



**LABOUR CONFERENCE TO FOCUS ON KEY ISSUES FOR EMPLOYERS**

With two weeks to go before the start of this year’s International Labour Conference (ILC), considerable work has already been undertaken by the IOE Secretariat to prepare employer positions for the three important debates that occupy the heart of this year’s agenda i.e. Employment Relationship (Recommendation), Promotional Framework for Occupational Health and Safety second discussion (Convention) and Technical Co-operation (General Discussion).

On all of these issues and others, member federations have been forwarded information on the content of the debates as well as outlining potential employer’s positions on the various discussions. However, preparation by the Secretariat is only part of the job that confronts us all. All of these discussions will involve workers and governments. For the success of any position elaborated by the employers, the support for those views amongst another group is essential.


To this end it is very important that before the start of the ILC the views of the employers are made known to national governments. It is too late once the Conference begins, as by then positions have been taken and instructions given (positions that are not easily changed in the heat of committee debates).

Also, given the way some countries handle their representation at the ILC not all of the government delegations come from the Ministry of Labour. Whilst that Ministry should be approached so too should the Ministries of Foreign Affairs and Finance. It is crucial, particularly given the importance of this year’s debates, that Government, rather than just one Ministry, are aware of the views of employers and the consequences of the debate for the country in terms of national impact.

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<p>Some sixty government representatives from Geneva-based missions attended an IOE briefing on the Conference last week, where the positions of the employers in the various debates were expressed and questions were answered, thereby adding to the information missions can share with their home country ministries.</p> <p>So, it would be very effective if member federations could also use the time from now to the end of the month to persuade their governments. The information the IOE provides can help you in this; but the national context, impact and effect is something you need to bring in.</p> <p>Our hope is that, by taking a proactive approach to convincing governments of the validity of the employers' position we will strengthen the chances of arriving at results in the various Conference committees that will be realistic and usable to all constituents.</p> <div style="text-align: center;">  <p>Antonio Peñalosa Secretary-General</p> </div>	
<p><b>IOE and Member Activities</b></p>	
<p>Hosted by the (Brazilian) National Confederation of Industry (CNI), the Presidents of IOE member federations in Latin America met last week in Brazil to address the difficult situations emerging in many countries of the continent. The employers' organizations from Bolivia and Venezuela gave an up-date on the difficult challenges facing business in their countries, where governments have a hostile private sector agenda. The meeting took place the same day as the Bolivian government announced the nationalization/expropriation of the oil and gas production companies. The meeting also addressed other general topics such the role of employers' organizations and competition arising from other business groupings lacking legitimacy as employer representatives. Finally, the meeting initiated preparations for business input to the forthcoming Ibero-American Summit of Heads of State which will take place in Montevideo (Uruguay) in November this year. IOE Contact: <a href="mailto:yuren@ioe-emp.org">yuren@ioe-emp.org</a>.</p>	<p>IOE/CNI meeting of Presidents of Latin American Employers' Organizations</p>
<p><b>Africa</b> Employers' organizations from throughout south and eastern Africa met in Lusaka in early May to strategize on ways and means of enhancing their role in promoting the development of women's entrepreneurship in Africa. The workshop, organized by the IOE, the Pan African Employers' Confederation (PEC) and the ILO, examined specific strategies to eliminate barriers to women's entrepreneurship such as: access to collateral and technology; poor access to market opportunities; and social and cultural norms that discourage women from entering into business.</p>	<p>The role of employers' organizations in promoting women entrepreneurship</p>

<p><b>China</b></p> <p>The Chinese Enterprise Confederation (CEC) recently launched a Women’s Entrepreneurs Resource Centre (WERC). The WERC initiative will make use of the experiences and network resources of experienced and successful women entrepreneurs in China to provide training consultancy and information for women who want to run their own businesses. WERC will establish a web-based platform to help in the dissemination of materials, case studies and other information. It will also promote gender equality in China.</p>	<p>» <i>The role of employers’ organizations in promoting women entrepreneurship</i></p>
<p>Hosted by the Chinese Enterprise Confederation (CEC) this meeting brought together representatives from twenty-two employers’ organizations from throughout Asia and the Pacific. Building on a previous meeting on the theme of productivity, this meeting considered what elements of national labour legislation were preventing flexibility in the face of growing international competitiveness.</p> <p>Labour law reform is on the agenda in a number of countries in the region ranging from China and Cambodia, through to Indonesia and Korea. Many organizations are looking at how to balance rights with the needs of modern business, often in the face of government inertia. The meeting learned of reform methodologies from South Africa, Botswana and Namibia and for the need to consider labour law reform as an ongoing dynamic rather than a one-off event. Similarly, the OECD in its presentation focused on how an enabling rather than a prescriptive labour law environment was beneficial to facilitating productivity and improving competitiveness. The issue also of balancing workers’ rights with enterprises’ needs was explored, highlighting the need for strong dialogue with trade unions at national level. IOE Contact: <a href="mailto:wilton@ioe-emp.org">wilton@ioe-emp.org</a>.</p>	<p><b>ILO/IOE/CAPE Asia Pacific Regional Meeting</b></p>
<p>As a direct follow up to the Secretary-General’s attendance at the Arab Labour Conference, the Arab Labour Organization (ALO) and the IOE are examining ways to improve collaboration on labour and social issues in ALO Member countries. In this context, a Memorandum of Understanding (MOU) is in the process of being formulated, with a view to developing a formal relationship between the IOE and the ALO. This MOU is expected to be signed during the International Labour Conference by the ALO Director General Ibrahim Guider and IOE Secretary-General Antonio Peñalosa. IOE Contact: <a href="mailto:james@ioe-emp.org">james@ioe-emp.org</a></p>	<p><b>IOE and the Arab Labour Organization</b></p>

## International Labour Organization

The employers of the Americas were shocked when at the ILO American Regional Meeting which took place at the beginning of May in Brazil, the notion of “*respect of private property rights*” was challenged by representatives of the trade unions and a number of governments. The opposition to the employers’ proposal to include the phrase “*respect of private property rights*” in the conclusions of the meeting, as one of the key elements to achieve decent work, begs the question of whether or not it is in fact universally considered as a fundamental right for employers.

Private property rights - a fundamental right for employers?

The Meeting was convened by the ILO to launch its proposal for a Hemispheric Decent Work Agenda. The employers submitted a document which sets out the principles necessary for social and economic development and guidelines directed to the Office concerning the implementation of the Decent Work Agenda. As expected, the trade union movement, represented in the meeting by ORIT/CLAT - the ICFTU branch in the region - also took the opportunity to present to the ILO its views contained in a document entitled “Trade Union Platform”. The workers’ manifesto contains several proposals which would – if applied - hamper the business environment in the region by proposing a step backwards and a return to the interventionist State model. The workers’ position at the meeting, together with the recent election of many populist, left-wing governments in the region, signals challenging times ahead for employers, not only at national level, but to all those conducting businesses in the concerned countries. *There is a new world being constructed in Latin America, one that seeks to limit free enterprise and the market economy.*

The Meeting adopted conclusions with a view to guiding the ILO’s technical cooperation in the coming decade, within the framework of the Decent Work Country Programmes. This development should be welcomed, as it entails the active participation of the social partners in the design, implementation and evaluation of ILO action in each country. This also means that the result of the implementation of the Decent Work Country Programs will largely depend on the levels of social dialogue at national level and the political framework in which they take place. IOE Contact: [yuren@ioe-emp.org](mailto:yuren@ioe-emp.org).

At the opening session of the ILO American Regional Meeting, employer and worker representatives issued a joint statement inviting governments to take immediate action to address the problem of child labour in the region and, in particular, to eradicate its worst forms. The statement was presented on behalf of workers and employers by Daniel Funes de Rioja, IOE Executive Vice-President when addressing the plenary of the meeting, in the presence of the President of Brazil, Luiz Inácio Lula Da Silva. IOE Contact: [yuren@ioe-emp.org](mailto:yuren@ioe-emp.org).

Immediate action for the eradication of child labour in the Americas

A new ILO Code of Practice on Safety and Health in Underground Coal Mines was adopted earlier this month by a tripartite group of experts, including eight specialists from employer circles, who met in Geneva. The new Code, which revises the one adopted in 1986, takes into account changes that have

Safety and Health in Underground Coal Mines

<p>revolutionized working conditions in the sector over the past twenty years. It provides important practical guidance in support of the provisions of the Safety and Health in Mines Convention, No.176 and its accompanying Recommendation, No.183, adopted in 1995.</p> <p>The meeting highlighted that significant, sustained improvements in coalmining occupational safety and health have been achieved as a result of new technologies, capital investment, continuous training and changes in attitudes to safety and health. The new Code of Practice comprises a methodology for identifying hazards and minimizing risks, as well as specific provisions addressing most of the currently-identified hazards and risks associated with underground coalmining. Moreover, the Code, which like all ILO Codes of Practice is a voluntary instrument, is drafted in a way to not inhibit the development of new technologies, better practice or the adoption of alternative measures that provide effective protection to all persons involved in underground coalmining.</p> <p>The new Code of Practice will be submitted to the ILO Governing Body in November for final approval. IOE Contact : <a href="mailto:perkins@ioe-emp.org">perkins@ioe-emp.org</a>.</p>	<p>» ! <i>Safety and Health in Underground Coal Mines</i></p>
<p>In responding to the 2005 International Labour Conference Conclusions of the General Discussion on Youth Employment, the ILO will now initially focus on developing National Action Plans (NAPs) in approximately five or six countries.</p> <p>Guidelines for the preparation of NAPs are currently being prepared. The IOE is working closely with the Office in this respect and seeking to focus its work on practical interventions that could be useful to employers. The IOE in particular has expressed a desire to see the development of tools and methodologies for practical use by employers' organizations. Members are encouraged to contact the Secretariat if they have specific ideas on how such ILO interventions could be shaped. IOE Contact: <a href="mailto:rynhart@ioe-emp.org">rynhart@ioe-emp.org</a>.</p>	<p>Youth employment</p>
<p>A number of IOE documents that have been prepared for the forthcoming International Labour Conference are now available on the IOE website (ILO section – password required). The 'Employment Relationship' debate in particular is expected to be extremely difficult. A number of documents have been prepared and sent to members to assist them with lobbying efforts at national level (these documents are also available on the IOE website). Member organizations are asked to contact the Secretariat if they have had feedback from these national consultations which could facilitate the spokesperson and the support team in the lead up to the discussion.</p> <p>IOE Contact: <a href="mailto:rynhart@ioe-emp.org">rynhart@ioe-emp.org</a>.</p>	<p>95th International Labour Conference</p>

<b>UN and other International Organizations</b>	
<p>United Nations Secretary-General Kofi Annan has appointed a group of eighteen business, labour and civil society leaders from around the world to serve on the Board of the UN Global Compact. The twenty-member body is comprised of eight business representatives, four representatives of business associations and labour groups, as well as four representatives of civil society organizations. IOE Secretary-General Antonio Peñalosa, along with IOE Chinese member representative, Chen Ying, Deputy Director General, China Enterprise Confederation (CEC), have both been appointed to the Board.</p> <p>Operating under the auspices of the UN Secretary-General, the Board will provide strategic advice for the initiative as a whole and make related recommendations to the UN Global Compact Office, participants and other stakeholders. The Board will meet twice a year, with the inaugural meeting planned for summer 2006 at UN Headquarters in New York. IOE Contact: <a href="mailto:wilton@ioe-emp.org">wilton@ioe-emp.org</a>.</p>	<p><b>New Global Compact Board</b></p>
<p>The UN Commission on Human Rights requested the UN Secretary-General last year to appoint a special representative on the issue of human rights and transnational corporations and other business enterprises, for an initial period of two years. The appointed Special Representative, John Ruggie is responsible for submitting an interim report to the Commission at its 62<sup>nd</sup> session (in 2006) and a final report at its 63<sup>rd</sup> session (in 2007) containing views and recommendations for the consideration of the Commission on a number of issues regarding transnational corporations and human rights.</p> <p>The Special Representative has now released his interim report, which is available at: <a href="http://daccessdds.un.org/doc/UNDOC/GEN/G06/110/27/PDF/G0611027.pdf?OpenElement">http://daccessdds.un.org/doc/UNDOC/GEN/G06/110/27/PDF/G0611027.pdf?OpenElement</a>. The analysis in the interim report is extremely favourable to business as he dismisses the legal imposition of international human rights obligations on business and reaffirms the fact that the responsibility for giving effect to human rights rests with governments.</p> <p>John Ruggie does, however, leave open the question about the role of business in weak governance zones (WGZ). In paragraph 75 of his report, he requests the IOE, in collaboration with the International Chamber of Commerce (ICC) and the Business and Industry Advisory Committee (BIAC), to undertake work indicating the effective way for companies to deal with dilemma situations encountered in WGZ.</p> <p>In response to John Ruggie's request, a working group has been formed comprised of members from the IOE, the ICC and BIAC. The work of the group has begun and it is hoped that a draft document for consultation by the WG will be ready by the end of May. IOE Contact: <a href="mailto:wilton@ioe.emp.org">wilton@ioe.emp.org</a>.</p>	<p><b>Human Rights</b></p>

<p>The IOE has been steadily strengthening its relationship with the WHO over the last twelve months. HIV/AIDS is a particular area of joint collaboration and in April the IOE was a participant at a WHO HIV/AIDS stakeholders meeting, which discussed the WHO's framework for universal access to HIV/AIDS prevention, care, treatment and support in the health sector. The WHO unveiled its five strategic directions during the meeting:</p> <ul style="list-style-type: none"> <li>• Enabling people to safely know their HIV status through confidential HIV testing;</li> <li>• Maximizing the health sector's contribution to HIV prevention;</li> <li>• Accelerating the <i>scale-up</i> of HIV/AIDS treatment and care;</li> <li>• Investing in strategic information to guide a more effective response;</li> <li>• Strengthening and expanding health systems;</li> </ul> <p>The IOE will work closely with the WHO in the implementation of this new framework. IOE Contact: <a href="mailto:muia@ioe-emp.org">muia@ioe-emp.org</a>.</p>	<p>World Health Organization HIV/AIDS Stakeholders Meeting</p>
<p>The annual UN ECOSOC High Level Segment (HLS) which will take place in early July in Geneva has chosen the theme of "<i>Creating an environment at the national and international levels conducive to generating full and productive employment and decent work for all, and its impact on sustainable development</i>".</p> <p>In preparation for this HLS a major preparatory meeting was held in New York in early April. Sadly, for an event that supposedly focused on employment creation, the event was noticeable for the paucity of private sector representation. Out of six panels there was only one private sector representative (Ronnie Goldberg Vice President of the US Council for International Business) and only one other private sector speaker (Jacqueline Coke-Lloyd, Executive Director of the Jamaica Employers' Federation).</p> <p>For a meeting which was supposedly focusing on employment creation, the approach seems completely out of step with reality. The missing areas from such an event seem incredulously obvious - <i>the crucial role of the private sector in employment creation; the need for an enabling regulatory environment to foster and develop indigenous enterprise; the requisite investment climate to attract foreign investment; the importance of the rule of law and functioning national institutions; and the need to address corruption.</i></p> <p>The IOE is currently working with the ILO to try and address the situation for the actual High Level Segment in July and, in these endeavours as in the past, we are working closely with the International Chamber of Commerce (ICC). IOE Contact: <a href="mailto:rynhart@ioe-emp-org">rynhart@ioe-emp-org</a>.</p>	<p>ECOSOC : High Level Segment</p>

<p>As part of the preparation for the UN General Assembly High Level Dialogue on International Migration and Development scheduled for 14-15 September in New York, the UN will be organizing hearings with the private sector (in early July). The purpose of these interactive hearings is to provide the private sector an opportunity to interact with member States and to offer input for the high level dialogue. The IOE is represented on the Steering Committee that is preparing the hearings. IOE Contact: <a href="mailto:muia@ioe-emp.org">muia@ioe-emp.org</a>.</p>	<p>UN General Assembly: Migration - private sector dialogue</p>
<p>Some two years ISO created a <i>Social Responsibility Working Group</i> to develop a single guidance standard on social responsibility. This group will meet for the third time in Lisbon later this month.</p> <p>As a guidance standard, the document will be for information only, will not contain any requirements or other obligations, will not be a management system standard, and will not be used for certification purposes. The IOE, which has established liaison status with the ISO SR Working Group, will be represented in Lisbon by member federations from Germany, Japan and the United States. The primary objective of the Lisbon meeting will be to review and discuss comments on the first Working Draft of the ISO guidance standard on social responsibility. The draft remains in the very early stages of development, but decisions made at this point will impact the document throughout the rest of the process.</p> <p>The Working Group is organized by six stakeholder groups, including industry, where ISO National Standards Bodies (NSB) nominate experts from these groups to the WG. Unfortunately, it is clear that many NSBs have nominated industry experts from their country to the WG without consulting their national employers' federation, resulting in many industry experts who do not represent their national business community. Interested IOE member federations should contact the ISO NSB in their country to inquire about the current industry expert and the process used for their selection. IOE Contact: <a href="mailto:wilton@ioe-emp.org">wilton@ioe-emp.org</a>.</p>	<p>International Organization for Standardization (ISO): Social Responsibility Working Group</p>
<p>With the presence of numerous leaders of IOE member federations in Europe and the Americas, the IV EU-LA-Caribbean meeting of civil society organizations was held in Vienna in April to advance social and civil dialogue in both regions. The IOE was involved in the preparation and coordination of the employer participants. The meeting was precursor to the main Summit of the Heads of State (from those regions) that was held in early May, also in Vienna.</p> <p>The conclusions called for strengthening the regional partnership; boosting economic and social cohesion; and supporting the development and structuring of civil society in Latin America and the Caribbean, as part of the regional integration process. The conclusions were presented to the Summit of Heads of State.</p> <p>However, recent moves taken by some Latin American governments, notably Bolivia and Venezuela, against regional integration processes, have negatively impacted on the expected outcome of this process and heavily conditioned future Summits between the two regions. IOE Contact: <a href="mailto:yuren@ioe-emp.org">yuren@ioe-emp.org</a>.</p>	<p>IV meeting of European Union (EU) – Latin American (LA) – Caribbean Civil Society Organizations</p>

To stimulate dialogue between governments, employers' and workers' organizations, civil society and UN agencies in addressing HIV and AIDS in the world of work, the ILO together with UNAIDS convened a special session in Brasilia within the framework of the ILO regional meeting of the Americas.

**ILO-UNAIDS  
meeting on  
HIVAIDS and the  
world of work**

The meeting gave an opportunity to share experiences and strengthen national responses and in particular addressed the problem of stigma and discrimination in the work place. IOE Secretary-General, Antonio Peñalosa, participated in the meeting, highlighting the IOE's involvement and the numerous initiatives taken by employers in the region. IOE Contact: [muia@ioe-emp.org](mailto:muia@ioe-emp.org).

## **Corporate Social Responsibility Round-Up**

- United Nations Secretary-General Kofi Annan has launched a "Principles for Responsible Investment". The six overarching Principles which were developed during a nearly year-long process, are voluntary and underpinned by a set of thirty-five possible actions that institutional investors can take to integrate environmental, social and corporate governance (ESG) considerations into their investment activities. <http://www.unpri.org/files/pri.pdf>
- A European Alliance for CSR, which will bring together companies of all sizes to share ideas and best practice, is one of the big ideas to come out of the European Commission's white paper. The alliance will have no legal framework and no formal requirements for the companies involved. <http://europa.eu.int/comm/enterprise/csr/policy.htm>
- IFC (World Bank) have set up an initiative to provide investors in emerging markets with research and information on companies (in terms of social, environmental and governance): [www.ifc.org/ifcext/enviro.nsf/content/sfmf\\_rfp\\_emergingmarketequities](http://www.ifc.org/ifcext/enviro.nsf/content/sfmf_rfp_emergingmarketequities)
- Coca Cola has engaged the ILO to undertake an investigation into its labour relations in Colombia. The investigation is supported by the International Union of Food, agricultural, hotel, restaurant, catering, tobacco and allied workers' association (IUF): [http://www2.coca-cola.com/presscenter/viewpointscolumbia\\_ilo\\_investigation.html](http://www2.coca-cola.com/presscenter/viewpointscolumbia_ilo_investigation.html)
- Pharmaceutical company Pfizer has become the latest large business to decide to end quarterly reporting of financial results on the ground that it encourages short-termism. <http://www.newswise.com/articles/view/519336/>
- Reebok has published its *Human Rights Report 2005*. The report details Reebok policies and actions including how its purchasing practices can conflict with its human rights standards : [Reebok Human Rights Report 2005 \(Pdf Version\)](#)

## IOE Secretariat

A number of new IOE documents are now available for members:

- Guide for employers on microfinance;
- Guide on how to engage in the Poverty Reduction Strategy process (PRSPs);
- Employers' manual on the ILO Committee on Freedom of Association (CFA);
- Information paper on the Evolving Debate on Trade and Labour Standards.

To obtain any of these papers contact [depierre@ioe-emp.org](mailto:depierre@ioe-emp.org).

A position paper on the ILO Declaration on Fundamental Principles and Rights at Work is expected to be available in early June (subsequent to approval by the IOE General Council). Additionally, the IOE-ACTEMP Child Labour Toolkit is expected to be ready mid-summer.

Over the summer, the Secretariat will commence in the following areas: Supply Chains; Outsourcing; collective bargaining; education (public-private partnerships); and gender. Once drafts are available they will be posted on the IOE website in the 'papers in progress' section. Consultations will take place in the usual way. However, if members have guidance or research that could help with the initial drafting process, they are encouraged to contact the Secretariat ([rynhart@ioe-emp.org](mailto:rynhart@ioe-emp.org))

IOE Papers

## Other

An international coalition of researchers, trade unions and journalists have established a web based tool to collect and make available freely information on wages. It is designed to answer two main questions: from a workers perspective "am I getting paid what I should?" and from the employer, "what should I be paying?". Information is now being collected through websites in seventeen countries. Members may be interested to see the information pertaining to their own country. The host and country websites can be accessed through [www.wageindicator.org](http://www.wageindicator.org)

Wage indicators

## Publications

- **Business Against Corruption: Case Stories and Examples** This publication provides guidance on how to deal with difficult situations when implementing the 10th principle of the Global Compact. Please click [here](#) to download the publication
- **Trading on Time** a recent report by the World Bank, looks at the effect of time delays on exports and finds that time-consuming customs procedures and inefficient transportation systems affect exports as much as tariff barriers : [www.doingbusiness.org/documents/trading\\_on\\_time\\_full\\_report.pdf](http://www.doingbusiness.org/documents/trading_on_time_full_report.pdf)

## Major Forthcoming Meetings

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|-------------------------|---|
| 15 - 19 May             | » ! ISO Social Responsibility meeting ( <i>Lisbon</i> )   |
| 29 May                  | » ! IOE Management Board ( <i>Geneva</i> )  |
| 30 May                  | » ! IOE General Council ( <i>Geneva</i> )   |
| <b>31 May - 15 June</b> | <b>» ! 95th Session of the International Labour Conference (Geneva)</b>   |
| 16 June                 | » ! 296 <sup>th</sup> Session of the Governing Body ( <i>Geneva</i> )   |
| 30 June                 | » ! Conference on sectoral social dialogue for EU candidate countries ( <i>Zagreb</i> )   |
| 3 - 5 July              | » ! ECOSOC High Level Segment ( <i>Geneva</i> )   |
| 12 July                 | » ! UN General Assembly Private Sector and the Civil Society Hearings on Migration and Development ( <i>New York</i> )  |
| 20 - 21 July            | » ! ILO/IOE/Japan Business Federation 7 <sup>th</sup> Asia-Pacific High-level employers' conference ( <i>Ulan Baatar - Mongolia</i> )   |
| 21 July                 | » ! Meeting of the employment network of SEE employers' organizations ( <i>Zagreb</i> )   |
| 29 August-1 Sept        | » 14 <sup>th</sup> Asian Regional Meeting ( <i>Busan - Korea</i> )  |
| 13 - 16 September       | » IOE European Meeting ( <i>Bucharest</i> )   |
| 18 - 20 September       | » ! Tripartite Meeting on the Social and Labour Implications of the increased use of Advanced Retail Technologies ( <i>Geneva</i> )   |
| 23 - 26 October         | » ! Tripartite Meeting on the Labour and Social Issues arising from problems of Cross-border Mobility of International Drivers in the Road Transport Sector ( <i>Geneva</i> ) |
| 2 - 17 November         | » ! 297 <sup>th</sup> Session of the Governing Body and its committees ( <i>Geneva</i> )  |

### SPECIAL IOE EVENTS DURING INTERNATIONAL LABOUR CONFERENCE (ILC)

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|---------------|---|
| <i>30 May</i> | » ! <i>Information session on ILC for new employer participants (ILO)</i> |
| <i>31 May</i> | » ! <i>Francois Perigot Dinner (Intercontinental Hotel)</i>               |
| <i>5 June</i> | » ! <i>Business Climate and CSR in Russia (ILO)</i>                       |
| <i>7 June</i> | » ! <i>IOE CSR Working Group (ILO)</i>                                    |
| <i>8 June</i> | » ! <i>IOE/ALO meeting for Arab employers</i>                             |

ILC 2006