



**ILC 2005 – CATALYST FOR CHANGE?**

Editorial

Despite the fact that the agenda for this year’s International Labour Conference (ILC) appeared largely uncontroversial, an overtly restrictive Convention for the fishing sector which failed to garner enough support to be adopted, ensured a dramatic finish. Employers and many governments abstained from voting entailing that the necessary quorum was not reached and as a consequence the Convention fell – something that has not happened in nearly 40 years.

The most interesting thing about the failure of the Conference to adopt this Convention is that all three groups - workers, employers and governments - in their initial positioning were in favour of a Convention. Many were of the view that this years Conference provided an opportunity to correct the mistakes made several decades ago when the ILC adopted five instruments in the fishing sector, none of which have been ratified by more than 16% of member States.


The cavalier approach many governments usually take to the Conference remains a key problem. There is no compulsion on governments that vote for a particular Convention to then ratify it. Very often governments, under pressure from workers, vote for a particular instrument without any intention whatsoever of ratifying it. The problem is compounded as trade unions regularly try by all possible means to obtain the highest possible standards even if the prospects of ratification are poor. Likewise the views of employers are usually sidelined, the Office becomes too involved and the consequence is instruments that member States are unable to ratify. *Could the message from the 2005 ILC be that a number of governments are now beginning to take the process more seriously?*

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<p>The paradox is that today a majority of the world’s workers in the developing world work <i>outside</i> the law, in the informal economy. For most, labour legislation does not apply. So for those who work outside the law, is the answer to their problems ‘more law’? Hardly. Furthermore, for those working within the law the outcomes may also be irrelevant if governments do not ratify standards. A key theme pursued by employers and a number of governments in the one ‘employment’ debate during this year’s Conference (youth employment) was that ‘<i>legislation does not create jobs</i>’. The ILO’s main response to the world of work - international labour standards - clearly needs to be rethought. <i>Is this view now gaining resonance?</i></p> <p>The current debate on UN reform implies the need for reflection on the ILO’s relevance within the multilateral system. The ILO, unique in the international system, can say that it represents a global view. It can make this bold claim because its <i>reach</i> is really global – millions of enterprises and workers fall within its network. It therefore has the ‘infrastructure’ to develop an effective and transparent agenda that could garner genuine global appeal. The issue is then: why is it not getting more support?</p> <p>Perhaps this is best expressed by the following question. Almost ninety years after it was founded, and noting the laudable body of international law that it has put in place, which has had a direct impact in the creation of labour legislation worldwide, and equally noting the key recognized role of the private sector in national, economic, social and political development, should the ILO not now be a place that sees the business community as part of the solution, that is seen as an equal friend and valuable partner of both workers and employers? In a world that has changed dramatically, both teams with a good referee can paradoxically be on the same side!</p> <p>That will require bold and adventurous thinking, challenging vested interests and some objective strategic thinking that ‘goes outside the box’. The question is, could the events this June be a sign that such a process has tentatively started?</p> <p style="text-align: center;"></p> <p style="text-align: center;"><i>Antonio Peñalosa</i> <i>Secretary-General</i></p>	<p>→ <i>Editorial</i></p>
<p><b>International Labour Organization</b></p>	
<p>The ILO has been increasing its relationship with the European Commission (EC) across a number of areas. This was clearly in evidence at the 7<sup>th</sup> ILO European Regional Meeting in Hungary in February and more recently during the International Labour Conference, where a high level meeting was organized between the ILO and Ministers and heads of delegation from the EU members and candidates countries (Vladimír Špidla the European Commissioner in charge of employment also attended). In connection with the recent forum “<i>Social and employment dimensions in an open trading regime</i>” held in Turin in February, at</p>	<p><b>The ILO and the European Commission</b></p>

<p>a widely publicized speech at the London School of Economics, EC Trade Commissioner Peter Mandelson said that he would launch a programme with the ILO this year to “<i>help developing countries that liberalize cope better with the impact of liberalization on employment and decent working standards</i>”.</p> <p>Evidently the relationship between the ILO and the European Commission is developing and it is one that can bring benefits to both parties. No doubt. But the EC has a specific regional view, while the ILO’s remit is global. It is therefore important that the relationship is one that remains pragmatic and fully cognisant of the separate roles and the mandates of each party.</p> <p>IOE Contact <a href="#">Eric Oechslin</a></p>	<p>→ <a href="#">The IOE and the European Commission</a></p>
<p><b><i>INTERNATIONAL TRADE FORUM</i></b></p> <p>At the ILO Training Centre in Turin at the end of May, IOE President was a keynote speaker at a forum to discuss the “<i>Social and employment dimensions in an open trading regime</i>”. François Perigot stated in his address that the issue was principally one of not <i>less</i> globalization but how <i>more</i> countries could benefit from it. He cited the example of countries in South East Asia where integration of countries into the world economy had immensely contributed to their economic and social advancement.</p> <p>ILO Director-General Juan Somavia, the Commissioner for External Trade of the European Commission, Peter Mandelson, and the Minister of Manpower, Youth and Employment of Ghana, J. K. Adda, plus a number of key social players, also made interventions.</p> <p><b><i>SPECIAL SESSION ON SME DEVELOPMENT AND ENTREPRENEURSHIP</i></b></p> <p>The IOE, the ILO Turin Centre and the ILO’s Bureau for Employers’ Activities hosted a special session on SME development and entrepreneurship in late May in Turin. Chaired by IOE President, François Perigot, the session called on the IOE, the Turin Centre and the ILO to build more synergies in their activities on SME development and entrepreneurship. In particular the session aimed to reinforce the importance of this issue for employers’ organizations and to examine ways in which the Turin Centre can respond to these needs in its future training programmes. In particular two presentations showed where collaboration could be reinforced – the first by a member of the French Employers’ Federation (MEDEF) <i>Working Group on Entrepreneurship</i>, who gave an overview of MEDEF’s experiences in this area and in particular MEDEF’s experiences partnering with employers in developing countries; and the second an overview of the ILO/IOE toolkit on SME development.</p> <p>IOE Contact <a href="#">Frederick Muia</a></p>	<p><a href="#">ILO Turin Centre</a></p>
<p>ACT/EMP has launched a new product called “<i>The effective employers’ organization</i>”, a series of “hands-on” guides to building and managing effective employers’ organizations. It contains four guides covering the following topics: governance, strategy, advocacy and revenue building. The guides in English will</p>	<p><a href="#">Capacity-Building Tools for Employers’ Organizations</a></p>

<p>be available shortly from ACT/EMP. Spanish and French versions should be available before the end of the year. For more information contact: <a href="mailto:ramirez@ilo.org">ramirez@ilo.org</a></p>	<p>→ <i>Capacity-Building Tools for Employers' Organizations</i></p>
<p>The ILO is currently undertaking some research in the area of labour law and its impact on micro and small enterprises. The research is aimed at trying to see where the right balance is between workers' rights and the needs of competitive enterprises. The ILO has asked the IOE to consult with members, in particular from developed countries, on how they apply labour regulations to micro/small enterprises. Are there any exemptions for micro and small enterprises? Can labour legislation be more flexible for micro and small enterprises? IOE Contact <a href="#">Gary Rynhart</a></p>	<p><b>ILO Research on the Impact of Labour Legislation</b></p>
<p>The ILO formed a small tripartite Working Group (IOE-ICFTU Secretariats and government Regional Coordinators) to develop a draft policy statement (on microfinance) to come before the Governing Body Committee on Employment and Social Policy (ESP) in November. The Working Group used as the basis for its work the paper on Microfinance (GB.292/ESP/4) that was discussed at the March 2005 ESP meeting. A second draft is now available. Please contact Gary Rynhart for a copy of this second draft (this is the last opportunity to provide comments before the final paper is drafted for the November ESP). IOE Contact <a href="#">Gary Rynhart</a></p>	<p><b>Micro Finance: ILO Policy paper</b></p>
<p><b>IOE and Member Activities</b></p>	
<p>At the annual General Council meeting in Geneva on 30 May, IOE member federations adopted a new CSR Position Paper entitled "<i>The Role of Business in Society</i>". The text was developed through the IOE CSR Working Group. It for the first time sets out how business sees itself in the CSR debate and where it sees the lines between what it can do and what is (and should remain) the responsibility of governments.</p> <p>Following adoption of this text, CSR was also the theme of a special session of the IOE General Council on Saturday 4 June where invited panellists, including the Chairmen of Renault and Toshiba, joined some 200 members in exploring the themes of this paper in an interactive discussion moderated by Claude Smadja. The contributions made during this event will be compiled and circulated to members shortly.</p> <p>This Position Paper is a continuation of work by the IOE which continues to support companies in their voluntary CSR engagements and which opposes efforts to regularize, standardize or make compulsory actions which are above that required by the law. IOE Contact <a href="#">Brent Wilton</a></p>	<p><b>IOE launches new CSR paper</b></p>

<p>The IOE and the International Confederation of Free Trade Unions (ICFTU) have issued a joint statement on HIV/AIDS to the G-8 Summit which is scheduled to take place in Gleneagles (UK) on 4-6 July. The Statement calls on G-8 leaders to: equally address the threat posed by HIV/AIDS in their efforts to fight poverty in the world; to establish a permanent working group on AIDS to report and issue recommendations to the G-8 on an annual basis; and to join them in a tripartite strategy to mobilize the comprehensive response needed and resources to fight HIV and AIDS. The two organizations renewed their pledge made two years ago to work together in tackling the pandemic. The statement is available on the <a href="#">IOE web page</a>.</p>	<p><a href="#">IOE/ICFTU Joint Statement on HIV/AIDS to the G-8 Summit</a></p>
<p>In discussions with UNDP at the end of last year and again at the beginning of 2005 it was intimated to the IOE that there would be a significant contribution by the business community at the forthcoming five-year review of the Millennium Development Goals (MDGs) at the UN General Assembly in September. That has now been significantly scaled back. What was agreed instead was to hold a series of four ‘public hearings’ (June 22-24) which were organized around the four clusters of UN Secretary General’s Kofi Annan’s report "<b>In larger freedom</b>" (<a href="http://www.un.org/largerfreedom/">http://www.un.org/largerfreedom/</a>) which will form a cornerstone of discussions at the UN General Assembly in September. A summary of the Hearings will be prepared by the General Assembly President for distribution as an official document of the Summit. These hearings are consequently <i>the</i> key vehicle for the input of business into the MDG five-year review process. The IOE has been working closely with the International Chamber of Commerce (ICC) in this process and has prepared a joint statement that has been submitted to and used at the public hearings. The statement is available on the <a href="#">IOE web page</a>.</p>	<p><a href="#">Millennium Development Goals : five year review</a></p>
<p>ACT/EMP and the IOE are developing a Toolkit for employers to combat child labour. An information and consultation session was held during the International Labour Conference at which Gabriele Stoikov, former Director of IPEC and Consultant for the joint project, presented the outline for the Toolkit. The feedback obtained from the participants at the session will be incorporated in the first draft. The Toolkit is expected to be available to employers’ organizations for distribution to their members at the end of this year. A paper entitled “ <i>An IOE approach to challenges in addressing child labour</i>” was adopted at the last IOE General Council. The document is available on the <a href="#">IOE website</a>. IOE Contact <a href="#">Sandy Gros-Louis</a></p>	<p><a href="#">Child Labour Information and Consultation Session</a></p>
<p>In early June the IOE Enterprise Advisory Group (EAG) held an informal session with Guy Ryder, the Secretary General of the ICFTU, who spoke of the challenges facing the international trade union movement in a globalized economy. Guy Ryder outlined his view that trade unions are supportive of an open global economy and want to work with business to set terms under which globalization is managed. He also spoke of the forthcoming merger between ICFTU and WCL and a number of smaller independent trade unions.</p>	<p><a href="#">IOE Enterprise Advisory Committee</a></p>

<p>The meeting was a valuable and primarily thought provoking encounter and underlined the value of the EAG as a mechanism for this kind of dialogue. The IOE will consult with members over the coming months on follow-up measures to the meeting and how they could be structured. IOE Contact <a href="#">Gary Rynhart</a></p>	<p>→ <i>IOE Enterprise Advisory Group</i></p>
<p>At the invitation of the <i>Confederación Española de Organizaciones Empresariales</i> (CEOE), the annual Meeting of the IOE European members will be held this year in Madrid (Spain) from 21 to 24 September 2005. The meeting will include: a major discussion on the economic and social impact of outsourcing and insourcing, with the participation of OECD; a technical visit to the Spanish company Telefonica to consider their approach on CSR; and a panel discussion on international labour relations and frameworks agreements. Participants will also discuss major IOE and ILO issues such as reform of the ILC and the links between enterprises and the Office. IOE Contact <a href="#">Eric Oechslin</a></p>	<p><b>IOE European Members Meeting</b></p>
<p>The Joint IOE/ILO Toolkit for employers' organizations was officially launched during the recent International Labour Conference. The Toolkit is divided into four strategic phases: 1) Seeking the Board's Approval; 2) Strengthening the representation of SMEs; 3) Advocating for SMEs; and 4) The challenge of Providing Services to SMEs. For each of these strategic phases, a mini-guide advises the user on various issues, problems, possibilities and ideas regarding fuller engagement with SMEs. Throughout the kit 'tool summaries' provide short overviews of over 20 manuals, guides and programmes that deal with various aspects of SME support. There are also interactive self assessment tools designed to provide guidance on what strategies to pursue. Case studies cataloguing examples of how different employers' organizations have tackled SME development are dispersed throughout.</p> <p>The Toolkit is currently only available in English but will be translated into Spanish and French in the near future. The IOE, together with the ILO and the Turin Centre, is now embarking on an ambitious implementation process that is aimed at federations that have identified increasing SME membership as a key strategic objective. Interested federations should contact the Secretariat. Importantly the intention is to create a continually evolving toolkit (in terms of case studies, experiences and best practices) and contributions are strongly encouraged. IOE Contact <a href="#">Gary Rynhart</a></p>	<p><b>SME Development Toolkit for Employers' Organizations</b></p>
<p>In conjunction with ACT/EMP the Federation of Kenya Employers (FKE) has been working on a project on product improvement and inter-firm linkages between micro and formal enterprises. Over twenty engineering graduates have been selected to undergo training in business, participate in a survey of products manufactured by the Jua Kali sector (informal) with potential for improvement, be attached to Jua Kali enterprises and act as liaison between large and small enterprises. The project has attracted the attention of CNN and is due to be televised during the coming months: <a href="http://www.ilo.org/public/english/bureau/inf/videoclips/index.htm">http://www.ilo.org/public/english/bureau/inf/videoclips/index.htm</a></p>	<p><b>Kenyan Employers tackle the Informal Economy</b></p>

<p>Representatives of employer federations from 26 African, Caribbean and Pacific countries took part in a major EU/ACP seminar in Brussels at the end of June. Among the issues on the agenda were a review of the implementation process of the Cotonou Agreement and in particular opportunities and challenges for non-state actors. Signed in Cotonou, Benin in 2000, this framework defines cooperation between the European Union and ACP countries (Africa, Caribbean and Pacific). It particularly provides for non-state actors (especially employers' and workers' organizations) to participate and be fully consulted in their country's cooperation strategies with the EU. Although progress has been slow, there are positive signs. In Southern Africa for example, the EU-SADC (Southern African Development Community) Investment Promotion Programme is actively promoting business-to-business meetings between Southern African countries and the European Union. Support is also being provided to those businesses in Southern Africa seeking to make their projects more bankable, making investor friendly documents that highlight a company's product, service or project to a potential investor. The SADC Employers' Group is actively promoting involvement of its members in this programme.</p> <p>IOE Contact <a href="#">Frederick Muia</a></p>	<p>EU/ACP Cooperation</p>
<p>The IOE member in Tunisia (UTICA) has embarked on a vast programme to promote entrepreneurship among young people in the country. UTICA has established a Centre for Young Entrepreneurs in Tunisia which brings together 250 entrepreneurs who are under 40 years of age and who have some managerial responsibility in a company or are either shareholders or partners. The Centre aims to help them exploit their full potential by promoting new ideas and inculcating to them the values of hard work, commitment, joint reflection and conviviality.</p> <p>In line with the government of Tunisia's stated objective of creating 70.000 enterprises during the period 2005-2009, UTICA is setting up structures to guide and support university graduates and school leavers who wish to start their own businesses. In order to make the Centre for Young Entrepreneurs more representative, UTICA is opening up its membership to a new generation of young entrepreneurs. It is also seeking their views and striving to address their needs in the areas of finance and managerial guidance. There are also plans to promote networking with similar associations in North Africa.</p> <p>IOE Contact <a href="#">Frederick Muia</a></p>	<p>Promoting Young Entrepreneurs in Tunisia</p>
<p>In the beginning of September the IOE together with UNDP will host a two-day brainstorming meeting on private sector development in Mauritania. The meeting will take place in Nouakchott. A number of international agencies, donors and international employers - leading figures from the French and Spanish employers' organizations as well as employers from a number of Maghreb countries - will participate. IOE Contact <a href="#">Frederick Muia</a></p>	<p>UNDP and IOE</p>

<b>UN and Other International Agencies</b>	
<p>The Global Compact will over the course of the coming weeks detail what exactly its ‘integrity measures’ will mean for participating companies. The ‘integrity measures’ are being developed as a consequence of the strategic review the Global Compact is undergoing. An outcome of this could see signatory companies that fail to deal with allegations that they are not observing the principles of the Global Compact being effectively removed. Affected companies would become ‘inactive’, losing the right to declare they are signatories, to use the logo or attend Global Compact events. Additionally, it is reported that they could even become ‘inactive’ if they fail to report for two years in a row what they are doing to implement the ten principles (although smaller companies may be exempted from this). The Secretariat will keep members informed of any changes as they happen. IOE Contact <a href="#">Brent Wilton</a></p>	<p><b>Global Compact</b></p>
<p>At a meeting of the ISO Technical Management Board in Geneva in mid-June, a Resolution was adopted which further clarifies what the Working Group on Social Responsibility should be focusing on. The Resolution clearly states that: <i>“the working group shall not develop a management system standard”</i>. With the next Working Group meeting to take place in Bangkok in October, this Resolution will hopefully finally end confusion in some minds and allow the meeting to focus on its mandate of developing a guidance document on social responsibility. IOE Contact <a href="#">Brent Wilton</a></p>	<p><b>International Standardization Organization (ISO) update</b></p>
<p>The High Level Panel (HLP) of the Youth Employment Network (YEN) met at the end of May in Beijing and in some respects it represented the end of the YEN’s first stage. The YEN is now established as an ‘international mechanism’ dealing with youth employment. It for instance received a number of direct references in the Recent UK ‘Commission for Africa’ Report. It is also clear that it is attracting the attention of donors.</p> <p>The YEN’s potential remains clear. It can galvanize donors, focus technical activities and act as a genuine global network on this crucially important issue. But to date the social partners have not been overtly happy with how it has operated –a point made clear in Beijing. Incidentally, the importance of the active engagement of the social partners was widely supported by other members of the HLP.</p> <p>Going forward, it is clear that the ILO is driving the process and that the World Bank and UN, the two other core YEN partners, are very much taking a back seat. Some funds were set aside for technical activities in the recent ILO Programme and Budget and additionally the Office is in discussions with a number of donors. It seems at last we are moving towards action. In that respect the recent ILC General Discussion on Youth Employment came at a propitious time and its calls on the ILO to develop toolkits specifically for constituents is timely. The IOE will be pursuing this with the Office over the coming months. IOE Contact <a href="#">Gary Rynhart</a></p>	<p><b>Youth Employment Network (YEN)</b></p>

<b>Other News</b>	
<p>The International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM) and the International Council on Mining and Metals (ICMM) signed a memorandum of understanding to eliminate child labour from mining and quarrying worksites. The initiative was signed in advance of the World Day Against Child Labour (12 June). ICMM is an employers' federation comprised of 16 of the biggest mining houses in the world and 23 national or industry trade groups.</p> <p>The agreement states, "<i>Leaders in the industry believe that this practice can and should be stopped. They join the ILO in its call to action addressed to those principally responsible: national governments and artisanal and small scale mining organizations, requesting that they take all steps necessary to stop child labour in mining</i>", ICEM aims to supplement the accord with the ICMM by establishing partnerships nationally with mining companies. The agreement, signed in late May, is their second joint initiative. Last year, ICEM and ICMM together with the ILO launched an initiative with the Chinese government to provide technical expertise to improve the health and safety practices inside China's coal mines.</p>	<p><b>ICEM, ICMM sign agreement prohibiting child labour in mines</b></p>
<p><i>SIDA-Entreprises</i>, an association that brings together companies wishing to play a concrete and pragmatic role in the fight against HIV/AIDS in their country of operation recently held its second meeting in Dakar, Senegal. Formed by French companies with operations in Africa where the HIV/AIDS pandemic has had a severe impact on businesses, the association aims to bring together companies and institutions from west Africa to share experiences and to learn new ways of fighting HIV/AIDS. IOE Contact <a href="#">Frederic k Muia</a></p>	<p><b>Companies share experiences in strategies to tackle HIV/Aids in West Africa</b></p>
<b>Corporate Social Responsibility Round Up</b>	
<ul style="list-style-type: none"> <li>• The UK's Operating and Financial Review mechanism has been put in place with the publication of a reporting standard by which companies must abide. The 1300 affected companies will have to produce statements on business strategy and risks as from 1 April 2006 <a href="http://www.asb.org.uk">www.asb.org.uk</a></li> <li>• The European Commission's long awaited second CSR communication (white paper) will not now be available until later in the year: <a href="http://forum.europa.eu.int/irc/empl_csr_eu_multi_stakeholder_forum/info/data/en/csr%20ems%20forum.htm">http://forum.europa.eu.int/irc/empl_csr_eu_multi_stakeholder_forum/info/data/en/csr%20ems%20forum.htm</a></li> <li>• The tobacco industry's <i>Eliminate Child Labour in Tobacco Foundation</i> has developed a programme in Kyrgyzstan that aims to provide credit to tobacco farmers so that they can buy fertilizer and irrigation equipment, hire adult workers at busy times and rent more land: <a href="http://www.eclt.org">www.eclt.org</a></li> <li>• The mining company Anglo American says that preliminary analysis has already shown falls of between 25% and 40% in absenteeism among workers on its antiretroviral therapy programme. It expects major falls between 2008-2011. <a href="http://www.angloamerican.co.uk/social/shereport.asp">www.angloamerican.co.uk/social/shereport.asp</a></li> </ul>	

- Six MNEs have completed a three-year 'ethical supply chain' programme in conjunction with the *Fair Labor Association*: [www.fairlabor.org](http://www.fairlabor.org)
- General Electric has released its first 'corporate citizenship report' in which it identifies where suppliers have failed to comply with core labour, health and environmental standards: [www.ge.com/citizenship](http://www.ge.com/citizenship)

## Recent Publications

- The ILO's *Better Factories Cambodia Project* has released a synthesis report on the working conditions in Cambodia's garment sector. This report contains an overview of findings made during initial monitoring visits to 50 factories: [Report on Working Conditions in Cambodia's Garment Sector](#)
- A new publication outlining efforts that are being made to promote gender equality by employers and their organizations in countries across the world is now available from ACTEMP. The publication is intended to be used as an informative guide, offering examples of the broad range of means of action, initiatives and activities undertaken by employers' organizations (case studies are taken from Croatia, Jamaica, Kenya, Malaysia, New Zealand, Norway, the Philippines, Saudi Arabia, the Syrian Arab Republic and Yemen) [wharton@ilo.org](mailto:wharton@ilo.org)
- The annual report of the European Foundation for the Improvement of Living and Working Conditions provides an overview of the Foundation's activities for 2004. It is now available in a number of European Languages: <http://www.eurofound.ie/publications/htmlfiles/ef0513.htm>

## Forthcoming Meetings with IOE involvement

<b>13 -14 July</b>	→	Technical Preparatory Meeting of the Inter-American Conference of Ministers of Labour (ICML) (Mexico City)
<b>6 - 7 September</b>	→	IOE and UNDP private sector development initiative in Mauritania. (Nouakchott)
<b>21 - 23 September</b>	→	IOE European Members Meeting (Madrid)
<b>5 - 7 October</b>	→	The evolving corporate social responsibility debate: issues for employers and their organizations (Geneva)
<b>October</b>	→	Meeting of Presidents of Ibero-American Business Organizations
<b>10 - 13 October</b>	→	Fourteenth Asian Regional Meeting (Busan, Republic of Korea)
<b>26 - 30 September</b>	→	International Organization for Standardization (ISO) Working Group on Social Responsibility (Bangkok)

<b>24 - 26 October</b>	→	Tripartite meeting on promoting fair globalization in textiles and clothing in a post-MFA environment (Geneva)
<b>31 October – 2 November</b>	→	Tripartite meeting of experts on the ILO multilateral framework on labour migration (Geneva)
<b>3 - 18 November</b>	→	ILO Governing Body (Geneva)
<b>11 - 12 November</b>	→	IOE Management Board (Geneva)
<b>6 -7 December</b>	→	Meeting of the Pan African Employers Confederation (PEC) (Tunis)
<b>13 - 20 December</b>	→	ILO meeting of experts on updating the list of occupational diseases (Geneva)