegates present at the sitting and entitled to vote.

7. The vote shall be recorded by the secretariat and announced by the President.

8. No resolution, amendment or motion shall be adopted if an equal number of votes are cast for and against.

9. If the amount of arrears due from a Member of the Organisation equals or exceeds the contribution due from that Member for the preceding two full years, the Government, Employers' and Workers' delegates at regional conferences appointed by that Member and their advisers shall, unless the International Labour Conference has decided in accordance with article 13, paragraph 4, of the Constitution[1] to permit the Member to vote, be disqualified from voting in regional conferences and their committees. Any notification that a Member of the Organisation represented at a regional conference is in arrears or that its right to vote is no longer suspended shall be brought by the Director-General to the attention of the regional conference in accordance with the provisions of articles 30 and 33 of the Standing Orders of the International Labour Conference.[2]

ARTICLE 17

Quorum

1. A vote is not valid if the total number of votes cast for and against is less than half the total number of delegates at the Conference entitled to vote.

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[1] ARTICLE 13

. . . . . .

4. A Member of the Organisation which is in arrears in the payment of its financial contribution to the Organisation shall have no vote in the Conference, in the Governing Body, in any committee, or in the elections of members of the Governing Body, if the amount of its arrears equals or exceeds the amount of the contributions due from it for the preceding two full years: Provided that the Conference may by a two-thirds majority of the votes cast by the delegates present permit such a Member to vote if it is satisfied that the failure to pay is due to conditions beyond the control of the Member.

[2] ARTICLE 30

Notification to Conference and Governing Body that Member Is in Arrears

The notification provided for in paragraph 2 of article 29 shall be brought by the Director-General to the attention of the next sessions of the International Labour Conference, the Governing Body and any other committee of the International Labour Organisation in which the question of the right to vote of the Member concerned may arise, and to the attention of the electoral colleges provided for in articles 49 and 50 of the Standing Orders of the Conference.

ARTICLE 33

Cessation of Disqualification from Voting

When, as a result of the receipt by the Director-General of the International Labour Office of payments made by a Member, article 13, paragraph 4, of the Constitution ceases to be applicable to that Member—

(a) the Director-General shall notify the Member that its right to vote is no longer suspended;

(b) if the International Labour Conference, the Governing Body, the electoral colleges provided for in articles 49 and 50 of the Standing Orders of the Conference, or any committee concerned, has received the notification provided for in article 30 of the present section, the Director-General shall inform it that the right to vote of the Member is no longer suspended.

2. Where a quorum has not been obtained in a vote by a show of hands, the President may immediately take a record vote. He shall be obliged to do so if a record vote is called for by not less than ten delegates entitled to vote.

ARTICLE 18

Non-governmental International Organisations

Representatives of non-governmental international organisations with which the International Labour Organisation has established consultative relationships and with which standing arrangements for such representation have been made, and representatives of other non-governmental international organisations which have been invited to be represented at the Conference, may attend the meetings of the Conference. The President may, in agreement with the Vice-Presidents, permit such representatives to make or circulate statements for the information of the Conference upon matters included in its agenda other than any administrative or financial questions. If agreement cannot be reached the matter shall be referred to the meeting for decision without discussion.

ARTICLE 19

Undelivered Speeches

Speeches or parts of speeches that have not been delivered at the Conference shall not be published in the record of the Conference.

ARTICLE 20

Composition of Committees

1. Each regional conference shall designate the governments to be represented on each of its committees by Government members and shall appoint the members or advisers to be Employers' and Workers' members of the said committees.

2. Each government designated in accordance with the preceding paragraph shall communicate to the secretariat of the committee the name of its regular representative and that of any substitute appointed.

3. The Employers' group and the Workers' group shall decide whether, and if so on what conditions, those of their members appointed to committees may be replaced by personal substitutes; the said groups shall inform the secretariat of the committee of their decisions.

4. When the need to maintain a balance between the groups represented on a committee does not permit the Conference to meet all requests for membership of the said committee, the Conference may designate governments who will be represented on the committee by Government deputy members nominated by them, and may appoint Employers' and Workers' members or advisers to be Employers' and Workers' deputy members of the committee.

5. These deputy members shall have the same rights as the members of the committee except that they may vote only on the following conditions:

(a) Government deputy members may vote when they are so authorised by a written notification to the secretariat of the committee from a Government regular member of the committee who is not voting and has not been replaced by a substitute;

(b) Employers' and Workers' deputy members may vote in place of Employers' and Workers' regular members on the conditions defined by their respective groups; the groups shall inform the secretariat of the committee of all decisions taken in this connection.

ARTICLE 21

Procedure of Committees

1. The first sitting of each committee shall be opened by an official of the secretariat of the Conference, who shall conduct the business until the chairman has been elected.

2. Each committee shall select a chairman and two vice-chairmen chosen one from each of the three groups, and one or more reporters to present the result of its deliberations to the Conference on its behalf.

3. Each committee shall set up in due course a drafting subcommittee consisting of one representative from each of the three groups, together with the reporter or reporters of the committee, the Director-General of the International Labour Office or his representative, and the Legal Adviser of the Conference. The resolutions adopted by the committee shall, before they are submitted to the Conference, be considered by the drafting subcommittee, whose duty it shall be to propose any modifications of form which may be desirable and to ensure agreement between the versions of the resolutions in the different languages of the Conference.

4. The procedure of committees of regional conferences shall be governed by articles 11, 12, 15, 16, 17 and 18 of these Rules in so far as they are applicable.

5. Paragraphs 3 and 4 of this article do not apply to the Selection Committee or the Credentials Committee.

ARTICLE 22

Languages

1. The official languages of each regional conference shall be determined by the Governing Body.

2. The secretariat shall make such arrangements for the interpretation of speeches and translations of documents as are necessary to meet the convenience of delegates and practicable with the facilities and staff available.

ARTICLE 23

Autonomy of Groups

Subject to these Rules each group shall control its own procedure.

ARTICLE 24

Officers of Groups

1. At its first meeting each group shall elect a Chairman, at least one Vice-Chairman and a Secretary.

2. The Chairman and the Vice-Chairman or Vice-Chairmen shall be elected from among the delegates and advisers constituting the group; the Secretary may be elected from among persons outside the group.

ARTICLE 25

Official Meetings

1. Each group shall hold official meetings for the transaction of the following business:

(a) the nomination of a Vice-President of the Conference;

(b) the nomination of members of the Selection Committee;

(c) the nomination of members of other committees;

(d) any other matters referred to groups by the Selection Committee or by the Conference.

2. At the first official meeting of each group, which shall be held as soon as possible after the Conference meets, a representative of the secretariat shall be present to inform the group as to procedure and to conduct the business until the Chairman has been elected.

3. At official meetings only delegates shall vote, provided always that a delegate may, by notice in writing to the President, appoint one of his advisers to act as his substitute, if he himself is unable to be present, in accordance with the provisions concerning the meetings of the Conference contained in article 1 (2) of these Rules.

4. The Secretary of each group shall report forthwith to the Officers of the Conference the results of all official meetings.

ARTICLE 26

Procedure of Voting at Elections

The President of the Conference or a person nominated by him shall direct the actual procedure of voting in elections required for the appointment of Vice-Presidents of the Conference and members of committees; he shall convoke in due time the delegates who have a right to vote, shall see that the votes are regularly counted and shall communicate to the Conference the results of the election.

ARTICLE 27

Non-Official Meetings

Groups may at any time hold non-official meetings for discussion or for the transaction of non-official business.

ARTICLE 28

Procedure for the Nomination of Members of Committees by the Government Group

1. In making nominations for committees, the Government group shall proceed as follows:

2. As soon as the Selection Committee has come to a decision as to the number of committees to be set up, the delegates of each government shall inform the Secretary of the group, in writing, upon which committees their government desires representation and in what order of preference.

3. The Secretary shall thereupon prepare for each committee a list showing what governments desire representation thereon and the order of their preference. These lists shall be communicated to the members of the group.

4. The group shall first make its nominations for that committee for which there are the largest number of candidates. After the members of the first committee have been nominated the same principle shall be followed in respect of the remaining committees.

ISBN 92-2-100905-X

Resolution concerning procedure at the Thirteenth Conference of American States Members of the International Labour Organisation

The General Conference of the International Labour Organisation,

Recalling that, in the light of the reforms introduced on an experimental basis at the Eleventh Asian Regional Conference to reduce the length and cost of regional conferences provided for in the 1992-93 budget, the Governing Body has decided that it is necessary to introduce certain other changes for the Thirteenth Conference of American States Members of the International Labour Organisation and that, pending revision of the Rules concerning the Powers, Functions and Procedure of Regional Conferences Convened by the International Labour Organisation, authority should be given to the said Conference to derogate from them, as required, to implement these changes on an experimental basis before deciding on a possible revision of the above-mentioned Rules;

Thereby authorises the Thirteenth Conference of American States Members of the ILO, by way of derogation from the applicable Rules, to:

(a) consider the business carried out at preliminary group meetings preceding the formal opening of the Conference as having been carried out in official group meetings;

(b) dispense with the appointment of a Selection Committee and entrust its functions (except in respect of resolutions for which a Resolutions Committee may be appointed under article 13, paragraph 3 of the Rules) to the Officers of the Conference;

(c) limit the composition of the Resolutions Committee to not more than five members from each group;

(d) authorise, in case of need, any drafting subcommittee or other subsidiary body set up by a committee of the Conference to report directly to the plenary of the Conference instead of through the Committee;

(e) suspend the requirement that reports on technical items of the agenda be dispatched by the Office so as to reach governments at least three months before the opening of the Conference if any such report is included in a single volume with the other reports of the Director-General, which would thus be required to reach governments two months beforehand;

(f) reduce the time-limit on addresses to the Conference from 15 to ten minutes.

PROPOSED PROGRAMME FOR THE THIRTEENTH REGIONAL CONFERENCE OF AMERICAN STATES MEMBERS OF THE ILO

COMMITTEES

WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
9.00-11.00 a.m. Group meetings GG EG WG	9.00-9.30 a.m. Group meetings EG WG	9.00-9.30 a.m. Group meetings EG WG	9.00-9.30 a.m. Group meetings EG WG
	9.30-10.15 a.m. EG) WG) TC	9.30-10.15 a.m. EG) WG) TC	9.30-10.15 a.m. EG) WG) TC
	10.15-11.00 a.m. EG) WG) CA	10.15-11.00 a.m EG) WG) CA	10.15-11.00 a.m. EG) WG) CA
	11.00-12.00 a.m. EG Res. C	11.00-12.00 a.m. EG Res. C	11.00-12.00 a.m. EG Res. C
	12.00-1.00 p.m. WG Res. C	12.00-1.00 p.m. WG Res. C	12.00-1.00 p.m. WG Res. C
11 a.m.-1 p.m. Plenary Sitting -Opening of the Meeting by the Chairman of GB -Election of the Officers -Address by the Pres. of the Conf. -Address by the Rep. of the Sec. Gen. Meeting of the officers Plenary Sitting -Constit. of the techn. Cttee, the Cttee on ILO activities, the Res. Cttee and the Credentials Cttee Immediately after -TC) -Election -CA) of their -Res.C.) officers (or if necess. group meetings)	11 a.m.-1 p.m. TC CA	11 a.m.-1 p.m. TC CA	11 a.m.-1 p.m. TC drafting group CA " "
3.00-6.00 p.m. TC) -Present. of CA) the reports/ Res.C) resolutions -Beginning of the general discussion	3.00-6.00 p.m. TC CA Res. C	3.00-6.00 p.m. TC CA Res. C	4.00-6.00 p.m. TC drafting group CA " " 3.00-4.30 p.m. Res. C : [Adoption of the report and resol.]

Note: TC = Technical Committee
CA = Committee on ILO Activities
Res. C = Resolutions Committee

PLENARY SITTINGS

MONDAY	TUESDAY	WEDNESDAY
9.00-10.00 a.m. Group meetings GG (if nec.) EG WG	9.00-10 a.m. Group meetings EG WG	9.00-10.00 a.m. Group meetings EG WG
10.00 a.m. Opening Sitting -Address by the President -Address by Pres. or Prime Minister of Host Country -Address by the Secretary General	10.00 a.m.-1.00 p.m. Plenary Sitting General debate	11.00 a.m.-1.00 p.m Plenary Sitting -Examination and adoption of the Conclutions adopted by the Technical Committee -Examination and adoption of the Conclusions adopted by the Committee on ILO activities -Examination and adoption of the Resolutions
11.00 a.m.-1.00 p.m. -Opening of the Gen. debate		12.00 Reply of the Sec. Gen.
3.00-6.00 p.m. Plenary Sitting General debate	3.00-6.00 p.m. Plenary Sitting General debate	3.00-6.00 p.m. Plenary Sitting -Continuation of the business of the morning sitting -Closing speeches: Gvt. V.P. of Conf. Emp. V.P. of Conf. Work. V.P. of Conf. S.G. of the Conf. President of the Conf.

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 96
ILO

August 13, 1992

Mr. David Waugh
Deputy Director
International Labor Office
1818 L Street, N.W.
Washington, D.C.

RD

Do you have both of these papers?

Dear David,

In response to your letter of July 14 (which I received a couple of days ago) please find attached the two documents on Bank/Fund Collaboration and Bank/UNDP Collaboration.

To answer your question, External Relations Department is your main gate to the Bank; my office is only a side door!

Warm regards,

Your truly,

NR

Nimrod Raphaeli
Technical Cooperation Adviser
Operations Policy Unit
Central Operations Department

Attachment

cc: Mr. Lateef (EXT)

66 ILO (annex)

WDIAL
.EXTIE
OINFO

-SUBJECT: CINTERFOR MEETING
-DRAFTED BY: MMCDONALD EXT: 31771
-AUTHORIZED BY: SLATEEF 29 VI)
-CC:MESSRS.SCHWEITZER (LATHR), TER WEELE (EDI), VERSPOOR (PHREE)

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394 25474 =
-INTERLAB, LIMA, PERU
-ATTN:CAPRIATA, ASST. DIRECTOR GENERAL, CINTERFOR
BT
WASHINGTON D.C. 29-JUN-1992
REYURLET OF MAY 28 TO MR. BARBER CONABLE AS PRESIDENT, A POST NOW ASSUMED BY MR. LEWIS T. PRESTON, AND COPIED TO MR. ADRIAN VERSPOOR, THE DIRECTOR OF EDI, AND MR. GEORGE PSACHAROPOULOS, INVITING STAFF REPRESENTATION AT THE 29TH MEETING OF THE TECHNICAL COMMITTEE OF THE INTERAMERICAN RESEARCH AND DOCUMENTATION CENTRE ON VOCATIONAL TRAINING (CINTERFOR), RIO DE JANEIRO, AUGUST 3-7. REGRET TO INFORM YOU WORLD BANK UNABLE TO SEND REPRESENTATIVE ON THIS OCCASION DUE WORK PRESSURES AND OTHER COMMITMENTS OF STAFF ALREADY SCHEDULED AT THAT TIME. REGARDS, SARWAR LATEEF, CHIEF, INTERNATIONAL ECONOMIC RELATIONS DIVISION, EXTERNAL AFFAIRS, INTBAFRAD.

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-DRAFTED BY: MMCDONALD EXT: 31771
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-CC:MESSRS.SCHWEITZER (LATHR), TER WEELE (EDI), VERSPOOR (PHREE)

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=04301308

IN DROPCOPY OF:RDRR

NNNN

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

DATE: 18-Jun-1992 05:28pm

TO: Maureen McDonald (MAUREEN M. MCDONALD)

FROM: Julian Schweitzer, LATHR (JULIAN SCHWEITZER)

EXT.: 39233

SUBJECT: CINTERFOR meeting

We too will not be able to send anyone to this meeting. I will be happy if you would coordinate the Bank response.

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

DATE: June 18, 1992 04:28pm

TO: Maureen McDonald (MAUREEN M. MCDONALD)

FROM: Adriaan Verspoor, PHREE (ADRIAAN VERSPOOR)

EXT.: 33279

SUBJECT: CINTEFOR Meeting - Rio de Janeiro, August 3-7

No, we are not planning to attend.

June 17, 1992

Ms. Maureen McDonald

Attached Letter from Mr. Jorge Capriata (OIT)

Maureen--If you are consolidating a reply on behalf of the Bank, this is to let you no that EDI will be unable to participate.

Thank you.

Alexander H. ter Weele

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

ROUTING SLIP	DATE: June 17, 1992

NAME	ROOM NO.
Mr. Psacharopoulos	I 4187
Mr. Verspoor – NO	S 6029

	URGENT		PER YOUR REQUEST
	FOR COMMENT		PER OUR CONVERSATION
	FOR ACTION		SEE MY EMAIL
	FOR APPROVAL/CLEARANCE		FOR INFORMATION
	FOR SIGNATURE		LET'S DISCUSS
	NOTE AND CIRCULATE		NOTE AND RETURN

RE: CINTERFOR Meeting, Rio de Janeiro, August 3-7

REMARKS: While I have not seen the original letter, Mr. ter Weele has forwarded the copy sent to EDI asking me to coordinate response with a 'No' from EDI.

I note that the letter is also copied to you both. If you haven't already done so, I can send a combined response to CINTERFOR. Please let me know whether or not anyone is planning to attend.

Many thanks.

FROM:	ROOM NO.:	EXTENSION:
Maureen McDonald	T8-108	3-1771

ORGANIZACION INTERNACIONAL DEL TRABAJO

OFICINA REGIONAL PARA AMERICA LATINA Y EL CARIBE

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Lima, May 28, 1992

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

Dear Mr. Conable:

I am pleased to inform you that the 29th Meeting of the Technical Committee of the Interamerican Research and Documentation Centre on Vocational Training (CINTERFOR), will be held in Rio de Janeiro, from 3 through 7 August 1992, with the cosponsorship of the National Industrial Training Service (SENAI) of Brazil, which is commemorating its 50th Anniversary.

The Technical Committee Meeting is the annual forum where the vocational training authorities, governments', employers' and workers' representatives, as well as national specialised vocational training institutions from American countries and Spain, associated with CINTERFOR, examine and discuss current themes in the field of vocational training in the region. Besides that, there is also an intensive exchange of ideas and innovative experiences as well as proposals for technical cooperation activities which meet the priorities of the respective countries in this field. Furthermore, the work programme of the Centre and individual financial contributions are discussed and approved.

Among the activities to be carried out in commemoration of the 50th Anniversary of the creation of SENAI, an International Seminar on Vocational Training will be held from 5 to 7 August. International outstanding lecturers are being invited to this event.

It is with pleasure that I invite you to appoint a representative of the World Bank to attend, as observer, the 29th Meeting of the Technical Committee of CINTERFOR.

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I would appreciate your letting us know the name and position of the official representing your Bank, to whom further information on the event will be forwarded. Cost of participation of observers should be borne by the organisation they represent.

Nominations should be addressed to this Regional Office copied to CINTERFOR, to the following address:

Mr. Joao Carlos Alexim
Director, CINTERFOR
Casilla de correo 1761
Montevideo (URUGUAY)
Telephones: 98-60-23/92-05-57/92-00-63
Telex: (32) 22573
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Yours truly,

Jorge Capriata
Assistant Director General

66 ILO (mmID)

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Votre réf.

27 MAI 1992

CONCLUSIONS AND RESOLUTIONS ADOPTED
BY THE ELEVENTH ASIAN REGIONAL CONFERENCE

(Bangkok, 26 November-2 December 1991)

The Director-General of the International Labour Office presents his compliments to intergovernmental and non-governmental international organisations, including non-governmental organisations having consultative status with the ILO, and has the honour to inform them that at its 252nd Session (March 1992) the Governing Body of the International Labour Office, having examined the report, conclusions and resolutions adopted by the Eleventh Asian Regional Conference (Bangkok, 26 November-2 December 1991), authorised him to transmit these texts to the above-mentioned organisations. These conclusions and resolutions are the following:

- Conclusions concerning growth and structural adjustment in the Asian region.
- Conclusions on improving occupational safety and health.
- Resolution on the promotion of freedom of association in Asia.
- Resolution on migrant workers in Asia.

The texts are contained in the report of the Conference (document GB.252/6/6), which is enclosed herewith.

The Director-General of the International Labour Office avails himself of this opportunity to renew to intergovernmental and non-governmental international organisations, including non-governmental organisations having consultative status with the ILO, the assurances of his highest consideration. AK

INTERNATIONAL LABOUR OFFICE
BUREAU INTERNATIONAL DU TRAVAIL
OFICINA INTERNACIONAL DEL TRABAJO

GB.252/6/6
252nd Session

GOVERNING BODY
CONSEIL D'ADMINISTRATION
CONSEJO DE ADMINISTRACION

Geneva,
2-6 March 1992

Sixth item on the agenda

RECORD OF THE ELEVENTH ASIAN REGIONAL CONFERENCE

(Bangkok, 26 November-2 December 1991)

1. At the invitation of the Government of Thailand, the Eleventh Asian Regional Conference of the ILO was held in Bangkok from 26 November to 2 December 1991. The Governing Body may wish to request the Director-General to express its deep gratitude to the Government of Thailand for the facilities generously provided to the Conference, as well as to the Government and employers' and workers' organisations of Thailand for the warm hospitality they extended to the participants at the Conference.

Agenda of the Conference

2. On the recommendation of the Advisory Meeting of Governing Body members from Asia (Geneva, 5 March 1990), the Governing Body decided at its 246th (May-June 1990) Session that the two technical subjects to be covered in the Director-General's Report to the Eleventh Asian Regional Conference should be:

1. Growth and structural adjustment in the Asian region: the challenge for employment and training in the 1990s.

2. Improving occupational safety and health.

3. In accordance with the changes in the structure and functioning of the ILO's regional conferences agreed by the Governing Body when adopting the

Programme and Budget for 1990-91, the first of the above items was discussed in plenary sitting and the second was referred to a technical committee.[1]

Participation at the Conference

4. The Conference was attended by 254 delegates and advisers from the following 31 States and territories: Afghanistan, Australia, Bahrain, Bangladesh, China, France, Hong Kong, India, Indonesia, Islamic Republic of Iran, Iraq, Japan, Kuwait, Lao People's Democratic Republic, Macau, Malaysia, Mongolia, Myanmar, Nepal, New Zealand, Pakistan, Papua New Guinea, Philippines, Qatar, Saudi Arabia, Singapore, Sri Lanka, Thailand, USSR, United Arab Emirates and Yemen. Four of them sent incomplete tripartite delegations. The ministers responsible for labour, social affairs, human resources or industrial relations of 11 member States and deputy ministers of seven other member States participated in the work of the Conference. The following member States invited to the Conference were not represented: Cambodia, Fiji, Jordan, Lebanon, Solomon Islands and the Syrian Arab Republic. The United States sent an observer to the Conference and two non-member States, the Republic of Korea and Viet Nam, were represented by observers.

5. The following official international organisations accepted the invitation which had been extended to them to send representatives to the Conference: United Nations Economic and Social Commission for Asia and the Pacific; United Nations Development Programme; United Nations High Commissioner for Refugees; United Nations Industrial Development Organization; United Nations Population Fund; United Nations University; Food and Agriculture Organization of the United Nations; United Nations Educational, Scientific and Cultural Organization; World Food Programme; International Monetary Fund; Afro-Asian Rural Reconstruction Organization; Arab Labour Organization; Southeast Asian Ministers of Education Organization. The following non-governmental international organisations also accepted the invitation: Brotherhood of Asian Trade Unionists; International Confederation of Arab Trade Unions; International Confederation of Free Trade Unions; International Federation of Business and Professional Women; International Federation of Commercial, Clerical, Professional and Technical Employees; International Federation of University Women; International Organisation of Employers; Pan-African Employers' Confederation; Public Services International; World Confederation of Labour; World Federation of Trade Unions. The following liberation movement also accepted the invitation of the Governing Body to send representatives to the Conference: Palestine.

6. The Governing Body was represented by a tripartite delegation composed of: a representative of the Government group, Mr. C.F. Mayoral (Argentina); a representative of the Employers' group, Mr. W.D. Lindner (Germany); and a representative of the Workers' group, Mr. J. Mugalla (Kenya).

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[1] The texts of the conclusions and resolutions adopted by the Conference are appended to this document. More detailed information on the proceedings of the Conference, including the names of the participants, the verbatim record of plenary sittings, committee reports, etc., is to be found in the ten issues of the Provisional Record, copies of which are available on request.

Special visit of the Prime Minister of Thailand

7. Prior to the official opening of its proceedings, the Conference held a special sitting which was addressed by the Prime Minister of Thailand, His Excellency Mr. Anand Panyarachun. The text of his address is reproduced in Appendix I of this document.

Opening sitting

8. On behalf of the Governing Body Mr. C.F. Mayoral, Government member of its delegation, declared open the Conference and extended a cordial welcome to all the participants. The Conference had been particularly honoured by the presence of the Prime Minister of Thailand, and his inspiring address had been yet another token of Thailand's traditional attachment to the ILO and its long-standing cooperation with the Organisation, which was exemplified by the location in Bangkok of the ILO's Regional Office for Asia and the Pacific for over a quarter century. On behalf of the Conference, he conveyed warm thanks to the Government and people of Thailand for their hospitality and for the excellent facilities placed at the disposal of the Conference.

9. During the six years which had elapsed since the ILO's Tenth Asian Regional Conference (Jakarta, December 1985), momentous political and economic changes had taken place throughout the world, and not least of all on the Asian continent. This Eleventh Conference thus provided the ILO's tripartite constituents in the Asian region with a timely opportunity to measure the impact of these changes in the world of labour and to focus on the tasks and challenges that would face economic and social policy-makers in the region in the last years of the century. The items selected by the Governing Body for its agenda were particularly relevant to the process of dynamic change which the region was undergoing.

10. Indeed, the first item, which related to growth and structural adjustment in the Asian region and the challenge which this posed to employment and training in the 1980s, went to the very heart of the main problem confronting national policy-makers, not only in Asia, but in all other regions of the world as well, namely how to adjust their national economies to the dramatic changes that had taken place in recent years in the world economy as a result of a combination of factors, including the beginnings of a worldwide recession, mounting protectionism in world trade, declining commodity prices and a reverse net transfer of resources from the developing to the developed world. Although the Asian region, which contained some of the most dynamic economies in the world, could pride itself on several examples of successful growth and adjustment policies, the pace of economic development had inevitably been very unequal within the region and in several Asian countries there remained high levels of poverty. Furthermore, the creation of jobs had not always kept pace with the growth of the labour force in the most populous region of the globe, accounting for some two-thirds of the world population. In addition, in a number of Asian countries, recent events such as the Gulf War had resulted in large-scale return flows of migrant labour, which had further increased the pressure on employment. All these considerations highlighted the need to devise employment-intensive growth policies that would ensure a livelihood for the expanding labour force and thus directly contribute to the alleviation of poverty. But, however important the adoption of correct economic decisions might be for the achievement of economic growth, the human factor was always paramount; growth and structural adjustment policies would only succeed in the long run if they

were built on social consensus and if the social partners participated directly in the formulation and application of such policies. The ILO had a special role to play in assuring that the social dimension was never overlooked in the economic development process. The ILO's particular concern in this respect had, moreover, been recognised by Mr. Michel Camdessus, Managing Director of the International Monetary Fund who, in his address to the International Labour Conference in June 1991, had placed emphasis on the contribution of social dialogue and tripartite consultations to sound structural adjustment policies. The Asian Regional Conference's exchange of views in plenary sitting and its conclusions on this subject would undoubtedly be of great interest, not only to the ILO's Asian membership, but also to countries in other regions similarly facing structural adjustment problems.

11. The second item on the agenda of the Conference, concerning the improvement of occupational safety and health, was also extremely relevant in the context of economic development in Asia today. Whether one liked it or not, technological progress was inevitable and indeed contributed very largely to improved production both in industry and agriculture. However, at the same time, new production processes and the use of chemical substances, including the pesticides widely used in the agricultural sector, could pose serious threats to the safety and health - and even the life - of workers. In addition, the effects of major industrial disasters, of which there had been some dramatic examples in Asia in recent years, were not only felt at the workplace but tended to spill over also into the natural environment as a whole. The discussions on this item in the technical committee would undoubtedly help the ILO to focus on effective programmes that would enable the countries of the Asian region to make the best use of new technology for enhancing industrial and agricultural production - while at the same time improving the protection of workers and helping to safeguard the natural environment.

12. Finally, the speaker stressed that this Conference was in several respects a highly innovative meeting. A number of changes in the functioning of the Asian Regional Conference, designed to streamline its procedures in order to allow the maximum amount of time for substantive discussion within the extremely tight constraints of its timetable, were being tried out for the first time. If this experiment proved successful, it would set the pattern for other ILO regional conferences and might also foreshadow certain reforms that were under consideration with a view to improving the functioning of the International Labour Conference. The Governing Body of the ILO, which would be called upon in due course to amend the Rules governing the procedure of the ILO's regional conferences, therefore awaited the outcome of this Conference with great interest.

Organisation of the work of the Conference

13. The Conference unanimously elected Mr. Kasem Samerson Kasemsri, Minister in the Office of the Prime Minister of Thailand, as its President. After thanking those who had elected him for their courtesy, the President observed that the Conference was being held at a time when the world was passing through a crucial transition phase. The days of political confrontations were now over and a new era was dawning which offered a rare opportunity for the making of wise decisions that could help shape the international environment for the benefit of working people. In the new world dispensation geo-economics - the pursuit of competitiveness in the global marketplace - would prevail over the old politics and would be the driving force behind every country's choice of a strategy for growth and restructuring

and for human resources development. A strategy had to be devised that would satisfy the need to be competitive and the need to be just and humane as well.

14. The Report of the Director-General was both timely and relevant, highlighting as it did the interdependent issues of growth and structural adjustment and of occupational safety and health. The first issue concerned macro-strategy at the national level that would mould the economic environment in which labour had to operate; the second, a strategy that would ensure the safety of the micro-environment at the workplace. An exchange of views on these issues, drawing upon the experience of the vast region of Asia and the Pacific, which embraced a wide range of national economies from the most advanced to the barely nascent and the most diverse cultural, social and political settings, would surely be very instructive and beneficial. Finally, the speaker hoped that the Conference would provide insights into growth and adjustment strategies that would best mobilise the region's human resources and into safety arrangements for the workplace that would best protect them.

15. The Conference unanimously elected as Vice-Presidents Mr. Al-Yahya, Deputy Minister of Labour and Social Affairs of Saudi Arabia, Mr. Tabani, Employers' delegate, Pakistan, and Mr. Maruyama, Workers' delegate, Japan.

16. Upon recommendation of its Officers, the Conference established a Credentials Committee, with the following composition: Mrs. Yao, Government delegate, China; Mr. L. Rahman, Employers' delegate, Bangladesh; Mr. Sandrasekara, Workers' delegate, Sri Lanka.

17. The Conference further set up a Committee on Occupational Safety and Health to consider Part II of the Report of the Director-General, and a Resolutions Committee, the latter consisting of five titular members nominated by the Government group, five titular members nominated by the Employers' group and five titular members nominated by the Workers' group.

18. These two committees elected their Officers as follows:

Committee on Occupational Safety and Health

Chairman and Reporter: Dr. Simanjuntak, Government delegate, Indonesia; Mr. Zain Majid, Employers' delegate, Malaysia; Mr. Thomas, Workers' delegate, India.

Resolutions Committee

Chairman and Reporter: Mr. Masihur Rahman, Government delegate, Bangladesh; Mr. Tan, Employers' delegate, Singapore; Mr. Mansfield, Workers' delegate, Australia.

19. The first item on the agenda of the Conference - Growth and Structural Adjustment - was discussed by the plenary of the Conference. In order to follow and to elaborate conclusions from this discussion, a Plenary Drafting Group was set up which consisted of four members from each group.

20. The groups elected their Officers as follows:

Government group

Chairman: Mr. Fanizadeh (Islamic Republic of Iran)

Employers' group

Chairman: Mr. Vasuratna (Thailand)

Vice-Chairmen: Mr. Dahlan (Saudi Arabia)
Mr. Pradhan (Nepal)
Mr. Tsujino (Japan)

Secretary: Mr. Chacko (International Organisation of Employers)

Workers' group

Chairman: Mr. Dinglasan (Philippines)

Vice-Chairmen: Mr. Niyomsapmanee (Thailand)
Mr. Al-Kandari (Kuwait)
Mr. Rachman (Indonesia)

Secretary: Mr. Izumi (Asian Regional Organisation of the International Confederation of Free Trade Unions).

Discussion of the Report of the Director-General

Presentation of the Report by the Secretary-General

21. The Secretary-General thanked the Government of Thailand for its generous invitation to hold the Conference in Bangkok and His Excellency the Prime Minister of Thailand for addressing the Conference. He extended a cordial and sincere welcome to the delegations of participating countries, the number of which had increased from 18 to 30 since the First Asian Regional Conference in 1947.

22. This was the first time that the Conference was conducted according to the simplified procedures, which provided for the discussion of one topic in a technical committee and another in the plenary, and enabled the Conference to receive all its documentation in a single report.

23. The two main subjects before the Conference were growth and structural adjustment and improving occupational safety and health.

24. In view of the worldwide recession, mounting protectionism, declining commodity prices, large trade deficits and a reverse net transfer of resources from the developing to the developed world, the governments of countries in the Asian and Pacific region, like developing countries all over the world, had to adopt short-term stabilisation measures and long-term structural adjustment programmes. Though growth in this region was more impressive than in other developing regions, its employment effects had not been encouraging. A large part of the labour force had been absorbed in the informal sector, self-employment and casual employment, which were usually characterised by low productivity. Moreover, an undue share of the social

burden of adjustment had been borne by vulnerable groups, particularly the urban poor.

25. The Conference document on this subject paid particular attention to two aspects of the adjustment process. The first was the potential role of small and medium-sized enterprises which had a formidable potential for creating productive employment and which were essential to economic growth and adjustment. The second related to training and skill development, which had to meet changes in skill requirements, in particular those of new technologies.

26. The second technical item, occupational safety and health, was of increasing concern to the region. Rapid industrial development, especially the introduction of new technologies and the increased use of chemical products had been accompanied by many new occupational hazards and had exacerbated familiar occupational safety and health problems. The working conditions in small and medium-sized enterprises and in agriculture presented particular dangers. Among the most hazardous sectors were construction, mining and transport, all of which were expanding in many Asian countries. A matter of serious concern was the number of industrial installations which presented a risk of major accidents that could endanger workers, the wider community and the surrounding environment. The prevention of such accidents, and the rapid rescue action in case they occur, formed a key objective of the ILO in this field.

27. Beyond the discussion of these two items, the Conference offered an opportunity to take a fresh look at the role of the ILO in Asia and the Pacific, which would be transformed and enhanced by the profound changes that had recently occurred in the global setting. Among these was the end of the Cold War, which meant for international organisations like the ILO that they no longer had to be seen as an extension of the battlefield of superpower conflict. Another was the almost universal move towards market-oriented economies which was essential for national economies to acquire the flexibility and dynamism needed for competing across frontiers. The ILO had a unique contribution to make in assisting governments, employers and workers in achieving the transition while minimising the social and human cost. The third and most significant change had been the revival of democracy and concern for human rights in all regions. The transition from an authoritarian to a democratic government might be the most difficult of all, for it often meant replacing a kind of certainty by a great deal of uncertainty. It meant also recognising not just the rule of the majority but also the rights of minorities, of individuals, of groups independent of the State and the government, and accepting the existence and exercise of opposition. The ILO had a special responsibility to assist its constituents in further strengthening, building or rebuilding democratic institutions, in particular free employers' associations and free trade unions.

28. Within this framework no task was more important than promoting and defending freedom of association and the right to organise. In the long run, freedom of association was the basis for the partnership between the productive elements of society which was crucial to economic progress. Consequently, in pressing for the observance of its principles, the ILO was serving the long-term interests of its member States.

29. In addition to proclaiming principles, the ILO had to assist member States in creating conditions in which democracy and human rights have a better chance to flourish. In view of the persistence and even aggravation of poverty and human deprivation, the ILO and its constituents should devote equal attention to securing human rights, improving social conditions and forging economic progress. The ILO had made an important contribution to this

end through its solid regional structure and intended to continue and intensify these efforts in the future.

30. The nature of technical cooperation was changing. The ILO had supported the ideas of UNDP and some of the multi-bilateral donors to expand national execution of projects and to restore to the ILO and other specialised agencies their true role of providing technical advice in their areas of competence. Consequently, far more of ILO's energy and resources would now be devoted to direct technical assistance within its mandate. Moreover, the ILO would reinforce its presence in the field and would progressively decentralise much of its work away from headquarters. Such a reform of its own structures was essential to meet the challenges ahead.

31. The Secretary-General concluded by giving credit to the governments of the region for the progress made, and by reminding them that the responsibility for further progress on the path to democracy, free market economies and economic development with social justice belonged also to them. He assured them of the constant and steadfast support of the ILO.

Discussion of the Report in plenary sitting

32. A total of 61 speakers took part in the discussion of the Director-General's Report in plenary sitting. The verbatim record of this discussion is to be found in the Provisional Record (Nos. 2, 3, 4 and 6) of the Conference.

Reply of the Secretary-General to the discussion of the Director-General's Report

33. In his reply the Secretary-General of the Conference, Mr. Michel Hansenne, expressed gratitude to the Government of Thailand for the excellent facilities and help it had provided and thanked all participants for their substantial and challenging contributions to the debate on his Report. The tone of this debate had been set by the inspiring address of the Prime Minister of Thailand, Mr. Anand Panyarachun, which had in particular reflected his personal determination to combat child labour.

34. The Conference took place in a difficult global economic climate. While the region had been more successful than others in economic performance, Asian workers often faced harsh realities. When debating questions of growth and structural adjustment, the Conference indicated awareness of the human suffering and the high social costs involved, and reaffirmed the need for the ILO to play an active role both in promoting growth and adjustment and protecting workers from their most harmful consequences.

35. There was a remarkable consensus on the need for strong and often painful measures to streamline national economies in order to make them flexible, compatible parts of the global economy. The Conference also suggested a number of measures to attack unemployment, in particular, through the promotion of small and medium-sized enterprises, and proposed the constitution of social safety nets with a view to alleviating the adverse effects of structural adjustment on the vulnerable groups in society. It recognised that structural adjustment demanded both national and international action. In its conclusions on national action the Conference supported the

need for reinforcing tripartism in economic decision-making, for careful consideration of the employment and other social effects of government policies and for strengthening the role of employers' and workers' organisations. It reaffirmed the increasing relevance of the ILO with its tripartite structure and social goals, and called upon the Organisation to strengthen and decentralise its action on structural adjustment in terms of providing policy and technical advice, building regional networks and extending technical assistance on a number of key topics. The ILO's response to this call would include, among others, the building of closer ties with the international financial institutions.

36. The Committee that had been set up to consider the question of occupational safety and health reaffirmed the continuing validity of the most important international labour standards on this subject. It drew attention to the occupational safety and health problems occurring in small-scale industry and called for measures sensitive to local, social and cultural realities, participation of workers in action at the enterprise level and the adaptation of training and information to local needs. The conclusions of the Committee further identified the transfer of technology as a source of both problems and potential solutions. They highlighted the need for innovative action in combating child labour.

37. In response to the request for assistance in the field of occupational safety and health, the Secretary-General assured the Conference of vigorous, innovative and effective ILO action in this field including, in particular, the question of child labour.

38. One of the two resolutions adopted by the Conference concerned the promotion of freedom of association in Asia. The importance attached to this question revealed the recognition that freedom of association and the right to bargain collectively were not only basic to social justice and democracy, but underlined the smooth and efficient operation of complex modern economies. Freedom of association permitted also the creation of a flexible and constructive system of industrial relations and represented a commitment to human rights, social justice and economic progress.

39. The resolution on migrant workers in Asia indicated concern about the impact of recent wars on migration, the pressures on workers to seek employment outside their own country, the growth of illegal migration and the exploitation that had often resulted. The ILO was already dealing energetically with these problems including the plight of migrant workers dislocated by the crisis in the Persian Gulf, and would respond to the appeal of the resolution to step up its action to safeguard the basic social and human rights of migrant workers.

40. As regards international labour standards, some participants called for a more flexible and less legalistic approach in the ILO's supervisory role, stressed the need for the standards themselves to be flexible and realistic, and drew attention to the new economic realities and imperatives. They urged the ILO to expand its assistance to member States in the implementation of ratified Conventions. The ILO was aware of the need of constantly renewing and revitalising standard-setting activities and was carrying out internal reviews to this end. A paper on the relationship between international labour standards and technical cooperation will also be submitted to the Governing Body in February 1992.

41. Concerning the Regional Conference itself, the Secretary-General shared the view of some of the participants that in spite of a certain success the Conference had not really achieved its objectives. Though the regular conference proceedings had already been simplified, they had not been

sufficiently conducive to a genuine debate. A more fundamental reform of the objectives and functioning of regional conferences was therefore essential.

42. A number of specific ideas were put forward on ways of bringing the ILO closer to its constituents and of enabling the regions to play an increasing role both in evaluating ILO's activities and shaping the objectives and priorities of ILO work in the regions. To facilitate a continuous dialogue between the ILO and its constituents, it was imperative to reinforce the ILO's presence in the field. A possible decentralisation of staff and resources from Geneva to the regions was discussed in a paper which would be submitted to the Governing Body in February 1992 concerning preliminary consultation on the Programme and Budget proposals for 1994-95.

43. In conclusion, the Secretary-General expressed his gratitude for the voluntary financial support of member States, such as that provided by Japan and announced by Australia. He noted that the Conference's reaffirmation of the commitment to the principles of the ILO, including the unanimous adoption of the resolution on freedom of association, represented the authentic voice of the ILO which did honour the Eleventh Asian Regional Conference and which would be heard.

Conclusions and resolutions adopted by the Conference and measures suggested to the Governing Body

44. The conclusions and resolutions adopted by the Conference appear in Appendices II, III and IV of this document.

45. The Governing Body may wish to authorise the Director-General to transmit these texts:

(a) to the governments of member States and, through them, to the national employers' and workers' organisations;

(b) to the international organisations concerned, including the non-governmental international organisations having consultative status.

Conclusions concerning the technical items of the Conference agenda

Growth and structural adjustment

46. As indicated in paragraph 3 above, the first of the two technical subjects covered in the Director-General's Report, i.e. Growth and structural adjustment in the Asian region: The challenge for employment and training in the 1990s, was discussed in plenary sitting. The Conference set up a Plenary Drafting Group to elaborate conclusions arising from this discussion.

47. The conclusions on the technical item dealt with by the plenary, which are set out in Appendix II to this paper, were adopted unanimously by the Conference. Paragraphs 1 to 19 of these conclusions set out a number of general considerations, paragraph 20 contains recommendations for national action and paragraphs 21 and 22 deal with ILO action.

48. The Governing Body may wish to request the Director-General:

(a) to draw the attention of the governments of the member States of the Asian region and, through them, the attention of national employers' and workers' organisations to the conclusions relating to growth and structural adjustment, in order that they may take measures, as appropriate, to give effect to the principles and recommendations set out therein;

(b) to bear in mind the requests contained in paragraphs 21 and 22 of the conclusions in carrying out ongoing activities and drawing up future programme proposals.

Occupational safety and health

49. As indicated in paragraph 3 above, the second technical item dealt with in the Director-General's Report, i.e. Improving occupational health and safety, was referred to a technical committee.

50. The Committee unanimously agreed that occupational safety and health should be an integral part of growth strategies in the region and stressed the need for the formulation, implementation and periodic review of coherent national policies and programmes in this field. The policies, which should set priorities according to national needs and capabilities, and the programmes, which should integrate mutually-supportive measures for maximum impact, should be developed by the government with the full involvement of employers' and workers' organisations.

51. The Committee encouraged efforts to maximise the opportunities offered by technology to improve working conditions and to minimise any negative impacts, to ensure safety, health and good working conditions in the transfer of technology and the transfer and use of new processes, substances and agents and to develop systems for the prevention of major industrial accidents.

52. Members of the Committee drew attention to the high rates of accidents in industries such as construction, mining, transport, agriculture and forestry and in the small-scale sector and urged the need to develop innovative programmes to improve safety and health standards there. They also called for increased action towards sectors which employ a large proportion of women workers and for measures for the benefit of migrant and other vulnerable groups of workers.

53. Given that child labour continued to exist in the region, the Committee called for vigorous interrelated measures in the fields of education, poverty alleviation and employment promotion for adults aimed at the ultimate abolition of child labour, coupled with immediate measures to protect working children. Improvements in the enforcement of legislation, the effective removal of children from hazardous work under severe working conditions and the provision of basic services to other working children constituted priorities for action.

54. Given the role of education and training in improving occupational safety and health, the Committee called for the development, implementation and evaluation of action-oriented training programmes and the compilation, analysis and dissemination of information. The ILO should identify and disseminate training packages responsive to the needs of various target groups and foster the strengthening of information flows and networks in the region.

55. The Committee concluded that the implementation of the principles contained in international labour standards was a priority in the region and that the ILO should strengthen its technical cooperation efforts to this end.

56. The Committee drew up a set of conclusions, which were adopted unanimously by the Conference. These conclusions are set out in Appendix III to this paper. Paragraphs 1 to 39 of these conclusions set out a number of general considerations and recommendations for national policies and programmes, and paragraphs 40 to 47 contain recommendations for ILO action.

57. The Governing Body may wish to request the Director General:

(a) to draw the attention of the governments of the member States of the Asian region and, through them, that of the national employers' and workers' organisations to the conclusions relating to occupational safety and health, in order that they may take measures, as appropriate, to give effect to the principles and recommendations set out therein;

(b) to bear in mind the requests contained in paragraphs 40 to 47 in carrying out ongoing activities and drawing up future programme proposals.

Resolutions submitted under article 13 of the Rules concerning the Powers, Functions and Procedure of Regional Conferences convened by the ILO

58. The Conference had before it three resolutions submitted in accordance with article 13 of the Rules. As indicated in paragraph 17 above, it set up a Resolutions Committee which it entrusted with the consideration of these resolutions.

59. The three resolutions before the Committee were:

(a) resolution on the promotion of freedom of association in Asia;

(b) resolution on migrant workers in Asia;

(c) resolution on ILO action for the protection of homeworkers in Asia.

60. The first resolution was adopted by the Committee with minor modifications. The second resolution was also adopted with minor modifications and with the reservation of the Workers' member of the Islamic Republic of Iran that it should refer to "Persian Gulf" rather than "Gulf". Both these resolutions were subsequently adopted by the Conference. In the case of the second, a similar reservation was expressed concerning the reference to "Gulf". The third resolution was not adopted by the Committee due to the lack of a quorum.

61. The texts of the resolutions adopted by the Conference are found in Appendix IV. Proposals for action on these resolutions are set out below.

Resolution on the promotion of freedom of association in Asia

62. The Governing Body may wish to request the Director-General:

(a) to draw the attention of the governments of member States of the Asian region to the appeals contained in operative paragraphs 1 and 2 of the resolution;

(b) to bear in mind the recommendations contained in operative paragraph 3 of the resolution in carrying out ongoing programmes and in drawing up future programme proposals.

Resolution on migrant workers in Asia

63. The Governing Body may wish to request the Director-General:

(a) to draw the attention of the governments of member States of the Asian region, and through them, that of the employers' and workers' organisations concerned, to the appeals contained in operative paragraph 1 of the resolution;

(b) to bear in mind the recommendations contained in operative paragraph 2 of the resolution in carrying out ongoing programmes and in drawing up future programme proposals.

Other questions

64. In accordance with article 10 of the Rules concerning the Powers, Functions and Procedure of Regional Conferences Convened by the International Labour Organisation, the Conference set up a Credentials Committee. This Committee adopted a report which dealt both with the composition of the Conference and an objection to the credentials of the Workers' delegate of Saudi Arabia. The report was adopted unanimously by the Committee, and therefore did not call for any action by the Conference, which merely took note of it.

Closing of the Conference

65. In his closing speech, Mr. Al-Yahya (Government delegate, Saudi Arabia; Government Vice-President of the Conference) stated that the Conference had truly succeeded in its main task, that of formulating a strategy which would be adapted to the characteristics of each country in the Asian region. The recommendations and conclusions adopted would not only serve the interests of workers and employers in the region, but would also be beneficial to the ILO. The conclusions reached by the Conference following its discussion of occupational accidents, one of the greatest dangers in the world of work, and occupational safety and health, applied not only to workers in Asia, but also to workers throughout the world. He hoped that its recommendations would serve as a guide for the ILO to establish a global code to reduce the suffering of workers exposed to hazards at the workplace. He further hoped that at future sessions the Conference would be able to identify new characteristics of the region and that it would be possible to resolve any procedural difficulties which impeded its work. The success of the Conference could largely be attributed to the cooperation of all participants and to the hospitality extended to the latter by the Government and people of Thailand. For this he was deeply grateful.

66. Mr. Tabani (Employers' delegate, Pakistan; Employer Vice-President of the Conference) considered that in view of the size, density and rapid growth rate of Asia's population, the confidence inspired by the region's overall performance in the 1980s should not give way to complacency. The

experience of the rapidly industrialising open economies of Asia had shown that growth was essential for poverty alleviation, that structural adjustment reforms were indispensable for growth and that the development of the private sector was crucial to competitiveness and sustained economic performance. While the importance of incentives, integrated markets and private enterprise was widely recognised by most Asian governments, the pace of structural reforms essential to attaining the desired objectives had slowed down in many countries. Hence the need for increased ILO activities and technical cooperation in the region. The Employers attached great importance to regional conferences because they not only provided an opportunity to make their interests known to the ILO; they were also a means of projecting the ILO in the region. With the increasing decentralisation of the Office, occasions such as the regional conference made it possible to take stock of the results achieved by the regional office in the area of technical cooperation. As regards the modification of the Conference's procedures introduced at this session, while it was too early to make a general appraisal, the Employers felt that there was much to be improved in the design of regional conferences. It was necessary in particular to identify their objectives much more clearly. The Employers had always attached great importance to improving the functioning of the regional conferences and would continue to contribute to these improvements. Finally, he thanked the people and Government of Thailand for the excellent facilities provided as well as for their hospitality. He was particularly grateful to the Employers' Confederation of Thailand for the courtesies extended to all the Employer delegations. His thanks also went to the Secretariat and to all those who had contributed to the Conference's success.

67. Mr. Maruyama (Workers' delegate, Japan; Worker Vice-President of the Conference) expressed his sincere thanks to the President, Director-General and his staff as well as to the Government and people of Thailand for having contributed to the success of the Conference. Despite the short duration of the Conference, several important results had been achieved for the Asian region. These results included resolutions concerning the promotion of freedom of association and migrant workers in Asia as well as conclusions of the Committee on Occupational Safety and Health which had dealt, among others, with chemicals in agriculture and child labour. He regretted that the resolution concerning ILO action for the protection of homeworkers in Asia had not been adopted. However, it was inevitable that standards should be elaborated on the status, wages, safety and health, working hours and social security of homeworkers at some stage. He hoped that in future progress would be made in this regard. He was pleased to note that most of the discussions in plenary had concerned actual experiences in countries and that consensus had been reached on several important issues. There had also been unanimous agreement among the Government, Employer and Worker groups regarding the need for structural adjustment in response to technical innovation. However, structural adjustment which sacrificed workers was not commensurate with present-day needs. Referring to the need to apply the tripartite principles of the ILO in the process of structural adjustment, a point which had emerged in many statements to the Conference, he called on governments, employers and workers to respect these principles. More discussion was required to elaborate future international relations in the wake of the dissolution of East-West conflicts. Commenting on the statements that Asian countries should strengthen mutual exchange and interdependence through the expansion of democracy and the market economy system, he reiterated his appeal for industrialised countries to assist developing countries. Asia should become a haven of peace, friendship and mutual understanding. Organisations such as the ILO had a crucial role to play in the attainment of this goal. There should therefore be stronger links between technical cooperation and the application of standards, so that both activities progressed in harmony with each other. Referring to various

protests made by the Workers' group concerning trade union rights in Thailand, he noted with appreciation that the Government of Thailand had requested assistance to solve these problems. He called upon the ILO to provide as much assistance as possible in this regard. It had been said that the twenty-first century would be the age of Asia. He therefore exhorted all participants to work to ensure the implementation of all the decisions adopted by the Conference so that by the next regional conference, Asia would also be respected for the progress which it had achieved in the social sphere.

68. In his closing speech, the President of the Conference, Mr. Kasemsri, expressed his sincere appreciation to the organising committee, the Director-General and his staff, the three Vice-Presidents, as well as all those who had worked hard to bring the Conference to a successful conclusion. The active involvement of the Governments, Employers and Workers on an equal footing had been a key factor behind the success of the Conference. The decisions emanating from ILO meetings constituted another step forward in advancing the cause of working people, the greatest asset of every nation. The Conference had reached valuable conclusions, recommendations and resolutions on issues of significance to the workers of Asia and the Pacific. Of particular importance was the proposal that social policy and sustainable economic growth should be based on social consensus and an equitable sharing of the burden of adjustment and that occupational safety and health should be an integral part of national economic and social development. A common underlying theme of the Conference was that social consensus should be an integral part of all labour-related activities, be they national development strategies, industrial relations or occupational safety and health standards. Referring to the appeals made by some speakers for a development plan which did not sacrifice occupational safety and health, for the fair treatment of migrant workers and for further guarantees of freedom of association for both employers and workers, he said that all these appeals stemmed from a commitment to social justice, the driving force behind the ILO since its founding in 1919. This commitment had considerably enhanced the lives of many workers during the present century, by introducing a human dimension in labour relations and policies throughout the world. The Government of Thailand was honoured to have had the opportunity to contribute to the ILO's work by hosting the Conference. On behalf of his Government he expressed sincere appreciation to all the participants for their efforts in making the Conference a success.

69. The Secretary-General of the Conference thanked the President for the efficiency and courtesy with which he had presided over the Conference's deliberations. In keeping with the ILO tradition, he presented the President with a gavel, the symbol of his presidency of the Eleventh Asian Regional Conference.

Geneva, 17 February 1992.

POINTS FOR DECISION:

Paragraph 1;
" 45;
" 48;
" 57;
" 62;
" 63.

APPENDIX I

Address by His Excellency Mr. Anand Panyarachun, Prime Minister of Thailand

Excellencies, Mr. Director-General of the International Labour Organisation, distinguished delegates and participants, ladies and gentlemen. On behalf of the people and the Government of the Kingdom of Thailand, I have the great honour and pleasure to welcome the ministers, the delegations and participants to the Eleventh Asian Regional Conference of the International Labour Organisation.

We are honoured to host this important meeting because Thailand, as a founding member of the International Labour Organisation, has long supported the work of the ILO in championing the cause of social justice to which the Thai Government is deeply committed. We are very honoured that Bangkok has served as ILO's Asian and Pacific Regional Office since 1957 and we are equally proud to note that not only Thailand but all countries in the region have gained from technical and financial assistance provided by the Regional Office, which functions as a centre for an exchange of information of knowledge and experiences.

I wish to congratulate the Director-General on his commendable Report which has identified issues of great importance for the peoples in this region. The twin issues of growth and structural adjustment and of occupational safety and health are timely and should be of great benefit to the workers of the Asian and Pacific countries.

The Asia and Pacific region has frequently been cited as a showcase of successful structural adjustment, so much so that the next century has already been referred to as the Pacific century. In this connection, several countries including Thailand have been used as examples of successful development. In our case the World Bank has commended Thailand for its success in balancing growth with stability.

But I want to stress that our success story is not without cost. Today I would like to take this opportunity to share with you our experiences, which may be unique in many ways but also contain some common lessons. In facing the world economic downturn, an energy crisis during the eighties, we decided to adopt a structural adjustment programme through liberalisation and austerity measures, with the emphasis on the role of the private sector. This has generated the triple forces of export, tourism and investment-led engines of growth, fueled by low wages and a hard-working and a service-conscious labour force which has propelled our economy with double-digit growth rates during the past four years.

Recognising that austerity programmes will bring hardship to the underprivileged group, the Government has also launched rural poverty alleviation programmes to cushion the negative impact of the austerity measures. A recent ILO report concluded that ten countries in this region including Thailand had been successful in their poverty alleviation effort in the decade of the 1980s in comparison with the earlier two decades. In the last decade our success has been based on an abundant supply of low-wage unskilled labour which provided the basic thrust for manufactured exports.

In the 1990s international competition will be more intense. Lower labour costs will no longer be sufficient to provide a decisive advantage in efforts to penetrate world markets and increase the volume of manufactured exports. The adoption of new technology will play a more important role in shaping the competitiveness of industrial exports. Furthermore, as a result of its double-digit growth rates during the past four consecutive years, the Thai economy is moving away from

an over-abundant supply of labour and is experiencing a labour shortage, particularly at the medium- and high-skill levels. A tighter labour market is pushing up the general wage level, and this has direct implications for the competitiveness of labour-intensive products in the world market.

To cope with the new situation of higher labour costs and with the greater demand for new technology, the Government's policy is to improve labour productivity commensurate with rising wage levels. In addition to expanding the provision of education and vocational training services, the Government recognises that labour productivity also depends on proper working conditions, occupational safety and an improved quality of life. In this regard, it is the policy of this Government to raise the standards of living of labourers. It is our firm conviction that there must be a fair and equitable return to every party involved in the production process.

In the 1980s we were concerned with the availability of jobs, but in the 1990s our priority will be the well-being of our workforce. The enactment of the Social Security Act this year is only a small step in the right direction. We will not take the short-term view of freezing wage rates to keep the economy competitive. It is our basic position that competitiveness in the medium and longer terms can be achieved only through happy, disciplined, well-trained and fairly paid workers, operating in a safe and healthy working environment.

The introduction of new technologies has not only brought increasing productivity but could also expose workers to hazardous working conditions. This is true in both the industrial and the agricultural sector. In this regard, it is our policy that increased productivity should go hand in hand with the improvement of safety and health at work. Concrete measures to assure improved working conditions for workers have been clearly spelt out in the seventh national economic and social development plan, including the strict enforcement of law and the expansion of labour safety inspection by the relevant authorities. Development for me is not merely counting on financial returns; it must signify happiness and uphold basic human values, with a proper regard for the dignity of human beings. I intend to ensure that high productivity through a better life and decent working conditions for our people.

Apart from the above concerns another pressing issue, the one which is closest to my heart, is the problem of child labour. It is my firm conviction that the place for the child is in school and not in the factory. A happy and properly trained child will be a valuable asset for the country, whereas underprivileged and exploited children would be a burden for the future of society. It is not sufficient to wait for economic restructuring to redress the exploitation of child labour. It is my determination to do away with child labour and to safeguard the future of the underprivileged children of this country. At this juncture my Government is in the process of introducing a new bill which will incorporate stiffer penalties on those exploiting child labour in this country. It is my belief that the priority issue of the day is human resource development. The training of workers will enhance their capability to earn a better living. For the poor this is their only real opportunity. And for the country this will enable the adoption of newly emerging technology, which will determine the economic competitiveness of the nation through proper resource development. We can achieve prosperity without losing sight of the basic human values.

The Thai Government is also in the process of laying down the foundation for the establishment of a Ministry of Labour invested with responsibility for more efficient labour management, human resource development, job creation, equitable distribution of income, occupational safety and social security. In this way we hope to enhance the productivity of our workers as well as improve their quality of life.

We have come a long way in our development from a predominantly agricultural society to a more balanced industrial, agricultural and service-based economy.

I urge all of you to keep in mind during your deliberations that development must have a social objective. A proper development perspective must incorporate social concern. Historically it has been proven that development without regard for social concern is doomed to failure and will lead to instability and chaos.

I hope that this Conference will help further our efforts to put a human face on our development strategies.

APPENDIX II

Conclusions
on the technical item dealt with by the Plenary

I. General considerations

1. The Plenary of the Eleventh Asian Regional Conference of the ILO had on its agenda a technical item on Growth and Structural Adjustment. As background to its deliberations, the Conference took into consideration the renewed ILO mandate given by the High-Level Meeting on Employment and Structural Adjustment, held in Geneva in November 1987, and the continuing promotional role envisaged for the Employment Policy Convention, 1964 (No. 122).

2. Asian and Pacific countries have, in general, achieved significant economic progress and performed well in alleviating poverty during the 1980s. Despite these positive developments, the region as a whole still contains, in absolute terms, the largest number of poor people in the world. Enormous variations exist across the region in the rates of economic growth and the standards of living attained. While some countries have grown spectacularly in recent years and have attained the status of newly industrialising economies, some ASEAN and most South Asian countries still have vast numbers of people seeking a threshold standard of living.

3. The second oil price shock of 1979, which triggered off a global recession during the early 1980s, aggravated the large budget and current account imbalances that already existed in most of the Asia-Pacific countries. These countries resorted to a number of adjustment measures that included both short-term stabilisation policies to restore imbalances, and medium-term structural adjustment policies to bring about greater efficiency in the structure of investment, production and trade. The structural adjustment programmes essentially contained measures to liberalise trade, set exchange rates at realistic levels, rationalise public sector expenditure, privatise public sector undertakings, and bring about financial and fiscal reforms to mobilise and allocate resources more efficiently.

4. The overall growth of countries in Asia and the Pacific has been better than that of other regions in the 1980s, a period during which

substantial structural adjustment occurred. However, economies in the region will need to adjust further in the 1990s in the face of the continuing impact of economic difficulties and technological changes. Formerly centrally planned economies will have to implement the difficult transition to a market economy, while many other countries will need to persevere with structural adjustment programmes initiated in the 1980s. For both groups of countries, depending on their initial circumstances, the process of adjustment will include varying extents of economic liberalisation, the privatisation of previously public functions, deregulation and increased reliance on market forces.

5. This process of structural adjustment should aim at greater efficiency in resource use and increased productivity at the enterprise level. It should lead to higher rates of economic growth which is an important pre-condition for raising living standards and achieving broad social progress in countries in the region. If the growth process is combined with policies to ensure a high level of employment creation then it will also be a powerful means of eradicating poverty. An employment intensive pattern of growth will ensure increasing opportunities for the labour force, including the poor and other disadvantaged groups, to be absorbed into productive employment at higher levels of income. Policies for promoting rural development and the growth of self-employment and productive employment in the informal sector will be important elements of an employment-intensive growth strategy. Similarly, policies to encourage market forces and to promote flexible, efficient and equitable functioning of markets will support the attainment of growth and employment objectives. In particular, policies to improve the functioning of labour markets through the removal of unwarranted barriers to labour mobility will be important for achieving successful structural adjustment.

6. Attainment of the objectives of higher overall economic efficiency and output will also require a competitive and profitable enterprise sector as a major engine of economic and employment growth. In this respect, small- and medium-sized enterprises (SMEs) can play a particularly important role in view of their ability to combine resilience and flexibility with high potential for relatively low-cost job creation. It is thus clear that, in addition to a facilitative policy environment, one of the important prerequisites for successful structural adjustment is well trained, competent and motivated managers and workers at all levels of the economy.

7. These moves towards greater efficiency will have to take place in an environment of full respect for trade union rights, a full commitment to ILO labour standards and a consultative approach to change. In this respect, the observance of Conventions 87 and 98 on Freedom of Association and Collective Bargaining will assist workers and employers to participate in such consultations. Other important factors for structural adjustment are the existence of a sound system of industrial relations and provision for improved working conditions. Structural adjustment will have the best chance of success where it is based on social consensus and an equitable sharing of the burden of adjustment.

8. It is also important that structural adjustment programmes be framed in the context of a country's long-term objectives for economic and social development. Ad hoc and hastily-conceived adjustment measures will be counter-productive and may prevent the attainment of longer-term development objectives. These longer-term objectives include the attainment of sustained economic growth, social progress which is both broadly based and equitable and the elimination of poverty, especially rural poverty. The elimination of discrimination against women and other disadvantaged groups and the abolition of child labour are also important objectives. In addition, the impact of population and labour force growth on the employment problem will have to be taken into account.

9. The experience of the 1980s has shown that even with reasonable rates of economic growth the process of adjustment is accompanied by social costs which will have to be addressed through special policies and programmes designed to provide a safety net for those social groups disadvantaged by the process. The social costs of adjustment have, in several countries, been manifested in the difficulty of maintaining an adequate rate of growth in productive employment, in the rise of employment insecurity in labour markets and in the increased exposure of vulnerable groups to economic insecurity and poverty. In some countries the employment problem arose as a result of reduced rates of labour absorption in agriculture and manufacturing, in spite of respectable rates of growth in output. It was aggravated by retrenchments from the public sector and uncompetitive industries. In many cases this was followed by an expansion of low productivity and low income employment in the informal sector. In these countries there has been an increase of employment insecurity. There has also been an increase in self-employment, casual employment and atypical forms of employment such as out-working. At the same time there has been an increase in economic insecurity and poverty as vulnerable groups, such as women workers, those in precarious jobs, and marginal producers in the informal sector, suffered the effects of inflation, price deregulation, the removal of subsidies and cut-backs in public expenditures on social programmes.

10. Given the importance of ameliorating the adverse employment impact of structural adjustment measures, and the role played by SMEs in generating productive employment, it is essential to consider ways and means of creating environments conducive to their sustained and accelerated growth. Structural adjustment involves reforms aimed at economic liberalisation. Such measures should remove any existing discrimination against SMEs. In this respect, the policy environment for SMEs in the Asian countries has varied considerably, ranging from deliberate promotion and protection to benign neglect.

11. Apart from the difficulties arising from the overall policy environment, the SME sector is often faced with a number of specific constraints. Despite a range of SME credit programmes introduced in many countries, it is often difficult for SMEs to benefit fully from these schemes due to excessively complicated procedures or a lack of commitment from the banks or other financial institutions involved. Many countries still do not have institutional structures to provide effectively integrated support to SMEs in such areas as training, consultancy, technology, marketing and extension services. Existing programmes aimed at skill development will need to be specifically designed to meet the

needs of SMEs, particularly with regard to support services. These promotional measures should be accompanied by special efforts to improve working conditions, social protection and earnings in SMEs. It should be noted in this context that SMEs are often characterised by low rates of unionisation which increases the vulnerability of employees in such enterprises. The same imperative to improve employment conditions, earnings and social protection applies to self-employment and the informal sector.

12. In the face of challenges posed by structural change and new technologies, a significant element in the development strategies of Asian and Pacific countries will be human resource development. Developments in labour markets will need to be monitored closely in order to identify emerging skill requirements and to assess training and re-training needs. An active labour market policy, including an important component for re-training and labour re-deployment, will be important in this context.

13. In order to increase and improve the opportunities available for acquiring occupational skills related to the introduction and adoption of new technology, the tripartite constituents of the countries in the region should work together to develop policies and improve capabilities for planning and coordination of all forms of vocational training, such as job-entry training, retraining and upgrading conducted by institutions, enterprises and communities. This should be done within the framework of the Human Resources Development Convention, 1975 (No. 142).

14. Many developing countries in the region are attempting to accelerate rural transformation through industrialisation, technology transfer and increases in non-farm employment. Since rural people have low educational attainments, innovative approaches will be needed to train them in the skills required to increase productive employment through technology transfer. The active participation of rural worker organisations, in pursuance of the Rural Workers' Organisations Convention, 1975 (No. 141), will be an important part of this process.

II. Recommendations for action at the international and regional levels

15. Further progress in the liberalisation of international trade and expanding world markets will ease the external constraints to structural adjustment in individual countries. Industrialised countries are encouraged to take the necessary measures to expand international trade and provide greater access to their markets. Throughout the 1980s the countries of the region were, to varying degrees, affected by the worldwide recession, mounting protectionism, declining commodity prices, trade deficits and external indebtedness. Successful adjustment and poverty alleviation can be much more readily attained within a healthy world economy.

16. The experience of the past decade in the Asian and Pacific region has demonstrated that successful structural adjustment is possible. While it remains true that adjustment programmes have to be tailored to the specificity of the economy and the level of development of each country, the lessons learnt have to be carefully understood and incorporated in policy-making. To this end, there is a need for increased inter-country co-operation and exchange of information on how to manage adjustment successfully. This would include dialogue on issues such as:

(a) the framing of stabilisation and structural adjustment policies which are consistent with a country's long-term development objectives as well as the objective of minimising the social costs of adjustment; (b) the creation of an incentive structure conducive to employment intensive growth patterns; (c) the development of active labour market policies which include social protection for workers and others experiencing adjustment difficulties; (d) the formulation of policies and measures to create an economic environment that will promote investment, competition and enterprise growth, especially in SMEs and the informal sector; and (e) the gearing of training policies and systems to meet skill requirements emanating from industrial restructuring and technological changes.

17. There is a need to conduct comparative studies on alternative development strategies for coping with rapid changes in the world economy. Individual country experiences with different emphasis on an inward or outward orientation should be analysed and lessons for policy, distilled.

18. Technical cooperation among developing countries (TCDC) within the region should be directed towards employment promotion and the encouragement of small and medium enterprises, with a view to alleviating poverty. Countries with the best performance record in these areas could provide assistance to those which have lagged behind. Similarly, regional networks should be established for the exchange of information and advice on the institutions and policies for promoting SMEs.

19. The High-Level Meeting on Employment and Structural Adjustment stressed the important role to be played in promoting effective growth-oriented adjustment programmes by a number of international organisations, including the World Bank and the International Monetary Fund (IMF). The Meeting called upon all such organisations, including the ILO, to assist developing countries in the design and implementation of policies and programmes which take into account the needs and problems of the poor and can be carried out with minimum social cost. This recommendation remains highly valid today and should be given renewed emphasis, with the ILO taking further initiatives to participate effectively in this process.

III. Recommendations for action at the national level

20. The following actions are recommended at the national level:-

(i) Governments should play a positive role in facilitating structural reforms and creating a more conducive environment for economic growth, employment generation, poverty alleviation and human resource development. Adjustment measures have to comprise a comprehensive and properly sequenced package of reforms and be consistent with long-term development objectives.

(ii) With a view to obtaining the commitment of employers' and workers' organisations to the adjustment process, mechanisms should be available for their effective participation in programme formulation and implementation. These should include the necessary machinery for tripartite consultation on the major decisions

affecting the social partners and suitable communication channels with the government for the ongoing exchange of information and views on relevant policy matters. The members of employers' and workers' organisations should have access to education and training programmes that would better equip them to monitor and assess the economic and social aspects of structural adjustment programmes and to articulate their views in policy debates aimed at achieving social consensus.

(iii) Careful consideration should be given to the employment implications of alternative policy packages at the macro, as well as sectoral, levels. Governments need to build up appropriate mechanisms and institutions to monitor the impact of structural adjustment on employment and incomes, especially of the relatively vulnerable groups. Such monitoring mechanisms would be required in designing and formulating macro-economic and sectoral policies that would address the needs of such groups.

(iv) In introducing austerity measures, governments should be sensitive to their social impact. The restructuring of government expenditures should take account of the need for the poor to have access to essential social services. Special employment and income generating schemes have to be provided in countries where adjustment programmes have not had a positive impact on unemployment and falling household incomes. Social or employment funds could be set up to finance such employment schemes and serve as a social safety net for vulnerable groups.

(v) In restructuring government expenditure, consideration should be given to the role of the public sector in developing physical infrastructure (e.g., roads, electricity, etc.) without which private sector investment would be sub-optimal. Also, the public sector has to play a crucial role in providing basic needs services, such as health and education, and should ensure that the poor, especially in rural areas, have access to them.

(vi) Governments and the social partners should collaborate in adapting labour market and social protection policies with a view to introducing greater labour mobility and job flexibility while mitigating employment insecurity arising, inter alia, from privatisation and labour market deregulation. Actions are required to facilitate redeployment and promote labour mobility while offering a threshold level of protection, including social security, during the transition.

(vii) Individual countries should review and change, where necessary, the policy framework at macro and sectoral levels to encourage the growth of SMEs and maximise support for this sector. Effective support mechanisms should be developed to promote SMEs in both urban and rural areas. The need for an integrated range of services (credit, markets, technology, training and extension services) should be assessed, and means explored to ensure how SME support programmes could develop a degree of self-reliance. In this respect attention should be given to mobilising private sector resources and expertise, and utilisation of trade unions and NGOs as delivery channels for programmes.

(viii) Employers' organisations should help their members adapt to a more competitive environment by creating greater awareness of sound management practices, market opportunities, technological advances that are suitable to national conditions, and measures aimed at enhancing productivity. Where possible, they should make a special effort to assist small- and medium-sized enterprises, in both urban and rural areas, by facilitating access to credit and a range of support services, and by promoting subcontracting arrangements between SMEs and large enterprises.

(ix) Through their participation in the formulation and implementation of adjustment policies and programmes, workers' organisations will contribute to ameliorating the social consequences of adjustment. This will include awareness raising through training, research and information programmes and performance of a wider advocacy role. With a view to facilitating the adjustment process, they should support active labour market policies which they deem appropriate. They also should explore the possibilities for providing a range of support services to small and micro-enterprises, including co-operatives, and could also contribute to raising the level of organisation of workers in this sector. In addition, they should further develop their expertise in the area of occupational safety and health so as to better inform and train their members and to work effectively with employers in overcoming problems in this area.

(x) Individual countries should carefully design and formulate a national training policy in the light of changing skills needs owing to the introduction of new technologies and industrial structures. There will be a rapidly changing demand for training of new workers, as well as for upgrading the skills of and retraining existing workers.

(xi) Given the increased emphasis on privatisation, governments should encourage private sector initiatives in skills development in the country. In this regard, establishing joint private-public sector training facilities should be explored. Mechanisms should also be devised to support the special entrepreneurial and skills requirements of small firms.

(xii) Governments should plan for greater resource allocation to research and development (R & D) facilities for developing the higher skills required to facilitate the adoption of new technologies.

IV. Role of the ILO

21. Against the background of a strengthening of ILO field operations, arising principally from an increased emphasis on devolution of responsibility, accountability and resources from head office to regional and area offices, the ILO should undertake the following actions in support of structural adjustment programmes in countries in the Asian and Pacific region:-

(i) Review the impact of structural adjustment programmes on employment, incomes and wages, especially of the relatively vulnerable groups. In addition, the comparative experience of structural adjustment programmes should be examined to identify the more successful strategies and mechanisms. Given the significant role of SMEs in generating growth and employment during adjustment, comparative evaluation of the policy environment, delivery mechanisms and promotional programmes for SMEs should be undertaken.

(ii) Provide technical advice to promote and strengthen viable tripartite structures to facilitate their involvement in the planning and implementation of structural adjustment policies and programmes. Such support should include measures to promote greater social consensus in respect of the country's adjustment programme focussing, in particular, on wages, employment/income security, labour standards, efficiency, productivity and training.

(iii) Provide advisory services and technical assistance in the formulation and design of a structural adjustment programme that would ensure growth with minimal social cost. These would include incorporating employment concerns into the formulation, implementation and monitoring of development programmes and projects.

(iv) Provide advisory services and technical assistance in formulating and designing effective social safety net policies that would include employment and income generating programmes for target groups, training and other compensatory measures. Tripartite consultations involving member countries of the region should be undertaken with a view to strengthening social protection measures, which is a prime need in the context of structural adjustment.

(v) Provide technical assistance in strengthening the data base for monitoring the employment and income impact of structural adjustment programmes. Such a system could also be developed to generate appropriate data for effective monitoring of labour market trends.

(vi) Initiate regional network building in relation to SMEs and provide advisory services and technical assistance in the areas of: (a) policy formulation at macro and sectoral levels; (b) institution building and strengthening; (c) training of SME trainers and consultants; (d) introduction of entrepreneurship elements into educational and vocational training systems, and (e) productivity improvement through better working conditions.

(vii) Conduct inter-country studies to review comparative experience of the human resources development implications of industrial restructuring. In this regard, there should be increased efforts to facilitate the exchange of information that would assist governments to evaluate and undertake steps to reduce human resource constraints to industrial restructuring. Based on the above, advisory services and technical assistance could be provided

in the design and formulation of training policies and efficient and cost-effective mechanisms for providing technical and vocational training. Alternative methods of financing vocational training, especially for new technologies, also need to be explored.

(viii) Provide technical assistance in developing appropriate strategies and policies for the promotion of self-employment and micro-enterprises in the informal sector, especially targeted at the most vulnerable groups, such as women and youth. Such assistance should aim at retaining the dynamism of the sector and ensuring better security and working conditions for workers.

(ix) Collaborate with the World Bank and the IMF with a view to influencing these agencies to (a) take action to mitigate the social costs of adjustment; (b) introduce social aspects in the design stage of adjustment programmes and (c) take more fully into account the social and labour concerns of the ILO's tripartite constituency.

22. In carrying out the role envisaged above, the ILO can fruitfully draw on the expertise and services of its regional advisers and regional centres, especially the Asian Regional Team for Employment Promotion (ARTEP) and the Asian and Pacific Skill Development Programme (APSDEP).

APPENDIX III

Conclusions on improving occupational safety and health

The Committee on Occupational Safety and Health submits the following conclusions to the Conference for its approval and for transmission to the Governing Body of the International Labour Office, which may wish to take all appropriate action on them, and in particular communicate them to the governments, employers' and workers' organisations of the member States.

General considerations

1. The Asia and Pacific region has experienced remarkable but varied economic growth over the past decade. Countries of the region have undergone rapid industrialisation and moved the modernisation of agriculture. Modern industrialisation usually involving technology transfer and new agricultural techniques have made extensive use of chemicals, many of which, unfortunately, can have harmful effects. Industrial and socio-politic changes have caused a growth in the number of small and medium-sized enterprises. In spite of economic growth, the employment of children in hazardous conditions remains a serious problem in a number of countries. Many of these developments are more pronounced than others in the region, which still shares some common problems with Latin America and Africa, but is at more advanced stage of development and, as a whole, is the fastest developing region in the world. Accordingly, occupational safety and health must form an integral part of growth strategies for the region.

2. Given the essential need for improved occupational safety and health to match the anticipated growth and to deal with existing and emerging problems, countries of the region need to achieve common occupational safety and health standards based on the principles embodied in ILO conventions, particularly the Occupational Safety and Health Convention, 1981 (no. 155), the Occupational Health Services Convention, 1985 (No. 161) and the Chemicals Convention, 1990 (No. 170). There is unanimous agreement between governments, employers and workers and their organisations that these objectives should be pursued and that all three parties have inter-related and distinct roles in the successful achievement of improved safety and health.

3. Member States should make it an aim of national economic and social development to improve occupational safety and health. In view of the long-term economic and social benefits to be gained from appropriate preventive action, the improvement of safety, health and working conditions should be assigned a high level of priority within national development plans.

4. The effective protection and enhancement of occupational safety and health require the active participation of employers and workers and their organisations.

National policies and programmes

5. Member States should, with the active participation of employers' and workers' organisations, define occupational safety and health policies and programmes, monitor their implementation and revise them, as appropriate, in the light of experience. Efforts should be made to identify safety and health problems that require priority attention within a long-term strategy, and to initiate mutually supportive measures in order to achieve maximum impact.

6. Occupational safety and health policies and related programmes should aim to extend protection to all workers. Priority objectives should include:

(a) the reduction of the incidence and severity of occupational accidents and diseases, with particular reference to specially hazardous occupations (including those in construction, mining, transport, agriculture and forestry);

(b) the prevention of work-related diseases, including musculoskeletal disorders, cardiovascular and respiratory diseases and stress-induced ill-health;

(c) the protection of workers, the public and the environment against industrial disasters;

(d) the safe use of technology, including new and transferred technology;

(e) the improvement of safety and health standards in small and medium-sized enterprises;

(f) the improvement of occupational safety and health and living conditions for rural workers;

(g) the protection of children who have to work and the ultimate abolition of child labour.

7. The policies and programmes so defined should apply without distinction to both men and women workers, bearing in mind the need to protect maternity.

8. The principles contained in international labour standards, in particular the Occupational Safety and Health Convention (no. 155) and Recommendation (no. 164), 1981, and the Occupational Health Services Convention (No. 161) and Recommendation (No. 171), 1985, should be applied and serve as the basis for updating legislation and for sustained action at both national and enterprise levels.

9. Member States should strengthen relevant institutional mechanisms, including the training of inspectors and the development of technical facilities, to ensure the effective enforcement of legislation and the provision of advisory services. Where applicable, resources available to other government welfare agencies, including workmen's compensation schemes, should be utilised in preventive action.

10. Tripartite national mechanisms should be created or strengthened to foster and promote improvements in occupational safety and health.

11. Education, training and information services should be strengthened.

12. Public awareness-raising activities should be developed.

Industry- and enterprise-level action

13. The development and promotion of action at the level of the industry should be considered when promulgating policies and strategies for the improvement of occupational safety and health in specific industries.

14. Tripartite mechanisms should be established or strengthened in order to promote improvements in occupational safety and health at the level of the industry. This should include the provision of guidance and advisory services for enterprise-level action.

15. The active commitment and involvement of managerial and supervisory personnel in the promotion of safety and health at the workplace should be encouraged through the assignment of responsibilities and the provision of adequate training.

16. Awareness of occupational safety and health among workers and their organisations should be raised. Workers should be able to participate actively in occupational safety and health programmes; they should receive all necessary information on workplace hazards and corresponding preventive measures and should be trained in safe work practices.

17. Enterprises should be encouraged to set up consultative mechanisms, such as safety and health committees, in order to involve the representatives of management and workers in decision-making and the implementation and monitoring of programmes for the prevention of accidents and diseases at the workplace. The objectives of such committees should include the formulation of long-term policies and strategies for the improvement of occupational safety and health.

Transfer of technology

18. In view of the extensive reliance, within countries of the region, on the transfer of technology, and of the varying levels achieved in these countries as regards occupational safety and health, every effort should be made to maximise the opportunities offered by technology to improve working conditions and the safety, health and welfare of workers, and to minimise any negative impacts. The ILO Code of Practice on Safety, Health and Working Conditions in the Transfer of Technology to Developing Countries should be used to provide an adequate framework for the safe transfer of technology. In particular,

(a) governments should endeavour to prevent the transfer of technologies which involve processes or equipment that are prohibited in their countries of origin;

(b) countries of the region should not allow different standards to develop in the countries that produce and those that receive technology;

(c) care should be taken to ensure that the process of technology transfer includes the provision of adequate training, if necessary in the country of origin, for user staff; where appropriate, the training of inspectors should also be provided;

(d) use should be made of technologies that are adapted to local socio-economic, cultural, geographic and climatic conditions.

19. Governments should take the necessary steps, including the setting-up of adequate mechanisms for consultation between employers' and workers' organisations, to ensure safety and health and good working conditions in the transfer of technology. Measures should in particular be taken to provide not only transfer specifications but also a full understanding of technology, including safety and health implications, arrangements for installation, maintenance and repair, and all necessary information and training. Where appropriate, incentives should be given to encourage employers to properly maintain the equipment, using approved parts, and to encourage suppliers to provide such parts.

20. Efforts should be made to recognise and control new hazards arising from the transfer and use of new processes, substances and agents, including computer-controlled machinery, chemicals, biological agents and nuclear energy. The principles embodied in the Chemicals Convention, 1991 (No. 170) should be implemented in the countries of the region.

21. Governments should develop systems for the prevention of major industrial accidents. These should include all the principles contained in the ILO Code of Practice on the Prevention of Major Industrial Accidents.

Action for specific sectors and groups

22. In view of the many technical and financial constraints which hamper the application of adequate safety and health standards in small and medium-sized enterprises, member States should take all necessary measures to facilitate action for the improvement of working conditions, including financial incentives, the provision of practical advice and technical support and the promotion of voluntary action programmes. Special promotional campaigns should be organised to raise awareness of the relationship between occupational safety and health and productivity among small and medium-sized enterprises.

23. Governments should also adopt special measures to ensure that the health and safety of particular groups of workers, such as those in cottage industries and homeworkers, are duly protected.

24. Improvements in the safety and health of rural workers should be actively pursued through all available means. In particular, efforts should be made to develop and disseminate easily understood educational materials on the safe use of agricultural machinery, agro-chemicals and non-farm equipment and tools, using local languages, visual aids and the mass media. The role of rural organisations, including rural workers' organisations, should also be recognised.

25. Programmes should be developed to promote occupational safety and health in sectors and occupations where women predominate.

26. Member States should take measures to ensure that migrant workers have access to information appropriate to their language and literacy level, training, health and welfare services and occupational safety and health protection.

Child labour

27. The abolition of child labour should be the ultimate objective of social policy. Pending its attainment, member States should give priority to the enforcement of legislation which protects children from work which jeopardises their health, safety and morals.

28. Awareness campaigns should be launched to mobilise public opinion and political and community support for the effective enforcement of legislation and the promotion of local initiatives to assist and protect children who have to work. Employers' and workers' organisations and non-governmental organisations, which can play an important role, should be involved.

29. Recognising the important role of the educational system in combatting child labour, member States should implement support programmes that facilitate school attendance, improve the quality of teaching curricula and methods and ensure that education and training programmes are clearly related to job opportunities and to the aspirations of children and parents.

30. Innovative health protection systems should be designed, especially for working children in small enterprises and the informal sector.

Training and information

31. Training and retraining should be recongised as essential components of occupational safety and health programmes.

32. The curricula of primary and secondary schools, of tertiary education and vocational training institutions, and of adult education programmes should integrate basic principles of occupational safety and health along with other job-related elements.

33. Practical action-oriented training programmes should be developed to train managers, workers and their representatives, inspectors, occupational safety and health specialists, personnel involved in the delivery of occupational health services and other groups directly concerned with the improvement of working conditions and environment.

34. Training at the level of the enterprise should not only promote an awareness of the basic principles of occupational safety and health but also be geared to job performance and facilitate direct action by managers and workers. The training of trainers should be emphasised.

35. Training and retraining programmes should take into account the increasing complexity of work processes and the need for effective improvement action in order to provide a full understanding of the technical and physical requirements of the job. Training methodologies should focus on action-learning adapted to local needs.

36. Practical and effective training materials should be developed to support the learning process, particularly in respect of poorly protected sectors, occupations and groups of workers.

37. Effective safety and health information services and the information capability of national and regional institutions, including safety and health centres, factory inspection services, government agencies and training and educational institutes, should be developed or strengthened. These should be able to meet the information needs of specific target groups.

38. The information to be provided should be readily usable as a tool to analyse existing conditions and identify feasible solutions. In particular, chemical safety data sheets setting out the properties and inherent dangers of chemicals, necessary precautions, emergency measures and treatment should be available.

39. The information to be provided should be adapted to local needs and be available in local languages.

ILO action

40. The ILO should intensify its efforts within the International Programme for the Improvement of Working Conditions and Environment (PIACT) to help member States achieve sustained improvements in safety, health and working conditions.

41. The ILO should emphasise the coordination of programmes to assist countries of the region in the implementation of improvements in occupational safety and health. To this end, the ILO should, in co-operation with member States, promote networking arrangements in order to strengthen the co-ordination of occupational safety and health activities undertaken by governments, employers and workers and their organisations, and other relevant institutions. In particular, arrangements should be made to develop regional or sub-regional strategies to promote co-ordination in priority areas of action. Such co-ordination should cover, as far as possible, existing bilateral and multilateral programmes. Co-ordination should be particularly encouraged in training and the exchange of information, and in action geared to achieving progress in implementing the principles of key ILO conventions in the countries of the region. Joint action by member States, including the organisation of regional campaigns, should be promoted. Urgent consideration should be given by the ILO and member States to the development of appropriate long-term administrative arrangements to support a network of relevant national occupational safety and health institutions and programmes in the region. Such a network should make the fullest possible use of available expertise and training and information facilities.

42. The provision of technical co-operation or technical advisory services to Governments and employer's and workers' organisations should emphasise:

(a) the design and adoption of national occupational safety and health policies in line with ILO standards;

(b) the strengthening of national mechanisms and the capacities of employers' and workers' organisations in the field of occupational safety and health;

(c) the development of prevention programmes in particularly hazardous occupations such as construction, mining, transport, agriculture and forestry;

(d) the prevention of work-related diseases;

(e) the establishment of major hazard control systems;

(f) the promotion of suitable and effective programmes for the improvement of working conditions in small and medium-sized enterprises;

(g) the promotion of action programmes for the abolition of child labour in hazardous employment, the protection of working children and the ultimate elimination of child labour.

43. Measures should be taken to encourage training activities at national and enterprise levels using codes of practice, guides and manuals in support of the application of safety and health standards.

44. The ILO should intensify its work on the harmonisation of the classification and labelling of hazardous chemicals.

45. The ILO should devote more resources to the promotion of the exchange of information and experience within the region through the organisation of meetings, both tripartite and for governments, employers' and workers' organisations separately, and the provision of fellowships.

46. The dissemination of practical, ready-to-use information through various channels, including the International Occupational Safety and Health Information Centre (CIS), the network of national CIS centres and employers' and workers' organisations, should be enhanced. CIS should collect and disseminate simple and practical training and information materials in the languages appropriate to the region. It should endeavour to reflect experiences and developments in member States of the region and to assist in the publication of information in local languages.

47. The ILO should identify or develop appropriate training packages aimed at different target groups, promote their translation into local languages and their adaptation to local conditions, encourage and facilitate their use.

APPENDIX IV

Resolutions

Resolution on the promotion of freedom of association in Asia

The Eleventh Asian Regional Conference of the International Labour Organisation,

Recalling the resolution concerning the protection and promotion of freedom of association and trade union rights in the Asian region, adopted by the Tenth Asian Regional Conference,

Affirming that constructive industrial relations and tripartite cooperation have a key role to play in the national development process and that independent and effective employers' and workers' organisations are to be regarded as indispensable elements in this context,

Reiterating the fundamental and universally recognised principle that all employers and workers are entitled to the right to freedom of association irrespective of the economic and political circumstances that exist in their country,

Welcoming the fact that the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98) are amongst the most ratified of ILO Conventions,

Noting with concern that in a number of ILO member States in the Asian region the free development of independent workers' organisations still meets with serious obstacles, in some cases even impediments of a legal nature,

Recalling recent findings and conclusions of the ILO's supervisory bodies which indicate that violations of trade union rights and of the principles of freedom of association occur in some countries in the region,

Affirming that in the context of freedom of association and collective bargaining the promotion of workers' education, including that for rural workers, is an important element of social development in countries in the Asian region,

Observing with concern that, in some cases, governments have not taken the necessary action to implement the recommendations of the Committee on Freedom of Association and other supervisory bodies,

Noting that recent developments in the world and in some parts of the Asian region have sharply increased the awareness of the need for democratic structures and institutions at all levels,

Expressing the firm hope that the ILO will play an increasingly helpful role in this process, in particular by offering its services and technical assistance to achieve sound labour legislation and improved industrial relations practices consistent with the ILO's principles concerning freedom of association and collective bargaining;

Requests the Governing Body of the International Labour Office:

(1) to call on governments of all member States in the Asian region:

(a) to actively create a positive climate and develop adequate and effective structures for tripartite cooperation in national economic and social development issues, based on the full participation of independent employers' and workers' organisations;

(b) to ensure the full respect for and application of basic human and trade union rights as enunciated in the Universal Declaration of Human Rights, in the various United Nations Covenants and in the relevant Conventions of the ILO;

(c) to refrain from any action which could undermine the basic rights of employers' and workers' organisations to organise, represent their members and bargain collectively;

(d) to respect the right of all employers' representatives and trade unionists to personal security, protection against arbitrary arrest and detention, as well as to freedom of expression;

(e) to ensure that national legislation adequately protects the right to organise and to bargain collectively of all types of workers, taking into account Conventions Nos. 87 and 98 as well as the Rural Workers' Organisations Convention, 1975 (No. 141);

(2) to call on governments of those member States in the Asian region which have not yet done so to ratify and apply fully ILO Conventions Nos. 87, 98 and 141;

(3) to instruct the Director-General:

(a) to intensify the ILO's technical assistance activities in order to promote the ratification and implementation of ILO Conventions related to freedom of association, in particular by means such as education, training and advisory services, and to that end to pay special attention to ensure that national legislation is consistent with the principles of freedom of association;

(b) to carry out further studies and research work concerning the application of the principles of freedom of association in Asia in all areas, taking particular account of those areas in respect of which concerns have been expressed regarding the right to organise and bargain collectively.

Resolution on migrant workers in Asia

The Eleventh Asian Regional Conference of the International Labour Organisation,

Noting the increasing flows of migrant labour involving many Asian member States, both as sending and receiving countries,

Guided by the recognition in the preamble to the ILO Constitution of the urgent need to protect the interests of workers when employed in countries other than their own,

Recognising that migrant workers are particularly vulnerable and may need specific measures for the protection of their rights,

Noting the protections guaranteed by the ILO's Migration for Employment (Revised) Convention, 1949 (No. 97), Equality of Treatment (Social Security) Convention, 1962 (No. 118), Migrant Workers' (Supplementary Provisions) Convention, 1975 (No. 143), and Maintenance of Social Security Rights Convention, 1982 (No. 157) and by accompanying Recommendations,

Being aware that migration for employment frequently takes place as a consequence of adverse social and economic conditions and the lack of employment opportunities in sending countries,

Concerned with the serious problems posed by the continued influx of illegal immigrants,

Noting that problems are believed to exist in the area of migrant recruitment and employment and recognising the need to ensure that such practices conform to internationally recognised standards,

Expressing deep concern about the grave social consequences of the Gulf crisis on the situation of Asian migrants and their families, in particular the lost revenues and property, their unpaid wages and service benefits, as well as forced repatriation without employment prospects,

Recognising the responsibility of the ILO to take the lead in promoting the rights and welfare of the large numbers of migrant workers and their families displaced as a result of recent hostilities in the Gulf region, and welcoming the initiatives already taken by the Director-General to this end,

Welcoming the adoption by the United Nations General Assembly in December 1990 of the International Convention on the Protection of the Rights of all Migrant Workers and their Families and the important role of the ILO in its preparation;

Requests the Governing Body of the International Labour Office:

(1) to call on governments and, where appropriate, employers' and workers' organisations:

(a) to take all necessary measures to ensure that the terms and conditions of employment of migrant workers respect the principles of freedom of association and non-discrimination, and the provisions of ILO instruments;

(b) to consider ratification and implementation of ILO Conventions, in particular Nos. 97, 118, 143 and 157, and the International Convention on the Protection of the Rights of all Migrant Workers and their Families;

(c) to pursue actively the objectives of the Employment Policy Convention, 1964 (No. 122), and the Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169);

(d) to respond positively to the Director-General's appeal for the pledging of funds for the financing of ILO activities in favour of migrant workers and members of their families adversely affected by the conflict in the Gulf.

(2) to instruct the Director-General:

(a) to give due attention in his programme and budget proposals for the 1994-95 biennium to the need to strengthen the activities of the ILO aimed at the protection and promotion of the rights and interests of migrant workers and, in particular, to allocate the resources required for the Organisation to play a full role in supervision of the International Convention on the Protection of the Rights of all Migrant Workers and the their Families;

(b) to take the initiative in drawing to the attention of member States cases in which the recruitment and employment of migrant workers are not in conformity with international labour standards, and in the provision of advisory services and technical cooperation necessary to correct such situations;

(c) to carry out a study and provide advisory services as well as training programmes for government officials on the question of settling the problems of illegal migration, e.g. through the conclusion of bilateral migration agreements and other methods in which the ILO has acquired considerable knowledge and experience;

(d) to explore possible ways and means to step up the ILO's assistance in relation to the problems arising from the accelerated return of Asian migrants to their countries of origin, particularly in connection with the serious consequences of the Gulf war for Asian migrants and their home countries;

(e) to cooperate closely, in this context, with the competent authorities of concerned countries and with the United Nations, particularly in the implementation of Security Council resolution No. 687, to ensure the protection and recovery of the entitlements and personal belongings of migrant workers and their families adversely affected by the Gulf conflict and to report to the Governing Body on the outcome of such contacts;

(f) to undertake an in-depth survey of the major features of the recruitment and employment of migrants and, if necessary, present to an early session of the Governing Body the results thereof as well as proposals concerning action required to bring them into conformity with international labour standards;

(g) to convene, at the earliest possible date, a tripartite advisory meeting involving the participation of all relevant United Nations agencies, to provide guidance on the future policies and activities of the ILO in the field of migration;

(h) to allocate adequate resources to achieve awareness of the ILO's Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), and Migrant Workers Recommendation, 1975 (No. 151), through the holding of educational and training activities for workers' and employers' organisations of receiving and sending countries.

66 ILO (annual)

The World Bank
INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT
INTERNATIONAL DEVELOPMENT ASSOCIATION

1818 H Street, N.W.
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(202) 477-1234
Cable Address: INTBAFRAD
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BY FACSIMILE

May 19, 1992

Dear Mr. Hansenne:

I refer to your letter GB 253-115 of April 23 inviting World Bank representation at the 253rd Session of the Governing Body of the International Labour Office, to be held in Geneva from May 28 to 30, 1992.

I am pleased to inform you that either Mr. Jean Baneth, Director, Geneva Office, or staff nominated by him, will represent the Bank at this session of the Governing Body.

Sincerely yours,

ALEXANDER SHAKOW

Alexander Shakow
Director
External Affairs

Mr. Michel Hansenne
Director-General
International Labour Office
CH-1211 Geneva 22
Switzerland

cc: Mr. Baneth (Geneva)

MMcDonald

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Sincerely yours,

Alexander Shakow
Director
External Affairs

Mr. Michel Hansenne
Director-General
International Labour Office
CH-1211 Geneva 22
Switzerland

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WORLD BANK OFFICE TRACKING SYSTEM
EXTERNAL AFFAIRS DEPARTMENT
Routing and Action Transmittal Sheet

TO:	DATE:
Maureen McDonald (EXTIE)	5/07/92

SUBJECT:

Document From: International Labour Office, Geneva
To: The President
Dated: 4/23/92 Reference No.: EXT920507001

Topic: ILO: Inv. to 253rd Session of the Governing Body, in Geneva
May 28 - 30, 1992

ACTION INSTRUCTIONS: DUE DATE:

__XXX__ HANDLE 5/14/92
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SL

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 61 11

The President of the World Bank,
1818 H Street NW.,
WASHINGTON DC 20433
USA

Réf. BIT/ILO GB 253-115

Votre réf.

23 AVR. 1992

Dear Sir,

I have pleasure in conveying to your organisation, on behalf of the Governing Body of the International Labour Office, a cordial invitation to be represented at the 253rd Session of the Governing Body, which will be held at the International Labour Office, Geneva, from Thursday, 28 May, at 3 p.m., to Saturday, 30 May 1992. The full session will be preceded by meetings of various committees of the Governing Body, beginning on Thursday, 21 May. The final sitting of the Session will be held at the close of the 79th Session of the International Labour Conference.

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 organisation 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.

INTERNATIONAL LABOUR OFFICE
BUREAU INTERNATIONAL DU TRAVAIL
OFICINA INTERNACIONAL DEL TRABAJO

GB.253
253rd Session

GOVERNING BODY
CONSEIL D'ADMINISTRATION
CONSEJO DE ADMINISTRACION

Geneva,
May-June 1992

AGENDA

1. Approval of the minutes of the 252nd Session.

2. Agenda of the 81st (1994) Session of the Conference.

3. Annual report of the Governing Body to the Conference.

4. Report of the Meeting of Experts on Labour Statistics (Geneva, 28 January-6 February 1992).

5. Report of the Advisory Meeting of Governing Body members from Africa (Geneva, 29 February 1992).

6. Report of the Committee of Experts on the Application of Conventions and Recommendations (Geneva, 12-25 March 1992).

7. Report of the Meeting of Experts on Safety in the Use of Chemicals at Work (Geneva, 24 March-1 April 1992).

8. Report of the Tripartite Symposium on New Perspectives for Tripartism in Europe (Brussels, 7-8 April 1992).

9. Reports of the Committee on Freedom of Association.

10. Reports of the Programme, Financial and Administrative Committee.

11. Report of the Allocations Committee.

12. Report of the Committee on Standing Orders and the Application of Conventions and Recommendations.

13. Report of the Industrial Activities Committee.

14. Report of the Committee on Discrimination.

15. Report of the Director-General:

Suppplementary Report: Report of the Officers of the Governing Body: Reduction of the length of the main sessions of the Governing Body (November and February-March) by one day.

Supplementary Report: Report of the Officers of the Governing Body: Creation of an additional post of Vice-Chairman of the Governing Body.

16. Composition and agenda of standing bodies and meetings.

17. Symposia, seminars and similar meetings.

18. Questions arising out of the 79th Session of the International Labour Conference.[1]

19. Appointment of Governing Body representatives on various bodies.[1]

20. Programme of meetings.[1]

21. Election of the Officers of the Governing Body for 1992-93.[1]

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[1] Item to be dealt with after the Conference.

INTERNATIONAL LABOUR OFFICE
BUREAU INTERNATIONAL DU TRAVAIL
OFICINA INTERNACIONAL DEL TRABAJO

GB.253/P(Rev.1)
253rd Session

GOVERNING BODY
CONSEIL D'ADMINISTRATION
CONSEJO DE ADMINISTRACION

Geneva,
May-June 1992

PROGRAMME OF MEETINGS FOR THE
253RD SESSION OF THE GOVERNING BODY

Thursday, 21 May

3 p.m.	Committee on Freedom of Association

Friday, 22 May

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

Monday, 25 May

10 a.m.	Committee on Freedom of Association (if necessary)
11 a.m.	Industrial Activities Committee
3 p.m.	Industrial Activities Committee
	Committee on Discrimination
	Allocations Committee (if necessary)

Tuesday, 26 May

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

Wednesday, 27 May

10 a.m.	Committee on Standing Orders and the Application of Conventions and Recommendations

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N.B.: The Board of the Turin Centre will meet in Turin on Friday, 22 May 1992.

Thursday, 28 May

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

Friday, 29 May

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

Saturday, 30 May

10 a.m.	Governing Body (if necessary)
3 p.m.	Governing Body (if necessary)

The final sitting of the 253rd Session will be held after the close of the 79th Session of the International Labour Conference.

66 ILO (annex)

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Alexander Shakow
Director
External Affairs

Mr. Michel Hansenne
Director-General
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Switzerland

cc: Mr. Baneth (Geneva)

MMcDonald

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May 19, 1992

Dear Mr. Hansenne:

I refer to your letter ILC 79-115 inviting World Bank representation at the 79th Session of the International Labour Conference, to be held in Geneva from June 3 to 23, 1992.

I am pleased to inform you that either Mr. Jean Baneth, Director, Geneva Office, or staff nominated by him, will represent the Bank at this session of the Conference.

Sincerely yours,

Alexander Shakow
Director
External Affairs

Mr. Michel Hansenne
Director-General
International Labour Office
CH-1211 Geneva 22
Switzerland

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

DATE: 19-May-1992 10:19am

TO: MAUREEN M. MCDONALD (MAUREEN M. MCDONALD @A1@VAX12)

FROM: Diana Cunningham, DECGE (DIANA CUNNINGHAM AT A1 AT PARIS

EXT.: (41-22)7332120; tieline 5-86-201

SUBJECT: ILO Meetings

Re your fax of May 12 to Mr. Baneth. Answer to your question is "yes".

Glad we got to see each other in D.C. and to catch up.

All the best

Diana

CC: Maryann Kalina (MARYANN KALINA AT A1 AT PARIS)
CC: Jean Baneth (JEAN BANETH AT A1 AT PARIS)

THE WORLD BANK/IFC/M.I.G.A.
Headquarters: Washington, D.C. 20433 U.S.A.
Tel. No. (202) 477-1234 // Fax Tel. No. (202) 477-6391 // Telex No. RCA 248423
FACSIMILE COVER SHEET AND MESSAGE

DATE: May 12, 1992 NO. OF PAGES: 3 (including this sheet) MESSAGE NUMBER: \

TO
Name: Mr. Jean Baneth, Director
Organization: World Bank
Fax Tel. No. \
City: Geneva
Country: Switzerland

FROM
Name: Maureen McDonald
Dept./Div. EXTIE
Room No. T8-108
Fax Tel. No. \
Dept/Div No. \
Tel. No. 3-1771

SUBJECT: ILO Meetings

MESSAGE:

Attached the invitations from ILO for the Governing Body Meeting May 28-30 and the Conference June 3-23 - both of which just arrived. We are canvassing for interest here for the Conference and will let you know outcome. Assuming we are not successful, will Geneva Office be able to cover?

Many thanks. Regards.

5/19 - Yes - they will cover.

Transmission authorized by: Maureen McDonald

If you experience any problem in receiving this transmission, inform the sender at the telephone or fax number listed above.

1884 (2-90)

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

The President of the World Bank,
1818 H Street NW,
WASHINGTON DC 20433
USA

Réf. BIT/ILO ILC 79-115

Votre réf.

- 4 MARS 1992

Dear Sir,

I have pleasure in informing you that the 79th Session of the International Labour Conference will open at the Palais des Nations, Geneva, on Wednesday, 3 June 1992, at 9 a.m., exceptionally, and in conveying to your organisation, 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 Tuesday, 23 June.

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 organisation of the Conference.

Should your organisation 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.

RECEIVED
EXTIE
'92 MAR 13 AM 9 04

INTERNATIONAL LABOUR OFFICE
BUREAU INTERNATIONAL DU TRAVAIL
OFICINA INTERNACIONAL DEL TRABAJO

4, route des Morillons
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Fac-similé (22) 798 86 85

Téléphone direct (22) 799
central (22) 799 61 11

Réf. BIT/ILO ILC 79-115

Votre réf.

The President of the World Bank,
1818 H Street NW,
WASHINGTON DC 20433
USA

Dear Sir,

4 MARS 1992

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Yours faithfully,

Michel Hansenne,
Director-General.

RECEIVED
EXTIE
92 MAR 13 AM 9 04

66 ILO (immig)

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

BY FACSIMILE

May 6, 1992

Dear Mr. Maier:

I refer to your letter IC 12-0-7-02-115 inviting World Bank representation at the First Session of the Standing Technical Committee for Health and Medical Services, to be held in Geneva from September 23 to October 1, 1992.

I am pleased to inform you that we are arranging for Bank attendance at this meeting and will be back in touch with you shortly to give you the name of our representative. In the meantime, I would be grateful if the relevant background documentation and other information for this meeting could be sent directly to Dr. Bernhard Liese, Director, Health Services, at this address.

Sincerely yours,

ALEXANDER SHAKOW

Alexander Shakow
Director
External Affairs

Mr. Heribert Maier
Deputy Director-General
International Labour Office
CH-1211 Geneva 22
Switzerland

cc: Messrs. Liese (HSDDR), Measham (PHRHN)
Baneth (Geneva)

MMcDonald

TRANSMISSION CONFIRMATION REPORT No.=005016

DATE/TIME	MAY 8. 1992 10:15AM
DURATION	38s
TRANSMITTER (FROM)	EXTIE 202-676-0576 202 676 0576
RECEIVER (TO)	4122 7988685
PAGES XMITTED	01
PAGES ERRORED	
RESULT	OK
COMM. MODE	G3
RESOLUTION	NORMAL

2005503737

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

BY FACSIMILE

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I am pleased to inform you that we are arranging for Bank attendance at this meeting and will be back in touch with you shortly to give you the name of our representative. In the meantime, I would be grateful if the relevant background documentation and other information for this meeting could be sent directly to Dr. Bernhard Liese, Director, Health Services, at this address.

Sincerely yours,

Alexander Shakow
Director
External Affairs

Mr. Heribert Maier
Deputy Director-General
International Labour Office
CH-1211 Geneva 22
Switzerland

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

DATE: 05-May-1992 03:57pm

TO: Maureen McDonald (MAUREEN M. MCDONALD)

FROM: Bernhard Liese, HSDDR (BERNHARD LIESE)

EXT.: 84491

SUBJECT: ILO Standing Technical Committee for Health and Medical Services

Maureen,

Many thanks for advising me of the invitation to attend the first session of this committee.

Since the agenda topics are of very much concern and interest to us in our work, we will certainly arrange for one participant to represent the Bank. At this stage I am not sure just who that participant will be, but we will be able to give you a name by early August.

CC: Anthony R. Measham (ANTHONY R. MEASHAM)

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

ROUTING SLIP	DATE: March 24, 1992
NAME	ROOM NO.
Dr. Measham	S 6141
Dr. Liese	A 125
Ms. McDonald	
Maureen: No interest here.	
thanks. ILC may be of	
interest to Dr. Liese.	
Thanks,	
Tony	
3/24	

	URGENT		PER YOUR REQUEST
	FOR COMMENT		PER OUR CONVERSATION
	FOR ACTION		SEE MY EMAIL
	FOR APPROVAL/CLEARANCE		FOR INFORMATION
	FOR SIGNATURE		LET'S DISCUSS
	NOTE AND CIRCULATE		NOTE AND RETURN

RE: ILO Technical Committee

REMARKS: Attached is an invitation from ILO to attend the meeting on "Health and Medical Services, Geneva, September 23 to October 1. Grateful for your views on whether or not this has any interest. EXT will respond accordingly.

Many thanks.

FROM: M. Maureen McDonald	ROOM NO.: T8-108	EXTENSION: 3-1771

ELECTRONIC LOGGING AND ROUTING SYSTEM

Routing and Action Transmittal Sheet

Priority : NORMAL Wednesday, 11-Mar-1992

Item No : 920311-LOLHR,[EXTIE]

TO: ==> MAUREEN M. MCDONALD, EXTIE

FROM: EXTIE

DOCUMENT Reference:

Original Sender : Heribert Maier
Original Recipient : The President
Document Date : 24-Feb-1992

SUBJECT : Inv. to att. the 1st session of the Standing Tech. Comm. for Health & Med. of the ILO, Sep. 23-Oct. 1, 1992, Geneva

---

ACTION Requested:

		Due Date
X	Please handle	01-Apr-1992
___	For Information	
___	Review & Recommend	
___	Prepare Response for _____	Signature
___	Approval/Signature	
___	Forwarding To _____	
___	Discuss With _____	
___	OTHER _____	

REMARKS:

cc: L. Wood (with copy of routing sheet)

INTERNATIONAL LABOUR OFFICE
BUREAU INTERNATIONAL DU TRAVAIL
OFICINA INTERNACIONAL DEL TRABAJO

4, route des Morillons
CH-1211 GENÈVE 22

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Télex 415647 ilo ch
Fac-similé (22) 798 86 85

Téléphone direct (22) 799
central (22) 799 61 11

The President of the World Bank,
1818 H Street NW,
WASHINGTON DC 20433
USA

Réf. BIT/ILO IC 12-0-7-02-115

Votre réf.

RECEIVED
EXTIE
'92 MAR 11 AM 10 02

FIRST SESSION OF THE STANDING TECHNICAL COMMITTEE
FOR HEALTH AND MEDICAL SERVICES
(Geneva, 23 September - 1 October 1992)

Dear Sir,

24 FEV. 1992

I have pleasure in inviting your organisation to be represented at the First Session of the Standing Technical Committee for Health and Medical Services which will be held at the International Labour Office, Geneva, from 23 September to 1 October 1992. The meeting will open on Wednesday 23 September, at 10 a.m.

The agenda of the meeting, as approved by the Governing Body at its 251st Session (November 1991), will include the following items:

1. An examination of general developments in health and medical services;

2. Equality of opportunity and treatment between men and women in health and medical services.

You will receive copies of the reports being prepared by the Office on each of the items on the agenda as soon as they become available.

If your organisation is able to accept this invitation, I should be grateful if you would let me know at your earliest convenience the name and title of the person who will represent it.

Yours faithfully,

For the Director-General:

Heribert Maier,
Deputy Director-General.

INTERNATIONAL LABOUR OFFICE
BUREAU INTERNATIONAL DU TRAVAIL
OFICINA INTERNACIONAL DEL TRABAJO

4, route des Morillons
CH-1211 GENÈVE 22

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Telex 415647 ilo ch
Fac-similé (22) 798 86 85

Téléphone direct (22) 799
central (22) 799 61 11

The President of the World Bank,
1818 H Street NW,
WASHINGTON DC 20433
USA

Réf. BIT/ILO IC 12-0-7-02-1IS

Votre réf.

EXTIE
RECEIVED
25 MAR 11 AM 10 05

FIRST SESSION OF THE STANDING TECHNICAL COMMITTEE
FOR HEALTH AND MEDICAL SERVICES
(Geneva, 23 September - 1 October 1992)

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If your organisation is able to accept this invitation, I should be grateful if you would let me know at your earliest convenience the name and title of the person who will represent it.

Yours faithfully,

For the Director-General:

Herbert Maier,
Deputy Director-General.

66 ILO (MMID)

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

BY FACSIMILE

April 14, 1992

Dear Mr. Hansenne:

Thank you for your letter requesting World Bank participation in the forthcoming Joint ILO-UNHCR Meeting on International Aid as a Means to Reduce the Need for Emigration, to be held in Geneva from May 6 to 8, 1992.

I am pleased to confirm that Mr. Francis Steier will attend this Meeting on behalf of the Bank. Mr. Steier, an Economist in the Population and Human Resources Division, Technical Department, Europe and Central Asia, Middle East and North Africa Regions, is currently Task Manager for a regional study on international migration in both regions.

For further details relating to his participation in this Meeting, Mr. Steier can be contacted at the following: Telephone - (202)-473-2404 and Facsimile - (202-477-1996. This information has also been communicated to Mr. Roger Bohning directly.

Sincerely yours,

/s/

Tim Cullen
Acting Director
External Affairs

Mr. Michel Hansenne
Director-General
International Labour Office
CH-1211 Geneva 22
Switzerland

cc: Messrs: Kohli (EMTDR), Heyneman and Steier (EMTPH)
Baneth (Geneva)
Mesdammes: Armitage (EXC), Maguire and Peters (EXTDR)

Log No: EXT920414002

FSteier/MMcDonald

TRANSMISSION CONFIRMATION REPORT No.=004833

DATE/TIME	APR 15. 1992 1:15PM
DURATION	41s
TRANSMITTER (FROM)	EXTIE 202-676-0576 202 676 0576
RECEIVER (TO)	4122 7988685
PAGES XMITTED	01
PAGES ERRORED	
RESULT	OK
COMM. MODE	G3
RESOLUTION	NORMAL

20005503737

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

BY FACSIMILE

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Sincerely yours,

Tim Cullen
Acting Director
External Affairs

Mr. Michel Hansenne
Director-General
International Labour Office
CH-1211 Geneva 22
Switzerland

URGENT

WORLD BANK OFFICE TRACKING SYSTEM
EXTERNAL AFFAIRS DEPARTMENT
Routing and Action Transmittal Sheet

TO:	DATE:
Mr. Sarwar Lateef	4/14/92

SUBJECT:

Document From: Mr. Hansenne
To: LTP
Dated: 1/20/92 Reference No.: EXT920414002

Topic: ILO,Geneva: Inv. to ILO/UNHCR Conf. & ILO Maghreb Programme
Geneva, May 6-8, 1992

ACTION INSTRUCTIONS:	DUE DATE:

__XXX__ HANDLE 4/14/92
_____ REVIEW AND RECOMMEND
_____ FOR YOUR INFORMATION
_____ DISCUSS WITH _____
_____ AS WE DISCUSSED
_____ PREPARE RESPONSE FOR _____ SIGNATURE
_____ FOR YOUR FILES
_____ RETURN TO _____
_____ OTHER: _____

Remarks: Pls clear the attached letter and contact Mr. Steier.
cc: H. Kohli,EMTDR; A.Shakow,EXTDR; J. Armitage,EXC; J. Maguire, EXTDR; F. Steier, S. Heyneman, EMTPH, D. Peters, EXTDR

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

DATE: 14-Apr-1992 10:27am

TO: JEAN BANETH (JEAN BANETH @A1@PARIS)

FROM: Maureen McDonald, EXTIE (MAUREEN M. MCDONALD)

EXT.: 31771

SUBJECT: ILO/UNHCR Meeting, May 6-8

Just to let you that and further to my EM to you yesterday, this morning we had sent to us for clearance a letter to Mr. Hansenne indicating that the EMENA Technical Department, Population and Human Resources Division, plan to send Mr. Francis Steier - apparently they had been in touch with ILO and informally communicated this to Mr. Roger Bhoning. Mr. Steier is currently Task Manager for a regional study on international migration in both regions.

We will formally confirm Mr. Steier's attendance to ILO and I will send him the documents I was going to pouch to you - if you are interested we can submit your name as well and ask ILO to send you an additional set

With regards.

CC: DIANA CUNNINGHAM (DIANA CUNNINGHAM @A1@PARIS)

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

DATE: 13-Apr-1992 12:24pm

TO: JEAN BANETH (JEAN BANETH @A1@PARIS)

FROM: Maureen McDonald, EXTIE (MAUREEN M. MCDONALD)

EXT.: 31771

SUBJECT: ILO/UNHCR Meeting, May 6-8

I had sent the correspondence to Gerhard Pohl last week (hopefully he has passed it on to you) on this meeting, but he informs me that neither he nor Piritta could cover this meeting because they would be busy with the publication of the report on "European Integration". I have just had a meeting with Diana and she believes that this is something you would be interested in.

If you would be able to do it, I would pouch you over the background documentation that just came in today before the end of this week so that you could have it in time.

Appreciate your views on this. Many thanks.

Regards.

CC: DIANA CUNNINGHAM (DIANA CUNNINGHAM @A1@PARIS)

THE WORLD BANK/IFC/MIGA

OFFICE MEMORANDUM

DATE: April 9, 1992

TO: Ms. Judith A. Maguire, Adviser, EXTDR

FROM: Francis Steier, ~~Education~~ Economist, EMTPH

EXTENSION: 3-2404

SUBJECT: ILO-UNHCR Conference (May 6-8): Mr. Preston's Response

1. Pursuant to our conversation, please find attached a proposed draft of Mr. Preston's response to Mr. Hansenne's invitation for the above-named conference. Mr. Preston's office apparently never received the correspondence, and Ms. Armitage (EXC) suggested that we send your office the draft response for processing.

2. I have already informed Mr. Roger Böhning (ILO) of my participation in the conference.

Attachments: Draft letter
ILO correspondence

cleared with and cc: Stephen Heyneman (EMTPH)

cc w/o attachments: Harinder Kohli (EMT), Jane Armitage (EXC)

Maureen:

Could you pls. clear the attached letter + contact Mr. Steier.

DRAFT

Mr. Michel Hansenne, Director General
International Labor Organization
Geneva
Switzerland

Dear Mr. Hansenne,

Thank you for your letter requesting our participation in the upcoming ILO-UNHCR Conference on "International Aid as a Means to Reduce the Need for Emigration," to be held in Geneva May 6 through 8.

I am pleased to inform you that Mr. Francis Steier will attend the conference on the Bank's behalf. Mr. Steier, an economist in the Population and Human Resources Division, Technical Department, Europe and Central Asia, Middle East and North Africa Regions, is currently Task Manager for a regional study on international migration in both regions.

Mr. Steier's telephone and fax numbers are indicated below. They have also been communicated to Mr. Roger Böhning.

Sincerely,

Lewis Preston

Francis Steier
Tel. (202) 473-2404
Fax (202) 477-1996

cc: H. Kohli, A Shorrow
J. Armitage
V. Hetherington; D. Peters, EXTDR
J Maguire

THE WORLD BANK/INTERNATIONAL FINANCE CORPORATION
OFFICE MEMORANDUM

DATE: April 2, 1992

TO: Francis Steier, EMTPH, H-8061
phone: (202) 473-2401
fax: (202) 477-1996 Total pages: 14 including this one

FROM: Sharon Stanton Russell

EXTENSION: (617) 643-0069

SUBJECT: ILO/UNHCR Conference and ILO Maghreb Programme

As discussed this morning, attached is the letter sent from ILO to Mr. Preston inviting World Bank participation in the joint ILO/UNHCR meeting on International Aid as a Means to Reduce the Need for Emigration, together with the draft agenda. The letter was sent on January 20 and ILO has not received a response to date.

As I noted, the ideal scenario from Roger Bohning's point of view would be to have the same individual represent the Bank at this meeting and, subsequently (at dates yet to be established), in the process described in the attached short paper on the Maghreb Programme. However, this is not absolutely necessary. If it turns out to be the case that someone has already been selected to attend the May meeting, she or he should probably be briefed on the Maghreb Programme and some collective thought given to how the Bank's continued representation should best be achieved.

Michel Poulain's number in Belgium is (32) (81) 444 793. As with my arrangement, one calls from the Bank's fax machine and asks whoever replies to turn on Michel's fax machine.

Let me know what you turn up on the ILO letter. Talk soon.

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

DATE: 08-Apr-1992 08:56am

TO: MAUREEN M. MCDONALD (MAUREEN M. MCDONALD @A1@VAX12)

FROM: Gerhard Pohl, DECGE (GERHARD POHL AT A1 AT PARIS)

EXT.: (41 22)7332120; tieline 586-202

SUBJECT: ILO UNHCR Meeting

Since we will be busy with the publication of our report on "European Integration.." Piritta Sorsa and I won't be able to go to that meeting in early May. May be Jean would be able -- I don't know.

Regards.

Back in Geneva
4/9.

TRANSMISSION CONFIRMATION REPORT No. 004776

DATE/TIME	APR 7, 1982 2:02PM
DURATION	9m 6s
TRANSMITTER (FROM)	EXTIE 202-676-6576 202 676 6576
RECEIVER (TO)	GENEVA OFFICE ABBR: 84 4122 7332617
PAGES XMITTED	17
PAGES ERRORED	
RESULT	OK
COMM. MODE	G3
RESOLUTION	NORMAL

20055503737

THE WORLD BANK/IFC/M.I.G.A.
Headquarters: Washington, D.C. 20433 U.S.A.
Tel. No. (202) 477-1234 // Fax Tel. No. (202) 477-6391 // Telex No. RCA 248423
FACSIMILE COVER SHEET AND MESSAGE

DATE: April 7, 1992 NO. OF PAGES: 17 (including this sheet) MESSAGE NUMBER: \

TO
Name: Mr. Gerhard Pohl
Organization: World Bank
Fax Tel. No. \
City: Geneva
Country: Switzerland

FROM
Name: Maureen McDonald
Dept./Div. EXTIE
Room No. T8-108
Fax Tel. No. 676-0576
Dept/Div No. \
Tel. No. 3-1771

SUBJECT: ILO-UNHCR Meeting

MESSAGE:

Attached is a letter and background paper for a meeting in Geneva, May 6-8, on International Aid as a Means to Reduce the Need for Emigration. This originally was received here in February while I was away on Home Leave. It has just been brought to my attention and from what I can gather the matter was not resolved. There are indications that no one from Headquarters could do it and it should be sent to you to see if you would be interested and available. Was this sent to you - I can't find anything that indicates that it was! If not, it also means that no response has gone to ILO.

Have you seen this before? In any event, could I have your views on this and whether Geneva Office would be able to cover? Appreciate your help on this.

Many thanks.

Regards

Transmission authorized by: Maureen McDonald

If you experience any problem in receiving this transmission, inform the sender at the telephone or fax number listed above.

1884 (2-90)

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

ROUTING SLIP	DATE: February 19, 1992
NAME	ROOM NO.
Mr. Adriaan M. Verspoor, PHREE	S 6029

Let's discuss at UN Group meeting before we Rgrd to Geneva office!

	URGENT		PER YOUR REQUEST
	FOR COMMENT		PER OUR CONVERSATION
	FOR ACTION		SEE MY EMAIL
	FOR APPROVAL/CLEARANCE		FOR INFORMATION
	FOR SIGNATURE		LET'S DISCUSS
	NOTE AND CIRCULATE		NOTE AND RETURN

RE: Joint ILO-UNHCR Mtg. on International Aid

REMARKS:

Attached, the invitation to this meeting to be held in Geneva, May 6-8, 1992.

Grateful if you would let me know if there might be interest in attendance so that we can respond to ILO accordingly.

Many thanks.

FROM:	ROOM NO.:	EXTENSION:
Lisa Wood	T 8111	31778

Send to ~~Daniela~~ Gerhard Pohl

ELECTRONIC LOGGING AND ROUTING SYSTEM

Routing and Action Transmittal Sheet

Priority : NORMAL

Wednesday, 12-Feb-1992

Item No : 920212-KIYEN,[EXTIE]

TO: ==> MAUREEN M. MCDONALD, EXTIE

FROM: EXTIE

DOCUMENT Reference:

Original Sender : Michel Hansenne
Original Recipient : ltp
Document Date : 20-Jan-1992

SUBJECT : Inv. to attend the Joint ILO-UNHCR Mtg. on Int'l Aid International Labour Office, Geneva, May 6-8, 1992

ACTION Requested:

		Due Date
X	Please handle	04-Mar-1992
___	For Information	
___	Review & Recommend	
___	Prepare Response for _____	Signature
___	Approval/Signature	
___	Forwarding To _____	
___	Discuss With _____	
___	OTHER _____	

REMARKS:

cc: L. Wood (with copy of routing sheet)

INTERNATIONAL LABOUR OFFICE
GENEVA

RECEIVED
EXTIE
'92 FEB 10 AM 9 00

THE DIRECTOR-GENERAL

20 JAN. 1992

Dear Mr. Preston,

I have pleasure in inviting the International Bank for Reconstruction and Development to participate in the Joint ILO-UNHCR Meeting on International Aid as a Means to Reduce the Need for Emigration which is scheduled to take place at the International Labour Office, Geneva, from 6 to 8 May 1992.

The Joint ILO-UNHCR Meeting will bring together selected researchers, government representatives from both immigration or aid-giving and emigration or aid-receiving countries, as well as representatives of non-governmental organisations, including, in the case of the ILO, of representatives of workers' and employers' organisations, and of other international organisations.

The purpose of the Joint ILO-UNHCR Meeting is to provide an opportunity for an examination of the possible form, content and dimension that official development assistance or other kinds of international assistance would have to take to reduce drastically the desire of citizens of emigration countries to seek expatriation for economic or political reasons. The attached Background Paper sets out this theme in greater detail.

Mr. Lewis Preston,
President,
International Bank for Reconstruction
and Development,
WASHINGTON, D.C.

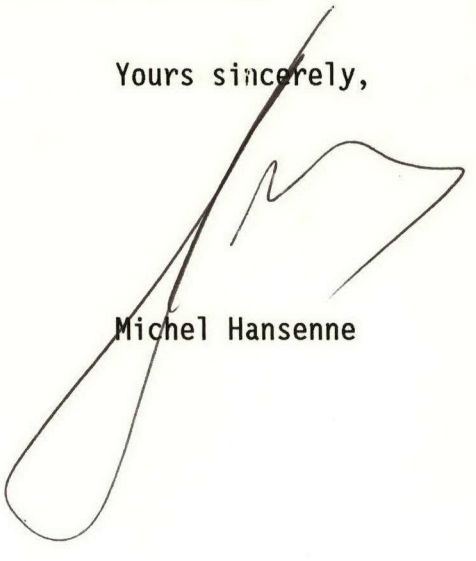
A revised draft agenda of the Meeting is appended to this letter. Each presenter of a contribution and each discussant will be allowed a maximum of 15 minutes, the remaining time in each sitting being devoted to a general exchange of views.

Documents prepared for submission to the Meeting will be sent to participants as soon as they are available in English or French.

Simultaneous interpretation will be provided in English, French and Spanish. Oral contributions are expected to be made in one of these languages.

Should the World Bank be able to accept this invitation, I should be grateful if you would be good enough to communicate to me, at your earliest convenience, the name, address, telex and fax numbers of the representative who will attend the meeting.

Yours sincerely,



Michel Hansenne

JOINT ILO-UNHCR MEETING
ON INTERNATIONAL AID AS A MEANS
TO REDUCE THE NEED FOR EMIGRATION

Geneva, ILO, Room IX

DRAFT AGENDA(revised)

Wednesday, 6 May 1992

08:00-09:00	Registration of participants	
09:00-09:30	Opening:	Statement by Mrs. S. Ogata, UN High Commissioner for Refugees
		Statement by Mr. M. Hansenne, Director-General, International Labour Office
		Election of Chairman and Rapporteur
		Adoption of Agenda
09:35-11:00	**Item 1:**	**Means to prevent forced migration**
		(a) UNHCR discussion paper - Presentation by Mr. S. Vieira de Mello, Director, External Relations, UNHCR
		(b) UNHCR case studies Africa, with special reference to the Horn of Africa and Rwandese refugees - Presentations by Prof. A. Zolberg and Mr. A. Guichaoua - Discussion by Mr. L. Mebtouche
11:00-11:15	Pause	
11:15-12:45	Item 1:	Latin America, with special reference to refugee movements and internal displacements - Presentations by Mr. S. Aguayo and Mr. L. Despuoy - Discussion by Dr. J. Santisteban
12:45-14:00	Pause	

6 May 1992 (continued)

14:00-15:45	Item 1:	Asia, with special reference to South-East Asia, Sri Lanka and Afghan refugees - Presentations by Mr. P. Jambor, Mr. M. Rodgers and Prof. P. Centlivres - Discussion by Mr. W. Clarence
15:45-16:00	Pause	
16:00-18:00	Item 1:	Central and Eastern Europe - Presentation by Dr. J. Blaschke - Discussion by Role of aid in preventing refugee flows or facilitating return and reintegration - Presentation by Prof. A. Suhrke - Discussion by
18:00-18:15		Preliminary conclusions by the Rapporteur

Thursday, 7 May 1992

09:00-11:15	**Item 2:**	**ODA as a means to reduce economic and social emigration pressure** (a) ILO discussion paper - Presentation by Mr. J. Lönnroth, Director, Employment and Development Department, ILO (b) ILO case studies Asia, with special reference to Pakistan and the Philippines - Presentations by Dr. B. Herman, Prof. G. Ranis and Prof. E. Tan - Discussion by Prof. Y. Kuwahara and Dr. Fu-chen Lo
11:15-11:30	Pause	
11:30-12:45	Item 2:	Mediterranean countries, with special reference to Morocco and Tunisia - Presentations by Mr. F. Oualalou and Mr. M. Bel Hadj Amor - Discussion by Prof. G. Tapinos
12:45-14:00	Pause	

7 May 1992 (continued)

14:00-15:15	Item 2:	Mediterranean countries with special reference to Turkey - Presentations by Dr. G. Schiller and Dr. E. Uygur - Discussion by Dr. Th. Straubhaar
15:15-15:30	Pause	
15:30-17:45	Item 2:	Central America and Eastern Europe (Poland) - Presentations by Prof. S. Weintraub and Prof. W. T. M. Molle - Discussion by Prof. C. B. Keely and
17:45-18:00		Preliminary conclusions by the Rapporteur

Friday 8 May, 1992

09:00-10:45	**Item 3:**	**Exchange of views on scope and constraints of preventing or reducing emigration pressure** (a) Statements by donor countries and international organisations
10:45-11:00	Pause	
11:00-12:45	Item 3:	(b) Statements by emigration countries and non-governmental organisations
12:45-14:30	Pause	
14:30-15:30	Item 3:	(c) Panel composed of the Chairman, Rapporteur, ILO and UNHCR: Conclusions and follow-up
15:30-15:45	Pause	
15:45-17:00	Item 3:	(d) Discussion of the panel's suggestions
17:00-17:15	Closing	

International Aid as a Means to Reduce the Need for Emigration: an ILO-UNHCR Initiative

Background Paper

International Labour Office

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November 1991

INTRODUCTION

The growing internationalisation of nation states' economies, the interpenetration of the world's communications and media systems, the seemingly unbridgeable gap between poor and rich countries as well as the extensive phenomenon of armed conflict and serious internal disturbances with their many serious consequences, and the existence of widespread oppression have led many people from poor countries to look for income-earning opportunities or a safe haven in richer countries. Since the 1970s there have been more people seeking to immigrate or to find refuge in these countries than the latter have been willing to admit, either temporarily or permanently.

Even though the immigration quotas have tended to go up in northern America, the queues of people seeking entry have tended to get longer; and in western Europe there has been a rising number of de facto immigrants, frequently in a legal limbo, in spite of declared policies emphasising that further immigration was not desired. Elsewhere, for example in Japan, the New Industrialising Countries of the Far East, the Arab countries of the Middle East, even in Malaysia and Thailand, more foreigners want to partake in their rapid development than these countries are willing or able to accommodate. The number of emigrating nationalities goes up - almost all nations are involved today - and the formation of bridgeheads or social networks sustains flows once they have been set in motion.

It needs little foresight to state that henceforth there will be even more people desirous of entering, legally or illegally, the rich countries, far more than these countries are prepared to absorb. The migration pressure from poor to rich countries is demonstrably increasing rather than declining, notwithstanding a few "success stories" where former emigration countries - such as Italy, Malaysia or Spain - have managed to develop sufficiently to see their status change to that of immigration countries. Other traditional emigration countries, including comparatively developed ones, send more migrants to rich immigration countries with whom they have been linked than they ever did in the past - Mexicans in the United States are an illustration - or they have more migration candidates than they ever had in the past - as in the case of Turks aspiring to move to Germany.[1] As the German-Turkish situation indicates, a stable gap in real per capita incomes does not necessarily keep migration pressure at the same level because of population growth and the continuing penetration of "Western" values in Turkey. How much more must migration pressure intensify where - as in practically all African countries, south Asia and much of Latin America - the real income is widening while populations grow and watch "Western" TV programmes !

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[1] See P.L. Martin: The unfinished story: Turkish labour migration to western Europe with special reference to the Federal Republic of Germany (Geneva: ILO, 1991), p. 94; and Th. Straubhaar's contribution in W.R. Böhning, P.V. Schaeffer and Th. Straubhaar: Migration pressure: What is it ? What can one do about it ? (Geneva, ILO, October 1991; mimeographed World Employment Programme Research working paper; restricted), especially pp. 53-58.

As regards refugee movements, recent changes in the international political environment have not brought about a significant reduction of the world refugee population which is presently estimated at some 17 million persons, without counting the even larger number of the internally displaced. The numbers of refugees world-wide have reached such proportions that in many cases the economies of the receiving countries are overstrained, their internal public order is endangered and international peace and security are threatened.

Much of this movement generally, especially that part which is irregular or spontaneous has a varied and complex character. In fact, it often comes somewhere between the two polarities of coerced movement and movement for personal convenience, and results from a combination of political and economic factors.

CHANGING PERSPECTIVES

As regards migrants, after the Second World War the ILO and the OECD embraced a philosophy that postulated that economic growth should not be held up in one country for lack of labour so long as there was suitable labour available elsewhere.[2] The 1976 ILO World Employment Conference was the first major international occasion where another perspective was aired, putting emphasis on measures designed to avoid the need for workers to emigrate.[3] In the mid 1980s the new philosophy found international expression in the ILO Employment Policy (Supplementary Provisions) Recommendation, 1984 (no. 169), in the following words:

> Member States should
>
> *where international migration takes place, adopt policies designed*
>
> *(a) to create more employment opportunities and better conditions of work in countries of emigration so as to reduce the need to migrate to find employment; and*
>
> *(b) to ensure that international migration takes place under conditions designed to promote full, productive and freely chosen employment.*
>
> *Members which habitually or repeatedly admit significant numbers of foreign workers with a view to employment should, when such workers come from developing countries, endeavour to co-operate more fully in the development of such countries, by appropriate intensified capital movements, the expansion of trade, the transfer of technical knowledge and assistance in the vocational training of*

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[2]See ILO Migration for Employment Recommendation (Revised), 1949 (no. 86), paragraphs 4(1), 14(1) and (4); and OEEC Decision of the Council of October 1953, C(53) 251 (Final).

[3]See Declaration of Principles and Programme of Action adopted by the Tripartite World Conference on Employment, Income Distribution and Social Progress and the International Division of Labour, Geneva, 4-17 June 1976, paragraphs 36-37.

local workers, in order to establish an effective alternative to migration for employment and to assist the countries in question in improving their economic and employment situation (paragraphs 39 and 40).

Two other pronouncements made at the multilateral level in September 1991 are worth singling out. The first is the "Strategy Platform" agreed upon by the so-called Inter-governmental Consultations on Asylum, Refugee and Migration Policies in Europe, North America and Australia. This group of 16 governments adopted among its common policy guidelines the following:

- *development co-operation with relevant countries which strengthens their economies, furthers employment, improves standards of living and reinforces human rights;*

- *other measures which promote social and economic development in relevant countries, including increased trade.*

And among the issues to be further explored is listed:

- *introduction of adequate criteria for development assistance aiming at more efficient targetting of migration factors.*

The Fourth Conference of European Ministers Responsible for Migration Affairs held at Luxembourg, 17-18 September 1991, in its conclusions agreed that

- *bilateral and multilateral co-operation should be developed and strengthened in order to reach a better economic balance between countries of origin and host countries;*

- *programmes of productive investment in the emigration regions should be encouraged;*

- *in order to contribute to their economic development, training projects and appropriate assistance should be implemented in the countries of origin on the basis, inter alia, of bilateral agreements.*[4]

As regards refugees, the Statute of UNHCR, adopted by the General Assembly in December 1950, set out voluntary repatriation, local settlement in the country of asylum and resettlement in third countries as the three durable solutions the international community should pursue. In the four decades that followed, each of the solutions was given preference depending on the nature of the outflow: a combination of local settlement in western European countries and of resettlement in traditional immigration countries of persons leaving central and eastern Europe; emergency assistance, local settlement and eventually repatriation of large groups having fled countries under colonial domination or plagued by civil war in Africa, south Asia and central America; overseas resettlement for most of those having left the Indo-Chinese peninsula after 1975.

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[4]Council of Europe document MMG-4 (91)9 final.

While UNHCR always actively attempted to promote voluntary repatriation as the optimal solution, it recently took the lead in formulating and implementing - with the full support of governments, inter-governmental and non-governmental organisations - comprehensive plans that also attempted to address the root causes of refugee outflows. The 1989 International Conference on Central American Refugees (CIREFCA), the Comprehensive Plan of Action (CPA) adopted by the 1989 International Conference on Indo-Chinese Refugees (ICIR) and the 1991 Dar-es-Salaam Summit Declaration on the Rwandese refugee question are significant examples of this new trend. These regional initiatives succeded earlier international ones, most notably the Canadian initiative within the United Nations General Assembly and the Human Rights Commission to examine Human Rights and Mass Exoduses and the German initiative within the General Assembly for a code of conduct and practical measures to avert further mass flows of refugees. Both these initiatives have also been combined and remain on the agenda of the General Assembly and the Human Rights Commission under the item on Human Rights and Mass Exoduses.

In recent years, UNHCR and its Executive Committee have frequently invoked the responsibilities of States towards their nationals [5] and have called for the strengthening of joint international efforts to deal with the causes of flows of asylum-seekers and refugees so as to avert further such flows[6].

The call for alternatives to the inflow of migrant workers and refugees has notably come, in most recent times, from national think tanks. In the United States, the Commission for the Study of International Migration and Co-operative Economic Development created by the 1986 Immigration Reform and Control Act launched a research and hearing programme focussing on trade and foreign direct investment as means to alleviate migration pressure.[7] In Switzerland, an interdepartmental group concerned with both ordinary migrants and asylum seekers, while not mandated to examine alternatives to migration, diagnosed a growing migration pressure that immigration policies by themselves could not reduce.[8] In Sweden, a similar working group concluded, inter alia, that:

- *refugee, migration, development assistance and foreign policies must be integrated more satisfactorily ...*

- *efforts must be made to augment freedom of choice and thus, in the long term, to prevent mass migratory movements and to create viable living conditions in the refugees' home countries/regions;*

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[5] UNHCR Executive Committee Conclusion no 40 (XLI) of 1985

[6] UNHCR Executive Committee Conclusion no 54 (LIV) of 1989

[7] See its summary report: Unauthorized migration: an economic development response (Washington, D.C., July 1990).

[8] See Groupe de réflexion interdépartemental DFJP, DFAE, DFEP : Stratégie pour la politique des années 90 en matière d'asile et de réfugiés (Berne, janvier 1989).

- *in the context of development assistance, efforts must be made to bring development and refugee assistance closer together, with due regard to the migration perspective and further support for sustainable social and economic development and for greater democracy, a better environment and peace-keeping measures.*[9]

Germany's Federal Cabinet in September 1990 approved a report on refugee issues that put the combat against the causes of the flight from poverty and oppression at the centre of its considerations. It asked for a review of development co-operation with the Third World and proposed to use economic assistance to counter the emigration pressure from central, south-eastern and eastern European countries in the short term through aid for training and employment of their young generations in their home countries and in the long run through support of their economic and political reforms.[10] A good year later, Germany modified its guidelines for the distribution of the country's development assistance. Aid is to be given with preference to countries promoting human rights, whose populations participate in the political process, who adopt a market economy and who undertake streneous efforts as regards their social and economic development. Countries whose spending and imports of armaments are disproportionate relative to expenditure on, for example, education and health will receive less aid as from 1992 (see Frankfurter Allgemeine Zeitung, 11 October 1991).

INTERNATIONAL MEASURES TO REDUCE MIGRATION PRESSURE

International migration pressure exists because more people seek to obtain better employment and income-earning opportunities[11] or refuge from war or political oppression than other countries are in a position, or are willing, to make available. If the pressure cannot be lowered by opening the doors to immigrants and refugees to a greater extent, what possible alternatives exist at the bilateral, multilateral or global level to alleviate it and to tackle the root causes of this pressure? What role can the International Labour Organisation (ILO) and the United Nations High Commissioner for Refugees (UNHCR) usefully play in this context?

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[9]Swedish Ministry of Labour: A comprehensive refugee and immigration policy: an outline from an inter-departmental study group (Stockholm, 1990), pp. 48-49.

[10]Bundesminister des Innern: Flüchtlingskonzeption (Bonn, 25 September 1990).

[11]Wayne Cornelius is one of the few researchers who has asked actual migrants and potential migrants what would be necessary for fewer people to leave. In the case of Mexicans aiming to enter the US, decent jobs was the answer. See his Labor migration to the United States: development outcomes and alternatives in Mexican sending communities, Working Paper No 38 of the Commission for the Study of International Migration and Co-operative Economic Development (Washington, DC, May 1990).

In a nutshell, there are four alternatives to international migration:

(i) trade, i.e. increased trade between migrant-sending and migrant-receiving countries, especially in labour-intensive goods;

(ii) foreign direct investment by private and public enterprises in migrant-producing countries;

(iii) official development assistance in its various forms of loans, grants, technological co-operation, direct investment financing and the financing of and contributions to international organisations;

(iv) social development, including the democratization of societies, the respect and observance of human rights, and international solidarity and cooperation in humanitarian actions and in the maintenance or restoration of international peace and security.

Trade expansion, as the US Commission for the Study of International Migration and Co-operative Economic Development emphasised, "is the single most important long-term remedy".[12] Trade is a matter over which governments can exercise control, subject to domestic and international political pressures. It so happens that a great deal of the trade in goods most directly beneficial to migrant-sending countries encompasses "sensitive" products with above average tariff and non-tariff barriers. The spectre of increased protectionism looms large at present. But quite apart from this, there is no need for the ILO and the UNHCR directly to promote the discussions regarding trade as an alternative to migration (which should be GATT's or UNCTAD's role) or to generate new knowledge on this subject. The impact of trade liberalisation on development generally and on employment creation in migrant-sending countries particularly is well studied.[13]

Foreign direct investment, as the development of the Republic of Korea, Malaysia, Taiwan and Thailand, among others, demonstrates is a powerful means to change a country's status from emigration to immigration country. Investment considerations, however, are determined by short to medium-term return-on-investment calculations, which channel investment flows to countries other than those from which workers leave for lack of an economic perspective or political stability. Governments themselves can use this means internationally only to a minor extent, since they rarely invest abroad for economic reasons and because public enterprises of industrial countries are free to decide where to locate their resources. Given that the overwhelming number of foreign direct investment decisions is in the hands of the private sector, governmental incentives to direct funds to migrant or refugee-producing countries can have, at best, a marginal effect. As regards research, there is no need

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[12] Op. cit., p. XV.

[13] See the numerous working papers of the aforementioned Commission, and U. Hiemenz and K.W. Schatz: Trade in place of migration: an employment-oriented study with special reference to the Federal Republic of Germany, Spain and Turkey (Geneva: ILO, 1979).

for ILO or UNHCR to become active because, as in the case of trade so in the case of foreign direct investment also, there is sufficient analytical and empirical knowledge available to predict its impact on the propensity of people to leave their country.

Official development assistance, by contrast, has not been used explicitly to reduce migration pressure and has not been assessed with respect to its scope and constraints in alleviating the felt need to emigrate temporarily or permanently. The political will to harness ODA is becoming more widespread and pronounced by the day as the above quotations, studies and reports indicate. But the knowledge of how to proceed in practice is, as yet, inexistent. All one knows is that "sprinkling" of ODA in the way in which it has been done in the past will have next to no impact on emigration pressure and is likely merely to reinforce the doubts about ODA in donor and recipient countries. UNHCR's attempts, over a decade, to promote a combination of refugee aid and development have had insufficient success and suggest the need for greater emphasis on comprehensive, preventive and remedial strategies in the countries of origin. It may be added that the implications of the work envisaged will apply as much to South-South migration movements as to South-North or East-West movements.

There are other kinds of internationally sponsored aid that may have an important role to play - measures that have an immediate short-term impact in terms of pacifying a conflictual situation and which thus pave the way for durable democratisation processes and economic development. These include the verification of elections in Nicaragua and Haiti; the combination of peace-keeping and negotiated political settlements such as the ONUCA/CIAV/ONUSAL processes in Central America and the Cambodia Peace Plan just endorsed by the Paris Conference; the provision of expertise, advice and monitoring in legal and human rights areas such as governments and international organisations, includng UNHCR, are making available to countries in central and eastern Europe. They have proved to be innovative means of international solidarity and cooperation. They will, no doubt, alleviate some of the heretofore most intractable and politically sensitive root causes of forced population movements. Regional solidarity and cooperation may be particularly significant at the present time.

ILO and UNHCR believe that it is time to start laying the knowledge base of what ODA and other original forms of international assistance could conceivably achieve if they were targeted and dimensioned to achieve the reduction of both economic and political emigration pressure. For that purpose they joined hands, set in motion some preliminary research and envisage holding a meeting in Geneva in 1992 to consider the research results. The aim of this joint initiative is to give a decisive push to the fledgling discussions on these questions.

ILO's AND UNHCR'S COMPETENCE

Both institutions are constitutionally mandated in the field of international economic and political migration, respectively, and both are concerned with the causes of migration and alternatives to voluntary or forced migration. ILO is charged with the promotion of social development, employment, reduction in poverty, protection of workers generally (including refugees) and of migrant workers particularly,

irrespective of whether the migrant workers are in a regular or irregular status as regards their entry or stay. UNHCR is charged with the protection of refugees and the promotion of solutions, first and foremost that of voluntary repatriation. Its mandate to seek solutions can also be interpreted to include the taking of all reasonable or feasible measures that will obviate the need for flight abroad.

The two organisations ideally complement each other as regards the subject matter of international aid as a means to reduce the need for emigration. Emigration, broadly speaking, is caused by economic or political reasons - the former falling into ILO's sphere of competence, the latter into UNHCR's. But this distinction does not hold in many cases and, more often than not, breaks down when it comes to asylum seekers in western Europe, for example. Political and economic causes are composite in objective terms, in the sense that political stability as a rule rests on a modicum of economic success relative to aspirations; and political and economic causes are intertwined in subjective terms in the sense that, while asylum seekers are not infrequently influenced by economic considerations, economic migrants frequently bear a grudge against the political regime of their home country. In the context of the ILO-UNHCR research and meeting there is actually no need to take a legalistic stance and to attempt to refine these categories and causes further or to clarify the widely used term of "economic refugees". The objectively composite causes and subjectively intertwined motivations strengthen the rationale for close collaboration between ILO and UNHCR. The theme of ODA and other forms of international solidarity as a means to reduce emigration pressure makes each organisation focus on its core mandate, i.e. economic or refugee migration; but in exploring how ODA can alleviate economic emigration pressure the ILO's research will also pave the way for avenues to political stabilisation and liberalisation in the countries under review, while the exploration by UNHCR of international aid as a means to mitigate the causes of coerced movements will likely entail also more rapid and equitable economic development in countries of origin.

RESEARCH UNDERWAY

In the autumn of 1991, each organisation launched research on the key question of their initiative, which can be formulated most pointedly as follows: <u>what forms, content and dimensions would ODA or other forms of international assistance have to take in the case of a particular country or sub-region to reduce drastically, either in the short and medium term or over a period of 20-40 years, the desire of its citizens to expatriate themselves for economic or political reasons</u> ?

ILO actually prepares two kinds of studies. The first will seek to clarify the concept of migration pressure and provide an overview of how international migration arises and is sustained through social networks. This work will be undertaken by migration specialists.

The second series of studies are to describe a country's or sub-region's development in the last 30-40 years and the impact of ODA in the past; to draw a baseline scenario of development in the coming 20-40 years under the assumption of unchanged trends in development and receipt of ODA; and then to analyse what forms, contents and dimensions ODA would have to take compared with the baseline scenario to make people feel it is no longer necessary to move abroad for the purpose of temporarily gaining

income or permanently settling there. These studies will be carried out by economists or experts working at the interface of economics and migration. To date, studies are under negotiation for central America, Morocco, Pakistan, the Philippines, Poland, Tunisia and Turkey.

The researchers are requested to be so detailed as to enable administrators in bilateral or multilateral aid institutions to distil principles for future aid policies and to envisage special programmes to be elaborated by them. A one-off study taking the Canadian International Development Agency as an example will test what kind of approaches (across-the-board programmes, special facilities, etc.) would be the most promising and what kind of other practical measures might be required in aid-giving agencies.

In addition to a theoretical study focussing on the concept of prevention, research to be conducted by external consultants for UNHCR will focus on Africa, with special reference to the Horn of Africa and the long-lasting Rwandese refugee problems; Asia, especially Afghanistan, Sri Lanka and south-east Asia (Cambodia, Laos and Viet-Nam); central and eastern Europe; Latin America and the Caribbean, with focus on Central America.

Regional overviews drawing the lessons of the past and the trends of future comprehensive solutions, will be coupled with specific case studies describing the causes and magnitude of the refugee phenomenon, analysing preventive and remedial strategies and proposing forms, contents and dimensions of international assistance aimed at mitigating factors causing exile and internal displacement as well as at increasing the motivation to repatriate.

It should be stressed that this broad inquest into the causes of mass movements and coerced exile is intended to strengthen, rather than distract from, existing refugee protection law principles.

This research is essentially carried out by external collaborators of ILO and UNHCR and funded largely by the two organisations.

JOINT ILO-UNHCR MEETING

The results of the research, which will initially be issued in working paper form, are to be discussed at a joint ILO-UNHCR meeting scheduled for 6 - 8 May 1992 (see attached draft agenda). This is to be a brain-storm kind of meeting.

Its key objective is to determine how bilateral and multilateral ODA and other emerging forms of international assistance would have to be re-structured, re-dimensioned and re-negotiated to impact on countries or regions of high emigration over a period of up to 20-40 years to such an extent that their inhabitants would no longer feel pressed to leave for economic or political reasons.

The composition of the May 1992 meeting encompasses, besides the researchers contacted by ILO and UNHCR, representatives of:

(a) immigration or donor countries such as:
Canada, France, Germany, Italy, the Netherlands, Norway, Japan, Sweden, Switzerland and the United States

(b) emigration or aid-receiving countries such as:
Albania, Algeria, the Philippines, Poland, Romania, Viet Nam as well as Latin American and African countries

(c) non-governmental organisations:
including trade union and employer representatives as well as NGOs linked to UNHCR, from both immigration and emigration countries

(d) relevant international institutions such as:
the Development Assistance Committee of the OECD, the OECD itself, the OECD Development Centre, the UN Department of International Economic and Social Affairs, the UNDP, the World Bank, the Commission of the European Communities, the International Organisation for Migration and the UN University.

FOLLOW-UP

Of course, research and a meeting of this kind cannot provide all the answers to all of the questions that may arise. It can only be a starting point. It can sensitise national and international adminisatrators to the presumption that the aim underlying the ILO-UNHCR initiative could be achieved under certain circumstances if the political will, technical and financial means were available. It can give an impetus to today's discussion so as to carry it from words to deeds. Numerable further activities - feasibility studies, budgetary decisions, bilateral negotiations, etc. - will have to follow to give concrete expression to the ideas of this ILO-UNHCR initiative; and in the first instance they will have to involve representatives of authorities of aid-receiving countries.

ILO and UNHCR themselves will reflect on how to incorporate the results of the research and meeting into their own studies, advisory, technical co-operation and meetings programmes in the years ahead. Most of all, it is hoped that other institutions at the national, bilateral, regional or global level will take up the issues and pursue them further.

It need not be spelt out that both organisations will at the same time continue to pursue their mandatory activities designed to protect migrant workers or asylum seekers and refugees, respectively. Even if development and democratisation were to render economic and political migration unnecessary in tomorrow's world, there would always be people who, for professional reasons of their own or because certain countries call on foreigners to settle or work temporarily on their territories, move across national borders and require protection because they are in a weak position.

Record Removal Notice

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March 18, 1992	Letter	

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Additional Comments

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.

Withdrawn by	Date
Vlada Alekankina	February 13, 2025

THE WORLD BANK/IFC/MIGA

OFFICE MEMORANDUM

Jill: GG
(LG-ILO)
LW

DATE: March 13, 1992

TO: Ms. Linda Gill, Chief, ID Unit

FROM: K. Sarwar Lateef, Chief, EXTIE

EXTENSION: 31760

SUBJECT: **Passes for International Labor Office (IL0) Staff**

I would appreciate your arranging temporary World Bank passes for the following ILO staff who will be visiting the Bank from March 16 - 20, 1992.

Mr. Phil Neck	March 16-20
Mr. Ahmar Toure	March 16-20
Ms. P. Fenger	March 18-19

Mr. David A. Waugh, Deputy Director will be happy to pick up the passes at the security office at 1818 H. Street. He can be reached at (202) 653-7652.

Thank you for your prompt assistance.

file 66
UN-ILO

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

By Facsimile

February 26, 1992

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

Dear Mr. Hansenne:

I refer to your letter (GB 252-115) of January 23, 1992, inviting World Bank representation at the 252nd Session of the Governing Body, which will be held at the International Labour Office, March 2, 1992, in Geneva, Switzerland.

I am pleased to inform you that Mr. Gerhard Pohl, Senior Economist and Ms. Piritta Sorsa, Economist, in the World Bank Geneva Office, will attend. I should be grateful if the relevant documentation could be sent to Mr. Pohl or Ms. Sorsa directly, at the following address: World Bank Resident Mission, P.O. Box 104, 1211, Geneva 20 CIC, Switzerland.

(ORIGINAL SIGNED BY)

Sincerely yours,

K. Sarwar Lateef

K. Sarwar Lateef
Chief
International Economic Relations Division
External Affairs

cc: Mr. Gerhard Pohl (Geneva)
Ms. Piritta Sorsa (Geneva)

:lmw

ELECTRONIC LOGGING AND ROUTING SYSTEM

Routing and Action Transmittal Sheet

Priority : NORMAL

Wednesday, 12-Feb-1992

Item No : 920212-LLRCH,[EXTIE]

TO: ==> MAUREEN M. MCDONALD, EXTIE

FROM: EXTIE

DOCUMENT Reference:

Original Sender : Michel Hansenne
Original Recipient : ltp
Document Date : 23-Jan-1992

SUBJECT : Inv. to attend the 252nd Session of the Governing Body, ILO, Geneva, March 2-March 6, 1992.

ACTION Requested:

		Due Date
X	Please handle	19-Feb-1992
___	For Information	
___	Review & Recommend	
___	Prepare Response for _____	Signature
___	Approval/Signature	
___	Forwarding To _____	
___	Discuss With _____	
___	OTHER _____	

REMARKS:

cc: L. Wood (with copy of routing sheet)

The World Bank
INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT
INTERNATIONAL DEVELOPMENT ASSOCIATION

RECEIVED
EXTIE
'92 FEB 24 AM 9 22

Geneva Office
54 rue de Montbrillant
P.O. Box 104
CH-1211 Geneva 20
SWITZERLAND

Telephone: (41-22) 733 2120
Facsimile: (41-22) 733 2617
Telex: 414113 IBRD CH

FACSIMILE TRANSMITTAL FORM

DATE: February 24, 1992

TO: Lisa Wood, EXTIE
COPY: Maureen McDonald
FAX: \

FROM: Diana Cunningham

PAGES: 1 (including this page)

SUBJECT: ILO Governing Body March 2-6, 1992

Re your fax to Gerhard Pohl, would you please inform ILO that the Bank will be represented at this meeting by Gerhard Pohl, Senior Economist and Piritta Sorsa, Economist.

Please send us copy of your reply.

Best regards

The World Bank
International Economic Relations Division
External Affairs Department
(EXTIE)

Date: 2/20/92 No of Pages: 8

TO:
Name: Mr. Gerhard Pohl Fax Tel No.:
Company /Org: City, State & Country:

FROM:
Name: Lisa Wood Fax Tel. No.: 202-676-0576
Dept /Div: Dept/ Div No: Room No: Tel No: 202-473-1778
Subject/ Reference: Governing Body, ILO

Message:

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

ROUTING SLIP	DATE: February 20, 1992
NAME	ROOM NO.
Mr. Gerhard Pohl	Geneva

	URGENT		PER YOUR REQUEST
	FOR COMMENT		PER OUR CONVERSATION
	FOR ACTION		SEE MY EMAIL
	FOR APPROVAL/CLEARANCE		FOR INFORMATION
	FOR SIGNATURE		LET'S DISCUSS
	NOTE AND CIRCULATE		NOTE AND RETURN

RE: 252nd Session of the Governing Body, ILO

REMARKS:

Attached, the invitation to this meeting to be held in Geneva, March 2-6, 1992.

Grateful if you would let me know if there might be interest in attendance so that we can respond to ILO accordingly.

Many thanks.

FROM:	ROOM NO.:	EXTENSION:
Lisa Wood, EXTIE	T 8111	31778

INTERNATIONAL LABOUR OFFICE
BUREAU INTERNATIONAL DU TRAVAIL
OFICINA INTERNACIONAL DEL TRABAJO

RECEIVED
EXTIE
92 FEB 6 AM 9 51

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

The President of the World Bank,
1818 H Street NW.,
WASHINGTON DC 20433
USA

Réf. BIT/ILO

Votre réf. GB 252-115

Dear Sir,

23 JAN. 1992

I have pleasure in conveying to your organisation, on behalf of the Governing Body of the International Labour Office, a cordial invitation to be represented at the 252nd Session of the Governing Body, which will be held at the International Labour Office, Geneva, from Monday, 2 March, at 3 p.m., to Friday, 6 March 1992. The full session will be preceded by meetings of various committees of the Governing Body, beginning on Thursday, 20 February.

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 organisation 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.

INTERNATIONAL LABOUR OFFICE
BUREAU INTERNATIONAL DU TRAVAIL
OFICINA INTERNACIONAL DEL TRABAJO

GB.252
252nd Session

GOVERNING BODY
CONSEIL D'ADMINISTRATION
CONSEJO DE ADMINISTRACION

Geneva,
2-6 March 1992

AGENDA

1. Approval of the minutes of the 251st Session.

2. Report of the Meeting of Members of the Panel of Consultants on Workers' Education (Geneva, 23-27 September 1991).

3. Report of the 26th Session of the Joint Maritime Commission (Geneva, 17-25 October 1991).

4. Report of the Tripartite Symposium on the Future of Social Security in Industrialised Countries (Geneva, 28-31 October 1991).

5. Report of the Tripartite European Meeting on the Impact of Technological Change on Work and Training (Geneva, 28 October-2 November 1991).

6. Record of the Eleventh Asian Regional Conference (Bangkok, 26 November-2 December 1991).

7. Complaint submitted by Mr. von Holten, Employers' delegate of Sweden to the 78th (1991) Session of the International Labour Conference, under article 26 of the ILO Constitution, concerning the observance by Sweden of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98) and the Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147).

8. Consideration of the Director-General's report on the situation of workers of the occupied Arab territories at the 79th (1992) Session of the International Labour Conference.

9. Reports of the Committee on Freedom of Association.

10. Reports of the Programme, Financial and Administrative Committee.

11. Report of the Allocations Committee.

12. Report of the Committee on Standing Orders and the Application of Conventions and Recommendations.

13. Report of the International Organisations Committee.

14. Report of the Working Party on Improvements in the Functioning of the International Labour Conference.

15. International labour standards and technical cooperation.

16. Report of the Director-General.

17. Composition and agenda of standing bodies and meetings.

18. Symposia, seminars and similar meetings.

19. Appointment of Governing Body representatives on various bodies.

20. Programme of meetings.

---

11. Report of the Allocations Committee.

12. Report of the Committee on Standing Orders and the Application of Conventions and Recommendations.

13. Report of the International Organisations Committee.

14. Report of the Working Party on Improvements in the Functioning of the International Labour Conference.

15. International labour standards and technical cooperation.

16. Report of the Director-General.

17. Composition and agenda of standing bodies and meetings.

18. Symposia, seminars and similar meetings.

19. Appointment of Governing Body representatives on various bodies.

20. Programme of meetings.

INTERNATIONAL LABOUR OFFICE
BUREAU INTERNATIONAL DU TRAVAIL
OFICINA INTERNACIONAL DEL TRABAJO

GB.252/P
252nd Session

GOVERNING BODY
CONSEIL D'ADMINISTRATION
CONSEJO DE ADMINISTRACION

Geneva,
February-March 1992

PROGRAMME OF MEETINGS FOR THE
252ND SESSION OF THE GOVERNING BODY

Thursday, 20 February

3 p.m. Committee on Freedom of Association

Friday, 21 February

10 a.m. Committee on Freedom of Association

PFAC Working Party on the Working Capital Fund

3 p.m. Committee on Freedom of Association

PFAC Working Party on Harmonisation of the Statutes of the Administrative Tribunal (if necessary)

Monday, 24 February

10 a.m. Working Party on Improvements in the Functioning of the International Labour Conference

Committee on Freedom of Association (if necessary)

3 p.m. Working Party on Improvements in the Functioning of the International Labour Conference

Committee on Freedom of Association (if necessary)

Tuesday, 25 February

10 a.m. Working Party on Improvements in the Functioning of the International Labour Conference

3 p.m. Group meetings for the Programme, Financial and Administrative Committee

Wednesday, 26 February

10 a.m. Programme, Financial and Administrative Committee

3 p.m. Programme, Financial and Administrative Committee

Thursday, 27 February

10 a.m. Programme, Financial and Administrative Committee

3 p.m. Programme, Financial and Administrative Committee

Friday, 28 February

10 a.m. Committee on Standing Orders and the Application of Conventions and Recommendations

International Organisations Committee

3 p.m. Committee on Standing Orders and the Application of Conventions and Recommendations

International Organisations Committee

Allocations Committee

Saturday, 29 February

10 a.m. Advisory Meeting of Governing Body members from Africa

3 p.m. Advisory Meeting of Governing Body members from Africa (if necessary)

Monday, 2 March

9 a.m. Employers' group

Workers' group

10 a.m. Government group

3 p.m. Governing Body

Tuesday 3 March
to Friday, 6 March

10 a.m. Governing Body

3 p.m. Governing Body

Thursday, 27 February

10 a.m. Programme, Financial and Administrative Committee

3 p.m. Programme, Financial and Administrative Committee

Friday, 28 February

10 a.m. Committee on Standing Orders and the Application of Conventions and Recommendations

International Organisations Committee

3 p.m. Committee on Standing Orders and the Application of Conventions and Recommendations

International Organisations Committee

Allocations Committee

Saturday, 29 February

10 a.m. Advisory Meeting of Governing Body members from Africa

3 p.m. Advisory Meeting of Governing Body members from Africa (if necessary)

Monday, 2 March

9 a.m. Employers' group

Workers' group

10 a.m. Government group

3 p.m. Governing Body

Tuesday 3 March
to Friday, 6 March

10 a.m. Governing Body

3 p.m. Governing Body

Jill: GC
(UN-ILO)

INTERNATIONAL LABOR OFFICE

WASHINGTON BRANCH

1828 L STREET, N.W.
WASHINGTON, D.C. 20036

TELEPHONE: (202) 653-7652
FACSIMILE: (202) 653-7687
CABLE: INTERLAB WASHINGTON
TELEX: 248513

STEPHEN I. SCHLOSSBERG
DIRECTOR

DAVID A. WAUGH
DEPUTY DIRECTOR

14 February 1992

Mr. Carlston B. Boucher
Mrs. Rachel Diggs
International Economic Relations
The World Bank
1818 H Street, NW
Washington, DC 20433

Dear Mr. Boucher/Mrs. Diggs::

Thank you for giving visitor privileges to our regular staff posted to the Washington Office.

Mr. Asita de Silva, a United Nations Fellow, will be working at the Washington office until 24 April, 1992, and I am requesting a building pass for him:

Our other staff have building passes under other authorization. I will be requesting new passes for them as their current passes expire.

I would be glad if you would advise me of the availability of the pass. I will arrange to pick it up at the security office at 1818 H Street or other designated place.

Very truly yours,

David A. Waugh/sr

David A. Waugh

boucher/sr

In the ILO – established in 1919 and now a specialized agency associated with the United Nations – Government, Worker and Employer representatives of the world work toward peace through improved labor conditions and living standards.

INTERNATIONAL LABOR OFFICE

WASHINGTON BRANCH

1828 L STREET, N.W.
WASHINGTON, D.C. 20036

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CABLE: INTERLAB WASHINGTON
TELEX: 248513

STEPHEN I. SCHLOSSBERG
DIRECTOR

DAVID A. WAUGH
DEPUTY DIRECTOR

14 February 1992

Mr. Carlston B. Boucher
Mrs. Rachel Diggs
International Economic Relations
The World Bank
1818 H Street, NW
Washington, DC 20433

Dear Mr. Boucher/Mrs. Diggs::

Thank you for giving visitor privileges to our regular staff posted to the Washington Office.

Mr. Robin Poppe, Programme Officer at ILO Turin Center, will be meeting with EDI and other World Bank personnel, 26-29 February 1992, and I am requesting a building pass for him:

Our other staff have building passes under other authorization. I will be requesting new passes for them as their current passes expire.

I would be glad if you would advise me of the availability of the pass. I will arrange to pick it up at the security office at 1818 H Street or other designated place.

Very truly yours,

David A. Waugh/dlg

David A. Waugh

boucher/sr

THE WORLD BANK/IFC/MIGA

OFFICE MEMORANDUM

DATE: February 26, 1992

TO: Ms. Linda Gill, Chief, ID Unit (ORIGINAL SIGNED BY)

FROM: K. Sarwar Lateef, Chief, EXTIE

EXTENSION: 31760 K. Sarwar Lateef

SUBJECT: **Passes for International Labor Office (IL0) Staff**

I would appreciate your arranging temporary World Bank passes for the following ILO staff who will be visiting the Bank from February 26, 1992 - April 24, 1992.

Mr. Asita de Silva	February 26, 1992 - April 24, 1992
Mr. Robin Poppe	February 26-29, 1992

Mr. David A. Waugh, Deputy Director will be happy to pick up the passes at the security office at 1818 H. Street. He can be reached at (202) 653-7652.

Please note that Mr. de Silva will be arriving today. I would be grateful if you could process this request immediately. Thank you for your prompt assistance.

:lmw

Fil: GG (INT-ILO) Lu

INTERNATIONAL LABOR OFFICE

WASHINGTON BRANCH

1828 L STREET, N.W.
WASHINGTON, D.C. 20036

TELEPHONE: (202) 653-7652
FACSIMILE: (202) 653-7687
CABLE: INTERLAB WASHINGTON
TELEX: 248513

STEPHEN I. SCHLOSSBERG
DIRECTOR

DAVID A. WAUGH
DEPUTY DIRECTOR

~~LMS~~

2 SL/CB OK

Fil

6 February 1992

Mr. Nimrod Raphaeli
Technical Cooperation Adviser
Central Operations Department
The World Bank
1818 H Street, NW
Washington, DC 20433

Dear Nimrod:

I write to enlist your assistance in arranging my attendance at the 1992 session of the Development Economics Conference. I believe the dates are 30 April - 1 May. I understand labor markets issues will be featured.

I would also like to take this opportunity to thank you for meeting with our new headquarters colleague, Juhoni Lonnroth, Chief, Employment Department, on January 29. Our visits at the Bank were instructive and fruitful, promising continued and enhanced cooperative relations.

We appreciate your always evident interest and assistance in maintaining our excellent Bank-ILO relations.

Very truly yours,

David

David A. Waugh

cc: A. Shakow, EXTDR
S. Schlossberg
L. Yud

In the ILO – established in 1919 and now a specialized agency associated with the United Nations – Government, Worker and Employer representatives of the world work toward peace through improved labor conditions and living standards.

Fil GG.UN (UN-ILO) LW

ELECTRONIC LOGGING AND ROUTING SYSTEM

Routing and Action Transmittal Sheet

Priority : NORMAL

Friday, 21-Feb-1992

Item No : 920221-KRIIZ,[EXTIE]

TO: ==> GUENTER REIF, EXTIE

FROM: EXTIE

OCUMENT Reference:

Original Sender : P. Plett, ILO
Original Recipient : World Bank
Document Date : 05-Feb-1992

SUBJECT : Enc. under separate cover a copy of the booklet on activities of the elderly.

ACTION Requested:

Due Date

___ Please handle
_X_ For Information
___ Review & Recommend
___ Prepare Response for _____ Signature
___ Approval/Signature
___ Forwarding To _____
___ Discuss With _____
___ OTHER _____

REMARKS:

No action CB

Put away

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 61 11

RECEIVED
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'92 FEB 18 PM 5 26

Réf. BIT/ILO

Votre réf.

The World Bank,
700 19th Street, N.W.
Washington, D.C. 20431
Etats-Unis

5 FEV. 1992

Dear Colleague,

"The ILO and the elderly"

In my function as ILO Focal Point on Ageing, I succeeded in preparing a booklet on activities and services the ILO can currently offer to improve the situation of the elderly. This booklet is based on contributions of the ILO departments concerned with major activities in favour of the elderly. The booklet is presented on the occasion of the tenth anniversary in 1992 of the adoption of the International Plan of Action on Aging.

Knowing about your interest in the older people issue, I have the pleasure of sending under separate cover a copy of the booklet for your professional work.

Yours sincerely,

P. Plett,
Training Policies Branch,
Training Department.

RECEIVED
92 FEB 14 PM 4:31

THE WORLD BANK

Date

FEB. 1 4 1992

	Abe	I5-015	Loh	I5-015
	Aguirre-Sacasa	J7-271	Lynn	N7-075
	Alisbah	D1252	Madavo	J10-157
	Asanuma	D9-065	Marshall	J9-271
	Bottelier	I6-059	Messenger	H3-051
	Burki	A8-015	Niehuss	D3-071
	Cheetham	H11-067	Petit	N8-051
	Choksi	I7-015	Peyerl	E4-033
	Chopra	H10-067	Picciotto	F1306
	Churchill	S4-051	Piddington	S5-029
	Conable	E1227	Pouliquen	S10-045
	Cullen	T8-025	Qureshi	E1241
	Davies	H2-081	Raghavan	A6-031
	de Capitani	O5-095	Rajagopalan	S5-055
	Dennings	J11-171	Rao	S8-055
	Dervis	H4-049	Rischard	D4-111
	Eccles	E5-071	Ritchie	A9-095
	Einhorn	D5-067	Roth	E4-071
	Feather	T8-079	Rovani	T7-025
	Gillette	J8-253	Ruddy	E5-073
	Golan	M7-021	Segura	I4-025
	Grilli	E3-069	Serageldin	J3-073
	Hamilton	S6-055	Shakow	T8-011
	Haug	A10-095	Shihata	E7-071
	Husain, S.	I8-015	Steckhan	I8-060
	Iseman	S13-145	Stern	E1227
	Jaycox	J5-073	Stoutjesdijk	D7-071
	Kaji	E8-087	Summers	S9-035
	Karaosmanoglu	E10-071	Terasawa	H6-001
	Kashiwaya	D3-065	Thahane	D11-067
	Kavalsky	D7-007	Thalwitz	S13-131
	Koch-Weser	E4-075	Vergin	D10-057
	Kohli	H8-065	Wapenhans	H12-071
	Kopp	T9-025	Wessels	O5-115
	Legg	H3-001	Wiehen	H5-177
	Liese	A125	Wood	D7-067
	Lim	J6-271	Wyss	F12-035
	Linn	N11-051		

T 8101

From

INCOMING MAIL UNIT, Room E1-159, Ext. 81482

INT-4 (6-17-91)

PAR AVION
BY AIR MAIL LUFTPOST

P P
CH-1211 GENEVE 22

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INTERNATIONAL LABOUR OFFICE
BUREAU INTERNATIONAL DU TRAVAIL
CH-1211 GENÈVE 22

BIT

THE WORLD BANK/IFC/MIGA

OFFICE MEMORANDUM

file
96 ILO

DATE: January 27, 1992

TO: Messrs. Visvanathan Rajagopalan, OSPVP and Mr. Lawrence Summers, DECVP

FROM: Alexander Shakow, EXTDR

EXTENSION: 31828

SUBJECT: **Visit of Mr. Juhani Lonnroth, ILO Geneva**

1. Mr. Juhani Lonnroth, Director, EMPLOI, ILO Geneva will visit you on January 29. We have confirmed with Kate and Pauline that he will see Larry 12:00-12:30 and Raj 12:30-1:00 p.m. He will be accompanied by Mr. David Waugh of the ILO Branch Office, Washington. A c.v. of Mr. Lonnroth is attached (Attachment 1). Since I will be out of town, I have asked Enzo Grilli to escort the ILO visitors.

2. Mr. Lonnroth indicated that he would like to be informed "more precisely" about the priorities of the World Bank for the next 2-3 years, discuss past experience of ILO-Bank/Fund cooperation and examine the possibilities/modalities for future Bank/ILO cooperation in (a) research, analytic work and evaluation; (b) policy and program formulation and structural adjustment; and (c) technical cooperation, including social funds.

3. A briefing note on Bank/ILO collaboration prepared last October by Mr. Raphaeli (CODOP) for a visit of Mr. Tremeaud, Assistant Director General of ILO, is attached (Attachment 2). The issues discussed in the note are likely to be the same which will be raised by Mr. Lonnroth.

4. In summary, ILO is increasingly interested in ensuring that its activities are complementary to, and supportive of, broad structural adjustment effort in the member countries. A task force was created in ILO for this purpose, charged with coordinating relations with the Bank and the Fund. Its emphasis is on evaluating the distributive impact of macroeconomic instruments in programs supported by the Bank/Fund and helping the design of policies to alleviate short-term adverse consequences of adjustment and to reduce poverty in the long-term.

5. ILO has been particularly concerned about rural poverty, noting that past adjustment policies may have adversely affected certain segments of the rural poor. Therefore, ILO has called for the incorporation of poverty alleviation measures for the rural sector relatively early, at the inception of the adjustment programs. At the same time, it cautioned against over-reliance on analytical models focussing predominantly on strengthening rural income, since available evidence also indicated that a relatively large number of poor live in urban areas.

6. In its efforts to strengthen employment prospects and the use of domestic resources, ILO successfully designed small labor-intensive projects capable of being implemented by, and for the benefit of, the poorest 20% of the population in urban and rural areas (e.g. Burundi, Ghana, Kenya and Rwanda - road maintenance, construction of rural access roads).

7. Another focus of ILO is to address the education and training needs (together with UNESCO) as a result of adjustment processes. ILO has stressed that adjustment programs include recruitment policies and human resource management, as well as other measures that would provide for an effective civil service. Finally, to ensure sustainability of its policy advice, ILO has been emphasizing dialogue between governments and their social partners, i.e. employers and employees.

8. ILO has also been very active on behalf of indigenous people. The major focus of ILO TA activities in this respect has been in its Latin America Regional Office in Lima, where it maintains a specialist on the subject. A TA program in the Asia Region is under preparation. However, ILO work for indigenous populations has so far been less systematic.

9. The attached briefing note discusses potential venues of more intensive Bank-ILO coordination.

Attachments

cc: Mr. Enzo Grilli, (DPGDR)

GReif:lmw

MICHEL HANSENNE

Mr. Hansenne succeeded Mr. Francis Blanchard as Director-General of the International Labour Office on February 27, 1989. The appointment is for a five-year term.

He holds a doctorate in law and a degree in economics and finance from the State University of Liege, Belgium. Prior to his appointment as Director-General of ILO, Mr. Hansenne served successively as a member of Belgium's Parliament, Minister for French Culture, Minister of Employment and Labour, and Minister for Civil Service.

On the international plane, Mr. Hansenne led for several years the Belgian delegation to the International Labour Conference. Within the European Community, he chaired the Council of Ministers of Labour and Industrial Relations and the Standing Committee on Employment. He has also been an active contributor to the work of the Organisation for Economic Co-operation and Development (OECD).

Mr. Hansenne was born on March 23, 1940. He is married, with two children.

FACSIMILE COVER SHEET

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'92 JAN 22 PM 1 40

REFERENCE NO. ____

PAGE 1 OF 3

International Labor Office
Washington Branch Office
1828 L Street, NW Suite 801
Washington, DC 20036

Telephone: 202-653-7652
Facsimilie: 202-653-7687
Telex: 248513 ILOW UR

TO: Rachel Diggs FAX NO. _____

FROM: Stephen I Schlossberg
ILO Washington Branch Office

DATE: 22 Jan. 1992

SUBJECT: _____

FACSIMILE ILO GENEVA
300740 | 22JAN.92
PAGE 2

FACSIMILE

To: Mr. Schlossberg
Director,
ILO Branch Office,
WASHINGTON.

Fax No.: 653-7652

No. of pages: 2

MP
cc: LY
dw

From: Juhani Lonnroth,
Director,
EMPLOI, ILO, GENEVA.

cc: Mr. Ndjonkou
(CABINET)

Ref. WEP 1-4-02
WEP 1-4-05

22 January 1992

Dear Mr. Schlossberg,

With reference to your fax of 23 December 1991, the reply of Mr. Ndjonkou of 17 January and to further conversations over the phone, I wish to confirm my arrival in Washington, on 28 January, 4.15 p.m. (TW7745/Washington National airport). I will leave Washington on Friday, 31 January at 3.20 p.m. (TW7746). Please confirm the accommodation which your office promised to organise.

If possible, I would like to visit the ILO Office on Tuesday afternoon or Wednesday morning for briefings before the meetings with the World Bank and IMF officials. Apart from meeting with Messrs. Summers and Rajagopalan as indicated by your fax, I have been advised by my colleagues to seek meetings with some other officials, inter alia, Messrs. Serageldin, Wyss and Noël. After the discussions between Mr. Camdessus and Mr. Hansenne on Thursday, I will have Friday morning for follow-up with some other IMF officials. A few names which have been proposed to me include Messrs. Lipchtz, Aghevli, Hernda-Cata, and the Director of the IMF Institute.

Apart from my personal need to become acquainted with the key personalities of the respective organisations, the points I would wish to discuss with the officials include the following:

- to be informed more precisely about the priorities of the World Bank and the IMF for the next 2-3 years;

- to evaluate the past experience of ILO - WB/IMF co-operation

- to examine the possibilities/modalities for future co-operation and the role of the ILO in the activities of the WB/IMF in the following areas:

(a) research, analytic work and evaluation;
(b) policy and programme formulation and structural adjustment;
(c) technical co-operation including social funds.

I would be very grateful if you could assist me in making the appointments which you find appropriate to meet these objectives.

I look forward to meeting you in Washington.

Juhani Lönnroth

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

DATE: December 13, 1991 12:47pm EST

TO: Patricia O'Hara (PATRICIA OHARA)

FROM: Alexander Shakow, EXTDR (ALEXANDER SHAKOW)

EXT.: 31828

SUBJECT: Visit of ILO Dir-Gen Michel HANSENNE Jan 29, 1992

At the request of the head of the ILO office here (Steve Schlossberg) we have arranged for Mr. Preston to see Mr. Hansenne for 15 minutes from 12-12:15 on Wednesday, January 29. After that chat we will take Mr. Hansenne to meet with Messrs Rajagopalan and Summers (place to be decided) for another half hour or so given the broad ranging interests of (and participation in Bank work of) the ILO. This is just to nail down all the schedules. Sarwar's office, with help from others, will prepare a brief note before the meeting. Thanks, Alex

CC: Sarwar Lateef (SARWAR LATEEF)
CC: Larry Summers (LARRY SUMMERS)
CC: Visvanathan Rajagopalan (VISVANATHAN RAJAGOPALAN)
CC: Wadi Haddad (WADI HADDAD)
CC: Callie Boucher (CALLIE BOUCHER)
CC: Kate Oram (KATE ORAM)
CC: Esla Blackman (ESLA BLACKMAN)
CC: Pauline J. Clephane (PAULINE J. CLEPHANE)
CC: JEAN BANETH (JEAN BANETH @A1@PARIS)
CC: Judith Maguire (JUDITH MAGUIRE)

Summers at 12:00
Rajagopalan 12:30

ELECTRONIC LOGGING AND ROUTING SYSTEM

Routing and Action Transmittal Sheet

Priority : NORMAL

Tuesday, 17-Dec-1991

Item No : 911217-KOETN,[EXTIE]

TO: ==> CALLIE BOUCHER, EXTIE

FROM: EXTIE

DOCUMENT Reference:

Original Sender : Steve Schlossberg,ILO
Original Recipient : Alex Shakow
Document Date : 13-Dec-1991

SUBJECT : Enclosing press relsease and c.v. for Michael Hansenne, Director-General, International Labor Office

ACTION Requested:

		Due Date
X	Please handle	31-Dec-1991
___	For Information	
___	Review & Recommend	
___	Prepare Response for _____	Signature
___	Approval/Signature	
___	Forwarding To _____	
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Page 1 of 4

International Labor Office
Washington Branch Office
1828 L Street, NW Suite 801
Washington, DC 20036

Telephone: 202-653-7652
Facsimile: 202-653-7687
Telex: 248513 ILOW UR

TO: Mr. Alex Shakow
- ESLA

FROM: Steve Schlossberg
ILO Washington Branch Office

DATE: Dec 13 1991

ESLA -
Thanks for the help - The very best wishes for the holidays to you & Ms Shakow
Maria

****

SUBJECT:

STEPHEN I. SCHLOSSBERG
DIRECTOR, WASHINGTON OFFICE, ILO
(202) 653-7652

Dear Alex —
You are really something special.
Thanks so much.
Call on me for a big favor sometime!
Steve

Mr. Michel HANSENNE

CURRICULUM VITAE

Born 23 March 1940 in Rotheux-Rimière, Belgium.

Married, two children.

1962: Doctorate in Law - University of Liège.

1967: Degree in Economics and Finance - University of Liège.

1962-1972: Research work - University of Liège.

1974-1989: Member of Belgian Parliament.

1979-1981: Minister for French Culture.

1981-1988: Minister for Employment and Labour.

1988-1989: Minister for Civil Service.

1989: Elected Director-General of the International Labour Office, Geneva.

Publications:

Several articles published in national and international journals.

"Emploi, Les scénarios du possible", with a preface by Michel Albert, published by Duculot Perspectives, Paris-Gembloux, September 1985.

- - o o O o o - -

Monday, 13 February 1989
For immediate release

Press

3-89

MICHEL HANSENNE ELECTED DIRECTOR-GENERAL OF ILO

GENEVA (ILO News) - Mr. Michel Hansenne, Belgium's Minister for Civil Service, was today elected to succeed Mr. Francis Blanchard as Director-General of the International Labour Office.

The appointment is for a five-year term to begin on 27 February, immediately following the expiry of Mr. Blanchard's term of office. Mr. Blanchard of France, whose ILO career spans 38 years, has been Director-General for the past 15 years.

Mr. Hansenne, aged 48, was elected by the 56-member ILO Governing Body in a secret ballot by a vote of 38 in favour and 17 blank ballots with one void ballot paper. The second candidate, Mr. Mohamed Ennaceur, chairman of Tunisia's Economic and Social Council and former Minister for Social Affairs, was eliminated in the first round of voting. A third candidate, Mr. Julio Galer, Under-Secretary of State for Labour and Social Security of Argentina and formerly an ILO Assistant Director-General, withdrew from the contest late last week.

An absolute majority of votes of Governing Body members - consisting of 28 government representatives, 14 employers and 14 workers - was required for election.

Mr. Hansenne holds a doctorate in law and a degree in economics and finance from the State University of Liege, Belgium. He has been a member of Parliament since 1974. He was Minister for French Culture from 1979 to 1981. He became Minister of Employment and Labour in December 1981 and was appointed to his present post as Minister for Civil Service in May 1988.

../..

Tel. 99 61 11
Ext.7952
Distribution:
Ext.7913
*

International Labour Office,
CH-1211 Geneva 22, Switzerland.

For use of information media. Not an official record.

On the international plane, Mr. Hansenne has led the Belgian delegation to the International Labour Conference since 1982. Within the European Community he has chaired the Council of Ministers of Labour and Industrial Relations and twice chaired the Standing Committee on Employment. He has been an active contributor to the work of the Organisation for Economic Co-operation and Development (OECD) within its Manpower and Industrial Relations Committee and during the 1984 intergovernmental conference on the growth of employment in the context of structural change. He has in addition represented Belgium at the Council of Europe and the European Labour Ministers Conference.

Mr. Hansenne was born on 23 March 1940. He is married, with two children.

Mr. Hansenne becomes the eighth Director-General of the ILO - which is the secretariat of the International Labour Organisation - since its foundation 70 years ago. Predecessors are Albert Thomas (France, 1919-32), Harold B. Butler (United Kingdom, 1932-38), John G. Winant (United States, 1938-41), Edward J. Phelan (Ireland, 1941-48), David A. Morse (United States, 1948-70), Wilfred Jenks (United Kingdom, 1970-73) and Francis Blanchard (France, from 1974).

***

ATTACHMENT 1

CURRICULUM VITAE

LONNROTH, Karl-Johan (Juhani)

Born in Helsinki, Finland, 8 September 1945; married, two children. Master of Pol.Sci. in the fields of economics, political science/international policy and sociology, University of Helsinki. Master of Arts in the fields of international affairs, foreign policy and international economy, University of Wisconsin, United States. Diploma from the French Academy of Administration (Ecole Nationale d'Administration). Further studies on administration, management and economic policy in Finland, Germany and the United States.

Has worked in the Finnish Government administration, mainly in the Ministry of Labour since 1971 as a Researcher, Head of Office and Special Adviser in the Planning Department, Deputy Director in the Manpower and Labour Market Services Departments. Has also worked as Principal Administrator at the Secretariat of the Nordic Council of Ministers in Oslo, Norway. Was appointed Director of the ILO Employment and Development Department (EMPLOI) from 21 October 1991.

Has participated in the work of various international organisations in the field of labour market policy and migration. I.a., Chairman of the OECD Working Party of Employment 1986-90, Chairman of the OECD Manpower and Social Affairs Committee/Employment, Labour and Social Affairs Committee 1989-91, Vice-Chairman of the United Nations General Assembly Working Party on the Elaboration of an International Convention on the Rights of Migrant Workers. Has participated in various national governmental bodies and commissions on various aspects of employment, labour market and migration policies.

Has written a number of papers and articles on active labour market policies and migration issues.

Speaks Finnish, Swedish, English, French and German.

January 1992

Bank/ILO Collaboration
A Briefing Note

The International Labor Organization (ILO) is dedicated to the improvement of conditions of life and work of people, satisfaction of basic needs, better and fairer income generation and employment, the participation of the people themselves in decision making on, and implementation of, programs affecting their livelihood and development.

Bank/ILO collaboration has expanded steadily in recent years. While the Bank has never entered into a formal cooperation agreement with ILO, collaboration is maintained through policy dialogue, joint research and studies, and sector missions. Subjects range from employment to vocational training. In the area of structural adjustment, for example, these relations proceed from a much longer history of collaboration covering a wide range of technical areas and featuring a number of entry points for working together. Most often it is the Bank that has taken the initiative and the number of requests to participate in Bank missions or operate as consultants to the Bank appears to be on the rise. The SDA program has also created a new set of demands for ILO participation in Bank activities. Other areas of collaboration include labor-based infrastructure construction and maintenance. Overall, a considerable number of ILO staff have some involvement with the Bank. As much of the ILO's work with the Bank is not fully reimbursed, ILO is aware that there are certain trade-offs between performing certain tasks for, or with, the Bank and doing them unilaterally or with other organizations.

The ILO clearly wishes to strengthen its working relationship with the Bank but do so in a manner which ensures that it avoids spreading itself too thin, retain a high degree of autonomy and serves the best interests of its own constituents. For this reason, Mr. Tremeaud will be seeking, during his discussions, to (a) reach a clearer understanding with the Bank on the broad issue of cooperation; and (b) agree on general guidelines for the the selection of activities on which to collaborate.

The first involves making the Bank aware of how the ILO sees itself playing a constructive role in future collaboration with the Bank. ILO maintains that there are several procedural and administrative problems that need to be solved as well as the question of financing. ILO would also like to discuss at least two substantive issues. These are (i) the scope of ILO participation in World Bank structural adjustment missions, and (ii) the eventual use that is made of the ILO's written contributions to such missions.

The second issue is clearly related to the first since the ILO cannot be sure of the outcome of its involvement in Bank missions. ILO is concerned that it may have little or no say in how its contributions are used in the overall conclusion of the report. An even greater concern is that it may find the report containing conclusions which run counter to its advice or are not in the interests of its constituents. Presently, there is no machinery for addressing these two concerns. Taken together they represent another important discussion point.

However, ILO also recognizes that working with the Bank offers a number of benefits:

(1) the greater the ILO's contact with Bank staff and its involvement in Bank missions, the more opportunity there is to have some influence on Bank thinking about the social aspects of development;

(2) ILO participation in meetings organized, or attended by, the Bank provides an opportunity for a dialogue and exchange of information;

(3) the ILO can help to build bridges between its constituents, most notably the workers, and the Bank;

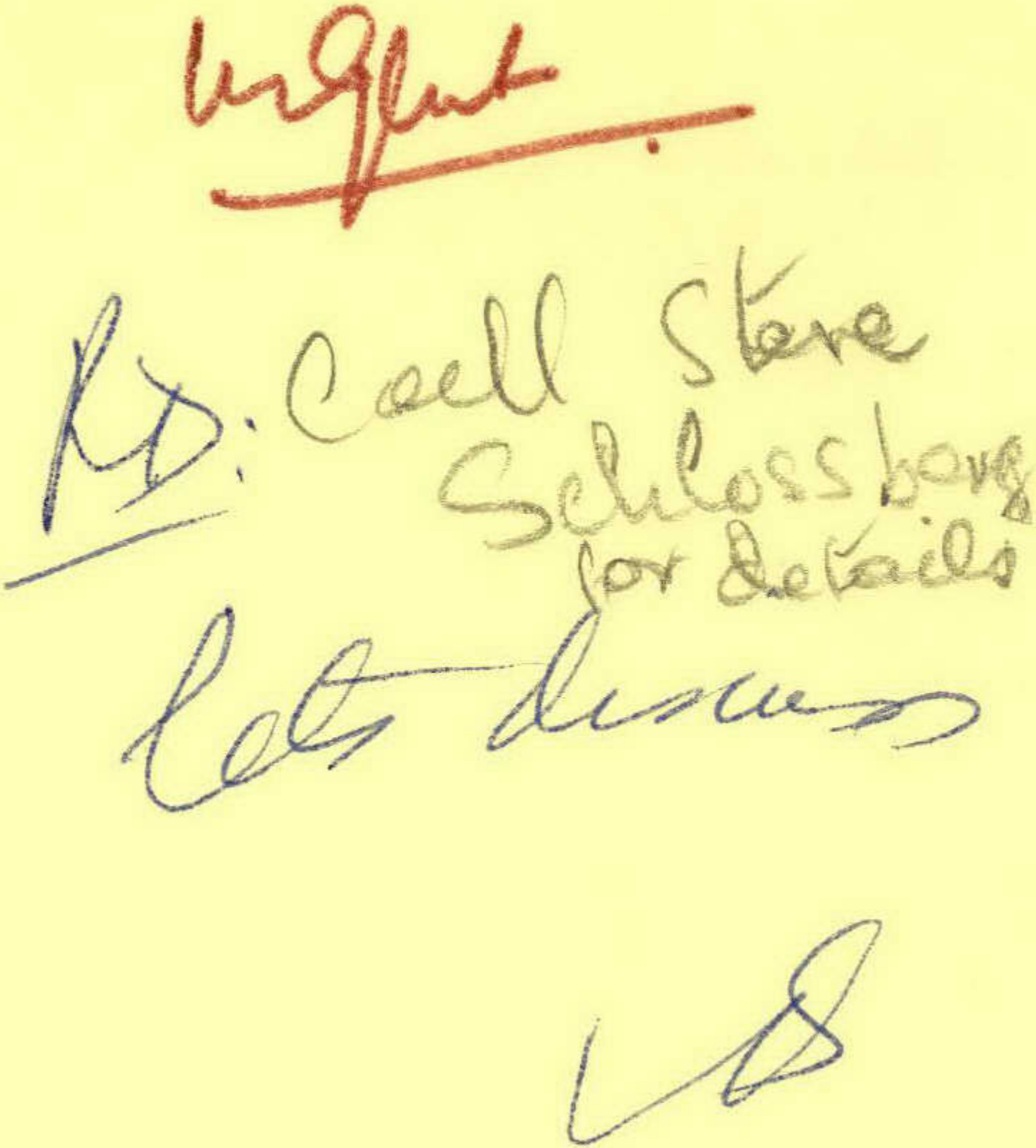
(4) in some cases, the Bank's influence can play a role in obtaining a favorable government response to ILO policy advice; and

(5) in those areas where the ILO possesses specialized expertise that is frequently used and appreciated by the Bank, further collaboration helps to ensure continued support for ILO approaches.

Management Service Agreement

Like other specialized agencies within the UN system, ILO enters into a special agreement with Bank borrowers, commonly known as management service agreement, under which ILO acts as a consulting firm providing TA services or undertaking procurement activities through its well-established procurement arm, known as "EUIPRO." The cost of TA services, based on actual disbursements by the Bank on behalf of its borrowers, have averaged $4.3 million in each of the four years, CY86-89. The procurement "business," recorded separately, has averaged close to $10 million a year. The Bank expects growth in both activities.

N. Raphaeli
October 1, 1990



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International Labor Office
Washington Branch Office
1828 L Street, NW Suite 801
Washington, DC 20036

Telephone: 202-653-7652
Facsimilie: 202-653-7687
Telex: 248513 ILOW UR

TO: Rachel Diggs FAX NO. _____

FROM: Stephen I Schlossberg
ILO Washington Branch Office

DATE: 22 Jan. 1992

SUBJECT: _____

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PAGE 2

FACSIMILE

To: Mr. Schlossberg
Director,
ILO Branch Office,
WASHINGTON.

Fax No.: 653-7652

No. of pages: 2

MP
cc: LY
dW

From: Juhani Lonnroth,
Director,
EMPLOI, ILO, GENEVA.

cc: Mr. Ndjonkou
(CABINET)

Ref. WEP 1-4-02
WEP 1-4-05

22 January 1992

Dear Mr. Schlossberg,

With reference to your fax of 23 December 1991, the reply of Mr. Ndjonkou of 17 January and to further conversations over the phone, I wish to confirm my arrival in Washington, on 28 January, 4.15 p.m. (TW7745/Washington National airport). I will leave Washington on Friday, 31 January at 3.20 p.m. (TW7746). Please confirm the accommodation which your office promised to organise.

If possible, I would like to visit the ILO Office on Tuesday afternoon or Wednesday morning for briefings before the meetings with the World Bank and IMF officials. Apart from meeting with Messrs. Summers and Rajagopalan as indicated by your fax, I have been advised by my colleagues to seek meetings with some other officials, inter alia, Messrs. Serageldin, Wyss and Noël. After the discussions between Mr. Camdessus and Mr. Hansenne on Thursday, I will have Friday morning for follow-up with some other IMF officials. A few names which have been proposed to me include Messrs. Lipchtz, Aghevli, Hernda-Cata, and the Director of the IMF Institute.

Apart from my personal need to become acquainted with the key personalities of the respective organisations, the points I would wish to discuss with the officials include the following:

- to be informed more precisely about the priorities of the World Bank and the IMF for the next 2-3 years;

- to evaluate the past experience of ILO - WB/IMF co-operation

- to examine the possibilities/modalities for future co-operation and the role of the ILO in the activities of the WB/IMF in the following areas:

(a) research, analytic work and evaluation;
(b) policy and programme formulation and structural adjustment;
(c) technical co-operation including social funds.

I would be very grateful if you could assist me in making the appointments which you find appropriate to meet these objectives.

I look forward to meeting you in Washington.

Juhani Lönnroth

INTERNATIONAL LABOUR OFFICE
BUREAU INTERNATIONAL DU TRAVAIL
OFICINA INTERNACIONAL DEL TRABAJO

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The President of the World Bank,
1818 H Street NW,
WASHINGTON DC 20433
USA

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Votre réf.

RESOLUTIONS ADOPTED BY THE
INTERNATIONAL LABOUR CONFERENCE
AT ITS 78TH (JUNE 1991) SESSION

17 JAN. 1992

The Director-General of the International Labour Office presents his compliments to the intergovernmental organisations receiving the present communication and has the honour to enclose herewith the texts of the resolutions adopted by the International Labour Conference at its 78th (June 1991) Session.

At its 251st Session (November 1991) the Governing Body of the International Labour Office considered the action to be taken on the texts. The following resolutions received the special attention of the Governing Body, in respect of which it took the decisions set out below which are of particular interest for international organisations.

Resolution (and conclusions) concerning the application of modern agricultural technology: the Governing Body requested the Director-General, when communicating the resolution and conclusions to the international organisations concerned, to draw their attention to the recommendations for action by the international community contained in paragraphs 6 and 7 of the conclusions.

Resolution concerning structural adjustment, industrial relations and economic and social development: the Governing Body requested the Director-General to communicate the resolution to the international

Resolutions adopted by the International Labour Conference at its 78th Session

(Geneva, June 1991)

I

Resolution concerning the minimum timetable for the Eleventh Asian Regional Conference of the ILO[1]

The General Conference of the International Labour Organisation,

Recalling that under the Programme and Budget for 1991 provision is made for the Eleventh Asian Regional Conference to last seven calendar days,

Noting that this is three days shorter than the Tenth Asian Regional Conference,

Considering that examination of the agenda of the Eleventh Asian Regional Conference as determined by the Governing Body could not be completed within that time if the procedure laid down in the Rules concerning the Powers, Functions and Procedure of Regional Conferences Convened by the International Labour Organisation were followed in full,

Considering further that it would be desirable to implement a simplified procedure on an experimental basis before deciding on a possible revision of the above-mentioned Rules;

Authorises the Eleventh Asian Regional Conference, by way of derogation from the applicable Rules:

(a) to consider the business carried out at preliminary group meetings on the afternoon preceding the formal opening of the Conference as having been carried out in official group meetings;

(b) to dispense with the appointment of a Selection Committee and to entrust its functions (except in respect of resolutions for which a Resolutions Committee may be appointed under Article 13, paragraph 3, of the Rules) to the Officers of the Conference;

(c) to limit the composition of the Resolutions Committee to not more than five members from each group;

(d) to authorise any drafting subcommittee or other subsidiary body set up by a committee of the Conference to report directly to the plenary of the Conference instead of through the committee;

(e) to suspend the requirement that no resolution may be discussed until 24 hours have elapsed since the circulation of the report of the Resolutions Committee thereon.

II

Resolution to place on the agenda of the next ordinary session of the Conference an item entitled "Protection of workers' claims in the event of the insolvency of their employer"[2]

The General Conference of the International Labour Organisation,

Having adopted the report of the Committee appointed to consider the fifth item on the agenda,

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[1] Adopted on 6 June 1991.

[2] Adopted on 24 June 1991.

Having in particular approved as general conclusions, with a view to the consultation of governments, proposals for a Convention and a Recommendation concerning the protection of workers' claims in the event of the insolvency of their employer;

Decides that an item entitled "Protection of workers' claims in the event of the insolvency of their employer" shall be included in the agenda of its next ordinary session for second discussion with a view to the adoption of a Convention and a Recommendation.

III

Resolution concerning the application of modern agricultural technology [1]

The General Conference of the International Labour Organisation,

Having taken note of Report VI on the application of modern agricultural technology:

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' organisations;

(b) to take the Conclusions into account in the preparation of the Programme and Budget proposals for 1994-95 and subsequent biennia, and of future Medium-Term Plans of the Organisation.

Conclusions concerning the application of modern agricultural technology

Introduction

1. Technological innovations in agriculture have led to increases in food production and agricultural productivity, above all in the developed countries, and to a lesser but nevertheless significant extent in some developing countries. Humanity has entered the last decade of the twentieth century with no clear prospect of resolving the immense challenge of ensuring that all people get enough to eat. Agricultural modernisation, involving the increasing mechanisation of agriculture and the wider use of high-yielding seed varieties combined with agrochemicals and improved irrigation commonly referred to as the Green Revolution, has already transformed agricultural production in most regions of the world. Many developed countries have been able to generate food surpluses by agricultural modernisation, along with an appropriate institutional and physical infrastructure supported by incentives from government policy to agricultural producers. However, many regions, in particular in developing countries, in remote mountainous, arid and resource-poor areas, are virtually left outside the mainstream of agricultural development.

2. If the achievements of the Green Revolution have already been significant, the evolving biotechnological revolution holds out yet greater potential for poverty alleviation and control of malnutrition. In agriculture, biotechnology research and development is still at an early stage. Yet there are indications that biotechnology offers the prospect of developing and disseminating seed varieties which could resist disease and drought, and survive and prosper with very limited application of water and those pesticides and other chemical inputs which, environmental and workers' safety considerations apart, have so far placed the benefits of the Green Revolution technology beyond the reach of so many of the world's poor. Some evidence suggests, however, that increased biotechnology research should be directed towards the needs of developing countries, and in particular to the needs of the least developed countries. Increased attention should be given to the adequacy of public and private funding at international and national levels for

[1] Adopted on 25 June 1991.

research, development and extension efforts in these areas. In addition, proposals being advanced for the patenting of life forms and genetic materials may raise ethical and economic questions of concern to all countries. There may be a need for international dialogue over these issues.

3. A major challenge for the 1990s, and beyond, is to adapt and apply these rapidly evolving and potentially beneficial modern technologies to enable the feeding of an ever-increasing world population. Modern technologies could indeed reduce the agricultural productivity gap between the developed and developing countries. Agricultural modernisation can simultaneously contribute to growth and poverty alleviation if the increased productivity is accompanied by widespread gains in purchasing power and improved access to technology by farmers. Thus an expansion in those areas benefiting from selective mechanisation, high-yielding seed varieties and timely introduction of biotechnologies could make a major contribution to increased food production, food security and sustainable agriculture. A number of developing countries have to achieve increases in food production in order to ensure food availability for future generations and for this they will need to put in major efforts to improve their agricultural research and technology transfer systems, and to integrate properly biotechnology into many of their established programmes. It should also be recalled that if the introduction of modern agricultural technologies offers new production possibilities, it brings at the same time new responsibilities for the different actors in the agricultural sector. It is therefore natural that the agricultural policy framework has to evolve in the course of agricultural modernisation in order to ensure the harmonious development of this sector.

4. Agricultural modernisation can contribute to economic growth. Nevertheless it is necessary to ensure that the gains of modernisation are not at the expense of conservation of the natural resource base. The problem of maintaining genetic diversity, and of promoting access to the world's genetic resources, is an important issue for consideration.

5. Furthermore, it is essential that the possible negative impact of the use of modern agricultural technologies on employment and workers' health, safety and environment are avoided or minimised. Also special consideration needs to be given to rural women and young workers, who are more vulnerable to the negative effects of technological change in agriculture.

International action

6. International action and collaboration assume special significance in the generation and international transfer of modern agricultural technologies. The role of international centres under the auspices of the Consultative Group on International Agricultural Research (CGIAR), with the help of national supporting institutions, which made a vital contribution in bringing about the Green Revolution, should be supported. The developed countries may also share technological information (e.g. on the risks and health hazards associated with new technologies) with developing countries and encourage access to gene banks. Developing countries should have research centres equipped with the necessary research material and adequate logistical support. Moreover, North-South cooperation in research could expand opportunities for scientists in the industrialised countries to work on Third World problems. This could, in the long term, contribute to poverty alleviation in developing countries. Measures and policies need to be identified to help developing countries overcome the legal and financial obstacles to the utilisation of socially beneficial technologies generated by the private and public sectors in the industrialised countries.

7. Based on the mandates of individual United Nations organisations, a multidisciplinary and intersectoral approach could more comprehensively deal with the complex issues concerning the modernisation of agriculture. Increased publicly funded research as well as cooperation between the public and private sectors is essential for modern technology developments. In addition, direct collaboration

among the private and public sectors of developed and developing countries is critical for achieving modern technology breakthroughs and sharing technological know-how.

National action

8. In discussing national action, it is important to distinguish between the different needs and priorities facing developed and developing countries. Some developed countries are now beset by problems of excess supply of agricultural products. Thanks in particular to action undertaken by public authorities, farmers have had access to modern agricultural technology which has led them today to produce far higher quantities of food than can be consumed domestically. Some governments have felt the need to introduce various policies to limit the supply of agricultural products. In addition, in some cases governments of developed countries engage in export subsidy programmes for disposal of surplus production to the detriment of developing and non-subsidised developed exporting countries. In the meantime, many groups have expressed concern at the damaging side-effects of modern agricultural production methods, in particular of extensive pesticide use, on health and the environment. Excessive use of chemicals can lead to land degradation and water contamination. Further concerns are expressed at the social implications of high-cost modern agriculture, if small farmers are squeezed out and the agricultural land becomes increasingly concentrated in the hands of large farmers and agribusiness companies. Extra care should be taken to see that the introduction of modern technology in agriculture does not affect the sustainability of the environment and does not adversely affect the small farming community.

9. National agricultural research systems should be strengthened so as to:

(a) improve priority setting in research with more effective links to national food security and development strategies;

(b) strengthen research coordination between the national institutions;

(c) develop integrated systems linking research, technology transfer, training, extension and on-farm application.

10. In developing countries, modern agricultural technology could raise agricultural production and productivity and it need not automatically displace labour. Where it does, the introduction of protection for the affected workers should be considered. Where the distribution of land and other resources is highly unequal, and where a large percentage of the rural population consists of tenant farmers and wage workers, the benefits of agricultural modernisation need to be extended to these categories of the rural population. Furthermore, provision should also be made to ensure worker safety against health hazards, e.g. disease and accidents.

11. The issues of agricultural modernisation in the developed and developing countries are of course interlinked. On the basis of the technologies now available to them, some developed countries have the capacity to generate agricultural surpluses. New technologies such as biotechnologies may lead to the production of substitutes for some of the agricultural commodities now imported from the developing world. The developed country policies and food surpluses may influence patterns of agricultural production in the developing countries, through concessionary aid programmes, or through the subsidised sale of food, agricultural machinery, seeds, fertilisers, pesticides and other inputs or techniques of production. And the agricultural potential and priorities of the developing countries will be influenced by debt burden, world prices and available markets for their traditional export products.

Developed countries

12. In most developed countries, issues of current concern are the health and environmental effects of improper pesticide use, the potential effects of biotechnological developments and overall dietary concerns. In this connection, the

Chemicals Convention, 1990 (No. 177), should be ratified by member States and the Chemicals Recommendation (No. 177), should be implemented in the agricultural sector. Mechanisation and its impact on agricultural employment, hygiene and safety at work continues to be an issue of concern. Agricultural machinery is the cause of many occupational accidents in this sector which makes it the one with the highest rate of accidents after the mining sector, and in this context the ratification of the Guarding of Machinery Convention, 1963 (No. 119), should be encouraged. In most developed countries, extensive mechanisation of agriculture has already taken place, often in response to labour shortages for agricultural work, often with disregard to the possible adverse environmental implications.

13. In many industrialised countries regulations have now been adopted concerning the introduction of biotechnological applications. This may lead biotechnology companies to relocate their research and field experiments to developing countries, the consequences of which need to be monitored. In developing new biotechnology products, industrialised countries must be made aware of the possibility of their substituting the traditional agricultural exports of developing countries.

Developing countries

14. Most developing countries are faced with the challenge of significantly increasing their agricultural productivity, while at the same time aiming at high levels of rural employment. With the rapid increase of both population and the labour force, it is unlikely that agriculture alone will be able to absorb the rapidly growing labour force. Since agricultural modernisation is an important component of the modernisation of the entire economy, the effects of the application of modern agricultural technologies, both positive and negative, need to be assessed in terms of dynamic linkages between agriculture and the rest of the economy. Under these conditions, growth linkages between the agricultural sector and successful rural enterprise creation become essential. In addition, some action should be taken to help those who are adversely affected, to ensure adequate safety and health of the population engaged in agriculture, and to minimise environmental damage.

15. With appropriate policies and programmes, small as well as large farmers should be able to benefit from the adoption of the *Green Revolution technology*, including high-yielding seed varieties, chemical fertilisers, herbicides, pesticides and irrigation. One of the challenges is to extend the benefits of the Green Revolution to farmers and regions so far neglected, such as Africa, while at the same time preventing and controlling health hazards that can be associated with chemical products, and particularly with pesticides. In applying and disseminating the Green Revolution technology, the following elements should be given due consideration:

(a) The successful application of the Green Revolution technology requires certain basic infrastructure including transport. Investment in irrigation and drainage will play an essential role in enabling multiple cropping. Means should be found to carry out infrastructural works of this kind.

(b) Employers' and workers' organisations should be fully involved in educational and training programmes, to develop appropriate safeguards, preventive measures and information concerning the health and environmental risks associated with the use of pesticides. In this context, ratification of the Chemicals Convention, 1990 (No. 170), and action on the Chemicals Recommendation (No. 177) deserve priority.

(c) Cooperative societies and other rural workers' organisations have an important role to play in devising participatory methods for training, extension services and research to improve dissemination of the Green Revolution technology among small farmers. This would be facilitated by the ratification and implementation of the Rural Workers' Organisations Convention, 1975 (No. 141).

(d) While the Green Revolution technology can increase productive employment for small farmers, it can also generate significant non-farm employment, through, for example, small-scale engineering services associated with irrigation, water management and post-harvest activities. Governments should endeavour to develop local capacities in this area.

(e) Programmes and policies should be adopted so that the Green Revolution technology is available to small and tenant farmers as well as large farmers, and, where necessary, steps should be taken to address consideration of land tenure issues.

(f) Attention needs to be paid to the greater use of the indigenous knowledge of farmers in the adoption of the Green Revolution technology; wherever appropriate, consideration should be given to the representation of farmers on boards of research stations to ensure linkages between producers and users of research.

16. *Agricultural mechanisation* may increase productivity. At the same time it could increase rural employment when it facilitates multiple cropping or expansion of the area under cultivation. Appropriate mechanisation of agricultural operations may increase the demand for hired labour. In some circumstances, mechanisation may reduce overall labour use (e.g. mechanisation in the plantation sector) but it may provide more permanency of employment. In devising and implementing policies for agricultural mechanisation, governments, in consultation with the employers' and workers' organisations, should:

(a) evaluate the direct and indirect consequences of different levels of mechanisation on employment before mechanisation strategies are formulated;

(b) formulate active labour policies to facilitate redeployment, provide retraining and social protection during the transition for the workforce that may be displaced by mechanisation;

(c) launch special training, technical assistance and institutional support, e.g. joint ownership and cooperative-based operation, hire purchase, leasing and multi-farm use of machinery, to extend the benefits of mechanisation to small and resource-poor farmers whose productivity potential has not been adequately realised owing to lack of suitable mechanical technology;

(d) devise and implement rural programmes, consistent with the above policies, for:

(i) employment generation through the promotion of appropriate processing technology – both at the farm level and in agro-industries, including poultry, dairy farming, forestry and fishing;

(ii) training of workers and farmers and monitoring of proper and safe use of farm machinery;

(iii) dissemination of appropriate technologies;

(iv) promotion of safer design, manufacture and repair of farm equipment;

(v) monitoring of mechanisms to ensure occupational safety and health of workers and to prevent occupational risks and diseases.

17. *Biotechnology* may offer considerable scope for rural poverty alleviation. The extent to which this potential is realised will depend on the directions taken in biotechnology research and investment, in the developing as well as the developed countries. Overall action and policies should include the following elements:

(a) Cooperation needs to be ensured among research institutions, governments, employers' and workers' organisations to adapt research on biotechnology to area-specific and problem-specific needs. Integration of new technologies with existing research programmes is essential so that objectives and applications are achieved in a timely manner.

(b) Every effort should be made to harness the potential of socially beneficial biotechnologies, enhancing profitability by lowering costs and risks of farming, e.g. by reducing the need for the application of agrochemicals and other inputs.

(c) Priority should be given to the development of drought-resistant crop varieties, with an emphasis on traditional crops that form the staple food basket of many of the rural and urban poor. Innovative, rapid and effective educational and

training programmes should be undertaken, with the participation of workers' and employers' organisations, to disseminate information on the potential benefits of biotechnology.

(d) When biotechnology-based products replace certain developing-country agricultural exports, policy measures and programmes should be undertaken, in conjunction with employers' and workers' organisations, to redeploy and retrain those workers who need to shift their activities from the export sector affected by such substitutions to other productive sectors of the economy.

(e) Assessments should be made of the potential health and environmental risks of proposed biotechnology products in all countries. Enhancement of most country capabilities in biosafety is essential. In this area, employers' and workers' organisations as well as intergovernmental organisations have an important role to play.

(f) Interdependencies between agricultural and non-agricultural development need to receive greater consideration.

The role of the ILO

18. The ILO has a major role to play, in assisting member States to create and protect employment in a manner consistent with the ILO's own objectives and standards, and to take full advantage of new and evolving agricultural technologies, in order to increase agricultural production and productivity in developing countries. The ILO has a further role to play in drawing attention to the safety and health risks associated with the application of modern agricultural technologies and in developing and disseminating appropriate information on safeguards in this area. This should be done in conjunction with the other specialised agencies of the United Nations system, especially with WHO, which has competence for occupational safety and health, and FAO, which has a primary role through the International Code of Conduct on the distribution and use of pesticides. The Conference urges the ILO to undertake a concerted programme of action in these areas, to develop an early warning system on the consequences of modern technologies on employment, training, safety and health, and standard-setting activities.

19. The ILO should, on all matters concerning this report, including its work on standards development, education and training development and implementation, and in liaison with governments, ensure that employers' and workers' organisations at relevant levels are consulted and given opportunities and are encouraged to have a social dialogue among them so that they can make timely and effective inputs on these matters.

20. The ILO should, *within its field of competence*, aim to strengthen its assistance to member States through research, advisory services, the application of standards, and technical cooperation in areas including the following:

Technology adoption

21. The overall approach to developing and adopting modern agricultural technologies should be one of flexibility. It should aim at optimising their positive impact and minimising the negative effects. This may require a gradual and selective adoption of these technologies.

22. Whenever feasible, employers' and workers' organisations should, prior to the introduction of new technologies, be informed and consulted; thereafter tripartite consultations should be held. The possibility of negotiations concerning the mechanism and consequences of the introduction of these technologies should also be considered.

23. In those countries where no legal framework or regulations exist concerning genetically modified organisms, it is of the utmost importance that information on possible ecological and socio-economic risks is available before these products are tested or introduced. The ILO is called upon, in conjunction

with other United Nations agencies (such as UNIDO, UNEP, WHO and FAO) and with the CGIAR (through its Task Force on Biotechnology), to take part in discussions on the following:

(a) setting up a framework for the collection and dissemination of information;

(b) examining possible ways and means to promote a Code of Conduct and a Prior Informed Consent procedure (similar to those developed for pesticides);

(c) assisting governments in developing a legal framework for the use and distribution of biotechnology.

24. The ILO should, in particular:

(i) present, through its current publication system, research results on biotechnology in an intelligible form and disseminate them to governments, employers' and workers' organisations as well as other relevant agencies;

(ii) through active dialogue among the ILO's social partners, help to promote policies and measures to improve developing countries' access to and research capabilities in socially beneficial biotechnologies;

(iii) promote strategies to influence public and private sector research on biotechnology oriented towards employment generation and poverty alleviation, and secure public funding for it;

(iv) assist in the design and implementation of policies that enable small, as well as large, farmers to adopt new technologies, particularly those which help introduce multiple cropping, expand cultivated area, enhance food security, reduce costs and risks of farming through cooperatives and participation by employers' and workers' organisations. In this connection, ratification of the Rural Workers' Organisations Convention, 1975 (No. 141), by member States should be encouraged;

(v) encourage workers' participation in technological decision-making;

(vi) disseminate small-scale technologies and intermediate farm equipment innovations for raising productivity and reducing drudgery for small farmers, women and young workers, in collaboration with employers' and workers' organisations;

(vii) continue technical assistance activities and prepare a report on the experience gained through the implementation of operational projects in the field.

Employment and training

25. ILO programmes aimed at human resource development should incorporate gender issues and related questions of women's employment and training, skills upgrading and retraining of workers. Enhancing human capability and quality of life, including safer use of modern inputs (e.g. machinery and chemicals) should be among the major goals of the ILO's employment and training activities.

26. The ILO should, in particular:

(i) undertake further research on farm/non-farm growth and employment linkages induced by technological change in agriculture;

(ii) continue to examine and assess, through case studies, the positive, as well as adverse, direct and indirect employment effects of modern technologies, on both male and female workers and farmers, with special reference to the impact of governmental policies;

(iii) assess the impact of agricultural mechanisation on the levels of rural employment, and on the structure and composition of the rural labour force, including its effects on women workers and farmers;

(iv) assist the developing countries in the retraining, redeployment and social protection of farmers and workers displaced by the introduction of mechanisation and new technologies; whenever feasible, establishment of rural small enterprises should be promoted to redeploy workers made redundant;

(v) monitor and evaluate regularly biotechnology developments to permit the forecasting of their direct and indirect socio-economic and employment effects in developing countries, with emphasis on their impact on the rural

labour market and their potential for growth as well as rural non-farm employment;

(vi) provide advisory services to all countries on the ways and means of exploiting the employment-generating capacity of modern technology in the agricultural and rural sectors;

(vii) develop innovative and cost-effective training methods to promote and spread the special and new management and vocational skills required for the use of modern technologies including integrated pest management; whenever appropriate, elaborate minimum training standards for each agricultural technology to minimise worker risk;

(viii) assist training centres and institutions of employers' and worker's organisations especially in relation to the proper application of modern agricultural technology;

(ix) in conjunction with other United Nations specialised agencies and organisations, including the FAO, WHO, UNESCO, UNCTAD, UNCSTD and UNIDO, the ILO should organise farmers' and workers' education and training programmes, as well as educational and information seminars aimed at employers' and workers' organisations in rural areas.

Occupational safety and health and working conditions

27. The risks associated with some modern agricultural technologies are not yet fully known. Therefore, the ILO needs to continuously monitor and evaluate the emerging technological trends with regard to the workers' safety, environment, health and the working and living conditions in rural areas.

28. The ILO should, in particular:

(i) assist the implementation of existing national and international standards and observance of codes of practice on safety and health in agricultural work, in the light of the health and environmental risks associated with the application of modern agricultural technologies, particularly the use of agrochemicals;

(ii) assist developing countries to establish infrastructures for the effective management of the Green Revolution technology, for example, designating authorities who can implement pesticide registration and control systems in the distribution and use of pesticides;

(iii) strengthen the infrastructure for assessment and monitoring of safety and health conditions in relation to the use of modern pesticide application technology, and for applying existing standards; in particular, encourage the ratification of the Chemicals Convention, 1990 (No. 170), which applies to all branches of economic activity, including agriculture, and emphasise the implementation of the Chemicals Recommendation (No. 177) concerning the use of agrochemicals; in this connection, prepare a catalogue of all Conventions and Recommendations related to agriculture, indicating their present status of ratification and implementation;

(iv) study the effects of the use of modern technology in agriculture on employment, safety of workers and the environment, with particular reference to pesticides, with the objective of defining preventive measures, including an evaluation of whether the existing ILO standards are sufficient, or whether there is a need for a new instrument;

(v) provide advisory services for promoting general safety and health programmes in agriculture with due attention to the impact of modern technologies; in this context, encourage the further ratification and implementation of the Guarding of Machinery Convention, 1963 (No. 119), which has so far been ratified by only 39 countries;

(vi) disseminate, in collaboration with FAO, ready-to-use information, e.g. manuals, catalogues and guidelines on risks associated with the use of new technologies;

(vii) help organise appropriate worker training programmes taking into account specific conditions of the countries and regions concerned;

(viii) help to identify and assess the incidence of occupational diseases resulting from the use of modern agricultural technologies in collaboration with WHO;

(ix) encourage and undertake research on the effects of the introduction of new technologies on working and living conditions of workers and farmers, particularly in the most depressed rural areas;

(x) encourage the design of safety and protective clothing and equipment appropriate for use in tropical climates;

(xi) look into the possibility of supporting proposals in international forums for the establishment of an international "P" numbering system for the universal identification of pesticides.

Environment and sustainable development

29. Within the framework of the ILO resolution concerning environment, development, employment and the role of the ILO, adopted at the 77th Session of the International Labour Conference (1990), the ILO should continue its work on the relationship between environment and employment, including the environmental aspects of unanticipated biotechnological developments. The ILO should also continue to monitor the dangers of the use of chemicals.

30. The ILO should, in particular:

(i) identify and analyse technologies which contribute to sustainable development and employment in resource-poor areas;

(ii) provide information, in collaboration with the United Nations Environment Programme (UNEP), through studies and policy advice, on the consequences of over-use of natural resources and destruction of regenerative power of ecosystems on the sustainability of long-term rural employment opportunities.

IV

Resolution concerning structural adjustment, industrial relations and economic and social development [1]

The General Conference of the International Labour Organisation,

Recalling the Preamble to the Constitution of the International Labour Organisation and the Declaration of Philadelphia, according to which "all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity" and that "the attainment of the conditions in which this shall be possible must constitute the central aim of national and international policy",

Recalling the Programme of Action and the conclusions of the ILO World Employment Conference in 1976 which placed particular emphasis on full employment, the satisfaction of basic needs, the acceleration of growth and the equitable distribution of income and wealth,

Bearing in mind the principles embodied in the Declaration on the Right to Development adopted by the General Assembly of the United Nations in its resolution 41/128 of 4 December 1986,

Recalling the conclusions of the High-Level Meeting on Employment and Structural Adjustment in 1987 which stressed the major contribution to be made by free and independent organisations of workers and employers in the formulation of general economic policies and placed emphasis on the importance of collective bargaining as well as on the value of strengthened tripartite discussion for the creation of social cohesion and of broad-based support for policies of national development,

Bearing in mind also the objectives assigned to the United Nations strategy for the Fourth Development Decade,

[1] Adopted on 25 June 1991.

Reiterating that freedom of association for workers and employers and the right to free collective bargaining, embodied in ILO Conventions Nos. 87 and 98, constitute prerequisites for a properly functioning industrial relations system,

Noting that the profound political and economic changes currently taking place in the world present important new challenges for the ILO which is in a unique position to provide useful assistance in the development of many of the new structures and mechanisms for social dialogue and tripartite consensus; in the efforts to reform labour legislation; and in the development and strengthening of free and independent employers' and workers' organisations, employment services and social security protection,

Noting that some international conflicts have social causes and that therefore international cooperation in the field of labour, employment and social policy, as well as economic and technical cooperation, can contribute decisively to avoiding conflicts and safeguarding peace,

Recognising that success in achieving structural changes, aimed at sustainable economic growth, prosperity, social justice, expanding employment and the efficient use of economic and labour resources, is in the interest of and is important to all Members and constituents of the ILO,

Noting further the major role of the ILO in the elaboration of the social aspects of the restructuring process and in the involvement of employers' and workers' organisations in the process,

Noting the continuing serious adjustment problems and obstacles to growth encountered by the heavily indebted developing countries,

Convinced that the objectives pursued by developing countries through their adjustment programmes are closely interrelated with, and largely dependent upon, the economic policies and structural changes in industrialised countries,

Noting also that the problems of structural adjustment constitute a serious challenge for the countries of Central and Eastern Europe, especially during the period of transition from a centrally planned economy to a market economy,

Considering further that the positive changes that are occurring in the countries of Central and Eastern Europe and their integration into the world economy should have a favourable impact on the world economy as a whole and particularly on the economies of the developing countries,

Considering that structural adjustment and development policies require active and effective coordination between governments and employers' and workers' organisations,

Emphasising particularly the major contribution of free and independent employers' and workers' organisations in formulating general economic and social policies during the period of transition to a market economy and in securing the broadest possible social consensus,

Stressing that the success of national development efforts depends largely on the balance achieved between economic and social development,

Concerned by the persistence of the problems of debt and by the deteriorating terms of trade in developing countries,

Aware that cooperation is possible in respect of the reconversion of the arms industries for peaceful and civil purposes,

Considering that countries which are emerging from a war and making a real effort of reconstruction and economic recovery through structural adjustment programmes have the moral duty to protect workers and their families who have suffered the ill effects of the war,

Convinced of the fundamental interrelationship between the industrial relations system in any society and the functioning of all other factors in the economy,

Emphasising that smooth and constructive industrial relations at the enterprise level are an indispensable condition to the development of a framework in which optimal productivity and social progress can be achieved,

Affirming that a sound industrial relations system provides a stabilising platform in social policy issues and thus the basis for the safeguarding of civil liberties, the rule of law, security for investment and, ultimately, growth and development,

Expressing serious concern that in a number of countries basic rights of freedom of association continue to be violated or restricted through outside interference in all its forms and obstructive, divisive and even repressive practices against employers' and workers' organisations and their respective leaders,

Believing that the ILO, because of its commitment to social issues, its long experience, the diversification of its technical cooperation and its tripartite structure, has an essential role to play in the implementation of assistance and cooperation programmes for the promotion of the objectives of social and economic development in the various countries;

1. Calls upon the governments of ILO member States:

(a) to take measures to encourage development assistance by an increased flow of official and private sector resources to the developing countries in order to permit them to participate in an equitable and active manner in balanced world economic growth and to contribute to the resolution of the principal economic, social, financial and commercial problems confronting them;

(b) to assist the countries which are encountering many difficulties in their transition to a market economy so that they can adopt policies which take full account of their economic and social needs;

(c) to conduct an active policy for full, productive and freely chosen employment and human resources development founded in particular on vocational guidance and training adapted to the needs of countries;

(d) to ensure the full participation of workers' and employers' organisations in the process of preparing and implementing their economic and social development programmes, in particular during periods of structural adjustment;

(e) to take adequate measures to ensure that national law and practice promote sound and constructive industrial relations with a view to ensuring the active support and participation of the productive forces in society, i.e. of workers and employers, in the process of economic growth and national development;

(f) to ratify and fully apply ILO Conventions Nos. 87 and 98 on freedom of association and collective bargaining as a means to promote effective and constructive industrial relations systems;

(g) to encourage and promote actively, at all the various and appropriate levels, the creation of effective industrial relations mechanisms such as collective bargaining structures, impartial conciliation bodies and procedures available to the social partners in case of need, as well as forums for tripartite consultation and cooperation in relation to the elaboration and successful implementation of programmes for structural adjustment, economic growth and development;

(h) to assist countries emerging from war and engaged in the social and economic development and democratisation of their societies to overcome the difficulties that they are experiencing in the fields of employment and technical and vocational training;

(i) to initiate policies aimed at the promotion of productivity in all sectors of the economy and a fair sharing of the benefits of productivity increases;

(j) to promote the conditions for the successful operation of enterprises in a market economy and the training of managers and workers, enabling all the unemployed and those displaced by structural adjustment to acquire the skills necessary to meet the new challenges and opportunities.

2. Invites the Governing Body at the International Labour Office to:

(a) remind member States of the obligation to observe international labour standards concerning freedom of association and the Conventions that they have ratified on the tripartite development of human resources, wages and the protection of workers' rights;

(b) contribute actively to the implementation of the international development strategy of the Fourth United Nations Development Decade and, in that

framework, give greater urgency and emphasis to work concerned with employment policy and structural adjustment;

(c) define and develop the policy and orientation of the ILO in relation to structural adjustment, including that involved in the transition to a market economy, economic liberalisation and their implications for employment, wages, the economy and the social and living conditions of populations; and allocate sufficient and appropriate resources to support relevant activities to facilitate this process;

(d) consider placing on the agenda of the International Labour Conference and of other appropriate ILO bodies, items on the influence of structural adjustment on economic and social policies;

(e) request the Director-General to step up the ILO's action in order to:

(i) develop technical cooperation activities aimed at the acquisition and adaptation of the skills required to engage in an occupation as well as job security in the face of scientific and technical developments and economic changes;

(ii) promote research at the national and international level, in collaboration with the International Institute for Labour Studies, in order to assist member States in formulating appropriate policies to attain the objectives advocated above;

(iii) develop study and research activities with a view to examining in depth the existing relationship between current structural changes and social and economic policies;

(iv) strengthen its advisory services and technical assistance for the development of adequate national structures for industrial relations, collective bargaining and tripartite cooperation, in line with the conclusions of the High-Level Meeting in 1987 and the relevant international labour standards on the subjects;

(v) make special efforts in this regard in the developing countries of Africa, Asia, Latin America and the Caribbean that have embarked on structural adjustment, and the countries in Central and Eastern Europe that have embarked upon transition from a centrally planned to a market economy;

(vi) link its work on structural adjustment more closely to the need to promote sound and effective national industrial relations systems and mechanisms;

(vii) establish close cooperation with other international organisations, specialised agencies and financial institutions in order to promote effective growth-oriented transition programmes, while at the same time avoiding duplication and achieving the optimum cost effectiveness within their respective spheres of responsibility;

(viii) continue to impress upon other relevant international agencies and institutions the key role of sound industrial relations and the active cooperation of the social partners in the successful introduction and implementation of national programmes for structural adjustment, economic growth and development;

(ix) pursue the dialogue with the international monetary and financial institutions and other appropriate specialised institutions on the social impact of structural adjustment.

V

Resolution concerning ILO action for women workers [1]

The General Conference of the International Labour Organisation,

Recalling the resolution on equal opportunities and equal treatment for men and women in employment, adopted by the International Labour Conference at its 71st Session, many of whose provisions remain valid but unimplemented or not

[1] Adopted on 25 June 1991.

adequately implemented by governments and employers' and workers' organisations,

Noting that, in spite of the adoption by many governments of the principle of equality and of laws promoting equality, effective progress in this field is still very slow for the majority of working women, particularly in respect of equal pay and equal access to various types of employment as well as in terms of general working conditions,

Stressing that the unequal sharing of family responsibilities and the lack of adequate child-care facilities and other measures to enable women to fully participate in the labour force are major barriers to full equality for women at work,

Emphasising that collective bargaining and other joint action by employers' and workers' representatives and organisations are effective ways of challenging women's disadvantage at the workplace and of actually implementing measures for the elimination of discrimination and the promotion of equal opportunities,

Welcoming the project on equality for women in employment contained in the ILO programme and budget proposals for the 1992-93 biennium, which puts forward a strategy to deal with problems of inequality in employment and which indicates that the ILO continues to put a high priority on the promotion of equality of opportunity for women,

Bearing in mind the provisions of the Convention concerning Equal Remuneration for Men and Women Workers for Work of Equal Value, 1951 (No. 100),

Recognising the need for a more adequate and effective participation of women in all ILO meetings and activities, bearing in mind the United Nations target of increasing the proportion of women in decision- and policy-making bodies to at least 30 per cent by 1995;

1. Appeals to governments and employers' and workers' organisations:

(a) to adopt comprehensive strategies to eliminate the continuing barriers to the equal participation of women in employment, including the desegregation of the labour market, the proper recognition and fair valuation of all work, including work which has traditionally been done predominantly by women, and the adoption of measures to help women and men to reconcile work with family responsibilities;

(b) to include more women in their delegations to the International Labour Conference as well as to other major ILO meetings.

2. Calls upon the governments of ILO member States:

(a) to take adequate measures with a view to making the implementation of legislation on equality of opportunity and treatment more effective which may include the designation of a specialised agency responsible for the implementation of policies and programmes and for taking up complaints;

(b) to ratify and implement the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), with a view to eliminating all discrimination, notably in access to jobs and professions, education, vocational training, promotion at work and job security;

(c) to provide specialised training programmes, including where appropriate specific programmes for rural women, in order to upgrade their skills and improve their productivity as well as their income-earning opportunities;

(d) to promote positive action programmes with a view to ensuring full access for women to employment, promotion, educational, training and retraining opportunities as well as the diversification of women's vocational options;

(e) to ratify and fully implement the Convention concerning Equal Remuneration for Men and Women Workers for Work of Equal Value, 1951 (No. 100);

(f) to ratify and implement the Workers with Family Responsibilities Convention, 1981 (No. 156), and develop a set of measures to enable persons with family responsibilities to engage in employment without being subject to discrimination, including maternity and parental leave, family leave and the provision of child-care facilities;

(g) to adopt policies for the creation of full, productive and freely chosen employment and for the provision of all possible assistance to improve conditions in the informal sector for both men and women so as to encourage the formalisation of activities.

3. Calls upon employers' and workers' representatives and organisations to take all appropriate action, including through negotiations, in order to:

(a) promote equal opportunities and the removal of discrimination in recruitment, promotion and training;

(b) review job evaluation schemes to ensure that criteria for job classification and evaluation are free from sex bias and respect the principle of equal remuneration for work of equal value;

(c) make appropriate arrangements, according to national practice, for the inclusion of part-time workers in collective agreements which may include pro rata benefits as well as bonus payments, overtime and other payments to women workers on an equal basis;

(d) ensure adequate measures with respect to maternity leave, parental leave, career breaks and child-care facilities.

4. Invites the Governing Body of the International Labour Office to request the Director-General:

(a) to strengthen the ILO's action with a view to stimulating and assisting governments in the implementation of ILO standards concerning equality for women, in particular Conventions Nos. 100, 111 and 156;

(b) to prepare and distribute widely easily accessible information material for governments, employers, trade unions and women workers on ILO standards and policies concerning equality of opportunity and treatment between men and women in employment;

(c) to arrange for the convening of tripartite meetings with a view to developing guidelines, training and information materials on issues that are of specific and major importance to women workers, such as the practical implementation of the principles embodied in the Convention concerning Equal Remuneration for Men and Women Workers for Work of Equal Value, 1951 (No. 100), methods of job evaluation free of sex bias and sexual harassment at the workplace;

(d) to study concrete proposals for increasing the number of women attending ILO meetings and activities and to urge governments and employers' and workers' organisations to increase, in accordance with the principle of equality of opportunity, the participation of women in their delegations to attend ILO meetings and activities;

(e) to pay increasing attention in all ILO activities to issues of equal opportunity for men and women, and propose appropriate items for the agenda of future ILO conferences and meetings.

VI

Resolution concerning the arrears of contributions of Paraguay [1]

The General Conference of the International Labour Organisation,

Having regard to paragraph 7 of article 10 of the Financial Regulations;

Accepts the arrangement proposed by the Government of Paraguay for the settlement of the arrears of contributions due for the period 1956 to 1990 to the effect that:

(a) in 1991 Paraguay will pay in full its contribution for the year 1991, together with its contribution due to the Working Capital Fund of the Organisation of 2,625 Swiss francs;

[1] Adopted on 12 June 1991.

(b) in subsequent years Paraguay will continue to pay its current contribution in full in the year for which it is due;

(c) Paraguay will settle the arrears that have accumulated up to and including 31 December 1990, amounting in total to 1,174,753 Swiss francs, by the payment of 19 equal annual instalments of 58,738 Swiss francs and a final instalment of 58,731 Swiss francs, beginning in 1991.

VII

Resolution concerning the granting to Paraguay of permission to vote under paragraph 4 of article 13 of the Constitution of the International Labour Organisation [1]

The General Conference of the International Labour Organisation,

Having regard to the terms of the financial arrangement adopted by the Conference at its present session for the settlement of the arrears of Paraguay;

Decides that Paraguay be permitted to vote in accordance with paragraph 4 of article 13 of the Constitution of the International Labour Organisation.

VIII

Resolution concerning the composition of the Administrative Tribunal of the International Labour Organisation [2]

The General Conference of the International Labour Organisation,

In accordance with Article III of the Statute of the Administrative Tribunal of the International Labour Organisation;

Extends the terms of office of Sir William Douglas (Barbados) and Mr. Edilbert Razafindralambo (Madagascar) as deputy judges by a further period of three years.

IX

Resolution concerning the incentive scheme for early payment of member States' assessed contributions [1]

The General Conference of the International Labour Organisation,

Recalling that the 75th Session (1988) of the Conference decided that an incentive scheme based on the setting aside of interest earned on temporarily surplus regular budget funds in any year would be introduced as from 1 January 1989 for a two-year trial period and decided further that during the trial period 40 per cent of interest earned on temporarily surplus regular budget funds in each year shall be paid into the Working Capital Fund and that the remainder shall be set aside to provide a total incentive amount available for distribution to those member States which paid in full their assessed contributions for the current year by 31 December of that year,

Recalling that the 76th Session (1989) of the Conference had decided that, as part of the introduction in 1990-91 of a system of Swiss franc assessments combined with the forward purchasing of US dollar requirements, one-half of any net premium earned from the forward purchasing of US dollar requirements would also be distributed to the incentive scheme,

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[1] Adopted on 12 June 1991 by 307 votes in favour, none against, with no abstentions.

[2] Adopted on 19 June 1991.

Recalling that the original reasons for introducing the incentive scheme were, firstly, that delays in the payment of assessed contributions by some member States prejudiced the implementation of the Organisation's programme in a timely and orderly manner and placed those member States which pay their contributions in a timely manner at a disadvantage, and, secondly, that some form of incentive should be provided to member States that pay their assessed contributions in a timely manner,

Agreeing that the original reasons for introducing the incentive scheme for a two-year trial period were still valid;

Decides that the incentive scheme for the early payment of member States' assessed contributions be continued, it being understood that amendments to the Financial Regulations needed to establish it on a permanent basis will be introduced in conjunction with any other amendments to the Financial Regulations that may be necessary consequent upon the review being carried out by the Working Party on the Working Capital Fund of the Programme, Financial and Administrative Committee of the Governing Body.

X

Resolution concerning the assessment of the contribution of Albania for 1991 [1]

The General Conference of the International Labour Organisation;

In accordance with Article 9, paragraph 2, of the Financial Regulations, fixes for 1991 an annual rate of 0.01 per cent for the contribution of Albania to the 1990-91 programme and budget of the International Labour Organisation.

XI

Resolution concerning the treatment of the premium on forward purchasing of dollar requirements for the 1992-93 biennium [1]

The General Conference of the International Labour Organisation,

Recalling that at its 76th Session (June 1989) the Conference decided to introduce in 1990-91 a system of Swiss franc assessments combined with the forward purchasing of the biennium's US dollar requirements in order to minimise the effects of fluctuations in the Swiss franc/US dollar rate of exchange that had had disruptive effects on the implementation of the Organisation's programme and budget and had resulted in unforeseeable and often major increases in member States' assessed contributions,

Noting that the forward purchasing of US dollar requirements was an important financial aspect of the system which had, based on the long-standing situation of interest rates on Swiss francs being lower than those of US dollars, produced a premium receivable,

Noting that, since the introduction of the system, unprecedented and unforeseeable movements had occurred in the comparative interest rates on Swiss francs and US dollars, to such an extent that the purchase of US dollar requirements for the 1992-93 financial period involves incurring a premium,

Noting that at the 248th Session (November 1990) of the Governing Body, the Programme, Financial and Administrative Committee had set up a Working Party to review the current arrangements governing the Working Capital Fund which would also, inter alia, make recommendations as to the treatment of premiums payable in the future,

Noting further that a final recommendation on this subject is not available for consideration by the current session of the Conference for application to the 1992-93 financial period;

[1] Adopted on 19 June 1991.

Decides that any net premium payable that may arise in the 1992-93 financial period, after residual gains or losses on exchange from the operation of the Swiss franc assessment system, be charged to miscellaneous income earned during the 1992-93 financial period.

XII

Resolution concerning the establishment of a Voluntary Thrift Benefit Fund for ILO officials [1]

The General Conference of the International Labour Organisation,

Noting that the Terminal Benefits Fund serves to meet the cost of repatriation grants and other statutory indemnities payable under the Staff Regulations upon termination of contracts,

Further noting that the level of the Terminal Benefits Fund was $27,957,655 at 31 December 1990,

Recognising that the Terminal Benefits Fund is currently financed from contributions calculated at 6 per cent of the basic salary of eligible officials, to be reduced to 3½ cent of the basic salary of eligible officials as from 1 January 1992, and from interest earned on the resources of the Fund;

Decides that, notwithstanding article 22.4 of the Financial Regulations, the interest earned on the Terminal Benefits Fund beginning with the year 1991 and up to a total amount of $4,875,000 will be paid into the Voluntary Thrift Benefit Fund, established to provide a capital sum to officials upon retirement, in accordance with the Statute of the latter Fund.

XIII

Resolution concerning the adoption of the programme and budget for the 63rd financial period ending 31 December 1993 and the allocation of income among member States [2]

The General Conference of the International Labour Organisation;

In virtue of the Financial Regulations, passes for the 63rd financial period, ending 31 December 1993, the budget of expenditure for the International Labour Organisation amounting to US$405,690,000 and the budget of income amounting to US$405,690,000, which, at the budget rate of exchange of Swiss francs 1.55 to the US dollar, amounts to Swiss francs 628,819,500, and resolves that the budget of income, denominated in Swiss francs, shall be allocated among member States in accordance with the scale of contributions recommenced by the Finance Committee of Government Representatives.

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[1] Adopted on 19 June 1991.

[2] Adopted on 21 June 1991 by 393 votes in favour none against, with no abstentions.

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1) ~~EB~~ (See Para. 9)
~~2) RD~~
3) Files - 66 ILO
12/31

THE WORLD BANK/IFC/MIGA

OFFICE MEMORANDUM

DATE: December 27, 1991

TO: Ms. Maritta Koch-Weser, Chief, ENVAP

FROM: Shelton H. Davis, Senior Sociologist, ENVAP SHD

EXTENSION: 33413

SUBJECT: Second Inter-Agency Technical Consultation Meeting on Indigenous and Tribal Peoples, ILO, Geneva, December 3 and 4, 1991

A. Introduction

1. I represented the Bank at the above meeting which was the Second Inter-Agency Consultancy on the International Labor Organization's Convention 169 on Tribal and Indigenous Populations. Since the last meeting in May 1990, four governments (Norway, Mexico, Colombia, and Bolivia) have ratified the ILO Convention and four other governments (three in Latin America and the Philippines) are also considering ratification. Currently, it is the only international convention which spells out the rights of indigenous peoples and sets out certain principles and guidelines for national government actions in relation to these peoples.

2. The current meeting was noteworthy for the growing amount of awareness and activities on behalf of indigenous peoples among UN agencies. Along with the ILO, the meeting included representatives from the United Nations Educational, Scientific and Cultural Organization (UNESCO), International Fund for Agricultural Development (IFAD), United Nations High Commission for Refugees (UNHCR), United Nations Development Program (UNDP), World Health Organization (WHO), United Nations Research Institute for Social Development (UNRISD), UN Centre for Human Rights, United Nations Conference on Environment and Development (UNCED) Secretariat, and the Bank (see Annexes 1 and 2 for an agenda and list of participants at the meeting).

B. ILO Activities on Behalf of Indigenous Peoples

3. The first day of the meeting focessed mainly on activities being carried out by UN agencies on behalf of indigenous peoples. The ILO described its various technical assistance activities with indigenous peoples in Latin America, Asia and Africa. To date, the major focus of ILO activities with indigenous peoples has been in its Latin America Regional Office in Lima, where it maintains a specialist on the subject.

4. In March 1991, the ILO Regional Office, in collaboration with the UNDP's Latin America Bureau and LATEN, co-sponsored a conference in Colombia on "Indigenous Land Tenure and Natural Resources Management in Lowland South America." Since then, two other ILO-sponsored conferences have taken place in Latin America, one on Bolivia's new Indian Law in La Paz in July and the other on Indigenous Territorial Demarcation in Brasilia in December. The ILO Regional Office is also working with IFAD on

the identification of several projects for indigenous groups in Venezuela, Brazil and Bolivia and with IFAD and the Inter-American Development Bank in the design of a Development Fund for Indigenous Peoples in Latin America.

5. In the Asia region, the ILO has also begun to define a technical assistance program for indigenous peoples. In December 1990, the ILO Bangkok Office, in collaboration with the UNDP's regional office for Southeast Asia, sponsored a meeting of South and Southeast Asian UN branch offices to discuss ways of coordinating activities and sharing information on indigenous peoples and other ethnic minorities. Since then, the ILO's Bangkok office has sent a mission to the Philippines to consult with government agencies and NGOs on the indigenous situation in that country. It has also organized and financed a fact-finding and needs assessment survey of tribal peoples in three Indian states (Bihar, Madhya Pradesh, and Orissa). The Terms-of-Reference for this survey are attached (see Annex 3), and the results will be sent to the Bank when they are available in early 1992.

6. ILO work on indigenous populations in Africa has been much less systematic than in Latin America, and there was some question at the meeting of how relevant ILO Convention 169 will be to the African context. Nevertheless, some members of the ILO Rural Development and Employment office did describe some technical assistance initiatives regarding pastoral communities in Niger and other West African countries and land areas reserved for tribal communities in Namibia and Botswana.

C. Other UN Agencies and the Bank

7. Interestingly, the UNDP, which was not represented at the first meeting, reported upon several new initiatives with indigenous peoples. The UNDP office in Hanoi, for example, recently commissioned a study of national policies toward ethnic minorities in Vietnam, and the UNDP's New York office has commissioned a paper to more precisely define a technical assistance strategy for indigenous peoples. The UNHCR has also gotten more involved with indigenous peoples issues since the last inter-agency meeting, having formed an inhouse team of lawyers and anthropologists to define guidelines for its field staff to identify and work with ethnic refugees.

8. In terms of guidelines, the Bank is certainly much further ahead than the other UN agencies, with the possible exception of the ILO. At the meeting, I handed out copies of OD 4.20 and discussed the internal process by which it was produced and how it differed from our previous OD. I also discussed several initiatives which were taking place in the Bank in relation to resettlement policies, the forestry sector, and biodiversity protection, especially as these applied to indigenous peoples. In general, there was a favorable attitude among the other agencies to the Bank's guidelines, and a recognition of the Bank and the ILO as the leaders in this field.

9. The two initiatives which perhaps drew most attention during the first day of the meeting were the preparations for including the concerns of indigenous peoples in the agenda of the UNCED meeting in Rio in June 1992, and the UN Secretary General's designation of 1993 as the "Year of Indigenous People." In terms of the former, the representative of the NGO Liaison Office of the UNCED Secretariat informed the meeting about the process by which indigenous peoples issues were being included in the Agenda 21 program. She also briefly described the large number of indigenous leaders and organizations who are expected to attend the World Conference of Indigenous Peoples and the Environment to be held in Rio prior to the UNCED.

10. At the time of the meeting, the UN General Assembly had still not voted on the Secretary General's recommendation that 1993 be designated as a special year to focus international attention on indigenous peoples. Nevertheless, the UN Centre on Human Rights-- which houses the secretariat for the UN Working Group on Indigenous Populations-- has already begun to set plans for the year.

11. One of the recommendations that was made by the UN Centre representative was that a small pamphlet be produced which outlines activities on behalf of indigenous peoples being carried out by UN agencies and includes copies of various policy documents, such as the ILO Convention and the Bank's OD. There was agreement that this would be a worthwhile activity, and it is planned that a pamphlet on UN agency and system activities in relation to indigenous peoples be ready for the next UN Working Group meeting in July 1992.

D. Land Rights Paper

12. Based upon a recommendation of the first Inter-Agency meeting, the ILO contracted Mr. Roger Plant, who assisted in the drafting of Convention 169, to produce a paper on "Land Rights for Indigenous and Tribal Peoples in Developing Countries." The paper, which was based on extensive library and field research, provides an overview of agrarian and indigenous land law and policy in several Latin American, Asian and African countries. Copies of the Executive Summary of the paper are attached to this report.

13. The main theme of the paper was that this is a very complex topic which varies from one country to another and which demands much more attention and analysis on the part of legal scholars and sociologists, national governments and international development agencies. Although some progress has been made recently to recognize and protect indigenous lands in some Latin American countries, a very critical situation exists in terms of indigenous land rights in large parts of Asia and Africa. The international community, the paper argues, can play some role in clarifying the current situation by promoting more analytical work on indigenous land issues and by sharing with governments successful experiences or policies in other parts of the world.

E. Followup Activities

14. The final part of the meeting focussed on followup activities by the Inter-Agency group. It was decided, based upon the recommendation of the UN Centre for Human Rights representative, that the next meeting should be held in late July or early August at the time of the 1992 Meeting of the UN Working Group on Indigenous Populations. By this time, the recommendations of the UNCED meeting will be available and there should be a confirmation of 1993 as the "Year of Indigenous People" by the UN General Assembly. The proposed pamphlet on UN activities concerning indigenous peoples will be ready by then, and it was suggested that the participants at the Inter-Agency meeting spend one day informing the members of the Indigenous Working Group and select government and indigenous representatives about ongoing or proposed activities within the UN.

15. It was also recommended that certain activities of a regional nature be planned in the coming year, with the ILO taking the lead in such coordination. One idea which the ILO is pursuing, for example, is the planning of a conference to which IFAD, UNDP, the Inter- American Development Bank and the World Bank would be invited on the subject of "Strategies for Rural Poverty Alleviation in Indigenous Areas of Latin America." It was also suggested that once the results of the ILO fact-finding and needs assessment survey of tribal peoples in India is completed, the other agencies working in India be consulted to discuss the findings and followup to the survey.

16. In my final comments to the meeting, I suggested that representatives of the regional development banks be invited to future Inter-Agency meetings, and that more attention focus on issues relating to indigenous and tribal peoples in Africa and Asia and their relations to natural resources management and the environment.

cc: Messrs./ Mmes.: El-Ashry, Cernea (ENVDR); Guggenheim, Lausche, Taboroff (ENVPR); Dyson, (ENVPR); Cook (AFTEN); Molnar, Butcher (ASTEN); Partridge (LATEN); McDonald, Williams (EXTIE); Pratt (EXTDR); Baneth (Geneva, Res. Rep.)

ENVAP Chron File

attachments

Second Inter-Agency Technical Consultation Meeting on Indigenous and Tribal Peoples

Geneva, 3-4 December 1991

AGENDA

Tuesday, 3 December 1991

Morning

09.30 Opening session (Mr. Bhalla)

10.30 Introduction (Mr. Radwan)

Item I. Activities of the various agencies

11.00 Review of developments since last meeting (L. Swepston)

12.00 Exchange of information on activities of each agency in connection with indigenous and tribal peoples

Afternoon

14.30 Continuation of business of previous session

Item II. International Year of the World's Indigenous Peoples

16.00 Coordination of technical responses to the International Year

Wednesday, 4 December 1991

Item III. Access to land: a vital technical issue

09.30 Presentation of technical background paper (Roger Plant)

Discussion of possible responses to the issues and questions raised, e.g.:

- incorporation into policy guidelines
- development of joint or common guidelines
- associative arrangements for project development, taking into account land rights issues
- technical meeting on the subject during the International Year

Afternoon

14.30 Continuation of business of previous session

Item IV. Further coordinated action

17.00 Discussion of further action for coordination

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TERMS OF REFERENCE FOR FACT-FINDING AND NEEDS ASSESSMENT SURVEY ON TRIBAL PEOPLE, INDIA

The survey will be carried out under the guidance and supervision of the ILO's Inter-service Steering Committee on Tribals and the ILO Office in New Delhi. The purpose of the survey is to obtain first-hand information and data about the tribal people in India with particular emphasis on needs assessment and identifying priorities for an ILO technical assistance programme. The survey will be undertaken by a group of three national consultants in three states: Bihar, Madhya Pradesh and Orissa, covering the following three main subject areas:

a. Existing legislation for Tribals, Administrative and Policy issues;
b. Rural development and employment: Major constraints and prospects;
c. Participatory development and co-operatives.

The ILO Office in New Delhi will, in agreement with the Government authorities, appoint three national consultants, one for each state whose qualifications meet the requirements of the TOR.

The survey will be completed in two-months time. Within the first month of their assignment, the national consultants will carry out field work individually in respective states to collect data and information through direct contacts with the tribal people and related Government agencies and NGOs. Following this, they will continue working in New Delhi together to combine their findings and recommendations and prepare the survey report.

The report will be produced in five copies and submitted to the ILO Office in New Delhi at the end of two-months time. The ILO Office will then send three copies of the survey, along with the computer disk to Geneva.

The report will be discussed at a round table discussion to be held in New Delhi early next year.

Main subject areas in detail are as follows:

A. Existing Legislation for Tribals, Administrative and Policy Issues

1. To describe the existing administrative setting and infrastructure, i.e. local government agencies serving tribal people, organisation and operations of the tribal cooperatives pointing out the weaknesses of these organisations and the level of participation of tribal people in their activities;

2. To assess the implementation of the Tribal Sub-Plans and previous and on-going technical assistance programmes, and their impact on the tribal people; and to evaluate thematic and geographical technical assistance programmes executed by private aid agencies and assess the attitudes and reaction of tribal people in working together with outsiders.

3. To examine the degree and level of resources access to basic production, supplies and facilities (forest resources, land, credit, extension services and marketing) including the role and degree of intervention of the middlemen exploiting the tribals;

4. To examine the existing legislation concerning tribal people in the states concerned, and identify, if any, constraints coming from lack of adequate provisions;

5. To explore problems arisen from displacement of the tribals, type and amount of compensation paid, their level of familiarization with the new environment, and through interviewing with the tribal leaders, make a clear assessment of using land, forests and other natural resources;

6. To prepare a report which will include findings and recommendations, possible intervention modalities, pilot project sites, local counterpart capacity and the NGOs to cooperate with at local and national levels.

B. Rural Development and Employment: Major Constraints and Prospects

1. To examine working and living conditions of the tribal people in three States; Madhya Pradesh, Orissa and Bihar with particular emphasis to be placed on the level and sustainability of the subsistence economy;

2. To identify the rural employment possibilities with particular reference to self-managed and labour intensive collective/group employment and self employment, and suggest skill training, vocational training and/or motivation needed including other technical inputs required, giving priority to activities which are intended to satisfy the basic needs of the tribals and are determined by their active participation;

3. To define the legal and economic environment as well as credit, marketing and infrastructural facilities needed to support sustainable long-term productive activities;

4. In order to find out how to contribute to the social dynamics of self-reliance, to check local human resources among the tribals, and suggest an appropriate human resources development approach, including functional literacy, training of women and youth;

5. To prepare a report which will include findings and recommendations, possible intervention modalities, pilot project sites, local counterpart capacity and the NGOs to cooperate with at local and national levels.

C. Participatory Development and Co-operatives

1. To study the structural pattern of the Large-size Multipurpose Societies (LAMPS) and Forest Labour Cooperatives at primary, secondary and national level, and assess the overall operations with particular reference to members' satisfaction, self-sustainment, member participation, government subsidy and contributions of the tribals;

2. To examine the following business operations of LAMPS and identify major weaknesses and constraints:

   a. Purchase from tribals of their surplus farm and minor forest produce at remunerative prices;
   b. Sale of consumer necessities at controlled or reasonable prices;
   c. Extension of production and consumption credit to tribals.

3. Through discussions with the traditional tribal institutions and authorities, to find out how to establish and promote more sustainable and equitable local foundations to be managed by the tribal people without outside help, preserving their traditional and cultural heritage;

4. To search for solutions which in the long term are compatible with the macro-economic, social and environmental conditions and constraints;

5. To identify the areas which may require in-depth study and research during the course of the possible project implementation for further technical assistance with particular emphasis to be placed on appropriate technology, environmental degradation, deforestation, land security, resource management, etc.

6. To prepare a report which will include findings and recommendations, possible intervention modalities, pilot project sites, local counterpart capacity and the NGOs to cooperate with at local and national levels.

EXECUTIVE SUMMARY

OF

LAND RIGHTS FOR INDIGENOUS AND TRIBAL PEOPLES IN DEVELOPING COUNTRIES

BY ROGER PLANT

EXECUTIVE SUMMARY

OF

LAND RIGHTS FOR INDIGENOUS AND TRIBAL PEOPLES IN DEVELOPING COUNTRIES

By Roger Plant

EXECUTIVE SUMMARY

1. Working for Indigenous and Tribal Land Rights: A multi-disciplinary framework

For either normative or programme and project work on behalf of indigenous and tribal peoples in developing countries, land and resource rights are perhaps the most important of all the issues to be addressed. However, as was apparent during the process of revising the ILO's Convention No. 107 and adopting its new Convention No. 169, they are issues of considerable complexity. Governments and the international community are now having to grapple with highly complex issues, including: the concept of territorial rights; the nature of special rights over lands and resources for the peoples concerned; or the extent of rights to and control over traditional lands and territories.

To achieve greater security for indigenous and tribal peoples over the lands traditionally used and occupied by them, it is a necessary but not sufficient condition, that these rights should be recognised and protected under national law. Beyond that, these peoples must be provided with genuine opportunities to manage their lands and natural resources, to derive and enhance their livelihood in an environmentally sustainable manner.

Furthermore, it is important to recognise that the claims of indigenous and tribal peoples over their traditional lands or territories can have a different legal basis between the different developing regions, and sometimes within the same country or region. The peoples concerned can have historical claims to the land, based on written title and special legal rights recognised during the colonial period. Alternatively, the claims can be based on immemorial possession, though these rights have never been recognised under national law. The scope for indigenous and tribal peoples to claim such rights today will depend on historical and political factors, in particular the extent to which the State has assumed responsibility for forest management.

Finally, it is important to distinguish between indigenous and tribal peoples who retain traditional patterns of land use and occupation (whether or not their traditional land and resource rights are currently recognised under national law), and those who do not. The majority of indigenous peoples in Latin America, or tribals in South Asia for example, are now landless rural workers, tenants, or small farmers on lands often too small in size to meet their minimum subsistence needs. In the latter case, their immediate claims may not be so much for special rights to the land, as for land policies that enable them to enjoy genuine equality of rights on an equal footing with the remainder of national populations.

2. Indigenous and Tribal Land Rights in National Laws and Policies

It is in Latin America that the concept of special rights for indigenous peoples is now most clearly recognised in much national law, as well as in administrative policies and procedures. The tendency is to recognise communal land rights for indigenous communities, altogether different from those for other population groups, with restrictions in law on the right to alienate, mortgage or otherwise dispose of or encumber the lands in question. But there are important distinctions in the law and practice, between the situation of indigenous "highland" peasant communities on the one hand, and that of forest-dwelling groups on the other. This distinction is not always clear-cut, but is nevertheless reflected in the national law of many Latin American countries.

Throughout Latin America, some indigenous communities received written land titles during the Spanish colonial era. Communal indigenous land ownership was generally abolished by law in the late nineteenth century, when only private property was recognised under liberal Civil Codes. The trend has been reversed in most countries in the twentieth century, as law has been influenced by the social principles of the Mexican revolution. Bolivia, Ecuador, Colombia, Peru and Mexico are examples of countries where land rights of the Comunidades Indigenas or Resguardos have long been regulated by constitutional or special laws. Argentina and Guatemala are countries where scope for the revival of such traditional systems. Agrarian reform laws and programmes of the 1960's and early 1970's aimed to strengthen these communal arrangements in indigenous peasant agriculture. But they have received little support over the past two decades, as the redistributive phase of Latin American agrarian reforms has generally been terminated.

In the 1980's and 1990's it is the land rights of indigenous forest-dwellers that have received more attention. Special indigenous constitutional provisions on legislation have been enacted in countries including Brazil, Colombia, Paraguay and Peru. Important decrees to recognise and demarcate substantial territorial areas for indigenous forest-dwellers have recently been enacted in other countries, including Bolivia and Ecuador. Colombia's new 1991 Constitution may be considered of particular importance in defining the concept of indigenous territorial rights, and in providing for a significant degree of indigenous self-government over their traditional territories. In some countries, legislation recognising indigenous land rights has not as yet been matched by effective demarcation and land registration programmes. There have been continuing problems of encroachment on indigenous lands and territories, often accompanied by violence. Problems have been widespread, for example in Paraguay and parts of Brazil, where the government infrastructure has been weak. These law reforms have nevertheless produced a more favourable environment, enabling national non-governmental organisations to work through the legal machinery for the protection of land rights, and also enabling United Nations agencies to consider large-scale and innovative programmes for land demarcation and "improved indigenous participation in natural resource management.

In the Asian region - where by far the greatest numbers of the world's tribal peoples are to be found - generalisations are inevitably more difficult than in Latin America. In India, for example, the need for special measures on behalf of Scheduled Tribes is generally recognised in the Constitution, but it is only in certain states that the land rights of tribals are specially protected. In Indonesia, by contrast, the concept of tribals is not recognised as such under national law, though the concept of adat customary rights to the land is recognised by law. In certain countries, historical land claims are made on the basis of special legislation dating from the colonial period. Examples are the tribal states of India, the tribal areas of such Indian states as Andrha Pradesh, the Chittagong Hill Tracts of Bangladesh, or the Malaysian state of Sarawak. Throughout the Asian region there are highly complex issues of law and policy regarding the extent to which native indigenous and customary rights to the land are considered to have been extinguished by law since independence.

The Philippines is the only Asian country to attach importance to the concept of indigenous land rights in recent constitutional reforms. Its 1988 Constitution contains provisions on ancestral domain and land rights, closely linked to the question of autonomy for two regions of the country. The provisions on ancestral domain have, as yet, to be regulated by national law, although Bills had been tabled before both houses of Congress at the time of writing. Moreover, autonomy laws for the two regions of the Cordilleras and Muslim Mindanao aimed to clarify some of the issues involved.

Throughout South and South-East Asia, a crucial problem from an environmental perspective has been the depletion of forest resources, through uncontrolled logging. Forests have been administered by central government agencies, though in practice often exploited by those enjoying concessionary rights over vast areas. In the meantime, restrictive legislation has prevented traditional forest users from enjoying the use of timber and other forest products, generally providing penal sanctions for such "unlawful" activities. In recent years, however, certain governments have experimented with more participatory forms of forest management, granting tribal peoples and other forest-dwellers rights over at least some of the minor forest products. Environmental and human rights pressure groups, together with certain donor agencies, have also been urging reforms to land and forestry laws, stressing that the allocation of more secure rights to traditional forest user groups would provide a more environmentally sound method of natural resource management. In this context, the issue of indigenous and tribal rights to their traditionally occupied lands is part of a wider debate concerning the need for more decentralised forest management on environmental as well as human rights grounds.

In Africa, the issue of indigenous and tribal land rights takes on a different meaning. At present there is a vigorous debate among policy-makers and analysts, concerning the arguments for or against retaining customary indigenous systems of land tenure. While the prevailing system of land tenure in other developing regions is of private and alienable ownership, with indigenous communal tenures providing the exception, in Africa the context is decidedly different. The more recent colonial legacy left a dual system of land tenure, with European colonists holding rights of private and alienable title, while African farmers on lands considered to be communal were prevented by law from engaging in market transactions. As African governments have come under recent pressure to privatise their land laws and tenure systems in the interests of agricultural efficiency, concerns have been expressed at the implications for equity in a continent where land tenure has been relatively equally distributed with little incidence of rural landlessness. While these issues exceed the bounds of the present paper, it is clear that certain groups are at particular risk from the tendancy towards privatisation. An example is nomadic pastoralists, whose livelihood and security has been threatened by past sedentarisation policies. These policies have of late been reconsidered, and there have been concerns to examine the ways in which the customary rights of these peoples can be granted greater protection under statutory law. The applicability of such standard-setting instruments as the ILO's Convention No. 169 to pastoral peoples is an issue that now merits careful consideration, in consultation with African governments and representative organisations of pastoral peoples themselves.

3. Strategies and Programmes for the Protection of Indigenous and Tribal Land Rights

At the inter-governmental level there have been some very important initiatives since the late 1980's, first in the area of standard-setting and the establishment of operational guidelines for technical assistance, and second on the planning and implementation of projects directed specifically at indigenous and tribal peoples.

While the ILO's Convention Nos. 107 and 169 remain the only binding international instruments (see below), there are important ongoing initiatives at the United Nations. The UN Working Group on Indigenous Populations has emphasised standard-setting since its creation in 1982 and has given much attention to land and resource rights. More than any other international forum, it has provided for full participation by indigenous peoples in the preparation of its draft Declaration. Moreover, several international financial institutions and funding agencies have prepared internal operational guidelines, each of which stresses the importance of land rights, land demarcation, security against arbitrary removals and improved administrative mechanisms to render these rights effective. The most recent example is the Operational Directive on Indigenous Peoples, adopted by the World Bank in September 1991. Another United Nations funding agency, the International Fund for Agricultural Development (IFAD) has recently committed itself to the preparation of such internal guidelines.

As indigenous and tribal land rights receive progressively greater attention from the United Nations and its specialised agencies, international financial institutions and national governments alike, there has been a need to examine the scope for common policies and programmes of action in consultation with the peoples concerned. At the regional level one highly useful initiative was a seminar on land rights and natural resource management in the Amazon, held in Colombia in March 1991 with the joint sponsorship of UNDP, the ILO and the World Bank. There has been a commendable decision now to hold further such meetings on an annual basis.

At the programme and project level the most interesting inter-governmental initiatives have occurred in the Amazon region, where the policy environment is currently most favourable for activities of this kind. Since the early 1980's, the World Bank has been most extensively involved, at first including the demarcation of indigenous lands as one "defensive" component of wider-reaching projects, and more recently directing environmental projects more specifically at land rights and resource management. Notably in the Bolivian Amazon, ILO assistance had played a vitally important role in preparing a suitable legislative framework. There are indications that IFAD will now become an important actor, targetting projects at indigenous land rights and resource management in countries including Bolivia, Brazil and Venezuela. UNDP has earmarked resources for the Amazon region. Outside the immediate UN family an important potential actor is the Inter-American Development Bank which, in consultation with other agencies including the ILO, has responded to a proposal of Latin American governments initiated by the Government of Bolivia, for a substantial Ibero-American Indigenous Development Fund. These proposals are still at the preparatory stage but appear to offer considerable scope for a well-funded set of activities, undertaken together with the governments concerned, for projects aimed largely at land rights and demarcation concerns.

In the Asian region there appears to have been little United Nations activity to date, either addressing the legislative and policy framework for indigenous and tribal land rights and tenure, or undertaking specific programme and project activities in this area. The World Bank, UNDP and FAO have addressed these issues in consultancy reports and limited research activities in South-East Asia. The ILO has recently undertaken a diagnostic survey, covering tribal land tenure among other issues of tribal livelihood in India. IFAD projects in some regions of India have also addressed land tenure issues in part.

In Africa, a number of United Nations agencies have now identified pastoral issues, including their land rights, as a priority area of activity. FAO has undertaken research programmes and policy seminars. UNICEF and UN.. have recently undertaken a two-year networking project. The World Bank has been active in both research and policy issues, notably in the Sahel region and the the United Nations Research Institute for Social Development (UNRISD) has undertaken a number of pilot studies, in conjunction with international and national non-governmental organisations.

The range of non-governmental activities in all regions is simply too vast to be summarised adequately in a paper of this kind. At the international level NGO's have played a vitally important role in documenting cases of abuse against indigenous and tribal peoples relating to their land rights; in conducting missions of enquiry, often leading to useful policy recommendations and in advocating law and policy reform, in particular in those countries where the policy environment is presently least favourable. At the regional and national level they have played an equally important role in furnishing legal assistance, in providing training and logistical support for land surveying or demarcation, and also in undertaking small-scale projects for the improvement of indigenous and tribal livelihood. Over the past decade an important development in all regions (though most particularly in Latin America) has been the marked growth in non-governmental organisations comprised by indigenous and tribal peoples themselves. These are increasingly able to influence the legislative and policy framework by formulating their own demands as to the manner in which their land rights should be recognised and protected. In certain countries and regions moreover, such organisations now have the capacity to design and undertake projects and programmes for resource management with direct funding from inter-governmental organisations.

4. The Role and Activities of the ILO

This paper is not concerned specifically with the activities of the ILO. It is nevertheless important to identify its unique role: first, as the United Nations agency that has adopted the only binding international instruments concerning indigenous and tribal land rights; second, as the agency responsible for the supervision and application of these instruments, in collaboration with the other agencies; third as the agency which, by the Resolution adopted at its 1989 Conference, was urged to promote technical co-operation activities aimed inter alia at promoting the ratification of its Convention No. 169.

The ILO has twice taken the lead in international standard-setting in this area, first in the 1950's and again in the late 1980's. Ratification of the earlier Convention No. 107 came mainly from Latin America, with only three subsequent ratifications from Asia. Its Convention No. 169 - while aiming only to provide minimum international standards in line with the changing circumstances of recent decades - clearly goes beyond much national law at the present time. Recent ratifications in Latin America already demonstrate its usefulness as an instrument to guide national law and policy in this continent and in Norway its entry into force is the occasion for a serious re-examination of the situation of the Sami people. Its concept of territoriality is of obvious importance in the Amazon region, while indigenous peoples have enjoyed longstanding traditional possession of vast and contiguous territorial areas. There are indications that a number of additional

ratifications can be expected from Latin America in the not-too-distant future. The convention can thus be a fundamental reference point for other inter-governmental agencies, both within and outside the United Nations family, that now envisage technical assistance in the substantive provisions. But the application or Conventions Nos. 107 and 169 could be considerably enhanced if the other agencies were to supply detailed information to the ILO's supervisory bodies on these project activities as they relate to the Convention's requirements.

Outside Latin America, the promotion of Convention No. 169 may prove a more difficult task. There needs to be a serious appraisal of the implications of this instrument for law and policy reform in the Asian or African regions, before there can be a realistic expectation of further ratifications. Also other United Nations agencies may well wish to promote and participate in such appraisals, in the search for a suitable normative framework to guide their programme and project activities.

5. The Scope for Inter-Agency Initiatives

More collaboration between the different United Nations agencies working for indigenous and tribal land rights is clearly desirable. This can take many different forms. At its loosest, it can involve simply the sharing of information, to avoid unnecessary duplication. At its tightest, it can involve common policies and guidelines, or even combined programme and project activities.

At the level of information-sharing and dissemination, one thing of obvious value would be a small publication summarising the standard-setting instruments and operational guidelines of the different agencies involved. This could be a purely descriptive document, as an input to the United Nations 1993 International Year for the World's Indigenous Peoples. While more than one such publication might be envisaged, land rights would be a useful place to begin. Each participating agency could be invited to submit its own input, describing its policy guidelines, its operational procedures, and where relevant some of the more interesting programmes and projects currently under way. Such a document would be of considerable value to governments seeking technical assistance, and also to organisations of indigenous and tribal peoples.

In the longer term, it may be useful to seek greater harmonisation of policy guidelines and approaches within the United Nations system. But this is a complex task, which can only be achieved through theme-specific and region-specific policy seminars and workshops with the participation of different agencies. The March 1991 land and resource rights seminar in Colombia, referred to above, may provide a model for this. It is the kind of initiative that could usefully be repeated in other developing regions.

In discussing the scope for combined programme or project activities, it seems best to adopt a regional perspective. There are regions where the policy environment is particularly favourable, where governments are taking the initiative in adopting law and policy reforms, and are actively seeking financial and technical assistance to enable them better to carry out innovative programmes of action. There are other

regions where the policy environment is presently more difficult, and where the agencies have difficulty in planning or implementing programmes in accordance with their own standards, operational guidelines and present priorities. In the final analysis, United Nations agencies can only respond to government requests. But they may also seek to have a "catalytic" role. Moreover, within the United Nations system, there is an apparent trend to stress the normative role of the different specialised agencies. There is a further trend towards a programme rather than "project" approach to technical assistance, giving the agencies a policy advisory role rather than one of active project implementation.

Perhaps they key issue for discussion is whether the United Nations agencies should target mainly such areas as the Latin American Amazon, where a strong initiative has now been taken by national governments and regional governmental bodies, or whether their aims should be on regions where less initiative has so far been taken by national governments. In the Amazon, though earlier United Nations Assistance has played a key role in developing the legislative and policy framework, the United Nations role is henceforth likely to be a more "responsible" one, in providing the necessary financial and technical resources for programme and project implementation.

As more agencies become involved in the Amazon, it is important that they draw on the experience of the governmental and non-governmental actors with longstanding involvement, together with the most representative organisations of indigenous peoples. To facilitate this, it might be useful to resurrect, on a regional and inter-agency basis, the idea of the ILO's Panel of Consultants on Indigenous Peoples, which held its last meeting in Geneva in 1962. Insofar as the various United Nations Agencies were willing, one of the tasks of such a Panel could be to advise upon specific proposals for technical assistance. The value of extending this idea to other regions could also be explored.

There are strong arguments for identifying the Asian Region as a priority for combined technical assistance, with emphasis at first on the legislative and policy framework. In view of the numbers involved, this was identified as a priority by the ILO's Committee of Experts on Indigenous Labour at its last meeting, held as long ago as 1954. It is to be regretted that little was subsequently achieved in practice, and the arguments are even more pressing today. A major research programme is now needed, for example with regard to customary law and forest management as a basis for policy workshops, the strengthening of tribal institutions and the training of tribal peoples' organisations. All of this will be a necessary preliminary step for law reform and policy determination. At the same time it would be useful for the ILO and other United Nations Agencies to hold theme-specific meetings on land rights and resource management in the Asian context, subjecting their own standard-setting instruments and policy guidelines to careful examination.

In Africa, the appropriate normative framework for addressing the tenure needs and subsistance activities of nomadic pastoralists remains a difficult policy issue. Now that the ILO's Convention No. 107 is no longer open to further ratification, it has to be asked whether Convention No. 169 is an appropriate entry point for addressing the issues of pastoral land tenure. If not, one needs to consider whether further standard-setting is now required, to guide national policies, the technical assistance activities of the ILO itself and other United Nations agencies. These are the kinds of issues that need to be taken up through sub-regional and regional seminars, examining the most appropriate legal and institutional framework for promoting the land and resource rights of pastoral peoples.

ILO 96

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

DATE: December 23, 1991 02:01pm

TO: Larry Summers (LARRY SUMMERS)
TO: Visvanathan Rajagopalan (VISVANATHAN RAJAGOPALAN)

FROM: Alexander Shakow, EXTDR (ALEXANDER SHAKOW)

EXT.: 31828

UBJECT: ILO Visit

On December 13 I sent you an em on plans for the visit of ILO Director-General Hansenne on Jan. 29. The ILO now informs me that an unexpected development will keep Hansenne in Geneva until later that week. Hansenne will not see Mr. Preston on this visit. But the ILO Office would like the new Chief Economist (Mr. Lonnroth) to meet with the two of you during the time we had set aside for you to see Hansenne. (In the 12:00 - 1:00 period) I will learn more of Lonnroth and his interests soon and pass the information on to you, but could we plan on having him spend 1/2 hour with each of you in the time period set aside - Larry from 12:00 to 12:30, Raj from 12:30-1:00? If Kate and Pauline could advise Esla I would be most grateful. Thanks, Alex

O.K

CC: Sarwar Lateef (SARWAR LATEEF)
CC: Wadi Haddad (WADI HADDAD)
CC: Callie Boucher (CALLIE BOUCHER)
CC: JEAN BANETH (JEAN BANETH @A1@PARIS)
CC: Judith Maguire (JUDITH MAGUIRE)
CC: Patricia O'Hara (PATRICIA OHARA)
CC: Kate Oram (KATE ORAM)
CC: Pauline J. Clephane (PAULINE J. CLEPHANE)
CC: Esla Blackman (ESLA BLACKMAN)

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

DATE: December 13, 1991 12:47pm

TO: Patricia O'Hara (PATRICIA OHARA)

FROM: Alexander Shakow, EXTDR (ALEXANDER SHAKOW)

EXT.: 31828

SUBJECT: Visit of ILO Dir-Gen Michel HANSENNE Jan 29, 1992

At the request of the head of the ILO office here (Steve Schlossberg) we have arranged for Mr. Preston to see Mr. Hansenne for 15 minutes from 12-12:15 on Wednesday, January 29. After that chat we will take Mr. Hansenne to meet with Messrs Rajagopalan and Summers (place to be decided) for another half hour or so given the broad ranging interests of (and participation in Bank work of) the ILO. This is just to nail down all the schedules. Sarwar's office, with help from others, will prepare a brief note before the meeting. Thanks, Alex

CC: Sarwar Lateef (SARWAR LATEEF)
CC: Larry Summers (LARRY SUMMERS)
CC: Visvanathan Rajagopalan (VISVANATHAN RAJAGOPALAN)
CC: Wadi Haddad (WADI HADDAD)
CC: Callie Boucher (CALLIE BOUCHER)
CC: Kate Oram (KATE ORAM)
CC: Esla Blackman (ESLA BLACKMAN)
CC: Pauline J. Clephane (PAULINE J. CLEPHANE)
CC: JEAN BANETH (JEAN BANETH @A1@PARIS)
CC: Judith Maguire (JUDITH MAGUIRE)

THE WORLD BANK/IFC/MIGA

OFFICE MEMORANDUM

file 96
UN- ILO

DATE: December 20, 1991

TO: Ms. Linda Gill, Chief, ID Unit

FROM: K. Sarwar Lateef, Chief, EXTIE

EXTENSION: 31760

SUBJECT: **Pass for International Labor Office (ILO) Staff**

I would appreciate your arranging a temporary World Bank pass for Mr. William Ratteree who will be visiting the Bank from January 6 to 10, 1992.

Mr. Bo H. Samuelson, Liaison Officer to the World Bank, will be happy to pick up the pass when it is ready. He can be reached at (202) 653-7652.

Thank you for your prompt assistance.

INTERNATIONAL LABOR OFFICE

WASHINGTON BRANCH

1828 L STREET, N.W.
WASHINGTON, D.C. 20036

TELEPHONE: (202) 653-7652
FACSIMILE: (202) 653-7687
CABLE: INTERLAB WASHINGTON
TELEX: 248513

STEPHEN I. SCHLOSSBERG
DIRECTOR

DAVID A. WAUGH
DEPUTY DIRECTOR

December 18, 1991

Mrs. Rachel Diggs
International Economic Relations
The World Bank
1818 H Street N.W.
Washington D.C., 20433

Dear Mrs. Diggs:

I hereby request a temporary World Bank pass for the following ILO staff visiting The World Bank.

Mr. William Ratteree 6-10 January

I would be glad if you would advise me of the availability of the pass and I will be happy to pick it up at the id-office at 1818 H Street. I can be reached at (202) 653 7652.

Thank you for helping to arrange the pass for our guest.

Sincerely,

Bo H. Samuelson
Liaison Officer World Bank

cc: Mr. David Waugh