



TWELFTH ITEM ON THE AGENDA

**Report of the Subcommittee
on Multinational Enterprises**

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1. The Subcommittee on Multinational Enterprises met on 6 November 2000, chaired by Ms. Robinson (Government, Canada). The Employer and Worker Vice-Chairpersons were Mr. Noakes and Mr. Patel respectively.
2. The Chairperson welcomed the members of the Subcommittee and secretariat, in particular Mr. Hultin, Executive Director responsible for the Employment Sector, and Ms. Diller, overseeing ILO activities concerning multinational enterprises (MNEs) following the departure of Mr. Abate. Ms. Diller informed the Subcommittee that the Officers had met to review the results of the seventh survey on the effect given to the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy ("MNE Declaration"), and commended the Office for the work done in compiling the high number of responses received. However, based on the discussions, the Officers felt that there was insufficient time to complete the report, ensure its translation, and distribute it in a timely fashion for discussion at the present meeting of the Subcommittee. It was therefore agreed to postpone discussion of the results of the seventh survey to the March 2001 meeting. The Chairperson thanked the Vice-Chairpersons for their work in this regard and welcomed their continuing collaboration.
3. Mr. Noakes (Employer Vice-Chairperson) welcomed the Chairperson and looked forward to working with her. He further welcomed Ms. Diller to the Office's work on multinational enterprises. Mr. Abate had been appointed to the Multinational Enterprises Bureau in 1989, and the Employer delegates had always had great confidence in him and found him to be correct and courteous in his dealings with the Subcommittee. He wished Mr. Abate a happy and long retirement.
4. Mr. Patel (Worker Vice-Chairperson) congratulated the Chairperson on her appointment, welcomed Ms. Diller, and noted that Mr. Abate had been a delegate to the Governing Body since 1966 before joining the ILO staff in 1975, two years before the adoption of the MNE Declaration. Since 1989 Mr. Abate had been Chief of the Multinational Enterprises Bureau and had performed his work with considerable dignity and a high level of professionalism. The Worker delegates had great confidence in his work and found its quality excellent. It had been a pleasant experience to be associated with him. He requested that these thoughts be conveyed to Mr. Abate.
5. The Chairperson requested the Office to convey to Mr. Abate the Subcommittee's very best wishes for his retirement, and its highest regard for his work for the Subcommittee.

I. Follow-up on and promotion of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy: Promotional activities, technical advisory services, completed studies and current research by the Office

II. Developments in other organizations

6. The representative of the Director-General (Ms. Diller, Head, Voluntary Private Initiatives Programme) introduced the first two agenda items. The first paper¹ provided information on specific promotional activities undertaken by the Office with a view to building a strategic framework based on a common understanding among constituents of what it meant to promote the ILO's Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy ("MNE Declaration"). The paper presented elements of that framework, in particular education and advocacy, knowledge building through research, and technical cooperation in applying the principles of the MNE Declaration at national level. As regards education and advocacy, the paper highlighted meetings and discussions held in Viet Nam and Thailand. While those meetings involved sending a representative to the field, the Office also took advantage of opportunities to brief visitors and officials taking up field posts. With regard to research, the paper reviewed completed and pending studies in areas relevant to the MNE Declaration and, as requested by the Subcommittee at the 277th Session of the Governing Body, provided information on the major findings of the recent publications in the appendix to the French and Spanish versions and in an addendum to the English version. Further to the Subcommittee's request at its 277th Session, the Office paper presented other projects across the Office relating to MNE activities and several relevant updates were noted. The studies of child labour social labelling in Brazil and India were now on the ILO website and an overall report was expected by early in 2001. The draft Guidelines on occupational safety and health management systems had also recently been put on the ILO website, and the phase of national level testing and review was proceeding. Other potential areas of relevant study could be found in the proposed framework for studies to analyse how policies in multilateral trading, investment and related issues could be harmonized to strengthen the goal of decent work in the governance of globalization.² Finally, the Office paper sought to move beyond the existing programme of work to stimulate further exploration of the ideas suggested and briefly discussed at the March meeting of the Subcommittee. These included conducting a public relations campaign on the MNE Declaration, reviewing the past programme of work to build a foundation for a strategic approach, and convening a general forum or round table for dialogue between the social partners, which would include multinational enterprises, to focus on how the MNE Declaration could be used to address today's challenges. It was noted that the ability of the Office to respond to such a strategic programme would depend on how successful the Office was in mobilizing the necessary resources from a reallocation of current regular budget resources as well as those in the Programme and Budget for 2002-03. The Subcommittee was invited to bear those considerations in mind in discussing the supporting work it would like from the Office and to note that many of the existing programme resources had been allocated to the

¹ GB.279/MNE/1.

² GB.279/WP/SDG/3.

preparation of the reports on the seventh survey that would be reviewed in March 2001. In that regard, footnote 1 in the Office document was to be disregarded since it referred to the documents forthcoming for that session.

7. With regard to developments in other organizations, the Office paper under the second agenda item³ reproduced information received from MERCOSUR, the OECD, UNIDO, and WHO and presented developments in the UN Sub-Commission on the Promotion and Protection of Human Rights. It also referred to information on the UN Global Compact reported to the Working Party on the Social Dimension of Globalization (WP/SDG).⁴ UNCTAD's *World Investment Report 2000*, was discussed in the same document, which eliminated the need for an addendum to the document before the Subcommittee. The Office had appended the revised OECD Guidelines adopted at the OECD Ministerial Meeting of June 2000. The ILO had provided input to the revision process. The revised Guidelines contained recommendations for enterprise commitments in four categories analogous to those in the ILO Declaration on Fundamental Principles and Rights at Work, and strengthened procedures for implementation of the Guidelines through national contact points in each adhering country. Note was taken of the existence of the now 30 OECD member States, and the further description of the Guidelines provided for the WP/SDG.⁵
8. Mr. Noakes thanked the Office for informing the Subcommittee of Office activities and also wished to be fully consulted. Noting the activities in Viet Nam and Thailand, he requested that documentation for those meetings be made available. With regard to other research projects in progress in the Office, he questioned the necessity of promoting decent work, as well as the reference to certification systems on forestry practices, in the context of the MNE Declaration. He requested more information about the electronic clearing house, particularly its inclusion of verification and monitoring mechanisms, and questioned the reference to the Declaration's "follow-up modalities". He had no problem with the proposal to convene a forum on the MNE Declaration, but the Employers wanted to be fully informed and consulted on its content. He supported the point for decision in paragraph 16, insisting that the preparation by the Office of further proposals be done in full consultation with constituents.
9. Regarding developments in other organizations, the Employer Vice-Chairperson found the report by MERCOSUR to be of no direct relevance to multinational enterprises. The affinity between the OECD Guidelines and the MNE Declaration was not clear, since the OECD Guidelines were framed by governments and addressed to multinational enterprises, while the MNE Declaration was framed by and addressed to the ILO's tripartite constituency. The Employers held strong reservations about some of the changes to the OECD Guidelines and those changes did not constitute any basis for changes in the MNE Declaration. The WHO International Code of Marketing of Breast-milk Substitutes was not specifically directed at multinational enterprises although it might apply to them. Finally, the UN Sub-Commission project to draft a code of conduct for transnational corporations was of concern, and he enquired about the Office's involvement in that activity.
10. Mr. Patel noted that the choice of the Viet Nam mission was a good one because of the flow of foreign direct investment into the country, and echoed Mr. Noakes' request for

³ GB.279/MNE/2.

⁴ GB.279/WP/SDG/1, paras. 46-47.

⁵ GB.279/WP/SDG/1, paras. 24-26.

copies of presentations and documents relating to the mission. It appeared from the report that the Bangkok mission had already been reported in March 2000; if so, only one mission had been conducted in eight months, and the significant slowdown in Office activity was a cause for concern. While noting the focus on the seventh survey and the staff changes that had occurred during those months, he urged that the extent of visits and regional balance be improved. With regard to the proposed forum, he supported Mr. Noakes' request for consultations and suggested that, prior to the meeting of the Subcommittee in March 2001, the proposal could be shaped, through discussion with the Officers, as to the form, content, composition and proposed date for discussion, with a reallocation of existing resources in order to proceed before the next biennium. A general operations plan should be drawn up, with resources and tentative dates for completion of work, reflecting these points and his previous suggestions for more active use to be made of the national memoranda of social understanding in promoting the MNE Declaration; a public relations programme to include an executive summary and poster on the MNE Declaration and promotional information briefs such as op-ed articles; and showcasing successful experiences in collective agreements between trade unions and multinational enterprises. The reach and regional balance of promotional activities could be expanded by use of an information kit sent to ILO field offices and multidisciplinary teams. He had also requested an audit of past research and publications to identify possible gaps that could lead to further strategic thinking to strengthen the relationship between research programmes and promotional activities. He asked whether a tentative date had been set for completion of the compendium of codes of conduct, recalling that the Office had previously stated that it would be completed by the end of the year. Regarding the working paper on the plantation sector in Kenya, he asked why it had not yet been published, since it had been reported as completed and awaiting publication in March 2000. The Workers noted the additional Office projects listed in paragraph 14. They supported the point for decision in paragraph 16 in view of the consultative approach set out in that paragraph.

- 11.** Regarding developments in other organizations, Mr. Patel noted that the MERCOSUR report, which was relevant to the MNE Declaration, referred to a framework agreement that dealt with multinational enterprises in that subregion. Such agreements, which fit into the showcase examples just mentioned, could be regularly reported, under a standard heading in reports from regional and other organizations, so as to highlight emerging best practices in other regions. In this regard, the Workers requested ILO support for constituents in regional formulations. There could be value in a short publication setting out experience in MERCOSUR which may be of relevance to the MNE Declaration. With regard to the OECD Guidelines, it could be helpful to prepare a comparative briefing note in order to examine and conclude their degree of relevance to the MNE Declaration. In addition, if time permitted, in March 2001 a small panel of OECD, BIAC and TUAC officials might be invited to attend so as to provide an opportunity for an interactive part of the meeting of the Subcommittee. He requested information on whether the ILO currently worked with UNIDO, in particular given the potential for interface by ILO constituents with UNIDO's partnership programme. He expressed concern at the lack of information from certain organizations, such as the UN Economic Commissions, and proposed a short audit of when responses had last been received from such organizations and an Office review of relevant developments independent of such responses, including the work of the UN Centre on Transnational Corporations.
- 12.** The representative of the Government of the United Kingdom expressed congratulations to the Office, noted the need for increased promotion of the MNE Declaration, and expressed support for the proposed forum or round table, emphasizing the need for extensive consultations with all constituents on the forum and for the participation of multinational enterprises.

13. The representative of the Government of Namibia expressed concern, with regard to the studies on social labelling, as to how to minimize social labelling and ensure that different geographical regions such as Africa were included in related work. With relation to the forum, it was important that it should not duplicate the work of the Working Party on the Social Dimension of Globalization and how the event would provide feedback for the work of the Working Party. While supporting voluntary private initiatives and decent work within the context of multinational enterprise activities, he noted that voluntary private initiatives should not be an alternative to standard setting, but should provide coverage over and above standards. Just as the Declaration on Fundamental Principles and Rights at Work should not be a tool for social labelling, so voluntary private initiatives should not be used in that way. As regards developments in other organizations, he expressed interest with respect to defining the term “multinational enterprise” in the light of changes in the global economy.
14. The representative of the Government of Canada encouraged a closer linkage with the ILO’s sectoral activities and supported the proposal for a forum, developed in consultation with constituents.
15. The representative of the Government of the United States stated that the Office documents were useful, that the MNE Declaration needed further promotion, and that consultations should be had in that regard.
16. Mr. Noakes did not agree with Mr. Patel’s proposal to conduct a comparative analysis of the OECD Guidelines and the MNE Declaration, or to invite the OECD, BIAC and TUAC to attend the Subcommittee’s meeting in March 2001.
17. Mr. Patel supported the view of the Government of Namibia that voluntary private initiatives should not serve as an alternative to standards or standard setting. The Workers considered that the examination of the OECD Guidelines and the MNE Declaration involved two steps – first, to determine whether the one was relevant to the other, and only then a second to inquire what should be done about it. The Workers’ group was flexible about the means of doing so, but a rational discussion – rather than the adoption of entrenched positions on the matter – would be helpful to develop a consensus. He wondered whether a format other than a comparative analysis would be acceptable.
18. Mr. Noakes stated that further discussion was needed.
19. Mr. Patel welcomed the opportunity for further talks on the subject at the next meeting of the Subcommittee.
20. In reply to the discussion, the Head of the Voluntary Private Initiatives Programme stated that the Office had taken note of the comments and suggestions made. Regarding questions on the specific projects identified in the Office paper, the project involving social criteria for indicators of sustainable forestry management, for which an ILO working paper was available, addressed the content of ILO texts, including Conventions and Recommendations relevant to both external forestry certification programmes and the MNE Declaration in such areas as collective bargaining, occupational safety and health, equality of opportunity and treatment, and the elimination of forced labour. The electronic information clearing house would contain corporate policies, codes of conduct, accreditation and certification criteria, and labelling and other programmes. It was being developed consistently with the Governing Body policy developed over the past few years on the subject and in the spirit of informing constituents and building transparency in the area of voluntary private initiatives so as to improve understanding of their impact. The clearing house would contain a specific notice that references or hyperlinks did not constitute an endorsement by the ILO of any product, service, company or programme.

With respect to the compendium on codes of conduct, the source data for that compendium dated to 1997-98 and was being updated with a view to publication on CD-ROM by May 2001. Working Paper No. 91, on the plantation sector in Kenya, had been expected earlier, as noted by Mr. Patel, but the final publication had been delayed due to the need to ensure the utmost quality in the Office's work. As to the question relating to "follow-up modalities", the term referred to the traditional means by which application of the MNE Declaration had been pursued and included the survey report process, requests for interpretation, and promotional activities conducted by the Office. The statement by the Office at the last session of the UN Sub-Commission on the Promotion and Protection of Human Rights had focused on the effective tripartite nature and coverage of the MNE Declaration in relation to the scope of matters being considered in that forum, and copies of that statement were available on request. In relation to the Thailand reports, the previous Office paper had addressed discussions held in Bangkok in August 1999,⁶ although the representative of the Director-General had presented his further mission orally in March 2000.⁷ The paper under the first agenda item now before the Subcommittee reported on the mission to Thailand of March 2000. The need to link research and promotional and cooperative activities was a priority for Office work in this area, and the need for regional balance was acknowledged, while she noted that recent studies had focused on Latin America and Africa and recent promotional activities had taken place in Asia and Central and Eastern Europe. The development of the forum, which was to proceed in full consultation with constituents, would determine the degree of linkage with the Working Party on the Social Dimension of Globalization and would be reflected in the Office paper for the Subcommittee's meeting in March 2001.

21. With regard to the compendium of codes of conduct, Mr. Patel urged the Office to publish the CD-ROM as soon as possible, and to use the ILO website to update its contents.
22. The Subcommittee requested the Office to prepare, for discussion at the 280th Session of the Governing Body –
 - (a) following consultations with constituents, a proposal for a tripartite forum, which would include multinational enterprises, to further the application of the Declaration, with necessary budgetary requirements noted as appropriate;
 - (b) for the same meeting, a prospectus and draft operations plan on future research and promotional activities, taking into account the Subcommittee's discussion and following due consultation with constituents and appropriate units of the Office, with a view to advancing the effective application of the MNE Declaration.

III. Amendments to the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy

23. The representative of the Government of Japan, speaking with the support of the Government of Italy, introduced the proposal underlying the Office paper,⁸ recalling the addendum to the MNE Declaration adopted at the 277th Session (March 2000) of the

⁶ GB.277/MNE/1.

⁷ GB.277/12.

⁸ GB.279/MNE/3/1.

Governing Body,⁹ to ensure that the interpretation and application of the MNE Declaration should fully take into account the objectives of the ILO Declaration on Fundamental Principles and Rights at Work. Three amendments to the Tripartite Declaration were being proposed –

- (1) an addition to paragraph 8 to incorporate an invitation to all parties concerned to respect the ILO Declaration on Fundamental Principles and Rights at Work;
- (2) a new short paragraph in the section on “Conditions of work and life” referring to the applicable Conventions and Recommendations on minimum age and child labour, since child labour was the only subject not explicitly noted in the present text;
- (3) revisions to the Annex of 1977 to add those Conventions and Recommendations.

While willing to support the proposal in paragraph 6 of the Office paper relating to consolidating the addenda, the representative of the Government of Japan asked the secretariat to provide an explanation of the proposal.

24. The representative of the Director-General (Mr. Picard, Deputy Legal Adviser) stated that simple logic informed the proposal in paragraph 6, since three addenda currently existed, one adopted in 1987, the second in 1995, and the third adopted at the 277th Session (March 2000) of the Governing Body. The first two contained various Conventions and Recommendations relevant to the Declaration which had been adopted since 1977 and did not figure in the Declaration itself. The proposal was to consolidate the two addenda in order to enhance their visibility.
25. Mr. Noakes, while sympathetic to the intent of the proposals submitted by the Government of Japan, found the drafting difficult, but had no problem with the technical proposals regarding the addenda. As to the proposal for a change to paragraph 8, the Declaration on Fundamental Principles was addressed to governments, while paragraph 8 was addressed to all four parties to the MNE Declaration. With regard to paragraph 36, he noted that the placement of child labour under the section dealing with conditions of work was inappropriate. It was for governments to ensure the total abolition of child labour through legislation, and national enterprises as well as multinational enterprises should be referred to. He suggested that paragraph 9 be amended to add references to the two applicable Conventions and Recommendations (Conventions Nos. 138 and 182 and Recommendations Nos. 146 and 190).
26. Mr. Patel supported the proposal by the Government of Japan, with several amendments, which were submitted in writing. With regard to the addition proposed to paragraph 8, the first reference to the year 1998 should be deleted. In relation to Mr. Noakes’ concern, he noted that the documents mentioned in paragraph 8, which addressed all parties, included the Universal Declaration of Human Rights, the International Covenants, and the ILO Constitution, all directed to member States.
27. Regarding the proposed paragraph 36, Mr. Patel (Worker, Vice-Chairperson) expressed the Workers’ support for the general thrust of the proposal, noting it introduced a new subheading which did not constitute an issue, directly under the subheading on conditions of work. He agreed with Mr. Noakes with respect to adding national enterprises to the text, as found in other sections of the MNE Declaration relating to occupational safety and health, collective bargaining and freedom of association. In this connection, further

⁹ GB.277/12, para. 61.

amendments to the proposed text were proposed to replace “take into consideration” with the word “respect” and “with a view to” with the words “in order to secure”.

28. The representative of the Government of Japan supported the further amendments proposed by Mr. Patel.
29. The representative of the Government of the United Kingdom agreed with the proposed amendments, as further amended.
30. The representative of the Government of Canada associated himself with the United Kingdom Government and lent full support to the proposed amendments, as further amended.
31. The representative of the Government of Namibia supported the amendments proposed by the Government of Japan, as further amended by Mr. Patel.
32. The representative of the Government of China supported the amendments proposed by the Government of Japan.
33. The representative of the Government of the United States in general supported the proposal by the Government of Japan, but noted that the substitute language “in order to secure” might be too strong as it was for governments, not multinational enterprises, to abolish child labour.
34. Mr. Noakes understood what the Government of Japan was attempting to achieve. The problem with paragraph 8 was not just a problem of the addressees – the origin of the documents involved was quite different. Since the ILO Declaration on Fundamental Principles and Rights at Work was a tripartite document, it was totally inappropriate to add it to the list of instruments adopted only by States. A reference in the paragraph was acceptable, but should not be linked to that list of instruments. As regards paragraph 36, a reference to national enterprises would assist, but other amendments required further consideration.
35. Following consideration, Mr. Noakes stated that an amendment to paragraph 8 would be acceptable as follows: a full stop after the word “progress”; followed by a new sentence: “They should contribute to the realization of the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, adopted in 1998”. As regards paragraph 36, it would be acceptable if the amendment included the amendment proposed by the Workers (see paragraph 27 above) and was further amended to add the phrase “as well as national enterprises” after the words “Multinational enterprises”, and the word “effective” added to read “in order to secure the effective abolition of child labour”.
36. Mr. Patel agreed to Mr. Noakes’ proposal.
37. The representative of the Government of Namibia noted that the Declaration on Fundamental Principles and Rights at Work reflected a commitment to “respect, promote and realize” the principles concerned and that the new reference in paragraph 8 of the MNE Declaration reflected only a commitment to “contribute to the realization” of the Declaration on Fundamental Principles and Rights at Work.
38. The representative of the Government of Japan suggested that Mr. Noakes’ further suggestion regarding paragraph 9 be adopted.

39. Following the explanation by the Deputy Legal Adviser as to technical issues with footnotes to be resolved by the Office relating to the proposal on paragraph 9, *the Subcommittee recommends that the Governing Body adopt the proposed amendments, as further amended by the Worker and Employer members and the Government of Japan, as follows.*

A. Amendments to the Tripartite Declaration of Principles¹⁰

In the title, add after “1977”): “as amended at its 279th Session (Geneva, November 2000)”.

The eighth paragraph of the instrument is amended as follows:

8. All the parties concerned by this Declaration should respect the sovereign rights of States, obey the national laws and regulations, give due consideration to local practices and respect relevant international standards. They should respect the Universal Declaration of Human Rights and the corresponding International Covenants adopted by the General Assembly of the United Nations as well as the Constitution of the International Labour Organization and its principles according to which freedom of expression and association are essential to sustained progress. **They should contribute to the realization of the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, adopted in 1998.** They should also honour commitments which they have freely entered into, in conformity with the national law and accepted international obligations.

The ninth paragraph of the instrument is amended as follows:

9. Governments which have not yet ratified Conventions Nos. 87, 98, 111, ~~and 122~~, **138 and 182** are urged to do so and in any event to apply, to the greatest extent possible, through their national policies, the principles embodied therein and in Recommendations Nos. 111, 119, ~~and 122~~, **146 and 190**.¹ Without prejudice to the obligation of governments to ensure compliance with Conventions they have ratified, in countries in which the Conventions and Recommendations cited in this paragraph are not complied with, all parties should refer to them for guidance in their social policy.

In footnote 1 insert the following:

11. Convention (No. 87) concerning Freedom of Association and Protection of the Right to Organise; Convention (No. 98) concerning the Application of the Principles of the Right to Organise and to Bargain Collectively; Convention (No. 111) concerning Discrimination in Respect of Employment and Occupation; Convention (No. 122) concerning Employment Policy; **Convention (No. 138) concerning Minimum Age for Admission to Employment, 1973; Convention (No. 182) concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, 1999;** Recommendation (No. 111) concerning Discrimination in Respect of Employment and Occupation; Recommendation (No. 119) concerning Termination of Employment at the initiative of the Employer; Recommendation (No. 122) concerning Employment Policy; **Recommendation (No. 146) concerning Minimum Age for Admission to Employment, 1973; Recommendation (No. 190) concerning the**

¹⁰ In the following, bold text indicates additions, and deletions are shown in strikethrough.

Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, 1999.

After paragraph 35 insert a new paragraph 36 to read as follows:

Minimum age

36. Multinational enterprises, as well as national enterprises, should respect the minimum age for admission to employment or work in order to secure the effective abolition of child labour.¹¹

Insert the following footnote 11:

¹¹ Convention No. 138, Art. 1; Convention No. 182, Art. 2.”

The insertion of the new paragraph 36 and the new footnote 11 will require the renumbering of the paragraphs of the text of the MNE Declaration and of its footnotes.

B. Amendments to the Annex and Addenda to the MNE Declaration

Annex of 1977

In the title of the Annex of 1977 add, after “1977)”: “as amended at its 279th Session (Geneva, November 2000)”.

Between Conventions Nos. 136 and 139 insert: “Convention (No. 138) concerning Minimum Age for Admission to Employment, 1973”.

At the end of the list of Conventions add: “Convention (No. 182) concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, 1999”.

Between Recommendations Nos. 144 and 147 insert: “Recommendation (No. 146) concerning Minimum Age for Admission to Employment, 1973”.

At the end of the list of Recommendations add: “Recommendation (No. 190) concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, 1999”.

Addenda of 1987 and 1995

The consolidated text would read as follows:

Addendum I

List of International Labour Conventions and Recommendations adopted since 1977 which contain provisions relevant to the Declaration, adopted by the Governing Body of the International Labour Office at its 238th Session (Geneva, November 1987), as amended at its 264th Session (Geneva, November 1995) and 279th Session (Geneva, November 2000)

A number of international labour Conventions and Recommendations containing provisions relevant to the Declaration are referred to in footnotes in the Declaration as well as in an Annex. These footnotes do not affect the

meaning of the provisions of the Declaration to which they refer. They should be considered as references to relevant instruments adopted by the International Labour Organization in the corresponding subject areas, which have helped shape the provisions of the Declaration.

Since the adoption of the Declaration by the Governing Body on 16 November 1977, new Conventions and Recommendations have been adopted by the International Labour Conference. The text below is a consolidation of the lists of Conventions and Recommendations adopted since 1977 (including those adopted in June 1977) containing provisions relevant to the Declaration. Like the footnotes included in the Declaration at the time of its adoption, the new references do not affect the meaning of the provisions of the Declaration.

In keeping with the voluntary nature of the Declaration all of its provisions, whether derived from ILO Conventions and Recommendations or other sources, are recommendatory, except of course for provisions in Conventions which are binding on the member States which have ratified them.

Conventions

Convention (No. 148) concerning the Protection of Workers against Occupational Hazards in the Working Environment Due to Air Pollution, Noise and Vibration, 1977, relevant to para. 37

Convention (No. 154) concerning the Promotion of Collective Bargaining, 1981, relevant to paras. 9, 50

Convention (No. 155) concerning Occupational Safety and Health and the Working Environment, 1981, relevant to para. 37

Convention (No. 156) concerning Equal Opportunities and Equal Treatment for Men and Women Workers: Workers with Family Responsibilities, 1981, relevant to para. 21

Convention (No. 158) concerning Termination of Employment at the Initiative of the Employer, 1982, relevant to paras. 9, 26, 27, 28

Convention (No. 161) concerning Occupational Health Services, 1985, relevant to para. 37

Convention (No. 162) concerning Safety in the Use of Asbestos, 1986, relevant to para. 37

Convention (No. 167) concerning Safety and Health in Construction, 1988, relevant to para. 37

Convention (No. 168) concerning Employment Promotion and Protection against Unemployment, 1988, relevant to para. 13

Convention (No. 170) concerning Safety in the Use of Chemicals at Work, 1990, relevant to para. 37

Convention (No. 173) concerning the Protection of Workers' Claims in the event of the Insolvency of their Employer, 1992, relevant to para. 28

Convention (No. 174) concerning the Prevention of Major Industrial Accidents, 1993, relevant to para. 37

Convention (No. 176) concerning Safety and Health in Mines, 1995, relevant to para. 37.

Recommendations

Recommendation (No. 156) concerning the Protection of Workers against Occupational Hazards in the Working Environment Due to Air Pollution, Noise and Vibration, 1977, relevant to para. 37

Recommendation (No. 163) concerning the Promotion of Collective Bargaining, 1981, relevant to paras. 52 ,55, 56

Recommendation (No. 164) concerning Occupational Safety and Health and the Working Environment, 1981, relevant to para. 37

Recommendation (No. 165) concerning Equal Opportunities and Equal Treatment for Men and Women Workers: Workers with Family Responsibilities, 1981, relevant to para. 21

Recommendation (No. 166) concerning Termination of Employment at the Initiative of the Employer, 1982, relevant to paras. 9, 26, 27, 28

Recommendation (No. 169) concerning Employment Policy, 1984, relevant to paras. 9, 13

Recommendation (No. 171) concerning Occupational Health Services, 1985, relevant to para. 37

Recommendation (No. 172) concerning Safety in the Use of Asbestos, 1986, relevant to para. 37

Recommendation (No. 175) concerning Safety and Health in Construction, 1988, relevant to para. 37

Recommendation (No. 176) concerning Employment Promotion and Protection against Unemployment, 1988, relevant to para. 13

Recommendation (No. 177) concerning Safety in the Use of Chemicals at Work, 1990, relevant to para. 37

Recommendation (No. 180) concerning the Protection of Workers' Claims in the event of the Insolvency of their Employer, 1992, relevant to para. 37

Recommendation (No. 181) concerning the Prevention of Major Industrial Accidents, 1993, relevant to para. 37

Recommendation (No. 183) concerning Safety and Health in Mines, 1995, relevant to para. 37.

The addendum adopted by the Governing Body at its 277th Session (Geneva, March 2000) will become “Addendum II”.

Geneva, 8 November 2000.

Point for decision: Paragraph 39.