

Managing the ILO Agenda

Recently we have seen the ILO Governing Body facing major issues, be they Myanmar or Standards setting. As the ILO looks for a way ahead, the issues we are encountering are becoming not only more complex but often more political in nature. Colombia, Venezuela, the Occupied Arab Territories and Belarus are all to the forefront of the ILO's agenda

This is given even greater focus in the discussions surrounding the programme and budget for the next biennium. We also need to continue our efforts on ensuring that the issues of importance to employers, such as employment creation, enterprise development, strengthening employers' organisations and human resource development, remain at the heart of the efforts of the ILO, notwithstanding its structure on the four pillars and the pursuit of decent work. Similarly, within the debates of the Working Party on the Social Dimensions of Globalisation, we need to work to ensure that the positive messages for governments, workers and employers are heard. As evidenced by the recent reports released by the ILO on the information economy for the sixth European Regional meeting, and the World Employment Report, it is by spreading the benefits that the impact of globalisation can bear fruits for the population of the world.

These challenges provide the Employers' Group with real opportunities to advance these areas of key concern. The new thematic approach to standard setting will move the ILO away from a standards for standards sake response. It will at the same time require a more robust analytical response on issues whereby we have to influence with real information and analysis.

The IOE looks forward to working with the ILO as it moves forward in improving its relevancy and we look forward to working through our members so as to ensure the best possible input into these future discussions.

Antonio Peñalosa
Secretary-General

Editorial

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<p>International Labour Organization</p>	
<p>In order to give effect to the request of the ILO Governing Body at its 279th Session (November 2000), the Officers of the Governing Body decided that a Tripartite Meeting of Experts on HIV/AIDS and the World of Work will be held at the ILO, Geneva from 14 to 22 May 2001. The agenda of this meeting will be to adopt a Code of Practice on HIV/AIDS and the world of work. The meeting will bring together 36 experts, twelve appointed by governments, twelve by the Employers' Group and twelve by the Workers' Group.</p> <p>This Code is intended to provide legal guidance to ILO constituents on developing a workplace policy for HIV/AIDS on such issues as discrimination and stigma, acceptable performance standards, reasonable accommodation, security of employment and promotion, confidentiality and privacy, protection against victimisation, segregation and addressing co-workers' concerns and employee education and assistance.</p> <p>The Code of Practice would also cover such issues as prevention of HIV transmission, training for managers, supervisors, workers' representatives, health and safety officers and factory inspectors and special training for health care workers and other groups of workers who have contact with blood on the job. Other issues to be considered include testing for HIV and care and support for persons living with AIDS.</p> <p>The draft Code will be available by the end of February 2001. Members wishing to get an advance copy of this draft should contact muia@ioe-emp.org</p>	<p>ILO to develop a Code of Practice on HIV/AIDS and the world of work</p>
<p>The 29th Session of the Joint Maritime Commission was held in Geneva from 22 to 26 January. Composed of 20 shipowners' representatives and 20 seafarers' representatives, this Commission had before it a very heavy agenda – the two main items being <i>the updating of the ILO's minimum basic wage of able seamen and the review of relevant ILO maritime instruments</i>.</p> <p>With regard to the first item, the Commission decided that the minimum monthly wage – currently US\$ 435 – will be increased to US\$ 450 as from 1 January 2002 and to US\$ 465 as from 1 January 2003.</p> <p>On the question of maritime standards, the Commission took a decision that one framework Convention, containing the substance of the 30 odd existing instruments, was desirable for this sector.</p> <p>Now three tripartite maritime meetings will be convened, composed of ten government, ten shipowner and ten seafarer representatives, in 2001, 2002 and 2003. On the basis of the outcome of these meetings, a preparatory tripartite meeting will be convened in 2004 to prepare the Maritime Conference to be held in 2005.</p>	<p>29th Session of the Joint Maritime Commission</p>

The 89th Session of the International Labour Conference will be in Geneva from 5 to 21 June 2001. The agenda of the Conference is as follows:

The 89th Session of the International Labour Conference (June 2001)

- **Application of Conventions and Recommendations.**

At this session, the reports submitted in pursuance of article 19 of the Constitution deal with the Night Work (Women) Convention, 1919 (No. 4), the Night Work (Women) Convention (Revised), 1934 (No.41), the Night Work (Women) Convention (Revised), 1948 (No. 89) and the Protocol of 1990 to the Night Work (Women) Convention (Revised), 1948.

Furthermore, in pursuance of the resolution concerning the measures recommended by the Governing Body under article 33 of the ILO Constitution on the subject of Myanmar, adopted by the Conference at its 88th Session (June 2000), the question of the implementation of the Commission of Inquiry's recommendations and the application by Myanmar of the Forced Labour Convention, 1930 (No. 29) will be discussed at a sitting of the Committee on the Application of Standards specially set aside for the purpose.

- **Safety and Health in Agriculture (second discussion)**

The first discussion of this subject took place at the 88th Session of ILC, following which, by a resolution adopted on 15 June 2000, the Conference decided that an item entitled "Safety and health in agriculture" should be included in the agenda of the 89th Session for a second discussion with a view to the adoption of a Convention and a Recommendation.

- **Promotion of Cooperatives (first discussion)**

While a number of international labour standards make direct or indirect reference to cooperatives, the only international standard on the subject is the Cooperatives (Developing Countries) Recommendation, 1966 (No. 127). Since the adoption of Recommendation No. 127, political, economic and social changes well beyond the scope of this standard have affected the situation of cooperatives throughout the world.

In view of these trends, the Governing Body felt that new standards could enable cooperatives to develop more fully their ability to address a number of current socio-economic problems, including unemployment and social exclusion, and to compete in the global marketplace.

The Governing Body therefore decided at its 274th Session (March 1999), to include in the agenda of the 89th Session of the Conference the question of the promotion of cooperatives. This item will be dealt with under the double-discussion procedure.

- **Social Security - issues, challenges and prospects (general discussion)**

In recent years social security has been the subject of vigorous debate in many countries and, indeed, at the international level.

For this reason, the Conference will hold a general discussion on this subject. The discussion is expected to guide the Office in its future work of assisting member States to extend social protection, to ensure the sustainability of social security schemes and to adapt them to the changing needs of the

<p>population and of the labour market. Also expected is a consideration of future standard-setting activities.</p> <ul style="list-style-type: none"> Global Report on the elimination of all forms of forced or compulsory labour The Follow-up to the Declaration on Fundamental Principles and Rights at Work, adopted by the International Labour Conference at its 86th Session (1998), calls on the Director-General to draw up a report to provide every year a global picture relating to the implementation of one of four categories on fundamental principles and rights. This year, the Global Report will be on the elimination of all forms of forced or compulsory labour. The Report is to serve as a basis for an assessment of the effectiveness of the assistance provided by the Organization and a subsequent determination by the Governing Body of priorities and plans of action for technical cooperation in the area concerned for the next four-year period. Some of the Committee Reports to be submitted to the Conference are now available on the ILO's website at the following address: http://www.ilo.org/public/english/conf/index.htm 	
<p>The International Labour Organization has launched its Business and Social Initiatives Database (BASID). The database is available on-line at: http://oracle02.ilo.org/vpi/welcome</p> <p>The database is designed as a comprehensive source of information on social initiatives by business and other stakeholders on labour and employment issues. It contains full-text information on different types of initiatives such as codes of conduct, social labelling, social investing, organizations concerned with corporate social responsibility and similar initiatives.</p> <p>The database can be searched by corporate social responsibility issue, by employment and labour topic, by source, subject organization, country and geographic area, and by sector of activity. The user can combine search terms to create both wide and narrow searches for documents. The database contains full-text electronic documents which can be downloaded through the Internet. In the coming year the database will continue to grow as more information is added.</p> <p>A related website is the ILO's Business and Decent Work page at: www.ilo.org/public/english/comp/business</p> <p>This page is the entry point for business to access information on ILO activities and programmes. For more information on the database or on ILO's work with the private sector contact vpi@ilo.org.</p>	<p>Business and Social Initiatives Database launched by the ILO</p>

**United Nations Agencies and other
International Organizations News**

“*Work in the Global Village*”, an International High-level Conference on Work Life in the 21st Century, is being organized in Helsinki (Finland) from 15 to 17 October 2001 by the Finnish Institute of Occupational Health, in close collaboration with the ILO and the WHO.

Work in the Global Village

The objectives of the Conference are:

- To discuss the global values and ethics in occupational safety and health as a dimension of decent work.
- To analyse the present status and perspectives of work life, and occupational safety and health in the process of globalization.
- To discuss the prerequisites for achieving occupational health and safety dimensions ensuring decent work for all working people.
- To support the dissemination and implementation of the ILO SafeWork Programme and the WHO Global Strategy on Occupational Health for All by preparing a draft declaration on occupational safety and health, and by producing a draft for a global strategy on the minimum level of occupational safety and health for all, and by drafting a strategy to improve intersectoral collaboration and cross-cultural understanding.
- To establish ad hoc workgroups to prepare discussion topics according to the themes of the SafeWork Programme for a follow-up meeting.

The Conference is intended for all those interested in the future of work life and of occupational safety and health: policy-makers and decision makers, authorities, researchers representing multidisciplinary aspects of work life, experts in occupational safety and health, representatives of social partners and of non-governmental organizations.

More details of this Conference can be found on the Institute’s Home Page at: www.occuphealth.fi/e/project/globalwork. Any members intending to register for this event are requested to inform the IOE Secretariat of their participation.

The UNHCHR Sub Commission on the Promotion and Protection of Human Rights, a body made up of member States, has commissioned an external consultant to draft for their consideration a document entitled “Principles Relating to Human Rights Conduct by Companies”. Concern has been already expressed that the document in fact goes into areas of fair remuneration, hours of work, freedom of association and so forth, matters we consider being within the mandate of the ILO. Questions also arise as to the legal status of any outcome. The IOE has been in a dialogue with UNHCHR over the proposed text and has now been officially invited to participate in a workshop with the author to review and discuss its content at the end of March, before it goes back before the UNHCHR Sub Commission later this year.

United Nations High Commission for Human Rights
a) Human Rights code for companies

<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. 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>For more general information contact: www.unhcr.ch or for specific inquiries contact the World Conference Secretariat: e-mail husbands@un.org, vasic@un.org</p>	<p>b) World Conference</p>
<p>The Chairman of IOE member United States Council for International Business, Richard D. McCormick, has been elected President of the International Chamber of Commerce.</p>	<p>New ICC President</p>
<p>IOE Activities</p>	
<p>After several discussions, the Stability Pact is moving towards concrete actions. The Stability Pact was established in 1999 in order to help in the reconstruction of the economies of South–Eastern Europe. For the social dimension, the ILO will organise a meeting in Budapest on 19–20 February to prepare a Blueprint for an Action Plan to be presented at the next meeting of the Stability Pact Working Table II, scheduled to meet in Tirana in April 2001. To prepare this meeting, the employers of the region, brought together in a South-Eastern Europe Employers’ Forum (SEEEF), will meet in Zagreb on 6–7 February with the IOE adviser for Europe. The purpose of this meeting is to define their priorities and position in the ILO programme. This programme will be then presented to the donors’ community in Tirana in June for funding. Representatives from donors and recipient countries, national co-ordinators of the Stability Pact, representatives from international organisations and from concerned NGOs will be also present in Budapest. Yugoslavia will take part in the process for the first time.</p> <p>On 21st February, the IOE will participate in the Meeting of the Initiative for Social Cohesion (ISC) Working Group at its meeting in Budapest, which will be convened by the Stability Pact secretariat to manage the social issues of the Stability Pact. For further information, contact oechslin@ioe-emp.org</p>	<p>Stability Pact</p>
<p>The IOE was once again invited to participate in the World Economic Forum in Davos. IOE President Ashraf Tabani participated in the Business Consultative Group meeting along with representatives of selected business institutions. Their discussions focussed on how business was responding to the criticism about globalisation, considering what role business should play with regard to issues concerning the environment, human rights, labour, governance and economic stability and the relationship of business to the NGO community. Mr Tabani spoke of the need to retain a focus on the role of business, not only to larger society but</p>	<p>Davos World Economic Forum</p>

<p>also to domestic stakeholders. Whilst it was important for business to set a good example it should not be forgotten that business is at the end of the day business and so there are limits and realities which should not be ignored. Mr Tabani also stressed the need for the debate on globalisation to move beyond the criticism of business. There needs to be a recognition of the primary role it plays in employment creation and economic development, upon which social improvement depends. With regard to NGOs, Mr Tabani presented the data results achieved from recent consultations with members on the role of NGOs in both the national and international context.</p>	
<p>IOE Vice President Tom Owuor will represent the IOE at the UNEP “Global Compact in Practice” meeting to be held in Nairobi, Kenya on 3-4 February as part of UNEP’s Governing Council meeting. The meeting will explore ways by which the environmental principles of the Global Compact can be operationalised, with particular emphasis on the mining sector.</p>	<p>UNEP "Global Compact in Practice"</p>
<p>In recognition of the leading role being given by the IOE in the development of the Global Compact it was invited to participate in a two day internal UN meeting on 30 and 31 January, that looked to broaden the understanding of the Global Compact within the UN system as well as to explore ways in which better inter agency co-ordination could help in the promotion of the Global Compact's nine Principles. Whilst the Global Compact remains under the guidance of the three lead agencies, – ILO, UNEP, UNHCHR – UNDP has also been brought in to assist in facilitating in country programmes on the Global Compact. It is important that there is consistency of approach on this issue and we would appreciate it if members approached to participate in these UNDP activities could advise the IOE Secretariat.</p> <p>Members are also reminded of the request made by circular dated 30 October 2000 to forward any examples of how their own federation or their members are taking steps to promote the principles in practice.</p> <p>For further information concerning the Global Compact contact wilton@ioe-emp.org</p>	<p>Global Compact</p>
<p>The IOE is participating in an International Conference on "Policies to Combat Child Labour Exploitation in Europe" which has been organised by the Government of Portugal in Lisbon from 1 to 3 February 2001.</p> <p>The purpose of the Conference is to review the nature of the problem of child labour in Europe, its causes and consequences. Participants will exchange information on national policies adopted to combat the problem and how effective they have been.</p> <p>The outcome of the Conference is expected to be a set of guidelines for a plan of action to prevent and eliminate child labour in Europe.</p>	<p>Conference on Policies to Combat Child Labour Exploitation in Europe</p> <p>Lisbon, Portugal 1–3 February 2001</p>

<p>Participants at the Conference will include representatives from governments of Western, Central and Eastern Europe as well as from international organisations such as the ILO, the OECD and the European Union. Representatives from national and regional employers' and workers' organisations in Europe will also be taking part in the Conference.</p>	
<p>Representatives of employers' organisations from the East, Central and Southern Africa sub-region have resolved to encourage their respective governments to create an environment that will maximise the benefits of globalisation in their respective countries while minimising the risks. During their annual Conference held in Johannesburg on 30-31 January 2001, the representatives agreed that, for Africa to benefit from globalisation, it was important to encourage their respective governments to open up goods, labour and capital markets. They agreed that globalisation was here to stay and it was therefore necessary to create an environment conducive to economic growth and development. The participants also felt that the sub-region needed to create the necessary conditions to boost domestic investment and to attract Foreign Direct Investment and technology transfer. The sub-region also needed to promote good governance and to improve the skills of its workforce.</p> <p>As a follow-up measure, the participants undertook to establish contacts with their governments so as to discuss the conditions and regulatory framework that are necessary for countries operating in a globalised world. They also undertook to develop a shared vision with their governments to ensure formulation and implementation of the right policies.</p> <p>This year's Conference was hosted by Business South Africa and was attended mostly by Chairmen and Executive Directors of employers' organisations from Botswana, Eritrea, Kenya, Lesotho, Malawi, Mauritius, Swaziland, Tanzania, Uganda and South Africa. The main theme of this year's Conference was "entrepreneurship and the globalisation process". The participants also discussed the HIV/AIDS pandemic in the sub-region and efforts they were making as employers to contribute towards prevention, care and control of HIV/AIDS in the workplace.</p> <p>The East, Central and Southern Africa Employers' Conference is a caucus of employers' organisations in the region. Members use this forum to discuss issues of concern to employers. It is during this gathering that they prepare for major conferences and meetings like the IOE General Council and the ILO Annual Conference. This year, the IOE was represented by Deborah France and Frederick Muia. ACT/EMP Director Jean-François Retournard also attended.</p>	<p>East, Central and Southern Africa Employers' Organisations Conference "Maximising the benefits of globalisation while minimising the risks"</p> <p>Johannesburg, South Africa, 30-31 January 2001</p>

IOE Members	
<p>The Peruvian Confederation of Private Business Associations (CONFIEP), IOE member federation in Peru, has been playing a leading role in the creation of the National Council of Labour and Social Development. This is a new tripartite body that has been granted consultative status with the Peruvian Ministry of Labour.</p> <p>The main objective is to create an environment that would promote social dialogue among social partners. Through five employer representatives, CONFIEP will contribute in this national effort to improve the labour environment as a way to promote income generation for the population through more and better employment.</p>	<p>CONFIEP (Peru)</p>
<p>Given emerging new approaches to human resource management throughout Europe MEDEF, the IOE member in France, has, with eleven other European employers' organisations, implemented a "European Observatory of enterprises' human resource management practises by professional skills".</p> <p>This Observatory will:</p> <ul style="list-style-type: none"> ▪ Monitor activities in each European country to better define major trends in the development of these new management methods, by evaluating their impact and to identify the most significant innovative experiences. Specific attention will be given to management methods within multinationals; ▪ Compare the functioning of labour markets and training systems among countries, as well as the distribution of responsibilities among the State, the regions, the social partners, the advisory and consultative services and the enterprises, in order to identify these trends within particular national institutional contexts. ▪ Implement a permanent database in order to have a computerised benchmark of innovative experiences in each country. <p><i>(Source, MEDEF's Annual report 2000)</i></p> <p>At MEDEF's request, the IOE has been invited to participate in this programme. For further information, contact oechslin@ioe-emp.org.</p>	<p>European Observatory of enterprises' human resource management practises by professional skills</p>

Other news	
<p>Business leaders are being offered a new "Framework for Action" that outlines how they can make their companies more socially responsible. The four-page framework has been produced by the Human Capitalism Campaign, which is run by the Prince of Wales Business Leaders Forum, an international non-profit organisation which promotes socially responsible business practices.</p> <p>The campaign receives funding and support from ten partners, including Coca-Cola, Diageo, Oxford Analytica, Burson Masteller and Andersen Consulting.</p> <p>The framework is designed to assist directors and senior managers who are preparing to present social responsibility action plans to board members or colleagues.</p> <p>The campaign suggests that business leaders need to commit themselves to the following actions:</p> <ul style="list-style-type: none"> • make a public commitment at board level to social responsibility • engage business partners and investors • mobilise employees • promote action within the wider business community • put pressure on business schools to improve the quality of teaching on the roles of business in society • measure progress on social issues against indicators • aim for transparency and accountability. <p>A campaign spokeswoman pointed out: "Not every single point will be followed by everyone, but we hope the framework will form a useful base for business leaders."</p> <p><i>Source: ethical performance, January 2001</i></p>	<p>Business offered new CSR framework</p>
<p>Non-governmental organisations command greater trust among the public in industrialised countries than do business and government, according to new research by Edelman Public Relations. The study, based on interviews with 500 people in Australia, France, Germany, the UK and the US, found that NGOs were thought twice as likely to "do the right thing", compared with government and business.</p> <p>Further information: www.edelman.com.</p> <p><i>Source: ethical performance, January 2001</i></p>	<p>NGOs command greater trust</p>

The first body to promote socially responsible investment in Asia has been established. The Association for Sustainable and Responsible Investment in Asia aims to raise awareness of sustainable investment practice in the region. It is being funded by a number of international investment organisations, including Friends Provident and Prudential in the UK. US fund managers which are supporting the association include Calvert Asset Management and Walden Capital.

Sustainable and responsible investment in Asia

Further information: www.asria.org.

Source: ethical performance, January 2001

New Publications

The ILO World Employment Report 2001 which examines the impact of the new information and communication technologies on life at work has just been published. Among other things, the report raises the issue of policies needed to increase the potential gains of the emerging digital era and lessen the costs of adjustment.

World Employment Report

For more information, visit the ILO Website: www.ilo.org

The International Shipping Federation (ISF) has released a publication entitled "Guidelines on Good Employment Practice".

ISF Publication: "Guidelines on Good Employment Practice"

The Guidelines have been produced to help maritime employers develop and maintain employment standards consistent with recognised good practice in the international shipping industry.

- Advice in the guidelines is based on:
- ILO standards
 - Existing ISF policies on industrial relations and recruitment
 - Industry good practice.

Copies of the Guidelines can be obtained by contacting:
 Maritime International Secretariat Services Ltd.
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 e-mail: publications@marisec.org