

**EMPLOYERS AND THE INFORMAL SECTOR**

**Editorial**

Next year an important debate will be held at the International Labour Conference on the “Informal Sector”. It is important since, firstly, it will be the first time that the ILO has had a substantive discussion on the subject and, secondly, it may well be the forerunner of further work by the Office with regard to its role in this sector.

The informal sector, or the informal economy as it is also referred to, means different things given national contexts. It is, however, a worldwide problem and can be often traced to a failure by the State to provide the right legal and business environment which encourages businesses to enter the formal economy.

We need to now start considering how we approach the subject. Issues such as defining exactly what it is that we will be talking about will in itself be problematic, as it was in the discussion in 1998 on contract labour, as too will be defining what role the ILO should play. Also, there is the question of whether steps taken with the informal sector should seek to reintegrate it with the formal economy or whether it should be left as it is with the ILO looking to perhaps work with different actors (NGOs) in responding to its needs in the area of labour and social protection .

For many employers the informal sector is a direct competitor. Free of the burdens of business and legal regulation these businesses are able to place goods or services on the market at a lower price. In other contexts these informal businesses provide competitively priced inputs into formal employer products and services, not as competitors but as part of the supplier chain. However, what is emerging in a number of regions is that, whilst the level of employment growth in the formal economy is either stagnant or declining, in the informal sector it is increasing.



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<p>The informal sector remains largely unorganised from both an employers' and trade union perspective. Trade unions however are now looking seriously at supporting new initiatives to organise these workers, but what about employers' organisations? If the informal sector grows at the expense of the formal sector what does that mean for employers' organisation membership and sustainability? In the coming months we will be coming back to you for views as we develop a strategy to respond to this and other questions, but it is now that we all have to start thinking how we address this issue both nationally and within the ILO.</p> <p style="text-align: center;">Antonio Peñalosa Secretary-General</p>	
<p><b>International Labour Organization</b></p>	
<p>As is normally the case, a one day meeting of the ILO Governing Body was held on 22 June, the day after the closure of the International Labour Conference. Three main issues were on the agenda.</p> <p><b>Report of the Working Party on the Social Dimensions of Globalization.</b></p> <p>In March, the Working Party had requested the Director-General to undertake consultations and prepare a paper presenting ideas for enhancing the effectiveness of the Working Party. The paper was discussed in a special one day sitting of the Governing Body on 19 June. The Director-General's paper looked at three key areas: strengthening the technical capabilities of the Working Party; the maintenance of a permanent exchange of views and dialogue with invitations to other UN agency heads and notable persons; and, finally, a proposed report on the social dimension of globalisation. It was proposed that this report be prepared either by the ILO, by the ILO and other relevant international agencies, or by a Commission of eminent people.</p> <p>This meeting was important, coming as it did before the forthcoming WTO Ministerial Meeting in Qatar in November. The main objective of the Employers' Group was to ensure that the ILO remains the main agency to discuss the social dimension of globalisation.</p> <p>The Employers' Group supported the first two suggestions but stressed the need for the Working Party to retain control over the process and the need for better transparency in the preparation of material. It also supported the establishment of a medium term work programme. An enhanced ability to produce papers which drew on the expertise of other relevant agencies was also accepted as it would avoid duplication of effort and ensure that these other views came before the Working Party. There was consensus that the idea of a report was worth pursuing but the Employers' Group stated that it would need more information on how a High Level Commission would operate before agreeing to such an</p>	<p><b>281st Session of the ILO Governing Body</b></p>

initiative. A number of governments were supportive of the idea. A final decision on this will be made at the November meeting of the Working Party. In the following months the Director-General will consult further and a substantive proposal will be discussed at the November session.

The Working Party also agreed its work programme for the November 2001 and March 2002 meetings. The November session will consider the issue of trade and employment and the March session will examine trade and investment.

### **Committee on Freedom of Association**

The Committee examined 22 cases, reaching definitive conclusions in half of them and interim conclusions in the other half. There were 14 cases from the American region, five cases from Africa, and two from Europe. During this session, the employer members continued their informal consultations with the worker representatives of the Committee with the objective to find common ground on possible improvements to the current workings and procedures of the Committee. This discussion is part of the wider debate on ILO standards, which is currently looking into the ILO's supervisory mechanisms. The 50<sup>th</sup> anniversary of the Committee - which is celebrated this year - was also subject of discussion.

From an employers' perspective, the following cases are of particular interest. It has to be borne in mind that each case has its own particular characteristics and therefore its own outcome. Previous decisions taken by the Committee may not always be automatically applicable to other similar cases.

**Belarus 2090.** This is a serious case which involves problems with trade union registration, government interference in trade union affairs and anti-union discrimination. Other ILO bodies have also studied the case of Belarus. During the last June's Conference, the Government of Belarus was invited by the Committee on Applications of Standards to render a report on application of ILO Convention No. 87 (freedom of association). If the situation in Belarus does not improve in the near future, this case will probably be on the ILO agenda for the coming years as one of the main subjects of the supervisory machinery.

**Canada 1951.** The complaint concerns legislation governing the education sector in Ontario. The Committee's previous examination of the case addressed the scope of collective bargaining in the education sector pursuant to such legislation, the exclusion of principals and vice-principals from the collective bargaining process, and the lack of adequate consultation with the parties concerned prior to the adoption of the relevant legislation. The Committee requested the Government to amend its legislation to ensure that school principals and vice-principals may form and join organizations of their own choosing and have access to collective bargaining – although not necessarily in the same bargaining units as regular teachers - and enjoy effective protection from anti-union discrimination and employer interference.

**Mauritius 2106.** This case concerns two distinct issues: (a) the annulment of a decision made by the previous Government on the eve of a general election, to pay an interim increase to public servants; and (b) the failure to apply an agreement, also concluded on the eve of a general election, on various conditions of work in a state-owned sugar milling enterprise.

As regards the first issue, the Committee indicated that stable and harmonious industrial relations imply a reasonable amount of legal certainty and continuity. If decisions made following a give-and-take process can be reneged upon and if the social partners cannot trust that the word-given agreement reached will be implemented, then this introduces on both sides a degree of uncertainty which is not conducive to a stable and predictable collective bargaining environment. Social partners should be able to rely on commitments made by a government in the context of social dialogue and that they will be respected and implemented: this is an essential prerequisite to developing and maintaining harmonious industrial relations. With this in mind, the Committee invited the parties involved to enter into a dialogue conducive to resolving the situation.

With regard to the second issue, concerning the state-owned sugar milling enterprise, it is important to point out that, if the collective agreement were to be applied, it would have caused the bankruptcy of the enterprise. As on previous occasions, the Committee stated that collective bargaining in the public sector calls for verification of available resources in the various undertakings whose resources are dependent on state budgets, and that, as regards collective bargaining in such state-owned enterprises, provision should be made for a mechanism which ensures that both the trade union organization and the employer are adequately consulted and may express their point of view to the financial authority responsible for the wage policy of such enterprises. Again, the Committee invited the parties involved to enter into a dialogue conducive to resolving this situation.

**Venezuela 2067.** This case involves severe instances of governmental interference in trade union affairs and grave violations of the principles of freedom of association. The Committee has noted with concern the allegations in question. Among the recommendations handed down by the Committee, it has requested the Venezuelan Government to cease its harassment of the Venezuelan Workers' Confederation (CTV) and to ensure that the authorities refrain from interference in the trade union electoral process and from displaying favouritism with regard to the Bolivarian Workers' Force, and to abandon the idea of imposing trade union unity.

### **Colombia**

Enormous progress took place during this Governing Body session concerning the Colombian situation. As readers may recall, the Workers' Group had been - for some time now - trying to convince the ILO to send a Commission of Enquiry to Colombia to assess the application of Convention No.87 on freedom of association in that country. An ILO Commission of Enquiry would on the

<p>one hand involve considerable financial resources and, on the other, would have only reveal the obvious: Colombia is suffering a civil war where all sectors of society are being affected (not only trade unionists). With this in mind, the social partners of the ILO Governing Body decided to postpone - for the time being- the decision to send a Commission of Enquiry to Colombia. In its place, the Governing Body requested the ILO Director-General to take the necessary measures to put in place -without delay- a special programme for Colombia with a view to assisting the Government of that country to find solutions to its complex situation.</p>	
<p>One of the items on the Agenda of next year's International Labour Conference, with a view to standard-setting under the single-discussion procedure, is the Recording and Notification of Occupational Accidents and Diseases, including the possible revision of the list of occupational diseases, Schedule I to the Employment Injury Benefits Convention, 1964 (No.121). The form of the international instrument(s) proposed is either (a) a Protocol to the Occupational Safety and Health Convention, 1981, and an autonomous Recommendation; (b) a Recommendation alone; or (c) a Protocol alone.</p> <p>Report V (1) prepared by the International Labour Office in preparation for next year's Conference discussion, which includes the usual Questionnaire to which replies are sought before 30 September 2001, are available on the ILO's WebSite at : <a href="http://www.ilo.org/public/english/standards/relm/ilc/ilc90/pdf/rep-v-1.pdf">http://www.ilo.org/public/english/standards/relm/ilc/ilc90/pdf/rep-v-1.pdf</a>. During the second half of July, the IOE Secretariat is planning on providing member federations with some comments on the general position employers may wish to adopt in responding to this Questionnaire. In the meantime, we would draw members' attention to the ILO Code of Practice on the Recording and Notification of Occupational Accidents and Diseases, adopted by a tripartite meeting of experts in 1996, and on which much of the contents of the Questionnaire is based. Members are advised to take into consideration any experiences of which they are aware, both at the national and enterprise level, in implementing the recommendations of this Code of Practice. In order to assist in the preparation of this Conference discussion, the Secretariat would appreciate receiving any comments on this Code or on the proposed draft international instrument(s) by e-mail to <a href="mailto:perkins@ioe-emp.org">perkins@ioe-emp.org</a> by 20 July next.</p>	<p><b>Recording and notification of occupational accidents and diseases</b></p>
<p>UN Secretary-General Kofi Annan, with the support of the ILO and the World Bank, has established this network on youth employment to provide recommendations for meeting the global youth employment challenge. Arising from the Secretary-General's Millennium Report, the network is to explore new approaches to the problems confronting close to 70 million unemployed young people.</p> <p>The IOE is a participant in this network, and will be involved, with its representative Sr. César Alierta, President of Telefónica, on the network's high-level panel meeting to be held in Geneva on 16 and 17 July 2001. At this meeting the high-level panel will review and finalise the draft recommendations</p>	<p><b>Global Policy Network on Youth Employment</b></p>

<p>proposed by the network’s technical panel, along with proposals for future concrete action. These will then be included in the UN Secretary-General’s September report to the UN, which will emphasise the need for member States to give special attention to youth employment within national development strategies.</p>	
<p>At its meeting on 22 June, the Governing Body approved for publication the ILO Guidelines on Occupational Safety and Health Management Systems (OHS-MS), which had been drawn up by a tripartite group of experts in April. The practical recommendations of the voluntary Guidelines are intended for use by all those who have responsibility for occupational safety and health management. The Guidelines are not legally binding and their application does not require certification.</p> <p>The objectives of the Guidelines are twofold: at the national level they should (a) be used to establish a national framework for OSH management systems; (b) provide guidance for the development of voluntary arrangements to strengthen compliance with regulations and standards leading to continual improvement in OSH performance; and (c) provide guidance on the development of both national and tailored guidelines on OSH management systems to respond appropriately to the real needs of organizations, according to their size and the nature of their activities. At the level of the organization, the Guidelines are intended to (a) provide guidance regarding the integration of OSH management system elements in the organization as a component of policy and management arrangements; and (b) motivate all members of the organization, particularly employers, owners, managerial staff, workers and their representatives, in applying appropriate OSH management principles and methods to continually improve OSH performance.</p> <p>The Report of the meeting, together with the text of the Guidelines, are available at:</p> <p><a href="http://www.ilo.org/public/english/standards/relm/gb/docs/gb281/pdf/gb-4.pdf">http://www.ilo.org/public/english/standards/relm/gb/docs/gb281/pdf/gb-4.pdf</a></p>	<p><b>ILO Guidelines on occupational safety and health management systems</b></p>
<p>The ILO is considering reviewing its Sectoral Activities programme. In March 2001 the ILO Governing Body agreed that the Office should enter into consultation with its constituents as to the future of the programme. Consequently the IOE sought members’ views on the basis of an Office outline and forwarded these views to the Office.</p> <p>In substance the views received supported the continuation of the present structure of sectoral meetings but did suggest some improvements concerning their preparation, selection of topics, procedures and outcomes.</p> <p>During the International Labour Conference in June the Office circulated a paper as the basis for these consultations. The paper entitled “Sectoral strategy for decent work: an integrated programme of activities” did not reflect the</p>	<p><b>Sectoral activities programme</b></p>

<p>employers' suggestions. It proposed to integrate these meetings into the Decent Work agenda of the ILO so as to reflect its operational objectives rather than, as is currently the case, allowing participants to direct the agenda and identify their own issues of concern. Similarly, the paper persists in using the meetings as an additional means of promoting ratification of Conventions and to identify future standard-setting topics. The Employers' Group expressed its clear opposition to the paper as it is diametrically opposed to what employers could accept. The Office was told to think the matter through again in the hope that a more balanced proposal would be submitted to the Governing Body in November 2001. Discussions with the Office will continue in the hope that the dialogue will assist the Office in revisiting a revision which runs counter to the interests of employers.</p>	
<p>The ILO organised a tripartite panel discussion on the new ILO Code of Practice on HIV/AIDS and the World of Work, as a side event during the UN Special Session on HIV/AIDS held in New York from 25 to 27 June 2001. Employers were represented in this event by Dr. Lettie Lagrange, Health Adviser with the Chamber of Mines in South Africa. Dr. Lagrange was the Employer spokesperson during the Tripartite Meeting of Experts on HIV/AIDS and the World of Work that was held in Geneva from 14 to 22 May 2001 to review and revise an ILO draft code of practice on HIV/AIDS.</p> <p>The ILO Governing Body has now approved the code and has authorised the Director-General to communicate it to member States who will in turn be requested to communicate it to employers' and workers' organisations. The ILO has used the UN Special Session on HIV/AIDS to promote the code. The Employers' Group in the ILO has given support to ILO efforts in the fight against the HIV/AIDS pandemic in the workplace. The IOE on its part has participated in various meetings aimed at assisting its members to contribute towards prevention, care and control of HIV/AIDS in the World of Work. It hopes that the UN Special Session will help galvanise the global commitment to the fight against HIV/AIDS. Ref. <a href="http://www.un.org/ga/aids">www.un.org/ga/aids</a> or <a href="http://www.unaids.org">www.unaids.org</a></p>	<p><b>Tripartite ILO side-event at UN Special Session on HIV/AIDS</b></p>
<p>The ILO Infocus Programme on Crisis Response and Reconstruction convened a Consultative Meeting that brought together representatives of workers', employers' and government delegates to the 89<sup>th</sup> International Labour Conference. The meeting was organised jointly with the Bureau for Employers' Activities (ACT/EMP) and the Bureau for Workers' Activities (ACTRAV) as part of efforts to inform and mobilise employers' and workers' organisations toward greater involvement in responding to the different types of crises such as adverse consequences of armed conflicts, natural disasters, severe economic and financial downturns and difficult social and political transitions.</p> <p>Employer delegates who participated in this side event were Ms Lydia Horvatic (Croatia), Mr. Bokkie Botha (South Africa) and Mr. I.P. Anand (India). Ms Horvatic spoke on the role of the Croatian Employers' Association (CEA) during the period of her country's transition to a market economy and multiparty democracy. She recalled that, during that time, Croatia was faced</p>	<p><b>ILO Consultative Meeting on Crisis Response</b></p>

<p>with an economic crisis manifested by unemployment, financial instability in the banking sector, decreasing levels of productivity and competitiveness, dysfunction of the legal system and high levels of corruption.</p> <p>In order to respond to the worsening economic crisis, the CEA adopted a code on ethical principles of conducting business. It also held several meetings with government representatives to advocate for the establishment of favourable conditions for business to thrive. It called on business to sell and produce healthy, safe and useful products. It also sought for shared understanding and consensus among the social partners. These efforts, she said, have led to willingness among the social partners to share responsibility in strategic policy making in order to address both economic and social problems.</p> <p>On his part Mr. Botha spoke on the role of tripartism in assisting his country's transition from apartheid to the ANC led government. He recalled that business, labour and government had held extensive negotiations on the structure of the labour market institutions and labour law. These negotiations, he added, have led to the formation of South Africa's national tripartite institutions, labour courts, dispute settlement institutions and approaches to industrial relations. He also recalled that business and labour often combined forces during the delicate transition period. The two presented views during the development of the interim constitution. All these efforts have contributed to the country's stability since 1994.</p> <p>Mr. Anand commended the efforts of the IFP/CRISIS Team following the earthquake in Gujarat, India in February 2001. He recalled that the team was instrumental in mobilising the social partners to respond to the natural disaster. These efforts had brought hope to people who had lost all their productive assets. Mr Anand added that the business community has always supported worthwhile causes with donations. He called on the ILO to look for ways of mobilising resources for this programme. He asked the ILO to look into the possibility of starting up an international trust fund for crisis response.</p>	
<p><b>United Nations Agencies and other International Organizations News</b></p>	
<p>Aimed at developing countries and especially small- and medium-sized companies, the e-trade strategy focuses on helping countries build e-competence through a package of training and advisory services, information and partnership networks. For further information contact the ITC or visit the website: <a href="http://www.intracen.org/execforum">www.intracen.org/execforum</a></p> <p><b>Five stepping stones to make countries e-competitive:</b></p> <p><b>Legal framework</b></p> <ul style="list-style-type: none"> <li>▸ Create trust in the mechanics of e-trade (electronic signatures, copyrights, consumer protection, consumer privacy, dispute resolution).</li> <li>▸ Reinforce international competitiveness (tax laws).</li> </ul>	<p><b>International Trade Centre (ITC)</b></p>

- Don't overregulate: overregulation creates technological bias and unforeseen barriers.
- Work internationally: e-commerce is by nature without borders and harmonizing national law is critical.

### **E-government**

Give citizens online information and transaction services. Emphasize online government services for exports. E-government has several benefits:

- greater public-sector efficiency and transparency;
- faster, more accessible services for business; and
- induces firms to become e-competent, to benefit from online procurement, export information and administrative requirements.

### **Financial access**

- For the public sector, to develop telecommunications infrastructure.
- For digital economy start-ups that require initial working capital.
- For "bricks and mortar" firms that wish to invest in computers and build e-trade capabilities.

### **Education and training**

Governments do not have the resources to invest single-handedly in necessary changes.

- Explore public-private initiatives; IT corporations, for example, may have training institutes that can be adapted to broader uses.
- Consider high-end training for IT specialists, more basic training for employees, e-literacy for the general public and e-management events for senior managers.
- Reconsider the role of Internet service providers (ISPs), Internet cafés and community centres.
- Bring technology into the classroom at an early stage, and keep it there.

### **Internet access**

Basic telecommunications services and Internet access are essential.

- Leapfrog if you can, but don't postpone decisions based on evolving technology.
- Focus on technology that does the job, not necessarily the latest technology.
- Consider low or no tax on hardware and software imports in order to promote access.
- If you must choose, concentrate first on serving areas where export businesses are clustered.
- Leverage your resources: find ways to maximize the number of users per connection. Combine Internet access and training, for example, by setting up community telecentres.

Credit: ITC International Trade *Forum Magazine*

<b>IOE Activities</b>	
<p>Following the different articles published in the IOE.net, the Initiative of Social Cohesion (ISC) of the Stability Pact is progressing. The objectives and the strategy were adopted by the partners of the Stability Pact in Tirana in May 2001 and the ISC Working Group met in Geneva during the International Labour Conference to give to the ISC partners the latest information and the timetable. The Austrian, Belgian and Italian governments and the FAO are now also partners in the initiative.</p> <p>Five projects will be prepared during this summer by the Council of Europe and the ILO on the issue of social protection, the ILO on employment, the Council of Europe (Development Bank) on housing and the WHO on health. The WHO and the ILO have already asked the IOE to be partner in their projects. The fifth project on social dialogue will be under the direct responsibility of ETUC and the IOE. It would consist of a proposed programme from which the donors will choose the activities they wish to finance. The sub-projects could be organised by ACT/EMP, the European Training Foundation or by any employers' organisations which are interested to do so. The employers of the region will meet mid-July in Zagreb (Croatia) to define their priorities and the structure of the project under ETUC/IOE coordination. The project will be considered by the ISC working group at the end of September in Belgrade before its submission to the donors' conference at the end of October in Bucharest. During this summer, the IOE will have informal consultations with ETUC, the European Commission (DGV) and some employers' organisations which are already partners, to prepare and to design the social dialogue project.</p>	<p><b>South-Eastern Stability Pact: latest developments</b></p>
<p>The first session of this year's annual meeting of the IOE General Council was held in Geneva on 4 June under the chairmanship of IOE President Ashraf Tabani (Pakistan). Guest speaker on this occasion was WHO Director-General, Dr Gro Harlem Brundtland, who addressed the Council on how the private sector, and employers' organizations in particular, can contribute to improving public health. A copy of her speech is available on request, in English only, from <a href="mailto:perkins@ioe-emp.org">perkins@ioe-emp.org</a>.</p> <p>Other highlights of this year's Council meeting was the election of François Perigot (France) as IOE President for the 2001-2003 term, and of Daniel Funes de Rioja (Argentina) as IOE Executive Vice-President for the coming year, on the understanding that he will be re-elected by the General Council next year for the 2002-2005 term.</p> <p>Moreover, IOE Honorary President, Jean-Jacques Oechslin, was present at the Council meeting to launch the publication of the <i>The International Organisation of Employers: Three-quarters of a century in the service of the enterprise (1920-1998)</i> – see special article in this issue.</p> <p>Among other matters, the General Council warmly welcomed the Namibian Employers' Federation (NEF), the Council of Employers' Organizations of the</p>	<p><b>IOE General Council</b></p>

Republic of Albania (KOP) and the Employers' Confederation of Romania (CPR) as new affiliates, bringing total IOE membership to 135 federations in 131 countries. The Council also took note of changes in the names and structure of IOE member federations in Sweden and New Zealand to the Confederation of Swedish Enterprise and Business New Zealand respectively.

At its second session held on 13 June under the chairmanship of the new IOE President, François Perigot, the Council proceeded with the election of the regional Vice-President for South America, to replace Daniel Funes de Rioja, and elected the eight members of the Management Board under Article 5.1 (d) of the IOE Statutes.

Membership of the Management Board, as of 13 June 2001, is thus the following:

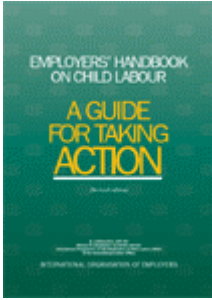
President	Mr François PERIGOT (France)
Executive Vice-President	Mr Daniel FUNES DE RIOJA (Argentina)
Vice-President (Europe)	Mr Erik HOFF (Norway)
Vice-President (North America)	Mr Tom NILES (United States)
Vice-President (Africa)	Mr Tom OWUOR (Kenya)
Vice-President (Asia)	Mr Toshio SUZUKI (Japan)
Vice-President (South America)	Mr Arthur DONATO (Brazil)
Members :	Mr John CRIDLAND (United Kingdom)
	Mr Abdallah Sadiq DAHLAN (Saudi Arabia)
	Mr Jim LAWSON (Canada)
	Mr Ali M'KAISSI (Tunisia)
	Mr Bryan NOAKES (Australia)
	Mr Pavel PRIOR (Czech Republic)
	Mr Luis Carlos VILLEGAS (Colombia)
	Mr Youssoufa WADE (Senegal)
Treasurer	Mr José Maria LACASA (Spain)
Deputy Treasurer	Mr Michel BARDE (Switzerland)
Secretary-General	Mr Antonio PEÑALOSA

### Other news

An estimated 2,700 trade union websites presently exist worldwide and the effective management of the web holds hope for trade unions in their struggle for ongoing relevance.

Acting as intermediaries and portholes for worker access to information on-line, trade unions will be able to widen their profile in labour education and recruitment. The use of the web for "industrial" purposes is also being explored with tactics such as workers shutting down computer systems as an alternative to normal strike action. Similarly on-line picketing is an option (rel. [www.cyperpiketonline.org](http://www.cyperpiketonline.org), [www.labour-start.org](http://www.labour-start.org)) in industrial disputes. Members should be aware of national unions on-line and maintain a watching brief on their web activities.

**Trade union news**

<p>Pressure groups are being accused on targeting “soft” corporate targets for their campaigns rather than targeting those companies that are doing little to improve their social or environmental performance. Shell told delegates at a London conference on stakeholder dialogue that it seemed that the more transparent they, as a company, were becoming, the more flak they were getting, whilst those companies that were doing nothing received little attention from critics.</p> <p>In response, Stephen Tindale, the new Executive Director of Greenpeace, warned that some companies were setting themselves up as targets by allowing governments to pass on more and more of their responsibilities for social and environmental policy.</p> <p>“Companies need to say publicly that the transformation of society in terms of sustainable development is a bigger task than they can achieve and requires government intervention.”</p> <p>Source: <i>Ethical Performance</i>, May 2001. Rel. <a href="http://www.ethnicalperformance.com">www.ethnicalperformance.com</a></p>	<p><b>Corporate social responsibility</b></p>
<p><b>New Publications</b></p>	
<p>Members will recall that, following the adoption of a Resolution on Child Labour by the General Council in June 1996, the IOE prepared a Handbook in 1998 to serve as a guide for member federations to work towards the elimination of this intolerable phenomenon.</p> <p>Since then, a number of significant developments have taken place on the international scene. The first of these was the unanimous adoption of the ILO Declaration on Fundamental Principles and Rights at Work by the International Labour Conference in June 1998. This was followed by the adoption, again unanimously, by the International Labour Conference in June 1999 of the ILO Convention and Recommendation on the Worst Forms of Child Labour. During the same year, the U.N. Secretary-General, Kofi Annan, launched the Global Compact, which includes a call on world business to work towards the abolition of child labour.</p> <p>In the light of these developments, as well as the fact that many more member federations have initiated programmes on child labour, it was felt that it would be useful and timely to prepare an updated version of the Handbook. This has been prepared with information provided by IOE member federations, the ILO’s International Programme on Child Labour (IPEC) and the Bureau for Employers’ Activities. A special word of thanks is owed to our member federations for the co-operation and assistance provided by them in the preparation of the Handbook.</p> <p>Hard copies are available upon request from the IOE. The handbook will also be available online at: <a href="http://www.ioe-emp.org">www.ioe-emp.org</a></p>	<p><b>Revised edition of the IOE Handbook on Child Labour</b></p> 

## History of the IOE

For the first time since its foundation, a complete history of the IOE has been published. Jean-Jacques Oechslin, Honorary President of the IOE, has written a book entitled “The International Organisation of Employers: three quarters of a century in the service of enterprises”. This traces the history of the IOE from its creation in 1920 to the adoption of the ILO Declaration in 1998. Through all the major events of the Twentieth Century – the two World Wars, the decolonisation process, the fight against communism and its ultimate fall, the end of Apartheid – the book relates in detail, with accompanying photographs, the activities of employers at the ILO and the work of the IOE in general. It gives a full account of the many employer battles against the over-normative activities of the ILO, the social clause, the communist employers and the defence of free and independent employers’ organisations. The book thus gives a wide vision of the role of the IOE in the world and explains the employers’ positions during three quarters of a century.

This book offers a unique opportunity to understand the key role of employers in the history of the ILO - the only institution left of the League of Nations.

The 160-paged book may be ordered from the IOE Secretariat, price 50.- Swiss francs per copy, plus postage (Europe 10.- Swiss francs., elsewhere 20.- Swiss francs.).

