

IOE EMPLOYERS' GUIDE



**100th SESSION OF
THE INTERNATIONAL LABOUR CONFERENCE**

1–17 JUNE 2011

INTERNATIONAL ORGANISATION OF EMPLOYERS

FOREWORD

INTRODUCTION

THE ILO	7-8
THE IOE	8-9

ORGANIZATION OF THE CONFERENCE

OPENING OF THE CONFERENCE	11
OFFICERS OF THE CONFERENCE	11
OFFICERS OF THE EMPLOYERS' GROUP	11-12
MEETINGS OF EMPLOYER DELEGATES AND ADVISERS	12
AGENDA OF THE CONFERENCE	13
METHOD OF WORK	13
CHAIRPERSONS OF THE EMPLOYERS' TECHNICAL SECTIONS OF COMMITTEES	13-14
MEMBERSHIP OF COMMITTEES	14-15
VOTING AT THE CONFERENCE	15-16

REVIEW OF THE CONFERENCE AGENDA

INTRODUCTION	17-18
FIRST ITEM ON THE AGENDA :	
a) <i>Reports of the Chairperson of the Governing Body and the Director-General</i>	18-19
b) <i>Global Report under the Follow-up to the ILO Declaration on Fundamental Principles and Rights at Work</i>	
SECOND ITEM ON THE AGENDA :	
<i>Programme and Budget and other questions</i>	19-20
THIRD ITEM ON THE AGENDA :	
<i>Information and reports on the application of Conventions and Recommendations</i>	20-21
FOURTH ITEM ON THE AGENDA :	
<i>Decent work for domestic workers — standard setting, second discussion with a view to the adoption of a Convention supplemented by a Recommendation</i>	21-22

CONTENTS

FIFTH ITEM ON THE AGENDA :

Labour administration and Labour inspection—general discussion 23-24

SIXTH ITEM ON THE AGENDA :

*A recurrent discussion on the strategic objective of social protection (social security)
— second in the cycle of recurrent discussions to follow up on the 2008 ILO Declaration
on Social Justice for a Fair Globalization* 24-25

OTHER QUESTIONS

CREDENTIALS 26

GOVERNING BODY

ELECTION OF MEMBERS 27

ANNEXES

ANNEX I (A) : Presidents and Vice-Presidents of the Conference from 2001 to 2010

ANNEX I (B) : Officers of the Employers' Group since 2005

ANNEX II : Regional distribution of Governing Body seats in the Employers' Group

ANNEX III : Mandate of the Employer Members of the ILO Governing Body,
Principles concerning their election and voting procedures

*The Employers' Group of the ILO Governing Body held a special meeting on 22 March 2011 to prepare the work of the forthcoming International Labour Conference in June. Following that meeting, the present Employers' Guide has been prepared by the IOE Secretariat for the **exclusive use of delegates and advisers from IOE member federations** attending the 100th Session of the International Labour Conference.*

This Guide, which is not an official Conference document, is intended to assist the employers' delegates and their advisers - especially those attending for the first time - in understanding the proceedings of the Conference. After a brief introduction about the ILO and the IOE and a chapter dealing with the organizational aspect of the Conference and the Employers' Group, a review is made of the subjects on the Conference agenda and the general policy the employers may wish to adopt. More detailed briefs, particularly on the technical items to be discussed by the Conference, will be sent to member federations separately.

THE ILO

1. The International Labour Organization (ILO), a specialized agency of the United Nations family, is characterized by its unique tripartite structure of governments, employers and workers. It is the only international organization where these three groups come together, on an equal footing, to discuss labour and social issues with a view to their improvement.
2. The aims of the International Labour Organization are embodied in the *ILO Constitution* and the *Declaration of Philadelphia*¹. Today, 183 countries are members of the ILO.
3. The Organization's supreme body is the **International Labour Conference**, which meets annually in Geneva and to which all Member States have a constitutional obligation to send a tripartite (government-employer-worker) delegation. The principal functions of the Conference include the adoption of international labour standards, general discussion of issues falling within its field of competence, approval of the ILO budget every second year and the election, every third year, of the **ILO Governing Body**.
4. The **ILO Governing Body**, composed of 28 government members, 14 employer members and 14 worker members, holds major sessions twice a year in March and November and a brief one-day session after the close of the International Labour Conference. It functions as the executive board of the Organization, appoints the Director-General, whose term of office is five years, supervises the **Office**, fixes the agenda of the Conference, proposes the budget to the Conference and carries out other functions delegated to it by the ILO Constitution.
5. The **International Labour Office** is the Organization's Secretariat, operational headquarters, and research and publishing house. It is built around four major “pillars” - Standards and Fundamental Principles and Rights at Work, Employment, Social Protection and Social Dialogue - with a number of specific programmes covering, *inter alia*, the elimination of child labour, job creation and enterprise development, safety and health at work, HIV/AIDS and the world of work, social security and sectoral activities within the Social Dialogue pillar. There are also two separate branches – ACT/EMP and ACTRAV – dealing with relations with employers and workers respectively. Further information about the ILO, including all Conference documents, is available from : www.ilo.org.

THE INTERNATIONAL LABOUR CONFERENCE

6. The International Labour Conference, which meets annually, is composed of tripartite delegations from Member States, plus a number of observers. Article 3, paragraph 1, of the ILO Constitution provides that each delegation shall be composed of **four** delegates - namely **two** government delegates, **one** employers' delegate and **one** workers' delegate. Moreover, Article 3, paragraph 2 of the Constitution provides that each delegate may be accompanied by not more than two technical advisers for each separate item placed on the agenda. While customarily it is the delegate who attends plenary sessions of the Conference, Committees are attended by delegates or technical advisers, either of whom may be a titular (voting) or deputy member (see paragraphs 30 to 34).
7. The work of the International Labour Conference is governed by *Standing Orders*². As mentioned earlier, one of the Conference's functions is the adoption of **international labour standards** - international social treaties, which take the form of *Conventions* and *Recommendations* or, occasionally,

¹ Available from the Distribution Desk at the Conference (close to entrance doors 13 and 15 in the Palais des Nations).

² Available from the Distribution Desk at the Conference

INTRODUCTION

Protocols. A wide variety of subjects is covered by Conventions and Recommendations - including freedom of association, forced labour, employment issues, human resources, labour-management relations, social security, safety and health and the elimination of child labour.

8. The basic **difference between Conventions, Recommendations and Protocols** is that:
 - Conventions are treaties which are binding on the countries which ratify them. Ratifying countries undertake to apply their provisions, to adapt their national law and practice to their requirements, and to accept international supervision. However, while many government delegates vote in favour of Conventions at the time of their adoption by the Conference, experience over many years has shown that few Member States actually ratify the instruments. The Employers' Group has permanently been requesting Governments to support only those texts they foresee ratifying.
 - Recommendations are non-binding guidelines which may orient national policy and practice. They may in themselves cover a particular subject or may supplement the provisions contained in Conventions or spell them out in greater detail.
 - Protocols are binding ILO instruments (if ratified) aimed at supplementing an international labour Convention. Unlike a Convention, however, a Protocol is not an independent legal instrument but is linked to the Convention to which it is attached, and cannot be ratified independently of that Convention. Thus Member States may choose to ratify a Convention and its Protocol, or the Convention alone, but not a Protocol alone.
9. While, generally speaking, the Employers have always fully endorsed the aims of the ILO as embodied in the Constitution and in the Declaration of Philadelphia, they have also always upheld that standards must be seen as a means by which the ILO can promote harmonious economic development in full respect of basic freedoms. Standards therefore must not lead to the imposition of obligations so burdensome that they slow down such development but should be universally applicable and framed with due regard to the differences in levels and conditions of development in the various countries.

THE IOE

10. The International Organisation of Employers (IOE) is the only world organization authoritatively representing the interests of employers in all social and labour policy matters at the international level. Its main sphere of activities is therefore, quite naturally, the International Labour Organization, where it acts as the Secretariat to the Employers' Group at most meetings, including the Governing Body and the International Labour Conference.
11. One of the aims of the IOE is to ensure that international labour legislation adopted by the International Labour Conference remains within the bounds of economic possibilities and, as far as possible, within the reach of developing countries.

12. In addition, the role of the IOE has historically been to promote and defend the interest of enterprises in the ILO. The main aims of the IOE within the ILO are to promote employment policies which do not constrain business; modernize international labour standards; prevent labour issues from encroaching into trade discussions; ensure debates on globalization are balanced and constructive; create an internationally enterprise-friendly environment in all ILO activities; promote voluntary, as opposed to compulsory, corporate social initiatives; oppose social clauses being introduced in international trade agreements; denounce governments for violating employers' rights; advocate social security models which are compatible with enterprise interests and foster enterprise development in ILO activities.
13. IOE membership is open to national federations of employers which uphold the principle of free enterprise, which are independent of any control or interference from governmental authority or any outside body and whose membership is composed exclusively of employers. Its present membership comprises 150 federations in 143 countries - 43 in Africa, 30 in Asia, 33 in the Americas and 44 in Europe. Further information about the IOE is available at www.ioe-emp.org.

* * *

OPENING OF THE CONFERENCE

14. The Conference will open in the Assembly Hall at the Palais des Nations on **Wednesday 1 June at 10.00 a.m.** for the election of the Officers of the Conference and the establishment of the various Committees. Separate **official** meetings of the three Groups will be held beforehand and, for the Employers' Group, this will take place at **4.30 p.m. on Tuesday, 31 May, in the Governing Body room at the ILO. Thereafter, commencing on Wednesday 1 June, the Employers' Group will meet daily from 9.00 a.m. to 10.00 a.m. in Room XVI at the Palais des Nations** (see paragraph 24).
15. The main purpose of the official meeting at 4.30 p.m. on Tuesday, 31 May is : to prepare Employer Group policy on the various Conference agenda items, to agree on modalities to be followed by the Employers' Group, to formulate concrete proposals for the composition of the various committees, to nominate the Employers' Vice-President of the Conference (see paragraph 18), to elect the Officers of the Employers' Group (see paragraphs 20-23) and to make proposals for the appointment of employer spokespersons in the different committees (see paragraph 28).

OFFICERS OF THE CONFERENCE

16. Under Article 17.1 of the ILO Constitution, "the Conference shall elect a President and three Vice-Presidents. One of the Vice-Presidents shall be a Government delegate, one an Employers' delegate and one a Workers' delegate."

PRESIDENT

17. In accordance with the order of geographical rotation customarily applied to this post, it is the turn of **Africa** to occupy it.

EMPLOYERS' VICE-PRESIDENT

18. The Employers' Group has **second** priority this year in the nomination of a Vice-President (Article 25.3 of the Conference Standing Orders). On the basis of the order of rotation within the Employers' Group, it is now the turn of **South America** to propose a Vice-President.
19. The list of Presidents and Vice-Presidents of the Conference since 2001 can be seen in Annex I(A).

OFFICERS OF THE EMPLOYERS' GROUP

20. In accordance with Article 71 of the Standing Orders of the Conference, each Group shall elect a Chairperson, at least one Vice-Chairperson (it is proposed that the Group elect five) and a Secretary.
21. The employer members of the Governing Body propose that the IOE Executive Vice-President, Mr. Daniel Funes de Rioja, be elected as Chairperson and Mr Antonio Peñalosa, assisted by the staff of the IOE, as Secretary of the Employers' Group of the Conference.

ORGANIZATION OF THE CONFERENCE

22. As for the five Vice-Chairpersons, proposals will be made at the official Group meeting on Tuesday, 31 May.
23. The list of Officers of the Employers' Group since 2005 is given in Annex I(B).

MEETINGS OF EMPLOYER DELEGATES AND ADVISERS

24. As mentioned in paragraph 14, meetings of the full Employers' Group will be held regularly during the Conference. Unless decided otherwise, these meetings will be held from 9.00 a.m. to 10.00 a.m. every day in Room XVI in the Palais des Nations and will be announced in the Daily Bulletin³. The purpose of these meetings is to receive reports on progress being made/problems arising in the various technical and other Committees and to prepare the general policy to be adopted by the Employers' Group on all Conference issues, including final voting on any instruments. **The presence of at least one representative per employers' delegation at these meetings is therefore essential**, and especially for the small delegations which are unable to follow the work in all the Committees, as this provides them with a valuable opportunity to keep abreast of, and participate in, important decisions taken by the Group throughout the Conference.

AGENDA OF THE CONFERENCE

25. The agenda of this Session of the Conference is as follows:

- I. (A) REPORTS OF THE CHAIRPERSON OF THE GOVERNING BODY AND OF THE DIRECTOR-GENERAL
- (B) GLOBAL REPORT UNDER THE FOLLOW-UP TO THE ILO DECLARATION ON FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK
- II. PROGRAMME AND BUDGET PROPOSALS
- III. INFORMATION AND REPORTS ON THE APPLICATION OF CONVENTIONS AND RECOMMENDATIONS
- IV. DECENT WORK FOR DOMESTIC WORKERS — *STANDARD SETTING, SECOND DISCUSSION WITH A VIEW TO THE ADOPTION OF A CONVENTION SUPPLEMENTED BY A RECOMMENDATION*
- V. LABOUR ADMINISTRATION AND LABOUR INSPECTION — *GENERAL DISCUSSION*
- VI. A RECURRENT DISCUSSION ON THE STRATEGIC OBJECTIVE OF SOCIAL PROTECTION (SOCIAL SECURITY) UNDER THE FOLLOW UP TO THE 2008 ILO DECLARATION ON SOCIAL JUSTICE FOR A FAIR GLOBALIZATION

AGENDA OF THE CONFERENCE

³ An official Conference document containing the programme of meetings for the day and other useful information. This Bulletin is available in English, French and Spanish, from the Conference Distribution Desk.

METHOD OF WORK

26. Discussion on item I takes place at the Plenary Session of the Conference. Committees are expected to be appointed to deal with items II to VII. All committees will be set up on a tripartite basis, with the exception of the Finance Committee, composed of government representatives only, which will deal with the programme and budget questions.
27. Two other committees will also be appointed: the **Selection Committee**, which will, among other things, arrange the programme of the Conference and fix the time and agenda for the plenary sittings⁴ and the **Credentials Committee**, which will deal with matters concerning the credentials of delegates (see paragraphs 95 to 102).

CHAIRPERSONS OF THE EMPLOYERS' TECHNICAL SECTIONS OF COMMITTEES

28. As elsewhere in the Organization, the tripartite structure of the ILO is reflected in committees set up by the Conference. The employer members of each committee are referred to as the "employers' technical section" of that committee. While final responsibility for the appointment of the Chairman (or coordinator) of the employers' technical section of each committee rests with the respective technical section of each committee, the employer members of the Governing Body recommend the following (the names appearing between brackets are those of the IOE Secretariat and of the ILO's Bureau for Employers' Activities assigned to assist the Committee):

<i>SELECTION COMMITTEE</i>	Mr Hiroyuki Matsui (<i>Japan</i>) [Mr A. Peñalosa/Mrs M. Dépierre – IOE Mrs D. France-Massin – ACT/EMP]
<i>CREDENTIALS COMMITTEE</i>	Mrs L. Horvatic (<i>Croatia</i>) [Mr J. Dejardin – IOE Mr R. Chacko – ACT/EMP]
<i>COMMITTEE ON THE APPLICATION OF CONVENTIONS AND RECOMMENDATIONS</i>	Mr E. Potter (<i>United States</i>) [Mrs M.P. Anzorreguy/Ms M. Megevand – IOE Ms S. Tugschimeg – ACT/EMP]
<i>COMMITTEE ON DECENT WORK FOR DOMESTIC WORKERS (Second discussion)</i>	Mr P. Mackay (<i>New Zealand</i>) [Mr S. Barklamb/Mrs A. Espejo – IOE Mr R. Chacko – ACT/EMP]
<i>COMMITTEE ON LABOUR ADMINISTRATION & LABOUR INSPECTION (General discussion)</i>	Mr M. Mdwaba (<i>South Africa</i>) [Mrs J. Asherson/Mr J. Dejardin—IOE Mr C. Hess - ACT/EMP]
<i>COMMITTEE ON A RECURRENT DISCUSSION ON THE STRATEGIC OBJECTIVE OF SOCIAL PROTECTION (General discussion)</i>	Mr M. Barde (<i>Suisse</i>) [Mr E. Oechslin/Mr. F. Muia – IOE Mr R. Gijon/Mr F. Sanzouango – ACT/EMP]

⁴ Functions which it may, as appropriate, delegate to its Officers

ORGANIZATION OF THE CONFERENCE

DISCUSSION ON THE GLOBAL REPORT

MR D. Lima-Godoy (Brazil)
[Mrs A. Espejo - IOE
MRS D. FRANCE-MASSIN - ACT/EMP]

MEMBERSHIP OF COMMITTEES

29. As mentioned in paragraph 26, with the exception of the Finance Committee, all committees are set up on a tripartite (government-employer-worker) basis and are composed of **titular members with the right to vote**, plus a number of **deputy** members. Both titular and deputy members may be represented on committees by one or more **substitutes**, who enjoy the same right to participate in the work of the committee as the titular or deputy member for whom they are substitute.

TITULAR MEMBERS

30. The number of titular (voting) members appointed by each of the three groups to a particular committee differs depending on the size of individual delegations and their interest in specific topics. A "weighting" system is therefore applied, in order to ensure that each group has the same voting strength. The following is a simple example: in a committee with 30 government members, 10 employer members and 20 worker members, each government member would have a "weighted" vote of 2 ($30 \times 2 = 60$), each employer member 6 ($10 \times 6 = 60$) and each worker member 3 ($20 \times 3 = 60$).
31. As votes may be taken at any moment during committee meetings - including sittings held, when necessary, in the evening or on Saturdays - employer delegations are requested to apply for titular membership of a committee **only if they are reasonably sure to be able to follow its work on a regular basis**.
32. It should be pointed out in this connection that all delegates of a country which, under Article 13.4 of the Constitution, has lost its right to vote at the Conference because it is in arrears in the payment of its financial contribution to the ILO also lose their right to vote in committees. Moreover, under Article 4.2 of the Constitution, if a Member fails to nominate one of the non-Government delegates, the other non-Government delegate also loses the right to vote.

DEPUTY MEMBERS

33. The purpose of appointing deputy members is twofold : on the one hand this constitutes a reserve which experience has shown to be necessary, as deputy members (or their substitutes) may be called upon to vote in the absence of a titular member (or his substitute), thus ensuring that the Employers' Group in each committee has full voting strength at all times. The system also benefits delegations which are small in number and which wish to follow the work of several committees without the responsibility of being regularly present as they would have to be if appointed as titular members. It is important, therefore, to ensure a reasonable balance between the number of titular and deputy members in each committee.

EMPLOYERS' GROUP POLICY CONCERNING MEMBERSHIP OF COMMITTEES

34. The Employers' Group as a whole is responsible for nominating its members in each committee. In principle, all requests for membership of committees are honoured, provided a reasonable balance is maintained. The Group must also ensure that its technical sections of the various committees have full voting strength at all times and, for this, have a sufficient number of deputy members present at meetings. Membership of a committee is therefore not a delegate's privilege, but a mandate conferred upon that delegate by the Group.

VOTING AT THE CONFERENCE

35. While it is most desirable that decisions be reached by consensus among the three groups, controversial questions are not infrequently settled by votes when the groups - in committees as well as in plenary sitting - are unable to reach agreement through negotiation. In **committees**, votes are weighted to ensure that the three groups have equal voting strength (see paragraph 30). In **plenary**, each tripartite delegation has four votes - two government votes, one employer vote and one worker vote. For the employers to be able to exercise the maximum influence the tripartite structure of the Conference allows them, it is necessary to fully understand not only the importance of employer presence at the time of voting but also the procedure to follow. The calculation of the results of voting, the validity of votes and the rules governing the quorum may render the procedure complicated.

PRESENCE OF EMPLOYERS AT THE TIME OF VOTING

(A) COMMITTEES

36. As a general rule, the committees meet simultaneously. Even when a committee is not in session, its separate employers' and workers' technical sections will be holding their own meetings. **Consequently, employer delegations are advised not to apply for more committee seats than they have members who can fill them.**
37. For this reason, only delegates and advisers who are certain to be able to attend the whole Conference should apply for, or be assigned to, a seat as a voting member of a committee. **Assignment as a voting member in a committee carries with it an obligation to the Group as a whole to attend its meetings regularly, including night and Saturday sittings when necessary.**
38. Serious attention has been paid during the past few years to the acute problems caused by absenteeism in committee meetings. Encouraging results have been obtained by applying the system of correcting the voting strength of the employers in each committee by transferring titular members who are frequently absent to the list of deputy members.

(B) PLENARY

39. With important votes usually taken on the last days of the Conference - often on the last day itself - it is **vitaly important** to the Employers' Group that at least one employer representative duly empowered to vote should be present from each delegation until the last day.
40. In plenary sittings, a vote is not valid if the total number of votes cast for and against is less than half the number of delegates attending the Conference and entitled to vote (Article 20 of the Conference Standing Orders).
41. To improve the working of the quorum rule, certain recommendations have been made, and these are :
- delegates should register immediately on arrival as the quorum is computed on the number of delegates registered;

ORGANIZATION OF THE CONFERENCE

- acceptance of appointment as delegate implies an obligation to be available personally or through an adviser authorized to act as substitute for the work of the Conference until the end;
- employer delegates who are, nevertheless, obliged to leave the Conference before it finishes and who have no substitute to act for them should give notice of their departure to the Employers' Group Secretariat.

VOTING PROCEDURE

42. The procedure followed for votes in **plenary** sitting at the Conference is governed mainly by Articles 19 to 21 of the Standing Orders. Rare and special cases are dealt with by Articles 17, 26 and 29 to 33. For votes in the **committees**, the voting procedure is governed by Articles 65 and 66 of the Standing Orders. This procedure is explained in a document "*Notes on Procedures Relevant to Votes in Committees*", copies of which may be obtained from the Employers' Group Secretariat.
43. One aspect of the voting procedure not covered in that Note is the use made of the quorum rule to influence the result of a vote. For a vote to be valid in **plenary** the number of votes cast for and against must be equal to or greater than half the number of delegates attending the Conference and entitled to vote. In the **committees**, the quorum requirement is reduced to two-fifths of the total voting power. In both the plenary sittings and the committees, **abstentions do not count as votes cast**. As a consequence, those who wish to see a proposal rejected, but fear they do not have enough negative votes, may prefer, instead of voting against the proposal, to abstain or be absent in the hope of the vote being declared invalid for lack of quorum.
44. The following simple example will illustrate how the quorum rule can be used to avoid a proposal being adopted when there would be insufficient negative votes to have it rejected : At the Conference, an amendment is put to the vote of 480 delegates - 240 government, 120 employer and 120 worker delegates. A simple majority and a quorum of 240 votes in favour and against are sufficient for the adoption of the amendment, for example : 121 votes in favour, 119 against (total 240) and 240 abstentions (or absences). In such a case, **it calls for only one delegate who is opposed to the amendment to abstain or be absent instead of voting against** to reduce the total of votes cast for and against to 239 - less than half the full total - and thus render the vote invalid and the amendment not adopted for lack of quorum.
45. It should be added that, in cases where a quorum has not been obtained, the Standing Orders provide certain possibilities for the vote to be taken again (see Article 20, paragraphs 2 and 3 for plenary sittings, and Article 66, paragraph 2 for committees).

* * * * *

INTRODUCTION

46. This section of the *Employers' Guide* attempts to provide a brief analysis of the subjects to be discussed by the 100th Session of the International Labour Conference. An effort is made at the same time to explain the main concerns and the general policy which the Employers may have adopted on these subjects. As mentioned in paragraph 48, member federations will be provided with more detailed briefings on several of the more technical items on the agenda.

47. Before touching upon these matters, a further word on procedural arrangements for the discussion of agenda items and other matters dealt with by Conference committees: for the better understanding of such procedures, the subjects likely to be discussed by the Conference are - quite arbitrarily and for simplicity purposes - grouped into the following three categories:

- (a) Standing Items on the agenda of each Conference. These are Item I (a) (Reports of the Chairperson of the Governing Body and of the Director-General) and (b) (the Global Report under the Follow-up to the ILO Declaration on Fundamental Principles and Rights at Work); Item II (Programme and Budget and other Questions); and Item III (Information and Reports on the Application of Conventions and Recommendations).
- (b) Technical Items: These differ from session to session of the Conference. This year they concern Items IV and V.

Most technical items aim for the adoption of international instruments - a Convention, a Recommendation, a Protocol, a Declaration or two or more of these instruments. They are usually examined by the Conference under the double discussion procedure, which extends over two years. During the first year, the Conference draws preliminary conclusions for further consideration by ILO constituents. Definitive decisions on the final form of the instrument are taken by the Conference at the end of the second year's discussions.

- This year, Item IV - Decent work for Domestic Workers is a second discussion for a Convention and Recommendation and, as such, the final form of any instruments will be finalised this year.
- Item V - General discussion on Labour Administration and Labour Inspection.
- Item VI - A recurrent discussion on the strategic objective of social protection (social security) under the follow-up to the 2008 ILO Declaration on Social Justice for a Fair Globalization.

(c) There are other subjects to be dealt with by the Conference, although they do not appear on the agenda. These are of a more or less permanent nature, for which Conference committees are set up. They include such items as credentials, standing orders and the day-to-day organization of the Conference.

48. The following is an item-by-item analysis of the subjects to be considered by the Conference in 2011. It is intended as advance notification of the salient points, which IOE member federations may find useful. Detailed briefing notes on the Director-General's Report and the Global Report will be circulated to IOE member federations under separate cover. The IOE Secretariat will also as necessary provide additional detailed notes on the other technical items on the agenda.

FIRST ITEM ON THE AGENDA

(A) REPORTS OF THE CHAIRPERSON OF THE GOVERNING BODY AND OF THE DIRECTOR-GENERAL

49. Discussions of these documents that should begin in plenary sitting on Thursday, 9 June, at 10.00 a.m. will now open as from **Wednesday 8 June at 10.00 a.m.** The Chairperson of the Governing Body will submit a report to the Conference on the work carried out by the Governing Body from June 2010 to June 2011.
50. The Director-General of the International Labour Office will submit a report to the Conference on a social policy theme of current interest. It will include an **annex on the Situation of Workers in the occupied Arab territories.**
51. Upon its release, it will be available on the ILO website (www.ilo.org) and hard copies can be obtained during the Conference. The IOE Secretariat will prepare a note on the two parts of the Report to facilitate employers' interventions. As usual, such interventions in the plenary will be **restricted to five minutes.**
52. **Reports of the Chairperson of the Governing Body and of the Director-General.** Persons wishing to speak may register in advance, as from **31 March 2011**, by email, facsimile or telephone (see Appendix I of the ILO Guide - Contact details).
53. They may also do so during the Conference, as early as possible, at the Registration of Speakers Office. The list of speakers closes at the beginning of the **week of 6 June**, subject to the decision of the Selection Committee.

(B) GLOBAL REPORT UNDER THE FOLLOW-UP TO THE ILO DECLARATION ON FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK

54. The Global Report is part of the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work. It will be discussed on **Friday, 10 June in plenary sitting.**
55. Every year, the Global Report reviews one of the four Principles of the Declaration⁵ in detail. Its objective is to provide a dynamic global picture relating to each category of fundamental principles and rights, noted during the preceding four-year period. It should also serve as a basis (a) for an assessment of the effectiveness of the assistance provided by the ILO and (b) to highlight future priorities for technical co-operation.

5 a) Freedom of association and effective recognition of the right to collective bargaining;
b) The effective elimination of all forms of forced or compulsory labour;
c) The effective abolition of child labour;
d) The elimination of discrimination in respect of employment and occupation.

56. This year, the Global Report examines the principle of discrimination in respect of employment and occupation.
57. The IOE has collaborated with the ILO on activities to raise employers' awareness of discrimination. This year's discussion will be a good opportunity to express the employers' position and their concerns on how this issue is addressed, as well as to strengthen the collaboration with the ILO if considered necessary.
58. The Global Report will be released prior to the Conference. It will be available on the ILO's website (www.ilo.org) and hard copies can be obtained during the Conference. The IOE Secretariat will prepare a note on the Report to facilitate employers' interventions.

SECOND ITEM ON THE AGENDA

PROGRAMME AND BUDGET PROPOSALS AND OTHER QUESTIONS

59. This year, the Conference will be called upon to adopt the Programme and Budget for the years 2012-2013. This will take place through a vote in the plenary session of the Conference on Thursday, 16 June.
60. The Conference has the ability to establish a tripartite committee to examine programme and budget proposals. However, it has usually followed the practice of entrusting the work to its Finance Committee of Government representatives, which will be attended by a tripartite delegation of the Governing Body - the Finance Committee will meet on 2 and 3 June. Other employer and worker delegates wishing to speak on the budget will have the opportunity to do so in the plenary when the report of the Finance Committee is being discussed, probably on Wednesday, 15 June. It is important to remember that the adoption of the Programme and Budget requires a majority of two-thirds of the votes in the plenary. The Finance Committee will also be invited to adopt the scale for assessment decided by the Governing Body in March 2011.
61. In March 2011, the ILO Governing Body discussed the proposals of the ILO's Programme and Budget for 2012-2013. Given the financial constraints faced by a majority of governments, the debate was lively on the level of the budget between a zero nominal growth and a zero real growth (this latter includes agreed and UN common system cost increases). The Governing Body decided to recommend these proposals with a zero real growth to the Conference for adoption. Some major contributors expressed their opposition to these proposals which were therefore not adopted unanimously. We may suppose that these governments will adopt the same position in June.
62. The Employers' Group had expressed its wish for a relevant ILO able to respond to constituents' needs arising from the crisis and from the new needs of the world of work. The Employers had called for a focus on employment especially for young people in the coming biennia as it was clear that this remains a challenge in all regions of the world. The Employers' Group had also insisted on a further strengthening of the governance role at the ILO as well as its evaluation and audit functions. On the positive side, the proposals had contained a small adjustment to increase the flexibility of ACT/EMP's budget.
63. The Employers' Group, supported by many governments, had also expressed its support for the new proposed ILO knowledge strategy, but had regretted the absence of new information on its

REVIEW OF THE CONFERENCE AGENDA

implementation. The purpose of this strategy was to increase the visibility of ILO expertise and to the services provided to constituents. The Director-General had replied to most of these concerns.

THIRD ITEM ON THE AGENDA

INFORMATION AND REPORTS ON THE APPLICATION OF CONVENTIONS AND RECOMMENDATIONS

64. One of the standing Committees of the International Labour Conference is the Committee on the Application of Conventions and Recommendations. The proceedings of this Committee provide an opportunity to representatives of governments, employers and workers to meet and review the reports provided by Member States on the manner in which obligations under ratified Conventions and Recommendations are being implemented in national law and practice. Although it is a highly technical Committee, it also has a political focus. Traditionally, the workers have used the Committee as a showcase for alleged “abuses” and to highlight unpopular national policies.
65. The Conference Committee on the Application of Standards considers Report III, parts IA and IB, which have been previously prepared by the Committee of Experts on the Application of Conventions and Recommendations⁶. In an opening general discussion, the Committee reviews the matters covered by the general part of the Committee of Experts’ Report part IA. To access this part of the report, delegates may want to copy/paste the following link: http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_151556.pdf
66. Subsequently, the Committee examines part IB of the Report which consists of a General Survey (separate volume). This year’s General Survey concerns the following six instruments dealing with the issue of employment:
- The Social Security (Minimum Standards) Convention, 1952 (No. 102);
 - the Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168);
 - the Income Security Recommendation, 1944 (No. 67);
 - the Medical Care Recommendation, 1944 (No. 69);

To access this document, delegates may want to copy/paste the following link: http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_152602.pdf

67. The General Survey allows the Committee to review national law and practice in Member States, to examine difficulties, raised by governments, that stand in the way of the application of the instruments, clarify their scope and indicate possible means of overcoming obstacles to their implementation. This examination covers all Member States regardless of whether or not they have ratified the given Conventions. This is a way for employers to make known their concerns on the particular subject under review.
68. After the initial discussions, the Committee will examine the individual cases. This is probably the most interesting, detailed and political part of the Committee’s work. The Officers of the Committee prepare a list of individual cases from the Experts’ Report and invite governments to supply additional information to the Committee. Following statements of the governments concerned, members of the

⁶ The Committee of Experts on the Application of Conventions and Recommendations was created in 1926 by the International Labour Conference to examine the reports submitted by governments and by employers’ and workers’ organizations under articles 19, 22 and 35 of the ILO Constitution. It is a body of 20 independent legal experts (18 experts are currently appointed by the Governing Body on the recommendation of the Director-General), which meets once a year in Geneva..

Committee may put questions or make comments. The Committee then reaches conclusions on the cases.

69. At the end, a report will be drafted reflecting the work of the Committee, which will include information on its discussions as to various member States' compliance with specific obligations: submission to competent authorities; failure to comply with reporting obligations; mention of cases of progress in which the Committee notes changes in law and practice which overcome difficulties previously discussed by it; "special paragraphs" drawing the Conference's attention to cases discussed previously by the Committee where there has been a continuous failure over several years to eliminate serious deficiencies in the applications of ratified Conventions.
70. The work of the Committee is highly technical and new participants might find it difficult to get involved. It is therefore highly desirable that employer members wishing to follow this Committee's work be reasonably sure of following this work consistently for a number of years. Such sustained participation would be beneficial to the Group, as it can rely on the experience of such members, apart from considerably reducing the workload of the employer leader in the Committee.

FOURTH ITEM ON THE AGENDA

DECENT WORK FOR DOMESTIC WORKERS - SECOND DISCUSSION. STANDARD SETTING WITH A VIEW TO THE POSSIBLE ADOPTION OF A CONVENTION SUPPLEMENTED BY A RECOMMENDATION

71. In March 2008, the ILO Governing Body agreed to place an item regarding "decent work for domestic workers" on the agenda of the 99th and 100th sessions of the International Labour Conference (2010 and 2011) with a view to standard setting. Under this double discussion process, standard setting was substantively progressed in 2010 and is to be finalised in 2011.
72. Despite most IOE member federations not representing employers of domestic workers (individual householders) there was substantial engagement with the work of this committee in 2010 and significant interest from IOE members throughout both the Conference process, and the intervening consultations by the International Labour Office. This has been recognised to be an important issue for employers for a range of reasons, including risks that any new regulation will exceed its initial scope and affect genuinely commercial activities.
73. Following on from the 2010 Conference, the 2011 Committee will consider a detailed report prepared by the International Labour Office, and released in February 2011 (the Blue Report).
74. This report (in two parts) includes a proposed Convention supplemented by a Recommendation to be considered by the Conference Committee towards the creation of both standards. This differs from the approach argued by employers which was for a Recommendation only without the making of a binding convention open for ratification by ILO Member States. See: <http://www.ilo.org/ilc/ILCSessions/100thSession/reports/lang--en/index.htm>
75. Throughout this process employers have provided detailed input to the various consultation processes run by the International Labour Office, including preparing detailed submissions on the overall

REVIEW OF THE CONFERENCE AGENDA

approach that might be pursued in this area, and addressing matters of both significance and detail raised by the text. This provides a significant foundation from which to pursue amendments to the proposed texts in 2011, and to respond to changes in the texts proposed by others.

76. Through the double discussion process (commencing in 2010) a significant range of issues have been aired and key concerns for employers are narrowing / becoming more focussed. These include:
- Different understandings of the definition and scope of domestic work to be covered by any standard(s), and ongoing differences on the definition of domestic work to be included in any standard(s). In turn, this has implications for the approaches to exemptions in any standard.
 - Difficulties in measuring hours worked in domestic employment, and also with associated concepts such as overtime and on call time, which appear to not be practically applicable to this unique employment within the family home.
 - The treatment of agency employment, including the extent to which the text of any new standard is consistent with ILO Convention No.181.
 - Ensuring proper recognition of established organisations of employers and workers and that any standards in this area are consistent with the accepted approaches of the ILO.
77. It will be proposed that employers pursue a range of other amendments to improve the technical operation and clarity of the proposed standard(s). These amendments would be pursued on the basis that employers can agree to standard(s) addressing particular issues but have alternative wording that would better implement the agreed concepts.
78. This reflects a general concern with open ended or inexact language in some of the drafting of the standard(s) to be considered in 2011. In turn this links to a fundamental concern at the lack of knowledge about the state of employment of domestic workers in most countries, and on the likely impact of the text proposed. Employers have argued this compels a cautious approach and text that provides options and a degree of flexibility for national implementation.
79. Employers have consistently argued for any standard(s) to be practical and able to reflect how domestic work is actually undertaken, organised, directed and regulated at the national level. Any final measures or requirements arising from the second year of discussion (through a standard or standards) will need to be practical and able to be implemented. This means that not all issues will be able to be addressed in any standard, and that some of the text of the proposed Convention in particular will need to change. As with most standard setting discussions, substantial negotiations on text are anticipated.
80. As was the case in 2010, proponents of a Convention supplemented by a Recommendation include not just the organised Workers' Group in the Conference Committee, but also a kaleidoscope of NGOs with varying degrees of organisation and varying knowledge of the operation of the

International Labour Conference. Some of these NGOs, whilst not formally participants in the Committee process, are very influential with national governments. This caused considerable disruption and delay in 2010, something which will hopefully be avoidable in 2011.

FIFTH ITEM ON THE AGENDA

GENERAL DISCUSSION ON LABOUR ADMINISTRATION AND LABOUR INSPECTION

Administrative Background

81. In June 2010, the Governing Body decided to place on the agenda of the 100th Session (2011) of the International Labour Conference, for general discussion, an item on labour administration and labour inspection. It invited the Office to prepare [an orientation document for discussion at the 309th session of the Governing Body](#) held in November 2010 to determine the scope and questions to be covered. From these and subsequent discussions between ILO staff, regional government coordinators and the social partners, the document [Report V - Labour administration and Labour Inspection](#) (pdf 1502 KB 113 pages) to be used as a basis for discussion at the ILC 2011 has been agreed and published. The report is also available in French, Spanish and Arabic.

Policy background

82. Sound labour administration and inspection systems are fundamental for good labour market governance, sustainable development and effective implementation of international labour standards. The context in which these institutions operate has changed fundamentally over the last few decades. Economic, social and technological developments have led governments to review their organization, role and operating models. Some labour administrations have lost their traditional responsibilities to other ministries or to the private sector. Capacity building and shared learning is needed to support labour inspectorates to develop new skills and strategies in response to the increasing complexity of supply chains and industrial processes. Employers' and workers' organizations can make significant contributions towards developing a compliance and prevention culture at the workplace while contributing as strategic partners in shaping the priorities and activities of labour administrations and labour inspectorates through sound dialogue. [Relevant ILO instruments are referenced.](#)
- The Labour Administration Convention 1978 (C 150)
 - The Labour Inspection Convention, 1947 (C 81)*
 - Protocol of 1995 to the Labour Inspection Convention, 1947 (P81)
 - The Labour Inspection (Agriculture) Convention, 1969 (No. 129) *
 - Labour Inspection (Seafarers) Convention, 1996 (C 178)

The General Discussion

83. As the report is rather historical, government interventions can be focused on providing an up-to-date perspective. The general discussion is unlikely to be highly contentious and there has been no suggestions that new Conventions or other instruments should be developed. The Workers are likely to stress:
- requirements for decent work within labour administrations, inspectorates and generally resulting from their influences,
 - support for public sector jobs growth and security with concern about outsourcing labour

* Priority convention : Governments report every other year on ratified Priority Conventions

* Ditto

- administration and inspection functions,
• consideration of the gender dimension

The Employers' Position

84. Employers have interests in ensuring:
- their right and obligation to manage operations flexibly in order to optimise their business objectives,
 - strong effective labour administrations and labour inspectorates to ensure there is a level playing field and predictability for companies, their supply chain, products and services throughout the regions,
 - the relevant actors play their part in developing a compliance and prevention culture in enterprises,
 - decent work goes hand in hand with sustainable enterprises,
 - respect for the many different arrangements countries have for their labour administrations and inspectorates,
 - transparent and good governance whether the arrangements involve national, local, private or public sector,
 - ILO assistance to help countries develop is balanced, fair and prioritised.
85. The Conference could identify:
- the challenges in the field of labour administration and labour inspection that are affecting enterprises and the world of work,
 - what employers, workers, governments and the ILO can do to leverage those developments that are having a positive impact and overcome those that are having a negative impact,
 - best practice in developing flexible approaches to compliance and a prevention culture,
 - new technologies and systems to promote efficiencies and innovation (in particular to assist social partner) help deliver improved business performance in labour standards,
 - how social partners can work with other parts of business and civil society to leverage their influence to support those work activities that are hard to reach because they are less formal, less visible or transient.

SIXTH ITEM ON THE AGENDA

A RECURRENT DISCUSSION ON THE STRATEGIC OBJECTIVE OF SOCIAL PROTECTION — UNDER THE FOLLOW UP ON THE 2008 ILO DECLARATION ON SOCIAL JUSTICE FOR A FAIR GLOBALIZATION

86. The sixth item on the agenda of the 2011 International Labour Conference (ILC) is the second discussion in a series of recurrent ILC discussions to follow up on the 2008 ILO *Declaration on Social Justice for a Fair Globalization* (the SJD). They are referred to as the Cyclical Review or Recurrent item discussions.
87. The SJD articulates four strategic objectives for the ILO and its work. It also contains follow-up provisions which require the ILC to review the strategic objectives across a seven-year cycle. The second strategic objective, social protection, will be under discussion in 2011, but only under its social security component.
88. Further to the first recurrent discussion on Employment in 2010, it is regrettable that the spirit of the

Declaration was not followed in the work of the 2010 ILC. The report for this discussion in June (link as the French version) unfortunately does not go in the right direction. In fact, the Employers' Group had previously defined a series of questions for the ILO:

89. What has been asked of the Office, the Organization and its member States?
 - What has been done?
 - What has the impact of this been?
 - What has worked and what has not?
 - What gaps are there and how can we do better?
90. Through this discussion, the 2011 ILC will probably be able to propose recommendations to the Governing Body on the principal activities of the ILO, such as:
 - (a) The priorities for the programme, budget, technical cooperation and the technical and research capacities of the Office;
 - (b) The priorities regarding standards activities, including potential future standards activities.
91. Several sessions are envisaged for the examination of the activities which the Office, the Organization and the member States have undertaken to promote and apply social security. Specific topics to be examined include: the role of social security in economic growth and social development, extension policies, economic accessibility and financing, social security governance and the role of standards. A special session will be organized with the other international agencies (IMF, World Bank, WHO, UNICEF, OECD) that are active in the social security field.
92. Main points for employers concern the effects of the crisis on social security systems (notably the new budgetary constraints), demographic challenges which most countries are facing and especially the consequences for pensions, flexicurity – where social protection plays a key role, the sustainability of systems (notably the means of financing through taxes or contributions), the role of the private sector (health insurance or pension fund), the role of the social partners in the oversight and management of systems, and the horizontal and vertical extension of social security cover. As regards the horizontal extension of cover, the main theme will concern the debate around the social protection floor which is also on the agenda of the United Nations and the G20. The IOE recently published an information note which will be useful for the debates: (link as in French).
93. The sessions will be held from Wednesday, 1 June to Saturday, 4 June (end of the afternoon). After these sessions, the conclusions will be discussed the following week in a drafting committee, then in a further committee from Wednesday, 8 June. It is hoped that the conclusions will be structured around the provisions of the 2008 Declaration and its follow-up.

94. The Conference also has before it the following item:

CREDENTIALS

95. In accordance with Article 26, paragraph 1, of the ILC Standing Orders, credentials of delegates to the Conference, their advisers and all other accredited members must be deposited with the ILO at least fifteen days before the date fixed for the opening of the Conference which, this year, is 1 June. The final date for depositing credentials is therefore **Tuesday 17 May 2011**.
96. Article 3, paragraph 5, of the Constitution provides that Member States undertake to nominate non-government delegates and advisers chosen in agreement with the industrial organizations, if such organizations exist, which are most representative of employers or workpeople, as the case may be, in their respective countries.
97. The Credentials Committee consists of one government representative, one Employers' representative and one Workers' representative. It meets in closed sittings. Its responsibilities include examining the credentials, as well as any objection relating to the credentials, of delegates and their advisers, or relating to the failure to deposit credentials of an Employers' or Workers' delegate.
98. Formal objections must be lodged within **72 hours from 10.00 a.m.** of the first day of the Conference, date of publication of the Provisional Record containing the name and function of the delegate to whose nomination objection is made. For this Conference, objections must be lodged **before Saturday, 4 June at 10.00 a.m.**
99. The Committee also considers complaints of non-observance of Article 13.2(a) of the ILO Constitution. This Article binds Member States to pay the travel and subsistence costs of their delegates and advisers attending the Conference. Unfortunately there is a growing number of governments that ignore this rule in respect of the non-governmental delegates and advisers from their countries.
100. It should be noted that, following objections lodged by the Employers' Group over the past years, the Conference adopted an amendment to Article 26 of the Conference Standing Orders in June 1997, empowering the Credentials Committee to verify the compliance of governments with the obligations under Article 13, paragraph 2 (a) of the Constitution and to examine complaints alleging non-compliance.
101. The Credentials Committee may consider complaints where:
- (a) the Member is alleged to have failed to pay the travelling and subsistence expenses of one or more of the delegates that it has nominated in accordance with Article 3, paragraph 1, of the Constitution;
 - (b) the complaint alleges a serious and manifest imbalance between the number of Employer or Worker advisers whose expenses have been covered in the delegation concerned and the number of advisers appointed for the government delegates.
102. Employer delegates are encouraged to contact the Employers' Secretariat as soon as possible in the event of issues involving any objection relating to their credentials and/or failure of the government to comply with the obligations under Article 13, paragraph 2(a).

ELECTION OF MEMBERS

103. In accordance with Article 7, paragraph 5, of the ILO Constitution, the period of office of the present Governing Body expires during this year's Conference. Elections will therefore be held to select members for the new term of office, **2011-2014**.
104. The Governing Body is composed of 56 members - 28 government members, **14 employer members** and 14 worker members. In addition, provision is made in the Conference Standing Orders⁷ for 28 government deputy members and **19 deputy members** from each of the Employers' and Workers' Groups.⁸
105. Regular and deputy members are convened to attend each session of the Governing Body. In order to be in a position to replace an absent regular or deputy member, the Employers' Group also appoints a number of **substitute deputy members**.
106. **The method of electing** the employer regular and deputy members of the Governing Body is laid down in Articles 50 and 52 of the Standing Orders of the Conference. Moreover, in recent years the Employers' Group has adopted Principles governing the mandate and election of employer members of the Governing Body and the voting procedures. The revised draft text of these Principles as applied in 2008 is given in Annex III and will be revised by the Management Board on 30 May. An updated version will then be submitted to an early session of the Employers' Group of the Conference for approval.
107. While drawn from each region so as to ensure that employers from all over the world are represented, employer members of the Governing Body hold an international mandate in that, elected by the Employers' Electoral College as a whole, they represent the employers throughout the Organization and not the employers of one region only, still less of one country. They are therefore primarily responsible for the whole of their Group. Needless to say, they have to be entirely and unquestionably independent from any government authority or outside body.
108. Their mandate is also a personal one, and continuity from one session to another is important. Candidates should therefore bear in mind that membership of the Governing Body and its Committees in some cases may require their presence in Geneva for up to four weeks in each year, plus another week if called on to attend regional conferences, committees or other meetings, in addition to the three weeks which is it desirable and important that they should give to attending the International Labour Conference.

* * *

⁷ Available from the Distribution Desk at the Conference

⁸ The regional distribution of Governing Body seats in the Employers' Group for 2005-2008 and 2008-2011

PRESIDENTS AND VICE-PRESIDENTS OF THE CONFERENCE

2001 - 2010

ANNEX IA

	President	Government Vice-President	Employers' Vice-President	Workers' Vice-President
2010 99 th Session	Mr G. De Robien (France)	Mr R. Nkili (Cameroon)	Mr N. Powell (Haiti)	Mr S. Nakajima (Japan)
2009 98 th Session	Mr. K.M. Hossain (Bangladesh)	Mr. T. Poalma Caicedo (Ecuador)	Mr. S.H. Allam (Egypt)	Mr. J.A. Zelhoefer (United States)
2008 97 th Session	Mr J. Edwin Salamin (Panama)	Mr T. Louh (Algeria)	Mr A. Tabani (Pakistan)	Mrs S.R. Diallo (Guinee)
2007 96 th Session	Mr K. Sulka (Albania)	Mr C.A. Da Rocha Paranhos (Brazil)	Mr M. Barde (Switzerland)	Mr. M. Blondel (France)
2006 95 th Session	Mr C. Sadja (Czech Republic)	Mrs A. Abdel Hady (Egypt)	Mr. J. de Regil (Mexico)	Mr. N.M.Adyanthaya (India)
2006 94 th Session		<i>Maritime Conference</i>		
2005 93 rd Session	Mr B.K. Alsalim (Jordan)	Mr G.A. Chiriboga (Ecuador)	Mr A.J. Finlay (Canada)	Mrs H. Anderson (Mexico)
2004 92 nd Session	Mr M. Ray Guevara (Dominican Republic)	Mr. M. Maatough (Libyan Arab Jamahiriya)	Mr Y. Wade (Senegal)	Mr G. Artigbe (Benin)
2003 91 st Session	Mr M. Wamalwa (Kenya)	Mr. M. Muhaissen (Jordan)	Mr B. Noakes (Australia)	Mr. T. Wojcik (Poland)
2002 90 th Session	Mr J.-F. Elmiger (Switzerland)	Mr F. Hussain (Pakistan)	Mr M. Arbesser-Rastburg (Austria)	Mr Z. Rampak (Malaysia)
2001 89 th Session	Mrs. P.A. Sto Tomas (Philippines)	Mrs. C. Bannerman (Ghana)	Mr. A.J. Donato (Brazil)	Mr. J.C. Parrot (Canada)

OFFICERS OF THE EMPLOYERS' GROUP SINCE 2005

	<u>Chairperson</u>	<u>Vice-Chairpersons</u>	<u>Secretary</u>
2010 98 th Session	Mr D. FUNES DE RIOJA (Argentina)	Mr DAHLAN (Saudi Arabia) Ms GOLDBERG (United States) Mr LIMA GODOY (Brazil) Mr MOORE (United Kingdom) Mr OSHINOWO (Nigeria)	Mr PEÑALOSA
2009 98 th Session	Mr D. FUNES DE RIOJA (Argentina)	Mr DAHLAN (Saudi Arabia) Ms GOLDBERG (United States) Mr LIMA GODOY (Brazil) Mr MAKEKA (Lesotho) Mr MOORE (United Kingdom)	Mr PEÑALOSA
2008 97 th Session	Mr D. FUNES DE RIOJA (Argentina)	Mr LIMA GODOY (Brazil) Mr MAKEKA (Lesotho) Mr POTTER (United States) Mr SUZUKI (Japan) Mr TROGEN (Sweden)	Mr PEÑALOSA
2007 96 th Session	Mr D. FUNES DE RIOJA (Argentina)	Mr LIMA GODOY (Brazil) Mr MAKEKA (Lesotho) Mr POTTER (United States) Mr SUZUKI (Japan) Mr TROGEN (Sweden)	Mr PEÑALOSA
2006 95 th Session	Mr D. FUNES DE RIOJA (Argentina)	Mr BARDE (Switzerland) Mr LIMA GODOY (Brazil) Mr M'KAISSI (Tunisia) Mr POTTER (United States) Mr SUZUKI (Japan)	Mr PEÑALOSA
2006 94 th Session		<i>MARITIME CONFERENCE</i>	
2005 93 rd Session	Mr D. FUNES DE RIOJA (Argentina)	Mr BARDE (Switzerland) Mr BOTHA (South Africa) Mr LIMA GODOY (Brazil) Mr POTTER (United States) Mr SUZUKI (Japan)	Mr PEÑALOSA

REGIONAL DISTRIBUTION OF GOVERNING BODY SEATS IN THE EMPLOYERS' GROUP

2008-2011

	AFRICA 15 (3 + 5 + 7)	AMERICA 14 (3 + 5 + 6)	ASIA 14 (4 + 5 + 5)	EUROPE 15 (4 + 4 + 7)
REGULAR MEMBERS	Mr Nacoulma (Burkina Faso) Mr Oshinowo (Nigeria) Mr Ould Sidi (Mauritania)	Mr Funes de Rioja (Argentina) Ms Goldberg (United States) Mr de Regil (Mexico)	Mr Anderson (Australia) Mr Dahlan (Saudi Arabia) Mr Suzuki (Japan) Mr Tabani (Pakistan)	Ms Hornung-Draus (Germany) Mr Julien (France) Mr Moore (United Kingdom) Mr Trogen (Sweden)
14	3	3	4	4
DEPUTY MEMBERS	Mr Allam (Egypt) Mme Awassi Atsimadja (Gabon) Mrs Mugo (Kenya) Mr Traore (Mali) Mr Van Vuuren (South Africa)	Mr Burkett (Canada) Mrs Coke-Lloyd (Jamaica) Mr Echavarría Saldarriaga (Colombia) Mr Lima-Godoy (Brasil) Mr Urtecho (Honduras)	Mr Arumugam (Malaysia) Mr Chen (China) Mr Kim (Korea) Mr Mattar (UAE) Mr Modi (India)	Mr Ereemeev (Russian Federation) Mrs Horvatic (Croatia) Mr Lacasa-Aso (Spain) Mr Renique (Netherlands)
19	5	5	5	4
SUBSTITUTE MEMBERS	Mr Amuah (Ghana) Mr Ayangma Amang (Cameroon) Mr Jeetun (Mauritius) Mr Makeka (Lesotho) Mr El Megateli (Algeria) Mr M'Kaissi (Tunisia) Mr Savané (Guinea)	Mr Arthur Errazuriz (Chile) Mr Linero (Panama) Mr Mailhos (Uruguay) Mrs Muñoz (Venezuela) Mr Terán (Ecuador) Mr Zavala Costa (Peru)	Mr Balboul (Lebanon) Mr O'Reilly (New Zealand) Mr Otaredian (Iran) Mr Rahman (Bangladesh) Mr Sharif (Bahrain)	Mr Barde (Switzerland) Mr Gryshenko (Ukraine) Mr Piliikos (Cyprus) Mr Pirler (Turkey) Mr Prior (Czech Republic) Mr Segev (Israel) Mr Tomek (Austria)
25	7	6	5	7

REGIONAL DISTRIBUTION OF GOVERNING BODY SEATS IN THE EMPLOYERS' GROUP

2005-2008

ANNEX II

	AFRICA 16 (3 + 5 + 8)	AMERICA 14 (3 + 5 + 6)	ASIA 15 (4 + 4 + 7)	EUROPE 17 (4 + 5 + 8)
REGULAR MEMBERS	<p>Mr Jeetun (Mauritius)</p> <p>Mr M'Kaissi (Tunisia)</p> <p>Mr Nacoulma (Burkina Faso)</p>	<p>Mr Funes de Rioja (Argentina)</p> <p>Ms Goldberg (United States)</p> <p>Mr Lima-Godoy (Brazil)</p>	<p>Mr Anderson (Australia)</p> <p>Mr Dahlan (Saudi Arabia)</p> <p>Mr Suzuki (Japan)</p> <p>Mr Tabani (Pakistan)</p>	<p>Mr Boisson (France)</p> <p>Ms Hornung-Draus (Germany)</p> <p>Mr Lambert (United Kingdom)</p> <p>Mr Trogen (Sweden)</p>
14	3	3	4	4
DEPUTY MEMBERS	<p>Ms Awassi (Gabon)</p> <p>Mr Oshinowo (Nigeria)</p> <p>Mr Van Vuuren (South Africa)</p> <p>Mr Megateli (Algeria)</p> <p>Mr Traore (Mali)</p>	<p>Mr de Arbeloa (Venezuela)</p> <p>Mr Finlay (Canada)</p> <p>Mr Hilton-Clarke (Trinidad)</p> <p>Mr de Regil (Mexico)</p> <p>Mr Ricci Maudi (Guatemala)</p>	<p>Mr Anand (India)</p> <p>Mr Chen (China)</p> <p>Mr Goh Hock Li (Singapore)</p> <p>Mr Mattar (UAE)</p>	<p>Mr Barde (Switzerland)</p> <p>Mr Eremeev (Russian Federation)</p> <p>Mrs Horvatic (Croatia)</p> <p>Mr Lacasa-Aso (Spain)</p> <p>Mr A. De Koster (Belgium)</p>
19	5	5	4	5
SUBSTITUTE MEMBERS	<p>Mr Abdo (Egypt)</p> <p>Mr Ayangma Amang (Cameroon)</p> <p>Mr Dabo (Guinea)</p> <p>Mr Jalal (Morocco)</p> <p>Mrs Karikari Anang (Ghana)</p> <p>Mr Makeka (Lesotho)</p> <p>Mr Ould Abdallahi (Mauritania)</p> <p>Ms Ssenabulya (Uganda)</p>	<p>Mr Arthur Errazuriz (Chile)</p> <p>Mr Echavarría (Colombia)</p> <p>Mr Mailhos (Uruguay)</p> <p>Mr Terán (Ecuador)</p> <p>Mr Urtecho (Honduras)</p> <p>Mr Zavala Costa (Peru)</p>	<p>Mr Alragheb (Jordan)</p> <p>Mr Balboul (Lebanon)</p> <p>Mr Cho (Korea)</p> <p>Mr Cleary (New Zealand)</p> <p>Mr Dasanayake (Sri Lanka)</p> <p>Mr Tan (Philippines)</p> <p>Mr Vaidya (Nepal)</p>	<p>Ms Cronin (Ireland)</p> <p>Mr Blizovsky (Israel)</p> <p>Mr Renique (Netherlands)</p> <p>Mr Pilikos (Cyprus)</p> <p>Mr Pirler (Turkey)</p> <p>Mr Prior (Czech Republic)</p> <p>Mr Tomek (Austria)</p> <p>Ms Sasso-Mazzufferi (Italy)</p>
29	8	6	7	8



**MANDATE OF THE EMPLOYER MEMBERS
OF THE ILO GOVERNING BODY, PRINCIPLES CONCERNING
THEIR ELECTION AND VOTING PROCEDURES ¹**

**TO BE SUBMITTED TO AN EARLY SESSION OF THE EMPLOYERS' GROUP
OF THE CONFERENCE FOR APPROVAL**

MANDATE

1. The period of office of the Governing Body is three years. The employer members of Governing Body – 14 regular and 19 deputy members – are elected every three years by the Employers' Electoral College in the course of the Conference. If a vacancy occurs, it will be filled in accordance with Article 54, paragraphs 4 and 5 of the Standing Orders of the Conference.
2. The mandate of the employer members of the Governing Body shall be to represent the employers' delegates of the Conference on that Body.
3. In carrying out their mandate, the employer members of the Governing Body must be determined and able to defend and promote the interests of employers within the ILO without receiving instructions from governments or any other body.

PRINCIPLES CONCERNING ELECTIONS

4. The employer members of the Governing Body shall be elected freely and in full autonomy by the Employers' Electoral College by secret ballot.
5. No person shall be considered to be elected employer member of the Governing Body unless s/he has obtained more than half of the votes cast by the employers' delegates present at the meeting of the Employers' Electoral College and possessing the right to vote.
6. Candidates from any given region should enjoy the confidence of the employers of that region. Consequently, to be entitled to be included on the list of candidates submitted to the Employers' Electoral College, a candidate must enjoy the support of at least one fifth of the employers' delegates from within the region.
7. In selecting candidates, the members of the Electoral College shall be guided by the need for employer seats on the Governing Body to be fairly distributed among the regions of the world. For this purpose, there shall be four regions, defined on a geographical basis, as follows:
 - **AFRICA**
 - **AMERICA**
 - **ASIA**
 - **EUROPE ²**

¹ The Management Board will approve the mandate for the 2011—2014 session at its meeting on 30 May

² Including Israel, former Soviet Union countries and Turkey

8. The distribution of the 14 regular and 19 deputy seats among the four regions shall be as follows :

	<u>Africa</u>	<u>America</u>	<u>Asia</u>	<u>Europe</u>	<u>Total</u>
Regular members	3	3	4	4	14
Deputy members	5	5	4	4	18
	-----	-----	-----	-----	-----
	8	8	8	8	32

Following the rotation established in 1996, for the 2011-2014 term of office, the Africa region should be invited to submit an additional candidature to fill the one remaining deputy seat.

VOTING PROCEDURE

9. There will be two voting papers, one each for regular and deputy members.
10. The candidatures for regular and deputy seats from each region shall be grouped together on the respective voting paper. Each member of the Electoral College shall select on the list of candidates for each region a number of names that shall in no case exceed the number of seats allocated to the region. A voting paper including more names for a given region than the number allocated to it shall be considered invalid.
11. If after the first vote one or more seats remain to be filled, one or more further votes shall be taken as may be necessary, each member of the Electoral College being entitled to vote for a number of candidates of the region or regions concerned equal to the number of seats that still remain to be filled under the agreed regional distribution.
12. If a candidate is not elected after three votes, the region that nominated him/her shall have the right to propose another candidate.
13. The Chairman of the Electoral College shall determine all other details which are not covered in the above provisions.

* * *

INTERNATIONAL ORGANISATION OF EMPLOYERS (IOE)

Chemin de Joinville, 26

1216 Cointrin / Geneva

SWITZERLAND

Phone : +4122 929 00 00

Fax : +4122 929 00 01

E-mail : ioe@ioe-emp.org

Internet : www.ioe-emp.org