

Editorial

A lot has been said since the recent vicious attacks in the United States. The world has clearly expressed both the grief and the outrage generated by such attacks. Terror and violence is usually perceived as someone else's problem. None of us can say that now. Now we can start to understand those for whom this suffering has been a part of daily life for years.

The events of 11 September were an attack not only on the United States, but also on the values and beliefs upon which our societies have been built. How we now respond to that is the question we all face, both in business and government, and within our own families and societies. Within this is the role of employers. As the fallout of these events continue, we find ourselves in a new geopolitical environment as the coalition against terrorism starts to come together to engage in what all are saying will be a protracted struggle against terror. Coupled with all of this is the continuing deterioration of the international economy.

How this will impact on business or on business decision making is not yet clear, but it is evident that the environment in which employers will now be operating will differ from both the past and also from what many expected in the future. New risks now exist for international business which will affect both supply chains and investment decisions. Ways need to be found to manage this, whilst at the same time continuing to promote and defend the advantages of the global marketplace. As employers we are uniquely placed to give leadership in our communities by continuing to display the attributes of good business. We need to focus on promoting within the enterprise the types of behaviours needed in the larger society. Respect of ethnic or religious differences has long been part of the way employers have operated, and this needs to persist. Similarly, efforts to promote good business practice, such as the UN Global Compact principles need to be pursued with perhaps more urgency.

It is by doing what we do best as employers that we can play our part in helping rid our societies of terror. By demonstrating this we can show those who wish to act with violence that the values we hold are stronger and more resilient than theirs.

Antonio Peñalosa
Secretary-General

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The terrorist outrages perpetrated on 11 September targeted people at work.

The tragedy took the lives of thousands of working people in all walks of life from some 60 countries from different regions of the world. It was rapidly perceived as a global human tragedy affecting us all. We mourn the dead and convey our profound sorrow and deepest condolences to their families and loved ones.

The sacrifice of rescue workers who perished because it was their job to go to the aid of others in danger will remain with us always as acts of extraordinary courage and heroism in the midst of appalling suffering.

We have transmitted these sentiments to the Secretary of Labour, the AFL-CIO, and the United States Council for International Business, who represent the United States at the ILO.

The world is still counting the cost of the attacks. We are conscious that worldwide the livelihood of hundreds of thousands of people is threatened in the wake of the attacks and their global consequences. These are conditions where the founding notions of the ILO around social protection and security at the workplace respond to very real anxieties in people's lives as they look towards the future under widespread economic uncertainties.

Beyond the economic fallout, fear now grips many innocent people throughout the world. Terrorism is a threat to governments, workers and employers everywhere. We need to reflect with open minds and open hearts on how the Organization can best address the multiple implications of these major events.

Our constitution of 1919 says that *universal and lasting peace can be established only if it is based upon social justice*. And the 1944 Declaration of Philadelphia acknowledges that poverty anywhere is a threat to prosperity everywhere and states that *all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity*.

These texts were adopted in the wake of terrible human conflict. They will continue to inspire us now as we work together to ensure that never again are people the targets of such acts of inhumanity.

In these moments of sorrow and determination, the International Labour Organization stands firm with the whole of the international community in defence of fundamental values of democracy and humanity.

Juan Somavia Director-General of the ILO	Alain Ludovic Tou Chairman of the ILO Governing Body	Daniel Funes de Rioja Vice-Chairman (Employers)	Lord Bill Brett Vice-Chairman (Workers)
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**Statement by the
ILO Director-
General and the
Officers of the
Governing Body
26 September 2001**

IOE Activities	
<p>The IOE in conjunction with the ILO Bureau for Employers' Activities and the "Jobs for Africa Programme" will host a meeting for employers' organisations in Nairobi, Kenya on 11-13 October 2001. The meeting will bring together representatives of employers' organisations from 20 African countries who will share experiences and coordinate strategies on how to influence employment policies pursued by their governments.</p> <p>The "Jobs for Africa Programme" is a joint UNDP/ILO initiative in support of the 1995 Copenhagen World Social Summit. It was established to give effect to the commitment that called for the promotion of the goal of full, free and productive employment as a priority of economic and social policies. The commitment also called on African countries to place the creation of employment, reduction of unemployment and the promotion of adequately remunerated employment at the centre of strategies and policies of governments.</p> <p>For more information on this meeting, contact: muia@ioe-emp.org.</p>	<p>African Regional Employer Meeting on Mainstreaming Employment Concerns in National Policies</p> <p>Nairobi, Kenya 11-13 October 2001</p>
<p>The Presidents of nineteen Ibero-American Employers' Organizations met to discuss the new dimension of regional integration. The meeting adopted a Declaration in which IOE federations in the region confirmed their support of the process of continental integration as well as of the strengthening of links between Latin America and the European Union.</p> <p>The Presidents also urged their governments to make sure that employers' organisations are duly consulted in all integration processes, particularly with regard to social and labour matters. IOE Executive Vice-President, Daniel Funes de Rioja, presented the debate on the social dimension. This point is particularly important, as the XII Conference of Labour Ministers of the Organization of American States will be meeting later this month in Ottawa (Canada) to discuss and prepare a "plan of action" concerning the social and labour dimension of the integration process. The IOE will coordinate the employer input to the Ottawa Conference.</p> <p>Given the ILO Conference agenda next year, the Presidents participating in the meeting also had a substantial exchange of views regarding to the "informal economy". They were of the opinion that whilst there was no one-size-fits-all solution to the problem, one of the main causes singled out of causing this phenomenon was the excessive regulation that individuals and enterprises have to face when carrying out their commercial or professional activities. It was also evident that trying to tackle the problem with more regulations would not help.</p>	<p>XIIIth Meeting of Presidents of Ibero-American Employers Organizations</p> <p>Lima, Peru, 27-28 September 2001</p>

<p>Thirty-four member federations attended the 39th Meeting of IOE European members hosted by the German Employers' Confederation (BDA) in Berlin. Agenda items included: the impact of globalization; issues facing employers in the ILO; the Global Compact and voluntary private initiatives.</p> <p>Guest speakers included World Bank European Vice-President Jean-François Rischard, who spoke of the Bank's initiatives with the private sector. The Bank sees the private sector as having three roles: an engine of growth; a developmental agent through establishing partnership and initiatives with civil society; and a global problem-solver in the context of issues such as global warming, deforestation, etc.</p> <p>Alain Frank, Director of the External Relations Division of the WTO, spoke on the forthcoming Doha meeting. Whilst he did not see the trade and labour issues as prominent as they were in Seattle, other issues such as the breadth of the agenda and the economic impact of the events of 11 September posed considerable difficulties to creating a new trade round.</p> <p>Göran Hultin, ILO Executive Director of Enterprise, spoke on the ILO's activities with regard to corporate social responsibility within the context of a discussion on where CSR was heading, particularly in Europe.</p> <p>The new ILO Regional Director for Europe, Friedrich Buttler, also participated in the meeting and presented his programme of actions for Europe.</p> <p>Copies of the papers are available on the IOE website or from the IOE Secretariat.</p>	<p>Meeting of IOE European Members</p> <p>Berlin, 12 - 15 September 2001</p>
<p>On 18 September, an IOE Working Group met informally with the workers and ILO officials in Geneva to continue the reform process of the ILO standards system, this time looking at the subject of "reporting procedures". Reporting procedures are definitely one of the most important parts of the standards system as they are the basis for all supervisory activities on ILO standards. The ILO constitution calls on each member State to report on Conventions it has ratified, Conventions it has not ratified, and all Recommendations adopted by the International Labour Conference. With the number of standards increasing each year, and more ratifications being received, the reporting system has become a heavy burden to constituents (including employers' organisations) and to the ILO Office itself. The employers' objective is to simplify the system without reducing the usefulness of the information received. The ILO will continue this debate at the next November GB session, where the Office will present some concrete proposals (working document) on the subject.</p>	<p>4th Informal consultation on ILO standards activities: reporting procedures</p>

International Labour Organization	
<p>A new ILO code of practice on HIV/AIDS in the world of work has been released. An information kit and pocket-sized copies of the code are now available. For more information see www.ilo.org/AIDS</p>	HIV/AIDS
<p>To be opened by Kofi Annan, this two-and-a-half-day Forum will bring together political leaders and leading policy and decision makers from employer, government and worker circles as well as academia. It will look for innovative ways to approach the issue of employment creation at a time when unemployment remains persistent and a barrier to people and economic development. The Forum will also discuss the ILO's draft Global Employment agenda which looks to place employment at the heart of every government's economic and social policy. IOE President François Perigot will be speaking at the opening session.</p> <p>More information and registration details are available on the ILO's website www.ilo.org</p>	ILO Global Employment Forum Geneva, 1 to 3 November 2001
<p>Twenty-four experts met to examine and adopt a Code of Practice on Safety and Health for the non-ferrous metals sector. Working from a draft prepared by the ILO, an initial problem of determining what fell within the definition of "non ferrous metals" was overcome by agreeing that it included all metal industries involved after extraction of the metals and until the beginning of the manufacturing/finished goods process. Whilst the Code includes aspects which may prove beyond the reach of some industries, particularly in developing countries - such as levels of investments in health and safety - the voluntary Code was adopted by the meeting. Once it has been approved for publication by the Governing Body in November, it will be posted on the ILO website.</p>	Tripartite Meeting of Experts adopts Voluntary Code of Practice on Safety and Health in the non-Ferrous Metals Industries
<p>The 13th Asian Regional Meeting of the ILO was held in Bangkok from 28 to 31 August 2001. The basis for the discussion was the Report of the Director-General entitled "Decent Work in Asia". In addition, there were two panels – one on 'Standards, Rights at Work and Social Dialogue' and the other on 'Employment and Social Protection'.</p> <p>In the discussion of the Report, the Employers' Group pointed out that 'Decent Work' was a relative concept that varied from country to country and depended on the creation of productive work which should be given the highest priority. It is essential to have healthy and competitive enterprises in order to have a sustainable social agenda. Social protection needs to be affordable and social dialogue should take place at the appropriate level rather than be institutionalised at any given level.</p>	13th Asian Regional Meeting Bangkok, 28 – 31 August 2001

<p>ILO programmes therefore need to increasingly focus on how to overcome the root causes of decent work deficits, rather than merely calling on countries and employers to reduce them.</p> <p>There was very strong agreement on the need to focus on employment generation, which was the key to overcoming poverty in the region. In order to achieve this, the special role of small enterprises in creating employment was emphasised as was the need to foster an enterprise-friendly environment and encouraging investment. The issue of globalisation was also raised in the discussion and, while there was a tendency in some quarters to highlight its negative aspects, the employers indicated that the focus should be the positive impact of globalisation on employment growth and poverty reduction.</p> <p>In the Tripartite Panel on “Standards, Rights at Work and Social Dialogue”, it was recognised that standards should be relevant to workplace needs, flexible enough to accommodate the diversity of national characteristics, capable of being ratified by the majority of member States and in a form that could be fully and properly implemented. The reform of the standard-setting process was also welcomed. In the panel on “Employment and Social Protection”, the employers stressed enterprise development and improving the productivity of enterprises. In this regard, human resource development was the most important component and therefore there was a need to increase investment in education and training throughout the region.</p> <p>There was also a discussion on ILO Activities in Asia during the period 1997-2000. The Employers Group stated that the social partners should be fully involved in the ILO’s technical cooperation programme, since technical cooperation influences development work in the region and helps strengthen its institutions. Greater technical assistance to employers’ organisations to support national initiatives and recognition by member States that employers’ organisations are an important partner in contributing to socio-economic progress were emphasised.</p>	
<p>Some thirty employers’ delegates from twenty-two Asian and Pacific national employers’ organisations (NEOs) attended a half day Workshop on The Globalization Debate: Issues and Challenges for Asia and Pacific NEOs.</p> <p>Dr Linda Lim, Professor of Corporate Strategy and International Business, University of Michigan presented her Paper on The Debate on Globalization: Issues and Challenges for Asia and the Pacific. Her paper, together with S.R. de Silva’s publication on Is Globalization the Reason for National Socio-Economic Problems? had been sent to participants before the workshop. Dr Lim’s paper had been commissioned by the ILO Bureau for Employers’ Activities (ACTEMP) to provide NEOs with substantive information on globalization with a view to better equip them to play an active role in that on-going debate. The</p>	<p>ILO Workshop on the Globalization Debate: Issues and Challenges for Asian and Pacific Employers’ Organisations</p> <p>Bangkok, 27 August 2001</p>

presentation was followed by a Question and Answer session in which some participants touched on the impact of globalization in their countries. Topics dealt with included ways developing countries could attract FDI; the role of MNEs; labour and environmental standards; agriculture subsidies in developed countries; international migration; and the absence of involvement of business and NEOs in the globalization debate.

Participants then discussed various aspects of the globalization debate. In general they highlighted the shortcomings rather than the benefits of globalization. The shortcomings mentioned included continued poverty in developing countries; the widening wealth and inequality gaps; change which was too rapid for developing countries to cope, with the adverse impact on local industries; prevalence of child labour in a number of developing countries; great deficiencies in the physical and social infrastructure; and the erosion of social values. Others pointed to the need also to look at the general economic growth and improving the competitiveness and productivity of developing countries and their enterprises.

A number of suggestions were made on ways to promote and defend globalization. These included:

- Getting employers' organisations to join the globalization debate;
- Forming coalitions with other employers' organisations and include the topic in its dialogue with unions;
- Selling intensively the benefits of globalization;
- Work on national economic and other policies and programmes which determine whether a country is able to benefit from globalization;
- Introducing economic reforms which, whether they include liberalisation or privatisation, need to be phased in or take account the capacity of the industries affected and to minimise their adverse effects. Promotion of local industries, especially SMEs, was mooted;
- Pursuit of regional economic cooperation and bilateral free trade agreements.

Where support by ACT/EMP was concerned, suggestions made included:

- Promoting awareness of the benefits of globalization and ways to widen its benefits through workshops and other programmes;
- Facilitating the exchange of experience and information;
- Helping developing countries cope with the change which comes with globalization; and
- Working closely with regional employers' bodies.

ACT/EMP will follow on the suggestions made at the Bangkok Workshop. It will look into the holding of similar workshops in other regions with the necessary adaptations and improvements. Dr Lim's paper is being published as an ACT/EMP publication. All NEOs will receive a copy of the publication shortly.

<p>On 1st October, the ILO launched its CIS Database of Legislative Texts on Occupational Safety and Health (LEGOSH).</p> <p>The Database consists of references to more than 3500 laws, regulations and international legal instruments dealing with Occupational Safety and Health matters in approximately 140 countries and international organizations. References to the ILO’s OSH-related Conventions are also included.</p> <p>The legal texts are classified according to two main criteria: jurisdiction (country, lower-level jurisdiction (state, province, etc) or international organization); and subject categories.</p> <p>The Database may be consulted at : http://www.ilo.org/public/english/protection/safework/cis/products/legosh.htm</p>	<p>Occupational Safety and Health</p>
<p style="text-align: center;">United Nations Agencies and other International Organizations News</p>	
<p>The United Nations Conference on Trade and Development (UNCTAD) has taken as its theme for this year’s World Investment Report the positive impact of promoting linkages between foreign and domestic firms. These linkages, which the report sees as being an important means by which developing countries can benefit from globalization, provide the strongest channel for diffusing skills, knowledge and technology.</p> <p>For more information or to order a copy of the report, contact www.un.org/publications. US\$ 49 (US\$ 19 for developing countries and economies in transition).</p> <p>According to preliminary estimates released by UNCTAD, Foreign Direct Investment into developing Asia reached a record level of \$141 billion in 2000. The 44% increase over 1999 resulted mainly from an unprecedented FDI boom in Hong Kong and China.</p> <p>However, FDI flows into Africa, including South Africa, slumped in 2000 bringing down the continent’s already low share in world FDI inflows to below 1% (a decline from \$10.5 billion to \$9.1 billion). Meanwhile FDI to developed countries increased 21% in 2000 to just over \$1 trillion. Germany (\$176 billion) became for the first time the largest FDI recipient in Europe and the second largest in the world (after the US with \$281 billion).</p>	<p>UNCTAD World Investment Report</p>

<p>In a “Green Paper” entitled “Promoting a European framework for corporate social responsibility”, the European Commission is seeking to prompt discussion on how the EU can promote CSR both within member States and internationally. Whilst favouring voluntary adoption of CSR by companies, the EU paper suggests companies should also consider</p> <ul style="list-style-type: none"> ▸ responsible downsizing; ▸ greater use of “ethical” labelling; ▸ focus on life long learning; ▸ more profit sharing with staff; ▸ staff training on CSR. <p>The paper is out for wide consultation with a deadline for responses of 31 December 2001. For further information: http://www.europa.eu.int/index-en.htm.</p>	<p>EU Supports debate on corporate social responsibility</p>
<p>Other news</p>	
<p>Set to coincide with the WTO meeting in Qatar, unions on the day of action will be calling for a “new globalisation”, the theme being “making globalisation work for people”. The demands made by unions participating in the day of action include:</p> <ul style="list-style-type: none"> ▸ NO to globalisation that drives down worker’s rights and job security; ▸ NO to globalisation that undermines education and health care; ▸ NO to globalisation that helps the rich and hurts the poor; ▸ NO to globalisation that stifles and denies democracy; ▸ YES to globalisation that benefits all people everywhere; ▸ YES to globalisation that delivers true global justice and equality. <p>Actions by unions will possibly include:</p> <ul style="list-style-type: none"> ▸ demonstrations; ▸ work stoppages; ▸ public information; ▸ mobilisation efforts; ▸ media-oriented actions ; ▸ petitions; ▸ workplace awareness raising <p>For more information visit www.global-unions.org/wto-action.asp</p>	<p>Global Unions day of Action 9 November</p>

<p>Chiquita has signed a framework agreement on labour standards with unions in Latin America. Under the agreement, Chiquita, which is the largest employer of unionised banana workers in Latin America, commits itself to respect the core ILO labour standards as well as to establish specific consultation obligations relating to restructuring, transfer, changes to production or closures. This follows similar agreements reached earlier this year with France's Carrefour and Spain's Telefonica by Union Network International (UNI)</p>	<p>New Framework Agreement</p>
<p>With a view to the second Summit of Heads of State and Government of Latin America, the Caribbean and the European Union, to be held in Madrid in May 2002, the European Economic and Social Committee (ESC) Section for External Relations has been instructed to draw up an opinion on "Relations between the European Union and the countries of Latin America and the Caribbean". This report will be a contribution to the second meeting of civil society representatives, to be held in April 2002.</p> <p>As part of the preparatory work for this document, the ESC has decided to organise a hearing of representatives of organised civil society of Latin America and the Caribbean on 12 and 13 November 2001 in Santiago de Chile. Six of our IOE member federations from Latin America will participate in the hearing.</p>	<p>European Union – Latin America and the Caribbean Hearing Santiago de Chile, 12-13 November 2001</p>
<p>New publications</p>	
<p>There is increasing pressure for employers' organisations and the private sector in general to take a proactive response to the HIV/AIDS epidemic. The UN General Assembly Special Session on HIV/AIDS held in New York on 25 to 27 June 2001 adopted a Declaration of Commitment calling upon business organisations and the private sector in general to collaborate with governments and other sectors in order to stop the spread of the pandemic. As part of this response, the IOE is preparing a Handbook for employers which will provide guidelines on how employers can mitigate the impact of the epidemic on their enterprises. The workplace provides an ideal environment for sharing information and implementing HIV/AIDS related interventions.</p> <p>Aimed at mobilising members to respond to the epidemic at national, sectoral or enterprise levels, the Handbook will detail the impact of the pandemic on the general business environment and its direct impact on enterprises. It will also address issues like taking up a position on HIV/AIDS as an employers' organisation. It will also provide information on how a manager can respond at the enterprise level. Issues such as setting up an HIV/AIDS policy, establishing an education and prevention programme and fighting discrimination on the basis of</p>	<p>IOE to publish an Employers' Handbook on HIV/AIDS</p>

<p>HIV/AIDS will also be addressed. It will also detail how companies can respond by contributing to activities beyond the workplace, for example by providing assistance and information to families of employees and to surrounding communities</p> <p>There will also be a chapter on concrete examples of employer action. The IOE has requested contributions from its members, industry specific employer associations and individual companies. Apart from being a source of information on how peers are responding to the pandemic, it is hoped that these examples will inspire those employers who view HIV/AIDS as simply a health issue to take action.</p> <p>For details on the Handbook, contact : muia@ioe-emp.org</p>	
<p>This technical paper is aimed at small- and medium-sized enterprises in developing and least developed countries and economies in transition, and answers questions related to the impact of the multilateral trading system and WTO trade agreements.</p> <p>For more information contact: www.intracen.org/mb</p>	<p>International Trade Rules: Business Questions about the World Trading System and the WTO</p>