

### Editorial

Social dialogue remains an unresolved issue in many parts of Latin America. Countries like Mexico, Venezuela and Guatemala have recently taken important steps in this direction, whilst others, such as Bolivia, Honduras, Peru or Colombia are living through times of extreme social tension where social dialogue has yet to be realised. Social dialogue is a cultural phenomenon which cannot be imposed; its seeds are sown with the will of those concerned. But for it to grow the right conditions must prevail, and for it to bear fruit there must be complete confidence. Unfortunately these conditions do not always exist.

The modernization of the State has brought with it a delegation of responsibilities among society. In the social and labour fields, employers' and workers' organizations must be the sole actors in this wider social dialogue. However, there are still countries where a history of past confrontations outweigh the recognition of a need for a common approach to the issues posed by a globalized world. This is occurring at a time when other often non-representative groups of society – notably the NGOs – are taking on an increasingly protagonist role.

At the initiative of the Director-General of the ILO, Juan Somavía, and with the support of the IOE and the American trade union regional organization ORIT, a meeting of some eighty employer and trade union leaders was held in Panama on 6 October last, with the aim of moving social dialogue forward.

The general atmosphere at the meeting and the tone of views expressed have opened the door to greater understanding in the region. We welcome this initiative, which we hope will mark the turning point in attitudes as we begin this new millennium.

Antonio Peñalosa  
Secretary-General

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<p><b>International Labour Organization</b></p>	
<p>On 21-22 September, the IOE together with a small number of employer representatives was called to an informal consultation with the ILO concerning standards related activities. This meeting came against the background of the preparations for the November 2000 ILO Governing Body session, when a major debate is scheduled to take place on this issue.</p> <p>The purpose of the meeting was for the Office to present some of its initial thinking and gain feedback on possible improvements to ILO Standards. A presentation was made entitled “Improving ILO’s Standards related activities: a new integrated approach”. According to the ILO, Standard setting would in future be preceded by a thematic analysis; i.e. there would be a discussion on, for example, health and safety and what the ILO’s objectives in this area should be. Further discussions would then take place to see how the ILO’s existing Conventions and other means of action (such as Recommendations, codes of practice, technical co-operation and research etc) in a particular area are fulfilling these objectives. An integrated policy framework would then be adopted to guide future ILO action.</p> <p>In proceeding this way, we would at least have the means to try to ensure proposals for future standard setting activities are only made when they are likely to be high impact and receive consensus support. However, this will only be successful if all of the ILO’s constituents are able to grasp that a new approach is needed and at the moment this is not the case. We re-stated our position that the debate on standards is not merely about operationalising the concept of “Decent Work”, but rather resolving the credibility crisis of the ILO.</p> <p>Between now and the November Governing Body session, the ILO will continue to have informal consultations with constituents. The IOE will continue its contacts with Geneva based government missions and asks members to continue their national discussions with governments on this issue and to report back to the IOE on any progress made. The Governing Body paper to be used as a basis for the November session should be available shortly. The IOE will then prepare a specific brief for employer GB members. We shall also be sending this document to members so that they can continue lobbying government Governing Body members.</p> <p>For more information please contact:  <a href="mailto:france@ioe-emp.org">france@ioe-emp.org</a> or <a href="mailto:yuren@ioe-emp.org">yuren@ioe-emp.org</a></p>	<p><b>Informal Consultation with ILO on Standards policy</b></p>
<p>The 279<sup>th</sup> Session of the ILO Governing Body will be held in Geneva from 2 to 17 November 2000. Amongst the normal business of the meeting, three major issues will be discussed – Standard Setting Policy, Myanmar and the Programme and Budget for the next biennium. Papers, as they become available, can be found on:  <a href="http://www.ilo.org/public/english/standards/relm/gb/docs/gb279/index.htm">http://www.ilo.org/public/english/standards/relm/gb/docs/gb279/index.htm</a></p>	<p><b>Governing Body</b></p>

<p>➤ The ILO recently sent Report VI (1) concerning Safety and Health in Agriculture to Governments of ILO member States for comment, in preparation for next year's second discussion of this question by the International Labour Conference. This Report is now also available on the ILO's Website (<a href="http://www.ilo.org">www.ilo.org</a>). To assist IOE members in forwarding comments on the Report to their Governments, an overview of the employers' position has also been sent to member federations. It is most important that all comments reach the ILO by 30 November at the latest. For any further information, please contact <a href="mailto:perkins@ioe-emp.org">perkins@ioe-emp.org</a>.</p> <p>➤ Work on the draft ILO Guidelines on Occupational Safety and Health Management Systems (<i>See IOE.Net No.4, July 2000</i>) is now under way, and the ILO is planning to send an advanced draft of the Guidelines later this year to Governments for comment, before it is submitted for examination and approval to a tripartite meeting of experts in April next year.</p> <p>Member federations interested in commenting upon these draft Guidelines may contact <a href="mailto:perkins@ioe-emp.org">perkins@ioe-emp.org</a> for details.</p>	<p><b>Safety and Health</b></p>
<p>Unlike previous meetings of this sector, which have been rather controversial in their dealings with subjects such as agrarian reform and child labour, this meeting looked more generally at the issues surrounding Globalisation.</p> <p>Some of the points of discussion were of concern to employers such as <i>the role of the State in fixing prices and ensuring orderly competitive trading of major export crops</i>, and <i>Governments stance vis a vis globalisation and FDI in agriculture</i>. Despite the employers' call that these matters should fall more properly within the purview of the WTO, they were discussed. It was agreed that government policies should aim at removing market distortions thereby creating a more level playing field for trade, whilst at the same time contributing to the implementation of the ILO's Decent Work objective. In this respect issues of technology transfer and training were seen as important.</p> <p>On the issue of Health and Safety, the conclusions recognised that agriculture remained amongst the top three most hazardous occupations in both the developed and developing world. The leading causes for this being the improper use of machinery and chemicals.</p> <p>Future activities will see further research on the impact of globalisation on the agriculture sector as well as the nature and extent of the use of child labour in commercial agriculture, and the impact of genetically modified organisms (GMOs) on employment and working conditions.</p> <p>Three resolutions adopted ask the ILO to consider: social dialogue as a means of promoting core labour standards and the role of collective bargaining in agriculture, the participation of women, and a call for the ratification by member States of the core conventions and those pertaining specifically to agriculture.</p>	<p><b>Tripartite Meeting on Moving to Sustainable Development through the Modernisation of Agriculture and Employment in a Globalised Economy</b></p> <p><b>Geneva, 18-22 September 2000</b></p>

<p>The Officers of the ILO Governing Body's Sub-Committee on Multinational Enterprises met in Geneva from 27 to 29 September last, for an initial review of the analysis of replies from governments, employers' and workers' organizations to the Seventh Survey (covering the years 1996-1999 inclusive) on the effect given to the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy.</p> <p>As the Officers were unable, for a number of reasons, to complete their work, they will meet again early in 2001. Their Report, together with the Summary of replies received by the Office, will therefore now be placed on the agenda of the March 2001 Session of the ILO Governing Body, and not in November this year as originally scheduled.</p>	<p><b>Multinational Enterprises</b></p>
<p style="text-align: center;"><b>United Nations Agencies and other International Organizations News</b></p>	
<p>The OECD is undertaking a two year study to analyse the variations in the growth performance of member countries. The results of the first year's work, whilst limited by the scarcity of data and the rapidly evolving economic situation, looked at the determinants for growth and the nature of divergences in economic performance and found that:</p> <ol style="list-style-type: none"> <li>1. There is a "new economy" but it remains an elusive concept. Some features associated with it such a stronger non-inflationary growth linked to a rise in ICT could be observed but mainly in the US.</li> <li>2. Growth in the 1990s was uneven across countries. Only about one fifth of OECD countries experienced a rise in trend growth.</li> <li>3. The causes for improved performance differed. <ul style="list-style-type: none"> <li>- No single factor could be identified.</li> <li>- Technology and innovation showed up as important.</li> <li>- Structural policies enabling greater use of labour and the achievement of higher productivity were also important.</li> </ul> </li> <li>4. Better skills continued to support growth. Most of the countries which were successful in raising trend growth of GDP per capita experienced a parallel rise in education levels among the employed and the working age population at large.</li> <li>5. Investment in ICT has become increasingly important as a driver of growth especially when combined with thorough reorganisation and regulatory reform.</li> <li>6. The pace of innovation has quickened and appears to have become more central to competitive behaviour as the business sector invests more in Research and Development, patenting surges and demand for technical skills heightens.</li> </ol> <p>In general those countries that were best able to capture the new opportunities encouraged new forms of financing for risky innovations and built up an</p>	<p><b>OECD Growth Project</b></p>

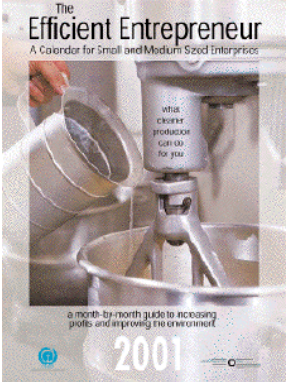
<p>environment conducive to the development of entrepreneurial activity such as start ups, notably in high technology sectors and business services. Whilst the first year was devoted mainly to fact finding, the focus of the second year is on an analysis of the policies that support growth.</p> <p><i>(Source OECD)</i></p>	
<p>Released on 19 September, the "Trade and Development Report, 2000" looks at whether the current recovery in the global economy is built on solid foundations. The report also takes a close look at the economic recovery in Asia.</p> <p>The "World Investment Report 2000", released on 3 October, examines trends in FDI and focuses in particular on cross border mergers and acquisitions (M&amp;As), increasingly important in developing countries. The report also considers the impact of M&amp;As and greenfield FDI on employment, competition and development in general.</p> <p>The third, released on 12 October, is the "Least Developed Countries 2000 Report". This looks at economic and social trends in the 48 LDCs through the 1990s and considers how reforms have impacted.</p> <p>For more information visit the UNCTAD Website: <a href="http://www.unctad.org">http://www.unctad.org</a></p>	<p><b>UNCTAD releases three flagship reports</b></p>
<p>To coincide with the international year of mobilization against Racism, Racial Discrimination, Xenophobia and related intolerance, the UN is hosting a world Conference on the same theme to be held in South Africa between 31 August and 7 September 2001.</p> <p>The Conference is aimed at drawing world attention to these issues and to provide momentum for further political commitment to the elimination of racism and racial discrimination.</p> <p>Fore more general information contact: <a href="http://www.unhcr.ch">www.unhcr.ch</a> or for specific inquiries contact the World Conference Secretariat: e-mail <a href="mailto:husbands@un.org">husbands@un.org</a>, <a href="mailto:vasic@un.org">vasic@un.org</a></p>	<p><b>UN Commission for Human Rights</b></p>
<p>The WTO and the World Bank are inviting government officials, NGOs, students and anyone interested in trade matters to participate in a month-long online forum on "Trade and Sustainable Development" on their joint website (<a href="http://www.itd.org">www.itd.org</a>) starting on 23 October 2000. The forum is the first initiative of the WTO Network, which links the Organization with universities and research centres to build and disseminate knowledge on international trade issues. Several of these participating institutions contribute to a World Bank project on building a trade negotiating agenda for developing countries. Experts and scholars from 15 universities and research centres across the globe, who are carrying out research on these topics, will answer questions from forum participants.</p> <p>Interested participants should go to:  <a href="http://www.itd.org/forums/tsdfor.htm">http://www.itd.org/forums/tsdfor.htm</a> or to  <a href="http://www.worldbank.org/devforum/forum_tradeforum.html">http://www.worldbank.org/devforum/forum_tradeforum.html</a></p>	<p><b>WTO/ World Bank Online forum on Trade and Sustainable Development</b></p>

<b>IOE Activities</b>	
<p>30 European member Federations met to consider two main agenda items. The first was the future role of the ILO. The Meeting was joined for this discussion by ILO Director-General Juan Somavía, who in his address stressed the need to focus on a tripartite consensus on issues before the ILO and reminded participants that the Employers' and Workers' Groups were integral to the achievement of such consensus. He also touched on issues that would be arising at the forthcoming Governing Body. Employers in return stressed the need for the ILO to continue down the path of modernisation and that whilst real change had occurred much remained to be done, particularly in the area of ILO standard setting.</p> <p>The second item was on Social Security in the 21<sup>st</sup> Century, a topic for general discussion at the next International Labour Conference in 2001. The meeting heard from experts from the European Union Commission and the International Social Security Association (ISSA) on the issues and challenges in the broader European context arising from funding concerns, an ageing workforce, the emergence of a more migratory labour force and other changes within the labour market. Against this it also heard from invited experts from the Chilean Private Pension Fund Association and a consultant from the World Bank on the application of private pension funds, which included a presentation on the Chilean model, one which has become a reference point for the development of private schemes elsewhere. Whilst these presentations helped clarify what is often a complex and contradictory debate, participants were aware that the solution to the issues faced by governments was not going to be found by the application of one generic response, rather the circumstances in each economy required their own solution. The topic was helpful as it highlighted where employers could draw from experiences both good and bad in developing their own positions on this topic. Further information and background papers are available from the IOE Secretariat.</p>	<p><b>IOE European Members Meeting - Tallinn Estonia</b></p> <p><b>13 to 16 September</b></p>
<p>As members will recall, the IOE prepared an Employers' Handbook on Child Labour in 1998, which provides examples of "best practice" on the issue. Many IOE member federations have found the Handbook useful as a guide in initiating programmes of their own. In view of the considerable increase in the number of employers' organisation undertaking activities on child labour since the publication of the Handbook, we are now in the process of updating our database and plan to issue a Second Edition in the first quarter of next year. We would, therefore, like to request all members with programmes on child labour as well as those planning to initiate programmes or who can provide us information in respect of any involvement that they have on the subject to provide us with data on their activities. In this context, we would also welcome publications, policy statements, agreements with other organisations etc. We would appreciate it if the information could reach us before <b>30 November 2000</b> so as to enable us to begin work at the earliest.</p> <p>For further information contact <a href="mailto:james@ioe-emp.org">james@ioe-emp.org</a>.</p>	<p><b>Child Labour Information request</b></p>

<p>There is no doubt that the HIV/AIDS pandemic is the worst health crisis of our times to hit mankind. According to a report published by the Joint United Nations Programme on HIV/AIDS (UNAIDS) in June 2000, an estimated 33.6 million people around the world are infected with the AIDS virus. Of these, 70% live in sub-Saharan Africa, where the pandemic is a real threat to economic development, given its negative impact on human resources. The virus is disproportionately affecting those in the 15-49 age bracket thus causing illness and death among both skilled and unskilled workers in business concerns.</p> <p>Faced with the consequences of increased costs and reduced revenues, employers are taking initiatives aimed at mitigating the impact of HIV/AIDS in the workplace. During the International Labour Conference last June, the Employers' Group submitted a resolution on HIV/AIDS calling on the ILO to redouble its efforts in this field. The Resolution was unanimously endorsed by the Conference. The renewed impetus has moved the Pan-African Employers' Confederation, the ILO SafeWork department and the IOE to join efforts in the forthcoming months to assist employers' organisations in sub-Saharan Africa in finding ways to tackle the pandemic.</p> <p>Taking cognisance of UNAIDS comparative advantage in this field and in order to avoid overlapping and duplication of efforts, the IOE and UNAIDS have agreed to work together in sub-Saharan Africa. Their partnership will enable IOE members in Africa to collaborate with UNAIDS network of Country Planning and Programme Development departments in their countries. The details of the partnership will be agreed upon by UNAIDS Country Programme advisers and the IOE member federations.</p> <p>In November 2000, the UNAIDS Inter-country Team for West and Central Africa in collaboration with the IOE, the ILO Regional Office in Abidjan and the Pan-African Employers Confederation, will hold a workshop for employers' organisations in the region. Among the issues to be discussed are:</p> <ul style="list-style-type: none"> <li>- identifying priority areas that need the concerted efforts of employers</li> <li>- best practices by employers in dealing with the pandemic</li> <li>- determining a framework for an action programme of awareness and prevention that employers can easily implement</li> </ul> <p>The IOE also plans to organise a similar workshop for employers' organisations in the East, Central and Southern Africa sub-region in 2001.</p> <p>For more information contact <a href="mailto:muia@ioe-emp.org">muia@ioe-emp.org</a></p>	<p><b>Employers renew efforts to combat HIV/AIDS in the workplace</b></p>
<p>Hosted this year by the Singapore National Employers Federation, 19 Employers' Federations Chief Executives and Presidents met to discuss Human Resources Development in the Asia-Pacific region and the role of Employers' Organisations in their advancement. Given the movement towards the Knowledge economy in many of the countries in the region and the re-emergence of manufacturing, the issues surrounding training and employee development are seen as crucial for longer-term development. The identification of skills shortages in many</p>	<p><b>Fifth Asia-Pacific High Level Employers' Conference</b></p> <p><b>Singapore 9 – 10 October</b></p>

<p>economies now emerging from the 1997 crisis could be seen as a threat to longer-term economic growth. Delegates shared experiences in enhancing HRD and whilst, recognising the need for employers to invest in human and intellectual capital, also emphasised the need for closer linkages between employers and educational institutions and Ministries to ensure a better training outcome.</p> <p>Presentations were also made by Georg Kell from the UN Secretary General's Office on the "Global Compact" and its importance and relevance to employers in the region, and a panel discussion was held on the Singaporean experience of Tripartism, including an outline of how that partnership model was being refocused in the face of the challenges and opportunities being presented by the global economy.</p>	
<p>The Presidents of the IOE's employers' organizations members in Latin America, Spain and Portugal met in Panama on 5 and 6 October. At the close of their meeting, they adopted a Declaration on poverty, childhood and adolescence which, on behalf of the private sector, was handed to the Government of Panama for consideration by the forthcoming Summit of Heads of State of their countries.</p> <p>The Declaration affirms the business community's commitment in these areas, while calling on the Heads of State to ensure the necessary political and economic environment in which enterprises can develop and create wealth.</p> <p>Other issues discussed included dialogue with workers' organizations in the region (see editorial), preparations for the European Union-Latin American Employer Summit to be held in Madrid, Spain on 20 and 21 November next, and the ILO in Latin America. On this last point, a lively debate was held with the ILO Director-General, Juan Somavía, during which the employers of the region expressed their concerns and priorities.</p>	<p><b>Ibero-American Presidents hold Annual Summit</b></p>
<p><b>IOE Members</b></p>	
<p>The Federation of Kenya Employers has launched a code of conduct on HIV/AIDS in the workplace with the aim of encouraging employers in fighting the culture of silence and denial which surrounds this issue as well as addressing the discrimination and social exclusion of workers living with HIV/AIDS.</p> <p>Highlights of the approach include:</p> <ul style="list-style-type: none"> <li>• Strengthening of OH&amp;S systems to protect workers from infection by seropositive colleagues.</li> <li>• Effective employer input into the National AIDS Council and Committee.</li> <li>• Engagement in advocacy to employers with regard to their responsibilities, rights and obligations on AIDS related issues affecting their employees.</li> <li>• The discouraging of discrimination and stigmatisation of HIV positive employees.</li> <li>• The sharing of information and best practice approaches on programmes of action against AIDS in the workplace.</li> </ul> <p>Members seeking more information on this important and timely initiative should contact the Federation of Kenya Employers, at <a href="mailto:fke@arcc.or.ke">fke@arcc.or.ke</a></p>	<p><b>Workplace AIDS Code Launched</b></p>

<p>Representatives of IOE members from ACP countries attended the 22<sup>nd</sup> Meeting of the ACP-EU Economic and Social interest groups. The meeting was held in Brussels from 13 to 15 September 2000 and was attended by representatives of socio-professional organisations from the European Union and African, Caribbean and Pacific countries.</p> <p>The meeting discussed among other items the new ACP-EU agreement and in particular arrangements for implementing the provisions that are seeking to widen ACP-EU relations to include participation by economic and social interest groups. The new provisions are aimed at enabling these groups to take part in the framing and implementation of national and regional development policies.</p> <p>IOE members who attended the meeting were from Chad, Lesotho, Mauritius, Senegal, Seychelles, Malawi, Gabon, Côte d'Ivoire, Burkina Faso, Eritrea, Surinam, Jamaica and the Dominican Republic. The employer representatives were happy to note that the new ACP-EU partnership recognises the role of social partners in economic and social development. They however expressed reservations on their ability to participate fully in this process given their lack of capacity.</p> <p>A representative from the European Parliament assured members that the EU had taken note of the institutional change in ACP countries over the last decade. The EU was aware that new decentralised actors such as private sector organisations were contributing along side the State to creating growth, fighting poverty, delivering social services and nurturing democracy. The new partnership had set aside funds aimed at capacity building of these organisations so that they could participate fully not only in the implementation of policies but also in political dialogue and formulation of co-operation policies and priorities.</p> <p>For more information contact <a href="mailto:muia@ioe-emp.org">muia@ioe-emp.org</a></p>	<p><b>New ACP-EU partnership to support private sector development in African, Caribbean and Pacific (ACP) countries</b></p>
<p><b>Other news</b></p>	
<p>Lawyers are advising UK-based multinationals to review their relationships with overseas subsidiaries after a House of Lords ruling allowed South African workers to sue their UK- based parent company in the English courts.</p> <p>Employees at asbestos mining facilities owned by subsidiaries of Cape plc have been allowed to sue the Middlesex-based firm in the English courts for asbestos-related illnesses. "This increases the likelihood of foreign workers and residents being able to bring actions in English courts against English parent companies," said Jonathan Isted, litigation partner at Freshfields Bruckhaus Derringer.</p> <p>Isted said that companies were faced with the difficult choice of either stepping back completely from their subsidiaries, so that if something went wrong they did not owe a duty of care, or taking a hands-on role.</p> <p>Cape stopped operating in South Africa in 1979.</p> <p><i>(Source: People Management, 14 September 2000)</i></p>	

<b>New Publications</b>	
<p>The United Nations Environment Programme's Division of Technology, Industry and Economics (UNEP DTIE) and the Eco-Efficiency and Sustainable Enterprise team at the Wuppertal Institute, Germany have jointly developed the Efficient Entrepreneur Calendar for small and medium-sized enterprises (SMEs). In combination with an additional guidebook, the Calendar guides businesses through a programme that helps companies find out how much energy, water and raw materials they consume, how much pollution (such as waste, air and water emissions and noise) they produce, and where costs can be reduced and customers' and employees' satisfaction improved.</p> <p>The Calendar charts a "month-by-month" programme that concludes with an Efficient Entrepreneur report. The Calendar is relevant to any firm that considers itself to be a SME-type firm or, indeed, to any firm that requires an introduction to performance measurement and communication (e.g. in preparation of the ISO 14001 or EMAS implementation process).</p> <p>For more information on this product including how to obtain a copy visit the Efficient Entrepreneur Online &lt;<a href="http://www.efficient-entrepreneur.net/">http://www.efficient-entrepreneur.net/</a>&gt; . For pre-orders: <a href="http://www.earthprint.com">www.earthprint.com</a></p>	<p><b>The Efficient Entrepreneur - a must for 2001</b></p> 
<p><b>Secrets of Electronic Commerce</b></p> <p>A Guide for Small and Medium-Sized Exporters: 215 pages. Answers commonly asked questions regarding electronic commerce from a developing country perspective—covers introductory issues to electronic commerce; developing e-commerce strategies; on-line market research; on-line marketing; on-line communication techniques; legal aspects; security and encryption; financial aspects; taxes and regulations; on-procurement; characteristics of successful web sites; technical issues; policy and country specific issues; also provides comprehensive listing of selected current publications, journals, web sites, software programmes and databases available.</p> <p><b>New UN Guide for Small Businesses</b></p> <p>United Nations Inter-Agency Resource Guide for Small Enterprise Development is a new guide featuring services of UN agencies for small businesses. Issued in April 2000 by the United Nations Development Programme (UNDP), the guide is available from UNDP in hard copy format for US\$ 25 or on the Internet (<a href="http://www.undp.org/edu">http://www.undp.org/edu</a>). Business services of several UN and related organizations are included, all of which cooperated to produce the guide. ITC is featured, along with the Food and Agriculture Organization, the International Labour Organization, UNDP, UNCTAD and UNIDO. To order, send requests on Business letter head to: ITC, Palais des Nations 1211 Geneva 10, Switzerland Or <a href="http://www.intracen.org">www.intracen.org</a></p>	<p><b>ITC Publications</b></p>