

**Seventeenth sitting**

Wednesday, 15 June 2005, 10.15 a.m.

*Presidents: Mr. Alsalm, Mr. Finlay***REPORT OF THE COMMITTEE ON THE FISHING SECTOR:  
SUBMISSION, DISCUSSION AND APPROVAL***Original Arabic:* The PRESIDENT

Before starting our work today, I have an announcement of considerable human interest. Numerous as you are, you can certainly imagine that a Conference like this requires a very great deal of organization, but much of this organization is carried out by this gentleman sitting on my right, Mr. Conradus Damen. Mr. Damen has now reached retirement, and this is his last International Labour Conference.

His first Conference, which he attended as a Workers' delegate representing the World Confederation of Teachers, was in 1979. He joined the staff of the ILO in 1987, and before taking up his post as the Chief of Official Relations and Clerk of the Conference four years ago, he worked in the ILO Bureau for Workers' Activities. He has truly seen the Conference from all sides. He has my very best wishes for the future, although the future, in this case, does not begin immediately after this Conference; his expertise has been retained until after the 14th ILO Asian Regional Meeting in October this year.

The first item on the agenda is the examination of the report of the Committee on Work in the Fishing Sector which is published in *Provisional Record* No. 19.

The Officers of the Committee were as follows: the Chairperson of the Committee was Mr. Ribeiro Lopes; the Employer Vice-Chairperson was Ms. Karikari Anang; and the Worker Vice-Chairperson was Mr. Sand Mortensen. The Reporter was Mr. Boumbopoulos.

I first call on Mr. Boumbopoulos to present the report of the Committee on Work in the Fishing Sector.

Mr. BOUMBOPOULOS (*Government, Greece; Reporter of the Committee on the Fishing Sector*)

It is not a mere formality when I state that it is a great privilege to address the International Labour Conference. I am especially and deeply honoured that the Committee on the Fishing Sector has entrusted me for a second time with the duty of introducing its draft report and presenting the fine outcome of our work. It is a particular pleasure to come and present before you today a report which reflects the success of the Committee in developing and establishing the texts of a proposed Convention and

proposed Recommendation concerning Work in the Fishing Sector. It is a particular pleasure to report to the International Labour Conference that, for the second year, the Committee on the Fishing Sector has put into practice one of the main positive elements of globalization, that is cooperation and collaboration. The Committee also proved true the belief expressed only a few days ago by, among others, the Secretary-General of the Conference, that the ILO, as an institution, has always been at the forefront of global challenges in the world of work because it views them through the eyes of workers, employers and governments.

Referring to the background of our work, I recall that our present work has its origins in three distinct events – the 1999 Tripartite Meeting on Safety and Health in the Fishing Industry, which suggested reviewing the existing seven fishing Conventions and Recommendations and including occupational safety and health in the ILO's fishing instruments; the Governing Body's Committee on Legal Issues and International Labour Standards, which also recommended the review of the existing fishing instruments; and in 2002, the Governing Body decided to put the subject of a comprehensive standard – a Convention supplemented by a Recommendation – on work in the fishing sector on the agenda of the International Labour Conference.

The goal was to develop a Convention and a Recommendation on work in the fishing sector that would reflect the changes in this field which have occurred over the last 40 years, to achieve widespread ratification, to reach the greater portion of the world's fishers and to address other critical issues, such as safety and health, social security, compliance and enforcement.

The first discussions on this agenda item took place at the 92nd Session of the International Labour Conference. Following the outcome of that discussion on the conclusions adopted, the International Labour Office prepared and communicated to the governments of member States a report containing a proposed Convention and proposed Recommendation. Governments were requested to consult the most representative organizations of employers and workers and invited to send any comments they might wish to make.

The Committee on the Fishing Sector of the 92nd Session of the Conference decided that consultations should be held on the issue of accommodation before the 93rd Session of the Conference, to facilitate the process with respect to that crucial issue.

The Conference Committee also agreed that the proposed Convention should include a new part to be developed by the Office, providing additional requirements for larger vessels, and that the issue of social security should be left open pending the outcome of the Preparatory Technical Maritime Conference. To provide the Office with guidance in the preparation of provisions concerning large vessels and social security, a Tripartite Meeting of Experts on the Fishing Sector was convened in Geneva in December 2004, which dealt with accommodation as well as with the issues that had not been covered during the first discussion on work in the fishing sector.

As the basis for our work, our Committee had before it two reports prepared by the Office: the first report (Report V(2A)) contained a summary of replies and comments on the proposed texts received from member States; the outcome of the Tripartite Meeting of Experts on the Fishing Sector; and an Office commentary explaining the changes to the proposed Convention and Recommendation that had been introduced since the 92nd Session of the International Labour Conference. The second report (Report V(26)), which was the main focus of the Committee's work, contained the proposed texts of the Convention and Recommendation concerning work in the fishing sector.

This year again, it has been an interesting, sometimes difficult, but thoroughly rewarding task to defend our various positions, listen to those of others and reach a compromise. Our Committee had to resolve some technical, complex and sensitive issues.

I strongly believe that during the past two weeks, the Committee has produced a fine result – a new Convention that is practical, comprehensive and ratifiable and a new Recommendation to complement the Convention. This was something we had all wanted from the very beginning.

The Convention consists of eight parts, which provide for: definitions and scope; general principles; minimum requirements for work on board fishing vessels; conditions of service; accommodation and food; health protection, medical care and social security; compliance and enforcement; and amendment of annexes. It also contains three annexes, which are integral parts of the Convention and provide for: equivalence in units of measurement; fishers' work agreement; and fishing vessel accommodation.

The new Convention revises four existing Conventions. It will come into force after ratification by ten member States, of which eight must be coastal States. The Recommendation consists of 53 Paragraphs and contains substantive guidelines for the implementation of the Convention.

The new instruments aim at ensuring decent working conditions for all fishers, whether they work in developing or in developed countries. To provide for better enforcement and compliance, the Convention permits member States to inspect foreign vessels calling in their ports, in order to deal with any complaints. Importantly, the new instruments also protect independent fishers who are paid on the basis of a share of the catch, and are thus often considered as self-employed workers. For the first time, an international fishing standard provides sector-specific protection in the fields of social security, occupational safety and health and hours of rest. The new instruments are flexible and can ad-

dress the special concerns and situations at national level and those concerns that arise from a variety of situations, while still ensuring meaningful regulation of the sector.

We have achieved this in 16 sittings. Clearly, preparation paid off, particularly the Tripartite Meeting of Experts last December, which enabled us to think over some of the tricky issues again. We dealt with 220 amendments as we worked our way through the text. Of these, 30 per cent were adopted, sometimes with subamendments; 30 per cent were not adopted; 30 per cent were withdrawn; and 10 per cent fell by the wayside as a result of other adoptions. But we did not need to resort to a vote on any occasion. Not to have a vote during a crucial second discussion is extremely rare. I think this speaks volumes about four "Cs", like in the diamond sector – commitment, consultation, clarity and consensus. To this, I can add a fifth "C" – "concern" – about the world's fishers.

The instruments before you are probably the most comprehensive ever elaborated during an International Labour Conference. For this reason, the Drafting Committee of our Committee has met regularly during the last two weeks, under the able chairmanship of the Legal Adviser. This enabled it to keep up with the text as it was developed in the Committee. It also enabled the Drafting Committee to respond interactively to some requests from the Committee – making suggestions and returning them to the Committee for consideration and adoption. We do believe that this new method of working was effective and worthwhile.

In the spirit and practice of tripartism, using the high level of expertise available, we reached our goal of producing realistic, modern and comprehensive international standards; standards that will benefit all fishers and fishing vessel owners. In fishing terms, we managed to develop a protective net with the right size mesh: not so large that everything is exempt; not so small that it would stifle ratification and implementation.

Five resolutions were presented to the Committee and recorded in its report. They refer to the impact of the earthquake and Tsunami disaster; the promotion of social security protection; globalization; occupational diseases and injuries; and the sharing of expertise in the fishing sector.

The draft report of the discussions that you have before you is the road map that shows us what we did, how we did it, and why we did it. This report will be particularly important when governments and employers' and workers' organizations examine why certain things happened, or did not happen, as they move towards ratification.

The report before you is a long one. But it had to be, in order to reflect properly our discussions, the positions of the different delegations, and the way in which compromise was reached on difficult issues. Even though the report is comprehensive, it is a summary; a detailed summary to be sure, but a summary nonetheless.

For the outcome of our work and the report of the Committee's work, particular thanks are due to the Office. Let me single out Mr. Brandt Wagner, who has put so much into this over the past four or five years; Mr. Dani Appave, who managed the Working Party; Mr. Joachim Grimsmann, the deputy representative of the Secretary-General; and Ms. Antoinette Juvet-Mir, our coordinator. They, and their colleagues, experts, clerks, translators and word-

processing experts, provided us with a great deal of help and support. They worked tirelessly on our behalf, day and night. I especially want to thank Mr. Norman Jennings, who has skilfully coordinated and organized our work. I also want to thank sincerely the interpreters, who made our social dialogue possible. I would also like to pay a special tribute to the contribution of the Legal Adviser, Mr. Loïc Picard, and his staff, and to point out the excellent work done in the Drafting Committee.

I do not want to close without a special mention of Ms. Cleopatra Doumbia-Henry. Although she was not here this year, having become the Director of the International Labour Standards Department, she was as involved and committed behind the scenes, as she always was.

The report is comprehensive, accurate, lucid and easy to read, and I recommend it for your adoption. Two years of deliberation in the Committee on the Fishing Sector, and an enormous amount of work done between the two sessions have led to the texts which we will be asked to vote on. Given the thoroughness of our work, the tripartite support and the fine outcome, I hope, and I am confident, that a unanimous vote in favour will be forthcoming. I request that all delegates adopt the Report, the proposed Convention and the proposed Recommendation.

When I had the honour of presenting our Committee's report last year, before I left this floor I invited the President to Athens for the Olympic Games; this year, after the proposed instruments will have been adopted, I welcome you to a better world for the fishing sector.

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*Ms. ANANG (Employer, Ghana; Employer Vice-Chairperson of the Committee on the Fishing Sector)*

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I would like to thank the ILO for putting on the table the revision of the five Conventions and two Recommendations for the fishing sector, which have had a handful of ratifications for over 40 years. My thanks also goes to the Office, for a gruelling job of the provision of 46 Articles, the longest in the history of the ILO of a proposed Convention, with three annexes in the Recommendation, and also giving secretarial support to the Committee.

My thanks also goes to the Chairperson of the Committee, Mr. Ribeiro Lopes and the Workers' spokesperson, Mr. Mortensen – and to the Government members, for the various difficult agreements we have had to reach.

I also wish to render my deepest appreciation to the Employers' group for their hard work and commitment to see a larger majority of fishers get the protection they so deserve.

The Governing Body in its wisdom in 2002 gave its mandate for the revision of the existing five Conventions and two Recommendations, which for over 40 years had seen a handful of ratifications, whilst the larger percentage of the workforce in the fishing sector, a sector designated as one of the hazardous sectors, still wallows in subhuman conditions. I believe the mandate envisaged an outcome including the drafting of a Convention which would set the minimum standards which will protect the larger percentage of fishers (90 per cent) which had hitherto not received any protection at all, and therefore an outcome which will receive a wide ratification.

Of course, the revised proposed Convention was not intended to make anyone worse off because, after

all, those who had already ratified the existing Conventions and also had some standards by some directives in their own blocks, had nothing to lose but only to allow the majority of the world's fishers also to get some protection. This was not to be, because the Committee did not have a level playing field and did not take any notice of the low ratification rate of the existing Conventions.

This is the challenge the Employers have had in striking the delicate balance.

At the outset of the discussions of the draft Convention, Governments as well as Workers supported the fact that the Convention should be sufficiently broad-based and flexible, benefit the majority of fishers, and would principally accommodate the differing economic and social conditions of countries. It was also to promote the growth of the fishing industry.

But this is not what has been achieved in the end. Instead, we have achieved a prescriptive, inflexible and impracticable Convention fit for developed countries to ratify, since in most of their submissions these standards are not new to them. This is against the background that it is well-documented that the wide majority of commercial fishers are engaged in small-scale enterprises operating in developing countries, 90 per cent of the whole of the world's fishers.

It is nearly impossible to strike a delicate balance in a Convention, which is supposed to be a global one, speaking of vessel size and categories of fishers. How could we also have a global Convention which will regulate fishing in a few developed countries – 10 per cent – and leave the larger number of countries with the larger number of fishers to apply for exemptions in their implementation of such a global Convention?

Any time the prescriptive nature of the discussions was raised regarding accommodation, medical care, size of the vessel, design and reconstruction of fishing vessels, the answer was – oh you can have recourse to the exemption clause. Is it fair to have a supposedly global Convention with a larger number of countries applying for exemptions? Is the proposed Convention developed for those who had ratified the existing Conventions or for all the member States of the ILO? Would the ILO have achieved its aim of the provision of highly improved standards for fishers only tied to the developed countries? Are we also looking forward to maximum standards or to standards that would protect the world's larger fishing sector?

The largest numbers of fishers are in the developing countries and are mostly involved in small-scale fishing, as well as some in developed countries such as Canada and Japan. The livelihoods of most families and a greater number of jobs depend on small-scale fishing. If the fundamental principle of poverty reduction lies in the creation of jobs and, of course, decent jobs, not only will the proposed Convention not achieve the hoped for decent jobs, but if they do, it will collapse businesses that are not able to cope with the overly prescriptive and detailed nature of the proposed Convention, and with it would come the loss of many jobs. If there are no ratifications by the developing countries and some developed countries, then fishers will still work in the subhuman conditions which the ILO sought to change.

The ILO has committed so many resources to enable us to discuss the revision of the five Conven-

tions, and the two Recommendations, as well as the resources provided by Governments, Workers and Employers in the hope that we could go home with a Convention which will be widely ratified. This will justify the resources committed. Would we have been deemed to be successful if we are back after ten years or so to revise the revised Convention? Maybe we should evaluate successes and resources committed in this house.

The irony of the situation is that some developing countries have supported the prescriptive and detailed proposed Convention, but we have been in the ILO long enough to discover that for some of these countries, after voting for the Convention, that is the end. This is because most of the developing countries will not ratify, neither can they enforce such prescriptive provisions. Therefore we should remember that the large majority of fishers – 90 per cent – are currently out there without protection and their fate is still in the hands of this Conference, since this overly prescriptive Convention cannot protect them.

I am therefore, on behalf of the Employers, challenging any Government that will support this Convention to know that 90 per cent of fishers are out there without protection. Posterity will judge all of us and I hope you will not give the Employers the opportunity to say we told you so.

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*Original Danish: Mr. SAND MORTENSEN (Worker, Denmark; Worker Vice-Chairperson of the Committee on the Fishing Sector)*

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First of all I would like to say that it has been an honour, both to me and to my union, to be asked to be the Worker Vice-Chairperson of the Committee on the Fishing Sector.

We had a difficult task, but our work was made easier by the provision of a well-balanced proposal by the Office. I should also like to thank the Officers of the Committee, the delegates and the Office, as well as the support services, for their hard work. This enabled the Committee to adopt a quite detailed and rather long instrument. However, as part of the task we were set was to consolidate existing instruments, this was not unexpected.

The fishing industry is very complex and there are considerable differences in the size of vessels and the nature of fishing operations. While the majority of the world fleet consists of smaller vessels, there is still a considerable number of larger vessels. The nature of the operations of the larger vessels and the fact that fishers often live and work on board, often for considerable periods of time, mean they are also vulnerable workers needing special protection. It is also a fact that the duration of voyages and area of fishing operations may mean that the vessel is a considerable distance from shore-based emergency facilities. It may even be operating in foreign waters. The fact that vessels are larger does not signify that there are not considerable problems on these vessels and it was important that these problems should also be addressed in the new Convention.

If you speak to the fishers on such vessels, one of the most important issues for them is dealt with in the accommodation provisions. On the other hand, many fishers, especially those in small-scale fishing, were outside the scope of the ILO fisheries Conventions and it was important that they should also be covered and that the protection and rights set out in the new Convention could be progressively applied to them.

It was important to achieve a balance, one which would retain the existing standards and, at the same time, provide enough flexibility for it to be applied to small-scale fishers. An additional complication was the need to ensure that the provisions took into account the share system. From the Workers' point of view, it was essential that the consolidated Convention retain the existing standards and, where necessary, bring them up to date. The Convention also needed to reflect the fact that a 1999 expert meeting determined that fishing is a hazardous occupation when compared to other occupations. A further issue was that the adoption of the consolidated maritime labour Convention next year will see the delinking of fisheries from the seafarer instruments. It was therefore essential that the key protection found in those instruments be included in the consolidated fisheries Convention.

We believe that the package you have before you achieves that delicate balancing act. Article 3 provides for the possibility, subject to the examination of the oversight mechanisms of the Organization and after consultation, to exclude the requirements of certain provisions of the Convention, where their application raises special and substantial problems in the light of the particular conditions of service of the fishers or of the fishing vessels' operations.

The inclusion of a substantial equivalence clause in Annex III, which deals with a accommodation, also provides additional flexibility. In this regard, it has to be said that the provision of adequate accommodation is fundamental to the provision of decent work on the larger fishing vessels.

It was necessary to address social security protection owing to the de-linking of the seafarers' Conventions. This was essential given the fact that Article 77 of the Social Security (Minimum Standards) Convention, 1952 (No. 102), expressly excludes fishers. As it is widely accepted that many fishers are marginal workers and that fishing is a hazardous occupation, this was essential. We believe that the provisions contained in the Convention reflect the core principles of social security protection and the need to promote the progressive extension of social security protection to all. It is hoped that the inclusion of a preambular clause will enable the Office to promote social security protection for fishers.

Of particular importance is the inclusion of Part VII on compliance and enforcement. The incorporation of the port-state control provisions along the lines established by the ILO Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147), is a significant development which should go some way to ensuring that the standards are actually achieved. It may also provide an additional tool to fight illegal, unreported and unregulated fishing. This aspect is further developed in the accompanying Recommendation, as the requirement that the vessel should be inspected and must carry a valid document, is linked to the issuance of a licence to fish.

Also of note is the fact that the Convention includes a simplified amendment process for the three annexes. This should mean that it will be much easier to amend the provisions to reflect technological and social developments and thereby ensure that fishers do not forgo the benefits which shore-based workers routinely take for granted. Annex I establishes the particulars which must be included in the fishers' work agreement and there is flexibility for single-handed owner-operators and for small family

concerns. Annex III addresses the issue of accommodation and seeks to ensure that fishers have adequate facilities when at sea.

The process of putting together the package was not an easy one and we regret that it was not possible for greater negotiation between the social partners. Tripartism is one of the great strengths of the ILO and what distinguishes the ILO from other United Nations organizations. We regret that this dialogue was lacking at the formal level between the social partners.

To conclude, we believe that we have now put in place a structure which will provide the flexibility which is required for fishers engaged in small-scale or artisanal fisheries, while preserving many of the existing standards. We believe that the structure we have put in place provides the necessary balance between flexibility and meaningful standards. It will mean that a large number of fishers who are not currently covered by an ILO instrument can be so covered and that the Convention can, at the same time, promote the move towards higher standards.

We believe that this package can make a substantial contribution to the realization of the core mandate of the Organization, which is to promote decent conditions of work for all. It is on this basis that we call for the adoption of the Convention and for its widespread ratification.

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*Original Portuguese: Mr. RIBEIRO LOPES (Government, Portugal; Chairperson of the Committee on the Fishing Sector)*

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The Committee on the Fishing Sector of the International Labour Conference afforded me the great honour of electing me for the second time as its Chair. It is in this capacity that I now have the privilege and duty of addressing the 93rd Session of the International Labour Conference, on the adoption of the Committee's Report and of the Draft Convention and Draft Recommendation pertaining to work in the fishing sector.

Fishing is an activity carried out by many millions of men and women across all continents. The specific conditions in which fishing is carried out are such that this is a hazardous occupation and therefore requires appropriate regulation.

In accordance with the basic mandate of our Organization to promote decent working conditions for all workers, this year the Conference has the opportunity of adopting two new international instruments which are designed to secure decent working conditions on board fishing vessels for all fishers, including self-employed fishers.

The new international instruments framed by the Committee on the Fishing Sector, regulate in particular basic requirements for work on board, such as the minimum age and physical condition required to engage in such work, working conditions, including proper crewing in terms of numbers and quality and adequate rest periods. These instruments also regulate the fishers' work agreement which spells out the rights and duties of fishers' repatriation, remuneration, food and accommodation, occupational safety and health protection on board, social security and the protection of fishers in the case of work-related sickness, injury or death.

As Chairperson of the Committee on the Fishing Sector, I can truly say that we owe the results of our endeavours to the hard work and competence of many individuals: the Vice-Chairpersons of the Committee, Ms. Karikari Anang for the Employers, and Mr. Mortensen for the Workers. As well as hav-

ing shown themselves to be representatives of their groups, they also proved to be extremely competent when providing me with advice and support when I had to take decisions on important matters concerning the direction of the Committee's work.

The Government members also worked in a timely and efficient way a group and they were very ably led by their Chairperson, Mr. Smejjell, the Government delegate of Norway, who showed outstanding devotion and skill in his work and who was instrumental in assisting the Government group in defining consensual positions on many matters, whilst at the same time, respecting divergent opinions because a number of Government members were unable to accept the stance of the majority.

The Commission decided to set up a working group which was charged with analysing and proposing solutions concerning some of highly technical and important aspects regarding criteria for equivalence of units of measure related to fishing vessels, accommodation and food on board. The Working Group proved to be very competent and skilled in reaching compromises. They were able to put forward consensual solutions on many of the issues that were put to them. On behalf of the Committee, I would like to thank Ms. V. Ribeiro Albuquerque, Government member for Brazil, who coordinated the Working Group and the other members of the group, for their work.

The three groups – the Government, Employers' and Workers' groups – all took the initiative and held consultations on very tricky issues, coming to agreements which greatly assisted the Committee in its work. The provisions of the Convention on social security and on the liability of fishing vessel owners, when it comes to protecting the health of fishers and providing them with medical care, were defined during tripartite consultations and negotiations. The members of the Committee who took a discreet part in this process also made an extremely valuable contribution to the success of our work.

The Drafting Committee had to work very hard because it had lengthy new international instruments to consider. The quality of the draft Convention and Recommendation is also due, in large part, to the skilled work of the Drafting Committee and I would like to express my sincere thanks to them on behalf of the Committee on the Fishing Sector.

The Legal Adviser provided our Committee with decisive clarification when it came to certain points of the debate, in particular, the entry into force of the Convention and the revision of certain existing instruments. The Reporter of the Committee Mr. G. Boumbopoulos, Government member for Greece, submitted the draft report and the draft Convention and Recommendation on work in the fishing sector, in a very comprehensive and objective manner. I would like to commend him for the wise choice of points and the very sensible way in which he put them to the Conference.

The preparatory work leading up to the framing of the new instruments on work in the fishing sector, which the report has summarized, bear the stamp of the dedicated and highly technically competent Office. I am running the risk of forgetting someone but I will nonetheless, commend the following individuals: Mr. Brandt Wagner and Dani Appave, who provided technical assistance during various phases of the preparation of the instruments, Ms. Juvet-Mir, who played a significant role in coordinating the support afforded the Committee. Mr. Norman

Jennings, representative of the Secretary-General of the Conference and his deputy Mr. Joachim Grimsman. They provided the Chairperson and the Vice-Chairpersons of the Committee with constant support and advice. The Reporter of the Committee mentioned, and quite rightly so, Ms. Cleopatra Doumbia-Henry, who moved on from the Committee on the Fishing Sector to take up another important post. She contributed greatly to the preparation of the new instruments concerning work in the fishing sector.

I should especially like to thank the Secretary-General of the Conference, Director-General, Mr. Juan Somavia, for the interest he has always shown in our work, expressed, once again, by his presence during the Committee's work, and I should also like to thank him for his kind and encouraging words.

The Committee on the Fishing Sector submits to this Conference for adoption, a draft Convention and a draft Recommendation which, I believe, meets the current needs of workers in the commercial fishing sector, even taking into account profound differences between the developed and the developing countries, between large fishing vessels possessing very sophisticated equipment and vessels using traditional fishing techniques, between ocean fisheries and inland water fisheries and between salaried fishers and self-employed fishers.

The draft Convention takes into consideration all these differences in the fishing sector through all-encompassing provisions which also provide flexibility because they allow member States, following consultations with the relevant representative organizations of the employers and the workers, to make exceptions, and in some instances, to choose flexible application of some important sections of the Convention.

Indeed, inter alia, member States may exclude the application of some of the provisions of the Convention which might lead to specific and considerable difficulties, particularly concerning inland water fisheries and restricted categories of fishers or fishing vessels. Member States may also, when implementing provisions concerning accommodation on board fishing vessels, apply gross tonnage rather than length as a criterion of measurement. Member States will also be able to refrain from implementing provisions on accommodation, provided they adopt, in their national legislation, measurements of another kind which are substantially equivalent to the provisions contained in the Convention which relates to those items.

The Committee on the Fishing Sector adopted the draft Convention and the draft Recommendation on work in the fishing sector without having had to hold a single vote, as was pointed out by our Reporter earlier. This shows that the Committee carried out its work whilst constantly attending to the needs of all of its members, consulting them and involving itself in tripartite negotiations. The draft Convention is broad and flexible enough to take into account the various characteristics of fishing in all the continents.

This is why I address the various delegates to the 93rd Session of the International Labour Conference and call upon them, given the merits of these new instruments, to vote in favour of their adoption.

I do hope that the new Convention, once it has been adopted, will be ratified by many countries and implemented so that it can make a decisive con-

tribution to our shared goal of promoting decent working conditions in the fishing sector.

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*Original Japanese: Mr. ENDO (Government, Japan)*

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I would like to call attention to the fact that Japan has already stated its view on the adoption of these new instruments during the Committee on the Fishing Sector.

A summary of this statement is included in paragraph 976 of *Provisional Record* No. 19 which explains the problems and obstacles in the way of worldwide ratification of this instrument, contained in the new instruments, and concludes that Japan cannot support adoption.

*(Mr. Finlay takes the Chair.)*

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*Mr. SMEFJELL (Government, Norway)*

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I want to extend my sincere appreciation for all the hard work done in the Committee by the Chairperson, the Vice-Chairpersons and the Committee members, by the working parties in the Drafting Committee in the Government group and by the International Labour Office.

The Committee has made a clear statement that fishing is a hazardous occupation when compared to others. All three parties have agreed that conditions for a large segment of fishers are unacceptable. We owe them a better life, and we can provide for it through these instruments. I noted that some view the instruments as too prescriptive, and I will assure you that in the maritime sector, where we also have the International Maritime Organization as a forum, it is a clear wish to have clear and comprehensive instruments. That has been our aim – and I believe that we have succeeded.

The industry is definitely an international one, where conditions and regulations in one country impact on the conditions and regulations in other countries. Our choice has, therefore, been between two “spirals”, one leading towards the lowest possible common denominator, and the other to the highest possible common denominator. We know that there will always be someone, somewhere, who can find ways of cutting corners and, through that, lowering standards.

At the meeting yesterday, which included representatives of workers from developing countries, it was clear that they needed, and wanted, the instrument; and if their countries cannot ratify at this stage, they need it as a tool to improve conditions. We must make sure to give the fishers – who, as the Employer Vice-Chairperson stressed today, are without protection or, to a large degree without protection – the protection they need. There can be only one answer to this challenge, and that is to vote “yes” tomorrow.

I want to stress that, as Chairperson of the Government group of the Committee, I know that there is a clear and substantial majority in favour of these instruments, and that the majority in the Committee included both developing and developed countries.

We urge the Conference to adopt the Convention, designed to ensure that fishers around the world do not have to pay the price for their poor working and living conditions with their lives and limbs.

The task of this Convention, and this Conference, is to ensure that conscientious fishing vessel owners are not forced to have low standards, or to lower their standards, in order to compete. We must con-

tinue to choose the “spiral” towards the highest possible common denominator.

I will also take up the challenge stated clearly by the wise Employer Vice-Chairperson applauded by their group in our Committee, for all involved to ratify and implement the Convention. I urge us all to take up that challenge and, as a first step, vote “yes” on these instruments tomorrow.

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Ms. SSENABULYA (*Employer, Uganda*)

I speak on behalf of the African Employers who were on this Committee. I have been an active participant in both years’ meetings, and it was always our intention to come up with a Convention that could be widely ratified and provide minimum standards for fishers globally. I have to say, though, that this does not appear to be the case for African countries. It should be noted that the countries that spoke for the provisions in our Committee, namely Namibia, South Africa and Mozambique, have not ratified any of the previous Conventions, and I think they will find it hard to ratify this one. Having checked on the ILOLEX it is clear that few African States have even ratified one or more Conventions pertaining to workers in the fishing sector.

The one-size-fits-all approach adopted in this Convention does not help African countries, where the majority of vessels are small and run by sole fishers. The prescriptive nature of the clauses clearly cannot be applied to these vessels.

The majority of the African fishers are in the informal sector, and I believe this Convention has not been drawn up to take this into account, and yet this is what the ILO should be striving for.

I was particularly disappointed that the plenary sessions of our Committee seemed to be dominated by governments from developed countries, and there was less participation from governments of developing countries. Had they fully participated the results may have been different.

To conclude, let me remind delegates that as the majority of workers in Africa are in the informal sector, the ILO must ensure that its instruments can be applied to this group.

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Mr. TODI (*Employer, India*)

We have almost concluded the deliberations on the proposed new Convention for the fishing sector. This new Convention is proposed to be presented tomorrow for adoption.

At the beginning of the 92nd Session of the International Labour Conference, held in Geneva, most of the delegates’ governments of industrialized nations stressed the need for replacing the existing outdated fishing sector Conventions with a high-level non-prescriptive instrument, so that it would receive a wide acceptance and be ratified by the governments of all countries, irrespective of their level of development.

The proposed Convention intends to be suitable for all types of fishing vessels; despite that, most governments seem to have opted for a very prescriptive set of rules that exceed standards already set by many industrialized nations. In spite of this change in direction, the Employer representatives continued to participate, albeit reluctantly, to make the proposed Convention a workable project. The Employers were surprised that the Governments finally acceded to the demands of the trade unions for setting higher standards and further rules and

policies, not only for the larger fishing vessels, but for all kinds of vessels.

Some of these proposed rules and regulations dwell on details with which fishermen are not at all directly concerned, such as construction and design of vessels. The proposed Convention attempts to set obligations for training in handling fishing gear, payments to personnel, nutritional value of the food, etc., which governments may not have the adequate machinery or resources to control or enforce.

From a careful study of the proposed Convention, it appears that it is drafted for large and fully integrated fishing operations in international waters with the support of feeder vessels. This is fine, but one cannot overlook the fact that the majority of fishing vessels do not fall into this category.

For your information, the world’s total estimated fish production for 2002 was 14 million tons, of which 10 million tons came from fish capture; 83 per cent of overall production was from Asia, 9 per cent from Africa and the balance from other countries of the world. A total of 45 per cent of marine fish capture was achieved by small-scale fisheries and the remainder by industrial fisheries; 90 per cent of the small-scale fisheries production was for home consumption.

It is estimated that 27 million fishermen are employed either full time or part time, of which 16.6 million are regularly employed on fishing vessels. There are 45,600 fishing vessels above 100 grt, employing 146,000 fishermen. In view of the above, it does not appear that the proposed Convention will provide any meaningful improvement to working conditions for the average fisherman or protect small-scale operators. If really enforced, it will lead to a large-scale closure of the small-scale fishing industry.

Very few countries have adopted, and put into practice, the provisions of the Conventions governing the fishing sector. The proposed Convention is likely to move the ball backward rather than forward. The observation of most countries and the Employers’ representatives are that the proposed Convention, if adopted, will prove to be overly prescriptive and heavily tilted towards workers of highly developed countries, as well as taking a direction not directly concerned with labour welfare. This may lead to defeat, the very purpose of this Convention, by making it rather difficult or uneconomical for most people involved in the fishing industry.

The initial objective for the proposed Convention was to make this new Convention broad-based and flexible, addressing a number of issues and effective for the majority of fishermen and the fishing industry. To do so, it has to be based on principles that accommodate the wide range of diverse economic and social conditions of countries and take into account the variety of different types of fishing fleets and fishing methods.

Divergence from this aim is a matter of concern. This may lead to less suitable instruments that are less acceptable to member States and thus a cause of genuine apprehension for most of us. It would have been much better if the Convention was flexible and practical – flexible in its application, easy to ratify, aiding the growth of the global fishing industry, possible for Asian and other developing countries to ratify, and more likely to enter into force.

I urge the House to consider the proposal with an open mind.



Throughout arduous days of debate in the course of this Conference, we have been finalizing the effort which we were called upon to make by the International Labour Organization some months ago to prepare a Convention on work in the fishing sector.

Cuban Employers believe it is important to adopt a standard which provides greater protection and helps to improve the working conditions of fishers. But, in its efforts, this Conference should approve a legal instrument which embraces the many different interests and conditions existing in the various countries, as this will facilitate its ratification by most of those countries.

The figures for gross tonnage, length and the excessive technical shipbuilding requirements which detract from the agreement constitute unnecessarily detailed and unfair provisions, and may block the development of the fishing industry in developing countries, including Cuba.

I consider it my duty to warn the delegates to this session of the International Labour Conference that a standard containing these very specific terms and conditions will not be viable for a large number of countries, and we seriously doubt that it will be possible for it to be ratified.

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*Mr. MASEMOLA (Worker, South Africa)*

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I also want to give some additional comments on behalf of the Workers' group on dealing with the proposed Convention concerning work in the fishing sector.

To us, this instrument is very important, important to the hundreds of thousands, if not millions, of African fishers. It is an international minimum standard that we think will greatly assist us in our quest and attempt to ensure the provision of decent work in the fishing sector.

The industry in many parts of the continent is very diverse. You have, on the one hand, ocean-going large vessels involved in deep-sea fishing and, on the other hand, you have small-scale boats involved in subsistence fishing. You also have a considerable number of foreign-owned vessels on the shores of our continent. We think, therefore, that the section dealing with compliance and enforcement is of particular importance.

Many fishers not only work on board fishing vessels. In fact, a lot of them spend a considerable amount of time living on those vessels, and therefore the provisions of this Convention dealing with accommodation, the provision of decent accommodation, becomes very important and it should be welcomed by all of us. Similarly, the areas of operation and duration of voyages make the provisions providing for suitable medical equipment, as well as the provisions on having qualified and trained personnel to provide first aid and other areas of medical care on fishing vessels, equally important. This is in the quest to improve the working and living conditions of fishers on board fishing vessels.

We are disappointed that the Committee was unable to adopt a resolution on the provision of technical assistance, as we believe that technical assistance would go a long way in helping to secure widespread ratification of the Convention, particularly in developing countries. But we believe, we firmly believe, that the adoption of this Convention drawn up by the Committee on the Fishing Sector

initially demonstrates the importance of sectoral work within the ILO. We therefore think that the Conference should adopt this particular Convention.

We think that this is a carefully crafted generic and flexible instrument that deserves to be widely supported by honourable delegates to this Conference and, immediately after due processes in various countries, ratified by a large number of member States of the ILO. We think that it is an important contribution to the provision of decent work for the marginal workers engaged in the fishing sector. This is particularly in view of a very strong belief and argument in the ILO sectors that fishing is a hazardous occupation, as my colleague Mr. Mortensen has said, compared to other occupations. In other words, compared to occupations like deep-level mining, work in the agricultural sector, and so on, the occupation of fishing has been recognized as extremely hazardous, as shown by figures such as a fatality rate of 24,000 people per year – it goes to show that this is indeed a very hazardous occupation.

We therefore recommend that the Conference adopt this Convention, and that member States should swiftly and speedily follow in ratifying it. We believe that it is an instrument that represents a compromise, as demonstrated by the fact that there has not been a single vote during the process of developing this instrument in the Committee.

For us, this instrument is not the first prize; it is not even the second prize. However, it is a product that we are prepared to live with, from an African workers' perspective, and is a product that we would promote. Hence, we humbly call on the Conference to adopt it and, in no time, for member States to actually ratify it.

It is an instrument that we think will improve the lot of millions of fishers across the continent; it will lift millions of fishers, from the African continent and across the developing world, out of terrible working and living conditions, without eroding the currently existing attractive conditions in other parts of the world.

So, we are very happy with this product.

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*Mr. SANDRASEKERA (Worker, Sri Lanka)*

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I consider it a singular privilege and an honour to be able to give an opinion on the draft Convention and, at the same time, to lay to rest some of the "canards" that have been floated about the impact of this Convention on developing countries and small-scale fishers. The majority of the world's fishers are located in the Asian region, and they are employed, engaged or working on both large and small vessels. This Convention is important to fishers on both large and small vessels. It should be noted that a large number of fishers from the region are employed on foreign-owned and foreign-flagged large vessels. This means that the establishment of minimum terms and conditions is very important for them. Fishers live and work on such vessels for considerable periods of time, and therefore the annex on accommodation is particularly important, as are the provisions concerning repatriation.

The Convention seeks to ensure the protection of fishers on both large and small vessels. It also has the flexibility to permit it to be able to be extended to the smaller-scale fisheries sector. The incorporation of the particulars for the fishers' work agreement will be of great benefit.



Social security protection is important to all workers, and the Asian tsunami demonstrated the need to provide social security protection to fishers, as they are especially vulnerable workers. It is also recognized that fishing is a hazardous occupation.

In view of the displacement and loss of employment of an estimated 700,000 fishers following the earthquake and tsunami disaster in the Indian Ocean, we are very disappointed that it did not prove possible for the draft resolution we tabled to be adopted, even though it was supported overwhelmingly by the Government group.

Here, I would like to draw the attention of this Conference to the fact that the whole world poured out its sympathy to the victims of the disaster, who were mainly fishers, and yet here we have a situation where a group, for no sensible reason, scuttled our resolution in this direction.

However, we hope that this will not prevent the ILO from making a contribution to the rehabilitation of the fisheries sector in the region by assisting in the rehabilitation process and by bringing its special expertise to bear as part of a coordinated multi-agency approach.

Decent standards are essential for securing decent work and living conditions. This is particularly true of the Asian region. This Convention provides a carefully balanced package between decent standards and the necessary degree of flexibility in order to reflect specific national custom and practice.

This consolidated Convention will enhance living and working standards in a sector which is subject to considerable development and rapid change.

I would like to appeal for the adoption and widespread ratification of the Work in Fishing Convention as it will make a significant contribution to the creation of decent work in the sector and provide a useful tool for governments to ensure decent work for these especially vulnerable workers.

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Mr. MATHEW (*representative, International Collective in Support of Fishworkers*)

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The International Collective in Support of Fishworkers (ICSF) would like to take this opportunity to congratulate the Committee on the Fishing Sector for the successful completion of its deliberations towards a comprehensive standard concerning work in the fishing sector. Such an all-encompassing instrument – flexible towards the bottom of the fishing capacity pyramid and stricter towards the top – can contribute to the well-being of all fishers on board all kinds of fishing vessels, in both large and small-scale fishing.

The proposed Work in Fishing Convention, 2005, comes at a time when fishers are taking life-threatening risks to beat decreasing catch per unit effort by dangerously expanding the area of their fishing operations, both in artisanal and small-scale as well as large-scale fishing. While some of the craft-gear combinations in the small-scale sector are now moving away from fishing in near-shore waters to fishing within and beyond the exclusive economic zones (EEZs), the large-scale sector is moving away from traditional fishing grounds to fishing in the furthest limits of the EEZs, as well as in other EEZs and in the high seas, and especially in very inhospitable conditions.

In the face of rising fuel costs and decreasing fish production, there is less regard paid to labour conditions on board fishing vessels. Further, new countries are now emerging as distant water fishing na-

tions. There are highly disturbing stories of poor working conditions, especially for migrant workers from developing countries, on board distant water fishing vessels. Increasingly, larger numbers of workers are being recruited from developing countries to man large-scale industrial fishing operations.

The proposed Work in Fishing Convention, 2005, also comes at a time when several countries have announced fisheries management policies to reduce fishing capacity or to limit access to fishery resources that may have serious implications for employment in the fishing sector.

Undoubtedly, the proposed labour standard for fishing is well balanced, and it is timely and relevant. It is of significant relevance to the globalized face of the fishing industry which, relatively, contributes more to international trade than agriculture in many developing countries, especially in least developed countries.

It is well known that the ILO has historically set labour standards that were eventually influential in determining the scope and content of national labour legislation in many countries and we hope member countries, particularly those with coast lines, can promote and ratify this Convention, which is an important social instrument to complement fisheries conservation and management measures. We hope this Convention can give the necessary direction to formulate national labour legislation for the fishing sector on a priority basis, to protect the labour conditions of all fishers on board fishing vessels. We hope that the scope of these labour standards, especially for social security, is broadened also to accommodate shore-based fishers who do not necessarily use a fishing vessel. This will have significant benefits to the women participating in fishing.

Since 1988, ICSF has been advocating for improved labour conditions in the fishing sector. We request you to adopt this Convention in the larger interests of all fishers of the world, both in large and small-scale fishing. We would like to work with the International Labour Office, governments, trade unions and NGOs to promote this labour instrument in fishing and to push for its ratification and wider adoption.

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*Original Chinese: Mr. ZHANG (Government, China)*

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I would like to thank the President for giving me this opportunity to speak. We all know that fishing is a traditional sector. It faces high risks and can also be affected by natural disasters.

We have to improve the working and living conditions of the fishers, and all governments should pay great attention to this.

China is a very important fishing country. The Chinese Government pays great attention to the development of the fishing sector; we also pay great attention to protecting the rights and interests of the fishers.

The Chinese Government attaches great importance to and supports the ILO Conventions to protect the rights and interests of the fishers, and guarantees the decent work of fishers.

Moreover, we have often affirmed our determination and made suggestions in this regard. However, we have noticed at present that many ILO Conventions concerning the fishing sector have not been ratified extensively. Therefore, we should learn from the lessons of the past. When we propose a

new Convention we should give due consideration to the needs of the majority of countries and consider the economic development levels of different countries, as well as the conditions of the fishing vessels. The Convention has to be practical; only when it is practical can it have the support of the majority of countries. Only when the Convention has been ratified by a large number of countries and implemented in these countries can we reach the goal of this Convention, that is to protect the rights and interests of the fishers.

We regret to say that the proposed Convention does not reach this goal. There is a big gap between the proposed Convention and the level of the fishing vessels in developing countries, particularly those of the Asian countries, where you have a large majority of the world's fishing vessels.

Some rational proposals put forward by developing countries, including Asian countries, have not been reflected in the proposed conclusions; therefore, we feel disappointed about this proposed Convention.

We hope that the ILO adopts a more appropriate, more practical Convention which can be ratified by more countries.

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Mr. POTTER (*Employer, United States*)

As I did last year, I am presenting these comments on behalf of Ms. Tammy French, Vice-President of Human Resources for the American Seafoods Company, who was the United States Employers' technical adviser for this subject.

I would like to begin my comments by expressing my sincere appreciation to the Employer Vice-Chairperson, Ms. Rose Karikari Anang, who accepted the difficult challenge of integrating the views and concerns of the Employers' group and who carried it out with professionalism and determination. I would also like to thank our advisers from the International Organisation of Employers (IOE) and the Bureau for Employers' Activities (ACT/EMP) for their considered guidance.

Commercial fishers worldwide have a great deal at stake during this session of the Conference. It is well documented that the wide majority of commercial fishers are engaged in small-scale enterprises operating in developing countries. Their livelihoods and their lives are subject to the unpredictable winds of nature. As well, their future safety and protection are subject to the will of this session of the Conference and its participants.

The ILO identified an important global concern when it undertook to revisit and revise the five existing Conventions and the two Recommendations addressing working standards for fishers.

Four decades have passed since those instruments were developed and history has shown that poor ratification is the business equivalent of poor business planning.

When implementation is not possible, then either the problem was misdiagnosed or the proposed solution was off base. It is clear that, indeed, the critical problems of fishers still exist today.

We had an opportunity to learn from the poor results of past fishing Conventions to improve the business model. We had an opportunity to create basic minimum standards to protect the largest number of fishers but I fear that we have again arrived at a flawed solution.

It is true that we have managed to upgrade the standard. It is also true that those governments

poised to ratify the new standard are on the same shortlist of governments who formerly ratified the existing fishing instruments and whose fishers are among those who enjoy the highest fishing standards in the world today.

We have managed to repeat history with an overly prescriptive set of standards. We have even managed to disqualify some of our developed countries from acceptance of the new Convention with highly promotional standards. We have raised the bar for the benefit of a few and, in doing so, have made it more unreachable and unattainable for the many.

In retrospect I think we should have added a new definition to Article 1 of our Convention; we should have defined the word "success".

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Mr. BLONK (*Employer, Netherlands*)

It gives me great pleasure to share some of the thoughts of the European Employers with you.

When we first embarked on discussions of the fishing sector at last year's session of the International Labour Conference, the task seemed huge and almost impossible to accomplish in the time available. Indeed, since then, we have had some long night sessions, an interim meeting and some fairly heated debates, but we have come up with a result, namely a Convention and a corresponding Recommendation. Most of the content of these respective instruments is not new to us as employers within the European Union and so, from that perspective, is of less concern to us than may be the case for our Asian and African colleagues.

We believe that what was intended to be a minimum standards Convention to create a level playing field, may now not achieve this objective for developing countries. We hope that this concern is unfounded and that everyone who spoke in favour of the respective provisions will be able to embrace the instruments and ratify them so as to ensure global minimum standards for the sector.

It is clear that we now have guidelines on important issues, such as health and safety, social protection and vessel accommodation, which are certainly acceptable for EU countries. But, for the developing countries, it will probably be very difficult to apply these standards.

We are pleased that the Office has now recognized that there are two distinct sectors, namely maritime and fishing. It is important for us that such a differentiation be made and that we, as a group, have been able to make a more active contribution in determining what is acceptable for our sector.

In a sector that is as diverse as ours, with vessels varying from small coracles in Ireland to large fish-processing vessels, it has been difficult to apply a one-size-fits-all solution to the challenges faced. I hope that the Convention and Recommendation which have been produced have done this, but I doubt it. Only time will tell if this is the case.

I conclude by thanking all those on the Committee, including our Chairperson, Working Party Chairperson, members of the secretariat and our leader, Ms. Karikari Anang and her support team from ACT/EMP and the IOE for their wisdom and guidance over the last two years.

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Original Japanese: Mr. OKAZAKI (*Employer, Japan*)

When the Committee started work, all of us, Employer, Worker and Government members, were committed to creating a new instrument, more ratifiable by ILO member States than the Accommoda-

tion of Crews (Fishermen) Convention, 1966 (No. 126), which was ratified by only 22 member countries. However, the result which the tripartite Committee reached is, for us, in Asia, difficult to ratify.

In Asia, many countries use fishing practices adapted to the supply of fresh fish to markets. The fishing vessels are designed for this purpose, taking also natural, economic and social conditions into account. Also, the slender shape and size of vessels used in Asian fishing practice differ greatly from the fishing practices and the administrative framework of European countries, which control fishing volume by the length of vessels.

The text of the new instrument includes impossible provisions for fishing practices. For example, it increases accommodation requirements, such as minimum headroom of no less than 200 centimetres for vessels of 24 metres or 175 gross tonnage. Without reducing the number of crew, fisheries would have to sacrifice spaces previously used for the fish hold, fuel tanks or other facilities. It is quite impossible to engineer fishing vessels that can accommodate all the requirements of the new instrument which would still be economically viable, given regional conditions and practices. I have to say, it is impossible from an engineering point of view and as for the economic viability of fishery management, it poses a serious problem for us.

This is why it is extremely difficult for the Japanese fishing industry to support the adoption and to recommend that our Government ratify the instrument in front of us, in the event that the Convention and Recommendations are adopted.

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The PRESIDENT (Mr. FINLAY)

As there are no further speakers, I propose that we proceed with the approval of the report of the Committee on the Fishing Sector, i.e. the summary of the discussions contained in paragraphs 1-1002. If there are no objections, may I take it that the report is approved?

*(The report – paragraphs 1-1002 – is approved.)*

#### **PROPOSED CONVENTION CONCERNING WORK IN THE FISHING SECTOR: ADOPTION**

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The PRESIDENT (Mr. FINLAY)

We will now proceed with the adoption of the proposed Convention concerning work in the fishing sector, Article by Article, beginning with the Preamble.

*(The proposed Convention – the Preamble, Articles 1-46 and Annexes I to III – is adopted seriatim.)*

If there are no objections, may I take it that the proposed Convention, as a whole, including Annexes I to III, is adopted?

*(The proposed Convention, as a whole, including Annexes I to III, is adopted.)*

#### **PROPOSED RECOMMENDATION CONCERNING WORK IN THE FISHING SECTOR: ADOPTION**

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The PRESIDENT (Mr. FINLAY)

We will now proceed with the adoption of the proposed Recommendation concerning work in the fishing sector, Paragraph by Paragraph, beginning with the Preamble.

*(The proposed Recommendation – the Preamble and Paragraphs 1-53 – is adopted seriatim.)*

If there are no objections, may I take it that the proposed Recommendation concerning work in the fishing sector, as a whole, is adopted?

*(The proposed Recommendation, as a whole, is adopted.)*

In accordance with article 40, paragraph 7, of the Standing Orders of the Conference, the provisions of the Convention concerning work in the fishing sector will be transmitted to the Conference Drafting Committee for the preparation of the final text. In accordance with article 6, paragraph 2, the members of the Committee Drafting Committee are also members of the Conference Drafting Committee, which will meet immediately.

We have now concluded the consideration and approval of the report, and the adoption of the proposed Convention and Recommendation concerning work in the fishing sector. It remains for me to warmly thank the Officers and the members of the Committee, as well as the staff of the secretariat, for the excellent work they have done. As you know, this item was first discussed at the 92nd Session of the Conference, and these documents represent the outcome of more than two years of intense work. Congratulations to those concerned.

#### **REPORT OF THE COMMITTEE ON SAFETY AND HEALTH: SUBMISSION, DISCUSSION AND APPROVAL**

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The PRESIDENT (Mr. FINLAY)

We shall proceed with the consideration of the report of the Committee on Safety and Health, contained in *Provisional Record* No. 18. I invite the Officers of the Committee to come to the rostrum: the Chairperson, Mr. Békés; the Employer Vice-Chairperson, Mr. Lötter; the Worker Vice-Chairperson, Ms. Seminario, who is replaced today by Ms. Rantsolase, Worker delegate; and the Reporter, Mr. Annakin.

I give the floor to Mr. Annakin to present the report.

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Mr. ANNAKIN (*Government, New Zealand; Reporter of the Committee on Safety and Health*)

I would like to begin by congratulating the President on his able leadership of this important 93rd Session of the Conference. I am pleased to submit to the Conference the report of the Committee on Safety and Health. The report covers the proceedings of the meetings which led to Conclusions proposing a Convention, supplemented by a Recommendation. The report can be found in *Provisional Record* No. 18.

Two years ago, the Conference adopted the Global Strategy on Occupational Safety and Health. The strategy not only pinpointed the need for tripartite national commitment and action in fostering a preventative safety and health culture, but also highlighted the need for a new ILO instrument establishing a promotional framework for occupational safety and health. The proposed instrument aims to achieve just that. The Conclusions of the 2003 Committee laid the foundation for the work of our Committee at the present session and Report IV(1) of that earlier Committee, as well as the global strategy itself, were regular touchstones in our deliberations.

The decision to create a promotional framework was the driving force behind the Committee's first discussion of a new instrument at the present session. The numerous existing occupational safety and health instruments, including Occupational Safety and Health Convention, 1981 (No. 155), have not been as widely ratified as their substance would warrant. In 2003, the delegates embraced the concept of creating an instrument of a promotional, rather than a prescriptive, nature. It was hoped that this would permit member States to ratify the final instrument more readily. Of course, the first hurdle to be overcome was the form of the instrument, and this was a pivotal point early on in the debate taking place within the Committee: that is, whether the instrument should be a Declaration or a Convention and Recommendation. Well-crafted and thoughtful arguments were put forward in favour of both approaches. The Committee initially struggled with the fundamental question of what was the appropriate instrument needed to produce a meaningful promotional vehicle for occupational safety and health. Eventually, the decision was taken, through the only record vote of the session, that the most appropriate form of instrument would be a Convention supplemented by a Recommendation. This decision then coloured the subsequent discussion.

The ensuing discussion on the substance of the text was pursued in a spirit of consensus and compromise and in a measured and disciplined way. The aim of the Committee throughout was to develop a promotional framework which would place occupational safety and health high on national agendas and to facilitate a path towards greater ratification. As indicated in the global strategy, the key area for attention was promotion, awareness-raising and advocacy at all levels, from the workplace to the national level.

The emerging Convention and Recommendation are structured in such a way as to encourage the creation, or further development for some countries, of a national policy, a national system and a national programme on occupational safety and health. Throughout the text, emphasis is placed on consultation with and participation of, all the social partners in promoting a preventative safety and health culture, with the clear objective of reducing the number of work-related deaths, injuries and diseases.

The ILO is further encouraged to bring to bear all of its expertise to promote and facilitate the adoption of this and related safety and health instruments.

The Committee held 13 sittings over 11 days and examined 139 amendments to the proposed Conclusions. The search for compromise and consensus was greatly facilitated by the strong guidance and infectious sense of humour of our Chairperson, Dr. Békés. We were also fortunate to have two committed Vice-Chairpersons, Mr. Lötter, for the Employers' group, and Ms. Peg Seminario, for the Workers' group. Government delegates are also to be commended for their participation and technical expertise, as well as their common-sense approach to the issues surrounding future implementation of the proposed instrument.

Finally, I cannot close without expressing, on behalf of the Committee, appreciation for the excellent assistance we received from the representative of the Secretary-General, Dr. Takala, and his team of experts, legal advisers, secretaries, translators,

clerks, typists and others, who so ably supported the Committee and responded to our needs efficiently, and always with good humour.

In summary, it gives me great pleasure to submit, and recommend the adoption of, the Report of the Committee on Safety and Health and the text of the proposed Convention and Recommendation on this subject to the 93rd Session of the International Labour Conference.

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Mr. LÖTTER (*Employer, South Africa; Employer Vice-Chairperson of the Committee on Safety and Health*)

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On behalf of the Employers' group of the Committee on Occupational Safety and Health, I am pleased to speak in support of the adoption of the Committee's report. In doing so, I would like to extend my appreciation to all participants who ensured an outcome deserving of everyone's support. The Committee was very fortunate to have had Dr. Andras Békés, the Government member for Hungary, as Chairperson. His skill and experience in facilitating the discussion went a long way to ensuring that our deliberations were conducted in a cooperative spirit and in the allotted time. My appreciation also goes to the Office for working very hard to ensure that its functions were conducted accurately and professionally.

My thanks also goes to the Workers' group and Government delegates for conducting discussions in a positive spirit and to our Reporter for putting so concisely to this plenary the key points arising from our discussions.

In my opening address to the plenary of our Committee, I emphasized the importance of our deliberations: a discussion on occupational safety and health is not merely a discussion about the quality of life, but about the preservation of life itself. The ILO estimates that over 2 million workers die each year in work-related accidents – a shocking statistic. This challenged the members of our Committee to think outside of the conventional, to be open to a new way of doing things, and to let go of our narrow interests.

The Employers' group approached the discussions on this basis and set a goal of wanting to make a difference, and also wanting the ILO to be seen to be making a difference.

The Governing Body, in 2000, directed that a new approach, that is the integrated approach to the ILO's work – in particular, to standard setting – had to be followed.

In 2003, the International Labour Conference adopted Conclusions that called for a new promotional framework on occupational safety and health. There was general consensus that the main purpose of the instrument was to ensure that priority be given to occupational safety and health on national agendas and to foster political commitments to develop, in a tripartite context, national strategies for the improvement of occupational safety and health. There was also consensus that this had to be based on a preventative safety and health culture and on the management systems approach.

Over the last two weeks, the Employers' group has adopted a working method in the Committee designed to build on this considerable existing consensus.

While we were disappointed that our proposal for a Declaration was not agreed to, but that, instead, we would be looking to yet another Convention supported by a Recommendation, this did not deter

us in any way from contributing to and participating in debate in a constructive and positive manner.

We are confident that the instrument under discussion delivers a promotional framework acceptable to all three constituents of the ILO. In this respect, I want specifically to mention the contribution made by Government delegates. They reminded us of not only what was practicable, but also what would make a real difference at a national level.

Our deliberations call for an instrument that will see each member State develop, maintain and periodically review a national policy, a national system and a national programme. This, of course, must be done in consultation with the representative organizations of both the employers and the workers. The national policy is to be developed on a tripartite basis, taking into account the circumstances of each country; the national system is the infrastructure necessary to implement the national policy and national programme; and the national programme refers to the objectives, priorities and means of action designed to improve occupational safety and health in a predetermined timeframe.

As you can see, this is not an empty or weak instrument. On the contrary, this promotional instrument embraces the aspirations of the Governing Body for a new integrated approach. It recognizes occupational safety and health as a core element of the ILO's Decent Work Agenda. It builds on the consensus of the 2003 discussions. It promotes a preventative safety and health culture. It is designed to foster political commitment to improving occupational safety and health and it seeks to place occupational safety and health on national agendas. This instrument could see more ratifications than any other instrument on occupational safety and health.

In short, this instrument goes a long way towards meeting the prime objective of the Employers' group and, indeed, that of the Workers and Governments: that is, to make a real difference. This instrument will save lives.

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Ms. RANTSOLASE (*Worker, South Africa*)

On behalf of the Vice-Chairperson of the Committee, Ms. Seminario, Raquel González of the International Confederation of Free Trade Unions, and all other officers of the Committee, let me thank the Reporter, Mr. Annakin, Mr. Békés, the Chairperson of the Committee, and all Governments represented on the Committee.

In June 2003, at the 91st Session of the International Labour Conference, the ILO held a general discussion on ILO standards-related activities in the area of occupational safety and health. The purpose of this discussion was to examine the impact, coherence and relevance of ILO standards and related activities in the field of occupational safety and health and to adopt a plan of action.

The 2003 discussion was based on the integrated approach. This approach seeks to better integrate standards with each other, as well as with other ILO means of action, in order for standards to have a greater impact in the world of work.

The conclusions adopted by ILO constituents in 2003 called for of a new instrument establishing a promotional framework in the area of occupational safety and health.

Over the last two weeks, the Workers' group has presented its view as to what this promotional framework should be. We believe that such a pro-

motional framework should promote, and more importantly, implement the measures required to prevent workplace accidents, diseases and deaths. A promotional framework should also promote existing ILO instruments on occupational safety and health and contribute to increasing the ratification and effective implementation of key occupational safety and health Conventions. Let me repeat: a promotional framework should also promote existing ILO instruments on occupational safety and health and contribute to increasing the ratification and effective implementation of the Occupational Safety and Health Convention, 1981 (No. 155), the Occupational Health Services Convention, 1985 (No. 161), the Labour Inspection Convention, 1947 (No. 81), the Safety and Health in Construction Convention, 1988 (No. 167), the Safety and Health in Mines Convention, 1995 (No. 176) and the Safety and Health in Agriculture Convention, 2001 (No. 184).

During the discussion, we were also of the opinion that the proposed new instrument could not exist in isolation, unrelated to existing ILO instruments on occupational safety and health. It therefore needed a more substantive content than was originally proposed by the Office and had to be related to existing ILO instruments, if we were to achieve an integrated approach. Failing to create a link with existing key ILO Conventions on occupational safety and health means that the ILO will be promoting a distinct and separate approach that undermines the rights and principles enshrined in other existing ILO instruments. We believe this was not and should not become the intention behind the integrated approach.

During the discussion, our group also emphasized the importance of linking the proposed new instrument to the workplace. After all, this is where workers and their representatives are injured, fall ill or die. An instrument that fails to adequately address the workplace level is an instrument that, even if it is widely ratified, will have no impact in reducing the death toll among workers. Such an instrument will therefore not represent any added value to the already existing ILO instruments on occupational safety and health.

The linkage of the instrument to the workplace is required not merely to promote occupational safety and health, but to actively promote measures of prevention. This requires the promotion and implementation of measures that protect the safety and health of workers in the workplace. In order to achieve this objective, workers' rights and duties, as well as employers' responsibilities in the area of occupational safety and health, need to be addressed. Information, education and training about hazards and their prevention are also vital components of an instrument aimed at promoting safe and healthy working environments. Protecting workers' safety and health also includes the establishment of safety and health committees to achieve a safer and healthier working environment, together with the means to prevent exposure to danger.

During our discussion, concern was raised regarding the low level of ratification of some key ILO Conventions on occupational safety and health. The prescriptive content of these Conventions was considered by some as the reason for their low level of ratification. This is certainly not a position shared by the Workers' group. We believe that the low level of ratification is due to the lack of promotion

of these instruments by the ILO. We believe that an urgent campaign for the ratification of some key ILO Conventions on occupational safety and health is needed, similar to the ratification campaign for the ILO core Conventions. Let me also recall here that, in the area of occupational safety and health, the ILO Working Party on Policy regarding the Revision of Standards declared Conventions Nos. 155, 161, 81, and several sectoral Conventions on occupational safety and health to be up to date. In fact, the Working Party declared that these standards are responding to current needs and are suitable for promotion on a priority basis. In this regard, technical assistance from the ILO in order to allow member States to overcome the obstacle to ratification is key. This, we believe, is fully in line and in step with the philosophy of an integrated approach.

The low ratification rate of some ILO Conventions on occupational safety and health was also used by some in the Committee to justify the need for the new instrument to be simple, and therefore easy to ratify. This is also why we made clear that we did not want to impose any new obligations on member States or employers within the new instrument. But we were, and still are, afraid that excessive flexibility and simplicity could result in an instrument which sets no real standards, and which is therefore of weak impact or no impact at all.

Over the last two weeks, the Workers' group has tried to strengthen the content of the proposed Conclusions in a number of ways. In order to promote good occupational safety and health, practices at national and enterprise level, we thought the instrument should set out the basic principles that should govern occupational safety and health, and not strictly limit itself to the promotion of national programmes and systems.

This is why we tried to add a new section on policy in the Convention and in the Recommendation, highlighting the key principles and linking it to national systems and programmes. The current text of the proposed Convention has a policy section. However, it is much less detailed than the one we originally proposed. The Recommendation does not have such a section, which in our opinion is a major shortcoming.

We strongly believe that, in order to promote good occupational safety and health practices at national and enterprise level, an instrument establishing a promotional framework needs to set out what this practice is. This is particularly relevant for developing countries, which, contrary to developed countries, do not always have a strong legislative framework. The new proposed instrument should therefore have a substantive content and thus contribute to strengthening laws and protection afforded to workers at national level.

Our group also considered that the proposed new instrument had to take account of build on and integrate some of the basic principles on occupational safety and health enshrined in the existing key ILO instruments, in particular the Occupational Safety and Health Convention, 1981 (No. 155). Regrettably, this position was not supported in the Committee. Without this link, the new instrument could become a separate document, disconnected from the body of ILO Conventions and Recommendations on occupational safety and health. This is a source of great concern for our group. We believe that, for those countries that do not have a strong body of national laws and regulations, this proposed instru-

ment in its current form would become an alternative to the ratification and active implementation of other ILO Conventions on occupational safety and health. This is a course of action the Workers' group cannot accept, as it would undermine these Conventions.

During discussion of the proposed Conclusions, differences appeared between the groups as to what should be the content of an instrument establishing a promotional framework in occupational safety and health.

The lack of agreement on this important aspect resulted in a text that, in its current form, does not meet workers' expectations.

The Workers' group believes that the text of the proposed conclusions is weak. Much more detail is needed on the content of the instrument to ensure that the proposed Convention and Recommendation will have real effect in the world of work and added value.

The links to the workplace and to some key ILO instruments on occupational safety and health need to be made more explicit. A more detailed reference to workers' rights in the area of occupational safety and health is also needed. The proposed new instrument also has to promote the ratification and effective implementation of existing key ILO Conventions on occupational safety and health. By including these elements, the new instrument will remain loyal to the integrated approach and contribute to increasing the impact of occupational safety and health instruments already developed by the ILO.

Our goal throughout the discussion was, and remains, to safeguard the protection afforded by other ILO instruments on occupational safety and health and to foster concrete improvements in the area of occupational safety and health.

The protection of workers' safety and health is at the core of the ILO's mandate. Achieving progress in this area will contribute to the achievement of the objectives set forth in the Decent Work Agenda. The Workers' group believes that, if the new proposed instrument wants to make a difference and have added value, its content needs to be made much more relevant, in order to address the grim reality of the more than 2 million women and men who die every year as a result of occupational accidents and work-related diseases.

Our group looks forward to the second year discussion. This year we have succeeded in partly improving the structure of the instrument, and improve some of its provisions. Next year we will have to continue this work by strengthening the content of the instrument, so that it becomes relevant in addressing occupational safety and health problems at enterprise level and in enhancing the impact of existing ILO Conventions on occupational safety and health.

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Mr. BÉKÉS (*Government, Hungary; Chairperson of the Committee on Safety and Health*)

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It is a privilege for my country and myself to address this gathering as Chairman of the Committee on Safety and Health. The excellent presentation by our Reporter and the contributions of the two Vice-Chairpersons make my task much easier.

In 2003, I had the honour to present to the Conference the Conclusions resulting from a general discussion on occupational safety and health which, for the first time, was based on an integrated approach. That discussion resulted in a clear consen-

sus to launch a global strategy on occupational safety and health, including the development of an instrument establishing a promotional framework on occupational safety and health.

Over the past two weeks, the Committee on Safety and Health has had a first discussion on the form and content of this promotional framework. The work of the Committee this year is a clear reaffirmation of the shared consensus on the importance of placing safety and health higher on national agendas. The need to reduce occupational and work-related deaths, accidents and diseases and the need to promote a preventative safety and health culture at the global level.

The initial challenge for the Committee was to determine the best way to achieve these goals. As you have heard from the Reporter, it was decided by record vote that the promotional framework should be a Convention and a Recommendation. On that basis, all members made a concerted effort to build a framework that would avoid duplication of provisions in existing instruments; that would be promotional rather than prescriptive; and that would be easily ratifiable by the largest number of member States. All three groups showed great consideration and understanding of each other's positions, and of differing national conditions. In the course of our work, we examined 139 amendments and adopted 49 of these. The debate was interesting, at times lively, but always conducted in a spirit of consensus and a desire to reach sensible, practical agreements.

The resulting proposed instruments are based on an innovative design concept that places emphasis on process and the establishment of basic national frameworks comprising occupational safety and health policy, system and programme, as well as continuous efforts to implement the principles in relevant ILO instruments on occupational safety and health.

The approach is not just to add to the existing lists of Conventions and Recommendations. Rather, it is to establish a quite different type of Convention, a strategic instrument that is based on management principles.

As the form of the instrument proposed is a Convention supplemented by a Recommendation, it is important to make sure the new Convention would be ratified by many countries. The new Convention should enjoy similar support to Worst Forms of Child Labour Convention, 1999 (No. 182), in terms of soonest ratification by member States. Before next year's meeting, all parties will be giving further consideration to additional improvements to the proposed instruments including, in particular, an examination of the ratifiability by each country.

My own work as Chairperson was facilitated by the assistance of the two Vice-Chairpersons, Mr. C. Lötter for the Employers and Ms. Peg Seminario for the Workers, who managed to ensure that a cordial atmosphere was maintained throughout the debate. I also thank the Government members for their constructive input in the work of the Committee.

I would like to thank the Office under the leadership of Dr. Takala, for the professional and dedicated support given to the whole Committee.

It is my hope that the plenary will agree to the high quality of these Conclusions and will adopt them on a unanimous basis.

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*Original Spanish: Ms. PUJADAS (Worker, Argentina)*

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The Workers participated in the meetings of the Committee on Safety and Health in order to achieve results to the benefit of our colleagues who every day face risks at the workplace. The importance of focusing on the workplace is vital to move beyond the concept of protection and look towards genuine risk prevention and assessment.

In Latin America, although there has been a marked improvement in information and awareness-raising on the action required to prevent accidents and promote safety measures, paradoxically, we see that greater knowledge is not matched by more action. In our region, we need laws on prevention as part and parcel of labour and social security policies, compliance with basic laws, and basically the respect of labour rights.

Countries should deal with occupational safety and health as a state policy and should carry out their role of monitoring and verifying compliance with laws through sanctions and corrective action.

Latin American countries need technical and financial help and cooperation to build or strengthen their institutional ability in this field, to shape policies and implement occupational health and safety policies which match national situations and labour relations. In some Latin American countries progress has been made and there are two examples of progress based on a tripartite social dialogue.

In Brazil, a tripartite commission was set up to lay down policies on occupational health and safety which were later approved by the legal authorities in the country. Furthermore, a system was established for demonstrating the texts of rules and regulations, a kind of referendum allowing organizations to make comments.

In Argentina, among the tripartite sectoral activities, it is worth noting the Tripartite Committee for the Construction Sector, involving workers, employers and the Government, which made an assessment of the situation, the conclusions of which showed the need to have a national occupational health and safety plan in the construction sector.

We think that occupational health and safety is a fundamental right for all. We sincerely believe in the pillars of decent work and are aware of the need to create decent work and promote occupational health and safety.

Looking after the health and lives of workers is fundamental. Therefore, we fully agree with the idea that occupational accidents and diseases can, and must be, prevented and that governments and employers should shoulder their basic, real and concrete responsibilities.

Only through social dialogue, and with each sector having well-defined duties, can we take concrete action to ensure that occupational safety is not only an aspiration, but becomes a right of workers day to day.

We must all be committed to making work safe.

We thank the countries that supported our position, in particular Argentina and the other countries, which are members of MERCOSUR and expanded MERCOSUR, and joined our group in discussions on the need to introduce three fundamental elements in the new instrument: detailed reference to the rights of workers, the need to link the instrument to the other ILO Conventions and standards related to occupational health and safety, and the importance of the instrument under discussion to promote the



ratification and implementation of Conventions in this area.

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Mr. ERIKSON (*Worker, Norway*)

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As a European trade unionist I would like to express some views about the outcome of this year's discussions and negotiations in the Committee on Safety and Health.

First, let me say that I am pleased with the result in so far as there seems to be an agreement among most of the participants in the Committee as to the kind of instrument we are going to draft – a Convention supplemented by a Recommendation. Secondly, the uncertainty about the status of the Conventions is clarified. It has to be a Convention like other Conventions. We have also a much clearer picture of the content to be included in the proposed Convention and Recommendation. There is general consensus as to the need for an occupational safety and health policy, system and programme.

On the other hand, it is very disappointing that so far the Convention and Recommendation are short on content. It is hard to see how they could help to improve safety and health, let alone promote a preventative health and safety culture or contribute to global strategy on safety and health. There is a need to strengthen their content considerably if the instruments are to serve their purpose in this respect. I am also disappointed that the Convention especially, but also the Recommendation have done so little to embrace and promote other relevant occupational safety and health Conventions and Recommendations. In the final Convention and Recommendation there is a need to embrace and promote these other Conventions and Recommendations and there must be clear and strong language referring to them in the final text next year.

I must say that I was very disappointed with the position of most European Government delegates during negotiations. There seems to have been far too little will to contribute to a Convention and Recommendation with real substance. There has been resistance to the inclusion of elements in the instruments that are to be found in all their national legislation and systems. This is even harder to understand, since we all agree that taking care of workers' safety and health is a fundamental right and one of the prerequisites for decent work. In addition, we know that proper health and safety is a benefit for all – workers, business and governments – and it also saves money for enterprises, insurance systems and governments. So why this resistance?

It is also a paradox that the willingness to contribute to the Convention and Recommendation we need seems to come from countries in other parts of the world. If this is how the European Union and the European countries are going to follow up their commitment, after the meeting in Mondorf earlier this year, to playing a more important role within the ILO on safety and health issues, the prospects for the health and safety in the future are rather gloomy.

I would also like to point to the fact that there are far too many "ifs" and "where appropriate" in the present text. Let me give just one example from the proposed text for the Recommendation. When addressing the constraints facing micro, small and medium-sized enterprises and contractors in the implementation of occupational safety and health policies and regulations, this is qualified by the phrase that this must be done "in accordance with

national law and practice". I must say that it is very hard to understand the reason for this lack of willingness to have clear language.

Finally, let me just finish by saying that despite the shortcomings, I have great hopes that the clarifications we have added this year will form a firm basis for the necessary improvements next year.

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Mr. MAHADEVAN (*Worker, India*)

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Workers in many countries still face the grimmest threat to their occupational safety and health. Be it the factory fire at the "Triangle Shirtwaist Factory" in New York in 1911 killing 146 workers, or 82 years later on 10 May 1993 in the Kedar Toy Factory in Thailand, the similarities do exist. The two notorious disasters, Three Mile Island of Pennsylvania in 1979 or Chernobyl in the Ukraine in 1986 still warn of nuclear plant accidents. The giant MNC Union Carbide factory disaster at Bhopal, whose sufferers continue into the next century also, did not provide enough lessons to prevent subsequent chemical disasters. What do all these illustrations drive us to? The dismal record of ratifications and implementations of the occupational safety and health (OSH) Conventions and Recommendations, the manufacturing and usage of even banned chemicals, the work-related stress and hazards reducing active life even in the Sunrise industry, the IT sector, the untold miseries silently suffered by vulnerable workers in the growing informal economy, an aftermath of globalization, drive us to the conclusion that we have not done enough, and the intellectual juggling to justify what has been unfortunately happening cannot continue any more.

There are many who shed crocodile tears about the non-ratification and non-implementation of the existing Conventions on OSH in many tripartite forums. Self-introspection is essential in this regard. There must be an effective campaign on ratification on OSH Conventions at the national level by all social partners to raise awareness and commitment towards promoting the ratification and implementation of ILO standards on OSH.

We are of the firm conviction that safety and health must be a fundamental human right of workers. Production and service shall not be at any cost, particularly at the health of the workers. The Decent Work Agenda of the ILO cannot be achieved without assuring safety and health as a fundamental right of workers, irrespective of their employment relations and economic conditions. Development, which is essential, should not be at the price of health and safety or a compromise on OSH protection. New strategies and solutions need to be developed and applied to prevent and control hazards and risks, not only in the areas already known, but also in the emerging new areas causing biological hazards, psychological hazards, and musculoskeletal disorders. Let us make another world of work possible, which shall be accident-free, occupational disease free, pollution-free and polluter-free.

Let us not allow the myth that many occupational injuries and diseases are necessary components and inevitable constituents of work. Our objective shall be to eradicate and eliminate occupational accidents, diseases and deaths. Our goal during 2006, the second year of discussion of the instrument, should be to come up with an instrument that will allow promotion of concrete and positive improvements in the workplace for all types of workers. This will in turn bring prosperity and progress, not

only to the working class, but also to the industries and services as well as nation states.

Ninety per cent of our workforce in the developing countries, who are in the informal and unorganized sectors, invariably face the deficit of many social securities and increasingly are subjected to atypical forms of employment. They also face unsafe and unhealthy working conditions. Let us all jointly help to provide these millions of our voiceless brothers and sisters the right to safe and healthy work. This will ultimately contribute to the improvement of the gross national product in these developing countries.

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*Original Portuguese: Ms. MOURE (Government, Brazil)*

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We would like to commend the ILO for its initiative and the effort it has made in drafting an instrument for promoting occupational safety and health, as a complement to the other instruments that already exist. This is why we met: to try and give these texts more content. A Convention and a Recommendation were proposed, which were to include a national policy, a national programme and national systems to make them viable for application in order to be able to change working conditions on the ground. We are quite optimistic that it will be adopted next year, and we are hopeful that we will create a prevention culture in which all benefit.

Employers, by including health and safety in working and production, will get added value for their product and make their economy more competitive, workers will have their health preserved and will have greater satisfaction in their work, and the Government, by promoting sustainable employment in good working conditions, will also find satisfaction.

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*Mr. ABU BAKAR (Government, Malaysia)*

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The Government of Malaysia fully supports the development of a new instrument on the promotional framework for occupational safety and health.

The reports prepared by the Office provide a useful basis for the discussion by the Committee. What we are developing now is based on the global strategy on occupational safety and health, adopted during the 91st Session of the International Labour Conference in 2003. As described in paragraph 6 of the strategy, the purpose of the new instrument should be to ensure that a priority is given to OSH in national agendas and to foster political commitments to develop, in a tripartite context, national strategies for the improvement of OSH based on a preventive safety and health culture and the management systems approach.

The design concept of the new instrument includes, among others, its functioning as an overarching instrument with a promotional rather than prescriptive content to contribute to a continuous improvement of national OSH systems.

Our Government is in the process of developing a national strategy on occupational safety and health. Our strategy is quite in line with what we have discussed at the Committee this year. For this reason, we welcome the development of a new ILO instrument. The Committee decided that the form of the instrument should be a Convention, supplemented by a Recommendation, and our Government supports this decision.

As you can see from the Conclusions proposed by the Committee, the new Convention will be a new type of Convention with a focus on a systematic

approach to the continuous improvement through OSH policy systems and programmes, and with very limited prescriptive provisions which are available in existing OSH Conventions. This Convention should be simple and flexible in order to serve its purpose and should enjoy soonest ratification by many countries.

We will review the proposed Conclusions from these angles and will come back to the discussion next year.

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*Mr. EDSTRÖM (Worker, Sweden)*

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I intend to make comments in three areas. Firstly, on procedure, I deplore the personal attacks delivered by Employers against the Legal Adviser, accusing him of being biased. Well, I myself might sometimes disagree with opinions expressed, but to question his legitimacy and independence in reality constitutes an attack against the International Labour Office, the Director-General and the Governing Body. I expect that this kind of behaviour will not be repeated in future at the highest decision-making body of the ILO or elsewhere. In addition, it is totally unacceptable if one of the constituents is denied their right to call on the Legal Adviser if clarification is needed in the work of a committee.

My second comment relates to the future of standard-setting activities in the ILO. The Governing Body has decided that a new way to promote improved conditions in work should be tried – the so-called “integrated approach”, combining promotion of standards with effective follow-up measures for application in practice. We, as workers, put our faith in this new approach, but apparently here something has been lost along the way. The fact that the Proposed Conclusions with a view to a Convention refer in general terms merely to taking into account principles in unspecified relevant ILO instruments means that trade unions will face an enormous and difficult task in advocating what should be included and done at national level. In addition, the failure to include any benchmarks will make it very difficult to monitor whether real improvements are being made. What is enough to constitute a national system or programme? I guess that a minimum effort at national level (without any real bearing on the grave existing situation in relation to occupational safety and health) will be seen as satisfactory from the viewpoint of these Proposed Conclusions with a view to a Convention.

Furthermore, will the proposed text, and what it does not contain, really promote the existing work of the ILO on standards in occupational safety and health? No reference is given to the eight fundamental ILO Conventions, or even to the ILO Declaration of 1998. No reference is given to the priority Conventions on labour inspection (Conventions Nos. 81 and 129), apart from being annexed among others in a non-binding Recommendation. No reference is given to the fact that, since the work of the Working Party on Policy regarding the Revision of Standards, the Governing Body has established a set of ILO Conventions and Recommendations that are up to date and should be promoted by the Office and at national level and, in addition, identified in country profiles made by the ILO – among them a considerable number of occupational safety and health Conventions.

Apparently, Employers and some Governments have a different view compared to the Workers on what constitutes promotional activities. For us,

standard setting is part of promotional work. Without standards and benchmarks, how can we know where to go and measure improvements? Our opponents advocate non-binding, voluntary commitments as the best way to save workers' lives and to secure decent working conditions in a world of more fierce economic competition than ever. What I have always failed to understand is that, if the world of work is best taken care of by voluntary measures, why do the same advocates not fight for a similar type of approach in other sectors of society? Why do we need strictly defined standards in Trade-Related Intellectual Property Rights (TRIPS) of the WTO, or why do we need strictly defined conditions set by the Bretton Woods institutions? Would governments trust voluntary behaviour of its citizens in paying taxes, or not exceeding speed limits on roads?

The Workers' group advocated occupational safety and health as an item for this Conference because we thought that it was a less controversial item, uniting the three constituents of the ILO and dealing with a matter covering hundreds of millions of workers, suffering annually as a result of occupational accidents and diseases at an enormous cost, amounting to 4 per cent of world GDP. We did not foresee that the subject of occupational safety and health would fall victim to ideological perceptions, contrary to the trust-building measures we indeed need in the ILO between its three constituents.

My third comment relates to the content of the proposed instruments. I believe that the ILO's fundamental concept of tripartism has been diluted in the proposed texts. Will worker-appointed occupational safety and health representatives at the workplace actually be recognized as fundamental key actors, preventing occupational accidents to which 270 million fall victim every year? I doubt it.

I would like to be told in which member States of the ILO it is not appropriate to deliver information and training on occupational safety and health, or provide for occupational health services. I ask this question in order to be convinced that this is actually the view of the governments of the least developed countries, and not an attempt by some governments in developed countries to appoint themselves to speak on behalf of their former colonies. To me, an integrated approach implies rather that the developed countries and their governments have the moral obligation to provide enough funding to the ILO, delivered through technical assistance, to enable a binding commitment by governments in the least developed countries in these respects, because workers in their countries have the same legitimate claim to safe work as workers elsewhere in the world.

I hope that the IMEC governments in 2006 will more actively promote measures to strengthen the draft instruments. I look forward to next year's discussion.

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Mr. POTTER (*Employer, United States*)

I am presenting these comments on behalf of Soma Chengular, the Director of the Federal Health and Safety Policy for the Eastman Kodak Company, who unfortunately was not able to be here today.

We continue to think that a declaration would be a better vehicle for improving the levels of occupational safety and health worldwide, for it would be immediately applicable to all countries without the preliminary step of ratification.

Despite the agreement in 2003 to develop a new instrument that would reflect an integrated approach to occupational safety and health, the document that was drafted in preparation for this Conference called for the traditional approach of a Convention with a Recommendation – a historically unsuccessful route to change.

The Employers' group, and some governments, sought to stay with the original concept of an overarching framework through the use of a declaration as the instrument of choice, but were unsuccessful. A declaration would have raised the profile of occupational safety and health and increased the political commitment for related activities immediately.

This first of two sessions on the instruments saw enthusiastic engagement and much consensus from all parties of the tripartite Committee. We believe that we are well on the way to developing a Convention and Recommendation that could be ratified by most countries. It calls for a structural approach to improving occupational safety and health, and consists of a national policy, system and programme, together with periodical review and updating. It is to be based on the priorities and needs of each country. It is a simple, flexible, overarching structure that we think will meet the needs of workers in countries with varying levels of occupational safety and health. In addition, the instrument highlights the need to address occupational safety and health in the micro, small and medium sectors, as well as in the informal economy. We are hopeful that the text finalized next year will stay the course, and that the new Convention will be successful in raising the level of occupational safety and health the world over.

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The PRESIDENT (Mr. FINLAY)

As there are no further speakers, I propose that we proceed with the approval of the report of the Committee on Safety and Health, i.e. the summary of the discussions contained in paragraphs 1-300. If there are no objections, may I take it that the report is approved?

*(The report – paragraphs 1-300 – is approved.)*

#### **PROPOSED CONCLUSIONS WITH A VIEW TO A CONVENTION AND RECOMMENDATION: ADOPTION**

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The PRESIDENT (Mr. FINLAY)

We shall now proceed with the adoption of the Committee's proposed Conclusions with a view to a Convention and a Recommendation, paragraph by paragraph.

*(Paragraphs 1-20 of the proposed Conclusions are adopted seriatim.)*

We shall now proceed with the adoption of the annex to the Proposed Conclusions, containing a list of relevant ILO instruments.

*(The annex to the proposed Conclusions is adopted.)*

If there are no objections, may I take it that the proposed Conclusions, together with the annex, as a whole, are adopted?

*(The proposed Conclusions, together with the annex, as a whole, are adopted.)*

**RESOLUTION TO PLACE ON THE AGENDA OF THE NEXT  
ORDINARY SESSION OF THE CONFERENCE AN ITEM  
ENTITLED “OCCUPATIONAL SAFETY AND HEALTH”:  
ADOPTION.**

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The PRESIDENT (Mr. FINLAY)

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We shall now proceed with the adoption of the resolution to place on the agenda of the next ordinary session of the Conference an item entitled “Occupational safety and health”. If there are no objections, may I take it that the resolution is adopted?

*(The resolution is adopted.)*

We have now concluded the consideration of the report of the Committee on Safety and Health. I should like to express my warm thanks to the Committee for their work, not forgetting, of course, the members of the secretariat and other Office staff, who have also contributed greatly in time and effort to a successfully concluded first stage on the way to a useful international instrument.

*(The Conference adjourned at 1.15 p.m.)*

Eighteenth sitting  
Wednesday, 15 June 2005, 3.10 p.m.  
Presidents: Mr. Chiriboga, Ms. Anderson

**RECORD VOTE ON THE RESOLUTION CONCERNING THE  
ARREARS OF CONTRIBUTIONS OF GEORGIA**

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*Original Spanish: The PRESIDENT*

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We will now proceed to a record vote on resolution concerning the arrears of contributions of Georgia. The texts of this resolution will be found in *Provisional Record* No. 5-2.

I would like to remind you that, according to article 13, paragraph 4, of the Constitution, the Conference may, by a majority of two-thirds of the votes cast by the delegates present, allow a Member of the Organization in arrears with the payment of its contributions to vote, provided that it concludes that the arrears are due to circumstances beyond the Member's control. According to article 19, paragraph 5, of the Standing Orders, a record vote is required in such cases.

*(A record vote is taken.)*

*(The detailed results of the vote will be found at the end of the record of this sitting.)*

The result of the vote is as follows: 390 votes in favour, seven against, with nine abstentions. As the quorum was 298 and the required two-thirds majority is 265, the resolution is adopted.

*(The resolution is adopted.)*

**RECORD VOTE ON THE RESOLUTION CONCERNING THE  
ARREARS OF CONTRIBUTIONS OF IRAQ**

We shall now proceed to a record vote on the resolution concerning the arrears of contributions of Iraq, the text is in *Provisional Record* No. 5-2.

*(A record vote is taken.)*

*(The detailed results of the vote can be found at the end of the record of this sitting.)*

The result of the vote is as follows: 380 votes in favour, 11 against, with 15 abstentions. As the quorum was 298 and the required two-thirds majority is 270, the resolution is adopted.

*(The resolution is adopted.)*

**RECORD VOTE ON THE RESOLUTION CONCERNING THE  
ARREARS OF CONTRIBUTIONS OF TOGO**

We shall now proceed to a record vote on the resolution concerning the arrears of contributions of

Togo, the text of which is contained in *Provisional Record* No. 5-2.

*(A record vote is taken.)*

*(The detailed results of the vote can be found at the end of the record of this sitting.)*

The result of the vote is as follows: 391 votes in favour, five against, with ten abstentions. As the quorum was 298 and the required two-thirds majority is 270, the resolution is adopted.

*(The resolution is adopted.)*

**RECORD VOTE ON THE RESOLUTION CONCERNING THE  
ADOPTION OF THE PROGRAMME AND BUDGET FOR  
2006-07 AND THE ALLOCATION OF THE BUDGET OF  
INCOME AMONG MEMBER STATES**

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*Original Spanish: The PRESIDENT*

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We shall now proceed to a record vote on the resolution concerning the adoption of the Programme and Budget for 2006-07 and the allocation of the budget of income among member States, the text of which is contained in *Provisional Record* No. 5-2.

*(A record vote is taken.)*

*(The detailed results of the vote can be found at the end of the record of this sitting.)*

The result of the vote is as follows: 415 votes in favour, seven against, with two abstentions. As the quorum was 303, and the required two-thirds majority is 282, the resolution is adopted.

*(The resolution is adopted.)*

A number of delegates have asked to take the floor to explain their vote.

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Mr. SHEPARD (*Government, United States*)

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The United States strongly supports the work of the ILO. The ILO plays a key role in the United Nations system, especially in promoting respect for fundamental workers' rights. We appreciate the efforts of the Office – Governments, Workers and Employers – to arrive at an acceptable budget. Nonetheless, the proposed budget increase remains too high. It is out of line with budget decisions in comparable United Nations organizations.

Moreover, the topic of financial and managerial reform is sweeping the United Nations system. The ILO has been a leader on such concepts as results-based management and recently the creation of an

independent evaluation unit. We want the ILO to continue to play a leading role in this reform effort.

We believe that by reducing certain non-programme expenses the ILO could have achieved a consensus budget. Regrettably, those savings were not sound and therefore we were compelled to vote against the budget proposal. We wish to emphasize that our vote does not indicate a lack of support for the ILO and its work. Rather, it is a call for stricter financial management, including better oversight of programmes and the elimination of inefficiencies and redundancies – steps that would strengthen not weaken the Organization. In the next biennium we look forward to working with the ILO to achieve financial and managerial reforms that will enable the ILO to pursue its core strategic objectives effectively and more cost-efficiently.

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Mr. RICHARDS (*Government, United Kingdom*)

I would like to explain briefly why the United Kingdom Government has voted against the resolution adopting the Programme and Budget for 2006-07. We wish to make clear our continuing support of the ILO as we have done throughout the budget discussions. However, as we have explained in detail both at the Governing Body and Conference discussions, the United Kingdom Government considers that there is scope for further reductions in non-programme costs.

Had the specific suggestions to such reductions been explored more vigorously, we believe that we could have achieved a budget level on which we could all agree. We regret that this did not happen here. We hope that the Office will give careful consideration to its future budget proposals and the suggestions for further reducing inefficiencies, and will draw on the experiences of other specialized agencies where collaborative negotiations have enabled all governments to reach consensus.

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Mr. FUJISAKI (*Government, Japan*)

Japan strongly supports the ILO's objectives in its recent activities all over the world towards decent work for all. We also highly commend the ILO staff for their efforts in difficult situations. You have all our respect.

We would like these key activities of the ILO to be maintained effectively.

Therefore, we are concerned that the increase in administrative costs, such as the personnel costs which account for 70 per cent of the total budget, could undermine these activities.

This is the reason Japan has been calling for administrative cost savings through reform of the staff structure and other measures.

We join others, some of the others, in stating that we regret to say this proposal does not fully respond to our concern and requests.

Despite this, we have chosen not to oppose this programme and budget proposal.

We did so because we have received a very clear statement in the Finance Committee from the Director-General for further cost savings. We look forward to the future discussion on the use of those savings.

In this November's Governing Body, we presume the Office will present a plan for reform of the staff structure that includes a clear target, a concrete timetable and the projected amount of cost savings.

As always, we have all confidence in the Director-General's leadership that this plan will be presented.

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*Original French: Mr. BLONDEL (Worker, France)*

Firstly, I must thank all those who approved our budget and who agreed to the proposal submitted by the Director-General on behalf of the Governing Body.

We asked for a slight increase in the budget. We had other ambitions with regard to reaching a consensus. There was a proposal of 1.1 per cent. We, the workers, would have liked to see a consensus. We made a number of appeals, during the course of which we pointed out that, when a vote of such importance takes place, it is unfortunate that there is no unanimity, despite the fact that ever more demands are being placed upon the Office. Thus, I should like to thank and congratulate all the governments and all those who supported this budget.

So far, I have heard some extremely satisfying statements, although I am not sure that the problem is simply one of staff. We have a role to play, certain costs cannot be reduced and the discussion is now at an end. We know which areas require more of our attention and we will make the necessary effort. However, I hope, and here I am appealing to all governments, that contributions will be paid on time. I believe that this is a constitutional, compulsory duty, but one that allows the budgetary process to proceed smoothly and that permits us to seek out possible savings. Governments, in the habit of paying their contributions late, only destroy what we are attempting to build. Therefore, I should like to make a final, solemn appeal in stating that perhaps it would be better to set aside a sizeable sum of money for the world of work, that is to say, the workers, rather than waging war.

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**RESOLUTION CONCERNING THE FLAG OF THE  
INTERNATIONAL LABOUR ORGANIZATION: ADOPTION**

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*Original Spanish: The PRESIDENT*

We will now proceed with the adoption of the resolution concerning the flag of the International Labour Organization, contained in the first report of the Selection Committee, *Provisional Record* No. 2-1, Appendix II. If there are no objections, may I take it that the resolution is adopted?

*(The resolution is adopted.)*

*(Ms. Anderson takes the Chair.)*

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**REPORT OF THE COMMITTEE ON YOUTH  
EMPLOYMENT: SUBMISSION, DISCUSSION AND  
APPROVAL**

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*Original Spanish: The PRESIDENT (Ms. Anderson)*

We shall now proceed with the examination of the report of the Committee on Youth Employment, published in *Provisional Record* No. 20. I invite the Officers of the Committee to come to the rostrum: the Chairperson, Mr. Abdelmoumene; the Employer Vice-Chairperson, Mr. Anderson; Ms. Moore, Workers' delegate, who will replace the Worker Vice-Chairperson, Ms. Burrow; and Reporter, Ms. Imperial.

I give the floor to Ms. Imperial to submit the report.

It is my pleasure to present to the Conference the report of the Committee on Youth Employment, as adopted by the Committee yesterday, 14 June 2005.

The issue of youth employment has been of continuing concern for the ILO for almost three decades now, with the adoption of five formal ILO resolutions between 1978 and 1998. The item merited significant attention under general discussion at the 1986 and 2000 sessions of the International Labour Conference and with the ILO's central role in the attainment of United Nations Millennium Development Goal No. 8 within the framework of the Youth Employment Network.

In November 2003, the Governing Body identified youth employment as a topic for general discussion in this year's session of the International Labour Conference. In preparation for the Committee's work, a tripartite meeting on youth employment was held in October last year, and an excellent report was prepared by the Office entitled *Youth: Pathways to decent work*.

Speaking on the findings and Conclusions of the tripartite meeting and Office report, the Committee affirmed that youth employment was a major international and national concern that must be addressed, because youth unemployment and underemployment imposed heavy and long-lasting economic and social costs; on the other hand, policies and programmes that positively impact on youth employment had far-reaching multiplicative effects leading to sustainable development.

Since the problem is of international and national importance, action should likewise be taken at such levels in stressing that country-level interventions addressing both the quality and quantity of employment should be instituted at the macro, meso, and micro levels.

It is recognized that each country's situation is unique, and there is no one-size-fits-all formula, but the Committee agreed on the wisdom of an integrated approach and the need for a specific plan of action that is practical and back to basics.

Facilitated by its Chairperson and Vice-Chairpersons, the Committee's deliberations were guided by five discussion points, outlined as follows:

Firstly, what are the major disadvantages faced by young people in the labour market? What are the consequences of their lack of access to decent work?

Secondly, what are the components of the package of policies and programmes that encourage decent work for young people?

Thirdly, what are the respective roles of governments, employers' and workers' organizations in promoting pathways to decent work for young women and men?

Fourthly, what is required to ensure that international labour standards address youth employment?

Finally, what should be the priorities for the ILO's policy, research, advocacy and technical assistance with regard to promoting decent and productive work for youth?

The detailed and sometimes passionate debates produced a wealth of information that collectively provides a sound basis for the Committee's Conclusions that appear at the end of the report.

Across countries, whether developed or developing, labour market conditions almost always discriminate against the young worker – more so for young women, minorities and those with disabilities. The economy, particularly in developing countries, simply cannot generate enough of the much needed jobs. Young workers cannot find the first job that would give them the experience required by many employers. In many cases the skills that they have obtained from years of schooling and vocational training are not relevant to the needs of industry. In this situation, young workers would find themselves stuck in prolonged schooling, unemployment or underemployment, or in informal or precarious waged employment.

There was consensus in the Committee that making decent work creation the central objective of economic and social policies, especially in the context of globalization, was the key to improving the labour market situation of young workers. However, restoring the missing link between growth and employment is a necessary, but not sufficient, condition for youth employment.

The connection must be strengthened by active labour market programmes that enhance the job-preparedness of young people, and promote practical ways for them to access the labour market, whether as waged or self-employed workers. These basic active labour market programmes revolve around providing: relevant education at all levels, including lifelong learning and training, including apprenticeships; entrepreneurship and self-employment opportunities that are not of the informal sector type; and employment services in up-to-date labour market information to facilitate job searching and minimize job skill mismatch.

Governments, employers and workers, including young people themselves, each have their own respective roles to play to overcome the youth jobs crisis, but all three partners must work collaboratively through the mechanisms of social dialogue and tripartism. Basically, governments must ensure that the environment is conducive to growth and decent work. Employers must provide decent jobs and workers must prepare themselves for the requirements of decent work.

The Committee agreed that there was no need for new standards or a Convention on youth employment. The core labour standards, and those pertaining to work and young workers, together with the Global Employment Agenda and Decent Work Agenda, are enough to provide pathways for decent work for young people.

What is needed is to make full use of existing international standards, by promoting their ratification and implementation through technical cooperation and improvement of law-enforcement mechanisms.

The ILO's plan of action to promote decent work for young people has three pillars, namely: building knowledge, advocacy and technical assistance. The ILO should expand knowledge on the nature and dimensions of youth employment, unemployment and underemployment, examine policy and programme interventions, and disseminate best practices, so that countries may learn from each other.

The social partners also expect the ILO to provide expert guidance and advice, and to strengthen labour administration and active labour market programmes for young people. Together with the social partners, the ILO should campaign for the promo-



tion and implementation of the Committee's conclusions.

Lastly, the ILO's position is critical with respect to bridging the gap between the objectives and goals of other international bodies and the Decent Work Agenda. By putting decent work at the top of the international economic agenda, the ILO is the only institution that could possibly counter the vagaries of globalization on the world of work.

The results of the Committee's work will no doubt be an important contribution to stimulate the social partners to develop their own unique solutions to the challenge of youth employment, and guide the work of the Office in supporting these efforts.

I thank the Officers and members of the Committee for their valuable input and the ILO secretariat for its technical and administrative support.

It is an honour for me, the Reporter of the Committee on Youth Employment, to invite the Conference to adopt the Report and draft conclusions on promoting pathways to decent work for youth.

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Mr. ANDERSON (*Employer, Australia; Employer Vice-Chairperson of the Committee on Youth Employment*)

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Employers support the resolution before the House and the adoption of the report arising from the general discussion of youth employment that has been conducted during this 93rd Session of the Conference.

The Conclusions on promoting pathways to decent work for youth should be adopted and we agree that the Governing Body should give due consideration to them when planning future action on youth employment and implementing the Decent Work Agenda. That should, however, be no more than the basis of responses to this report. Much more needs to be done by a multiplicity of parties if we are to meet the youth employment challenge that is before us.

The ILO is just one of the stakeholders; even then it has limited resources and is often remote from the actual circumstances of young people and employers of young people in individual workplaces. Indeed, these Conclusions are worthy of support because they go much deeper into the nature of the challenge. They address the responsibilities of governments, educators, employers, workers and their local communities, not just that of the ILO. In that respect, they are a plan for action by all of us.

As the Conclusions highlight, the issue of youth employment is a critical global, regional and national challenge for economies and societies. In the next two decades, literally hundreds of millions of young people will be seeking work on the labour markets across every continent. The questions which arise are fundamental and the Committee has grappled with them. Where will the millions of entry-level jobs needed in the formal economy come from? If those jobs, or some of them, do appear, will this generation of children have the basic education and skills that make them employable? Will the economic and regulatory framework allow their employers to compete and to survive so that these children can keep their jobs when they enter the labour market? Will basic education be supplemented with vocational training that helps to build careers and pathways? And will those that have the spirit to be entrepreneurs be able to access seed capital and start a business and, in time, become

employers themselves? The report before us goes to the heart of these issues.

In identifying the magnitude of the task, the Employer group, and the Committee as a whole, have been determined to present a balanced perspective, one where the challenge is soberly understood but does not overwhelm us, one where we see enough hope and opportunity to spell out and then implement good policy and practical solutions. Underpinning all of our work has been a realization that, whilst we may not be able individually to overcome the challenge and whilst there is no one solution, we can collectively make a difference if each individual party accepts its responsibilities and works cohesively at international and national levels in the same direction. That is what we have sought to do.

What energized this discussion was a realization that, no matter how great the task, the rewards are greater. The cohesiveness of entire communities is bound up with economic development, education and the creation of job opportunities. If we successfully meet the challenge, or do so even in part, we can change the entire societies for the better.

Productive employment is transforming and empowering individuals and societies and productive youth employment is transforming and empowering the next generation. Indeed, this report goes to the very core of the ILO's work and relevance in the modern world. If the Decent Work Agenda is to mean anything outside this chamber – and it should – it must offer hope through employment to young people and to employers of young people.

The beauty of the discussion we have had is that we have collectively come back to basics and brought the Decent Work Agenda back to those basics. Instead of simply discussing the quality of work and rights at work, important as they are, we went back a step. We asked ourselves the more fundamental question: if decent work is to be available to young people, then how do we create the jobs in the first place and how do we help young people to become employable?

Once we asked this question, the answer was self-evident. We all agreed that the youth employment challenge would not be met by another international instrument, our international standards or our ILO Declaration on Fundamental Principles and Rights at Work, since they already apply equally to young and older workers. Rather, the most basic driver of hope and opportunity for young people is a regulatory framework that provides for increased global and national economic activity and opportunity, higher levels of employment and entrepreneurship. Put simply, the solution lies in economic investment by the private sector, coupled with critical, enabling policy interventions by governments in the areas of education, training, infrastructure, regulatory reform and the administration of existing standards.

These Conclusions give hope, but not false hope. If we think that railing against the global economy is going to help youth employment, then we are fooling ourselves. The global economy is with us; it must be part of the solution, no matter how uneven its impact. Likewise, if we in our nations think that the international community will always come to our aid by simply making the difficult policy decisions that have to be made by us at national level, then we will be sorely mistaken.

Through these Conclusions, we reaffirm our commitment, as representatives of Employers, to meet our responsibilities. Employers are the bed-

rock institution for the provision of work and opportunity for millions. We have a considerable role to play in shaping and in delivering youth employment strategies. We know that jobs for young people do not appear out of thin air and are not created by regulation, but rather by investment and risk taking, facilitated by good laws and policies.

The Conclusions identify practical steps that employers can take, including working with educators and young people to increase employability skills. The Conclusions also identify practical measures educators can take; it also identifies measures young people and their organizations themselves can take, including actively seeking to learn, to acquire basic skills, to prepare for the responsibilities of the world of work, and to seek work through direct employment or entrepreneurship. In doing so, the Conclusions highlight that young people can bring assets to a business that are sometimes not well understood; their willingness to learn and adaptability, can be attractive to employers.

Beyond these roles, the Conclusions address the fundamental issue of the role of governments and national policies and programmes. National policies must be directed at creating and enabling economic and regulatory investment. From investment comes economic activity, from economic activity comes productivity, and from productivity comes sustainable employment. Policies must also address the issues of public services infrastructure, governance, and the rule of law and business entry for young entrepreneurs.

It is widely acknowledged in these Conclusions that national circumstances differ greatly. In addition, neither young people, nor employers of young people, are homogenous groups. Within each group are a myriad of circumstances and capacities. This means that not every stakeholder will have the resources or capacity to do all these things, or to do all at once.

It is sobering, indeed, to recognize the huge numbers of young people that are employed or need to be employed in countries where there is a substantial informal economy. However, if the right things are done, no matter how small the steps may be, if they follow the common directions set out by these Conclusions, then we will collectively be making inroads into the problem, even in these difficult areas.

Finally, I turn to the role of the ILO. The Conclusions speak of an important role, as our reporter has advised, in the areas of building knowledge, policy advocacy, promotion of decent work, and technical assistance. They also speak of working in conjunction with the tripartite stakeholders and other international bodies with common interests, such as the inter-agency Youth Employment Network.

All of these are important matters in their own right. They will only be solutions, though, if they are implemented on the ground: in workplaces, in communities where young people are employed and where employers of young people, most of whom are also small and medium-sized enterprises, are grappling with the harsh realities of making a living.

No country can afford to undervalue or waste its human resources. Youth employment is not a new issue but, through these Conclusions and this discussion, we have given the issue a fresh analysis. Opportunities abound, especially with population ageing in developed economies and with a global

focus now on the enormous challenge in developing economies.

Encouragingly, most of the government ministers who have spoken in this chamber during this session of the Conference have also reflected on the challenge by speaking of solutions through economic activity, employability and entrepreneurship.

The time now is for less talk and more action. At the very least, these Conclusions present an action-oriented dialogue, as we had hoped, and as we asked of the Committee two weeks ago.

I would like to thank the Employers' group for their careful and committed work over the past two weeks. I would also like to thank our colleagues in the Governments, and the Workers' groups. We have shared a common purpose on all key issues. We have debated, we have discussed, we have compromised, and we have produced an effective outcome through social dialogue on an issue of utmost importance. I would also like to thank our Committee Chairperson, the Officers of the Conference and the staff of the secretariat who have done an excellent job in the right spirit.

Whilst the capacity to meet the youth employment challenge is bound up with the capacity to meet the general employment challenge, the problem of youth employment is specific, and needs specialist policy responses. Armed with this report, we have some tools to make a difference for the better. As Employers, we look forward to its adoption and, beyond that, its implementation.

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Ms. MOORE (*Worker, Barbados*)

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At the outset, I would like to reiterate the thanks that the Workers' group expressed yesterday to all persons who contributed to the success of our discussions over the past two-and-a-half weeks on decent work for youth. These include the Governments, the Employers' group and the staff of the ILO, whom we cannot thank enough.

Special thanks are extended to our Chairperson who undertook what, for many, would be quite an onerous task with tremendous competence and humour. We also wish to thank our Reporter who, as you would have observed earlier, did an excellent job of presenting our conclusions to this session of the Conference. To our interpreters, researchers and technicians, we also say thank you, for we recognize that, without you, we would never have accomplished our tasks.

On a personal note, I should like to express special thanks to our Vice-Chairperson, Sharon Burrow, and the secretariat of the Workers' group for youth, and my colleagues, of course, who had sufficient confidence in me, perhaps mistakenly so, to afford me this opportunity of being their spokesperson. I thank you all.

The Workers' group believes that our conclusions are well balanced, comprehensive, and form a sound basis for future ILO work on youth labour market issues. They are the product of compromise on all sides.

It is worth recalling that not once during our discussion was it necessary to call a vote, and it was possible to reach consensus on every issue. There was good will on all sides, and we thank the Governments and Employers for that.

We believe that all sides should be able to embrace the conclusions in their entirety, and we therefore call on all tripartite constituents to promote the conclusions as an integrated package. The conclu-

sions rightly adopt and reflect an optimistic perspective. They recognize the talent, enthusiasm, hope and new ideas that we, the youth, represent.

Yet our conclusions are realistic. They recognize the diversity and magnitude of the problems facing young people across the globe, and they emphasize the economic, social and political costs of failing to deliver decent work to young men and women. These conclusions should inspire us all. They are certainly a call to action for all of us.

The Workers' group argued from the outset that the challenge of providing decent work for youth was very complex. Recognizing that there were no simple solutions that could magically resolve the protracted economic problems we face, we contended that it was important first to understand the nature of economic and social problems that confront different countries and regions before seeking to suggest generalized solutions which did not address their diverse issues.

While some problems are common across our countries and regions, others are not. For example, the problems confronting a young man or woman in a very poor country are very different to those faced by a person of similar age in an industrialized economy.

We purported therefore that the solutions proposed by this session of the Conference should be based on detailed analyses and tailored to correct the specific problems confronting youth in different countries and regions. The Workers' group argued that it would be a mistake to propose simplistic solutions when to do so would only serve to raise false expectations.

Nevertheless, we also agreed with the Employers that the conclusions, and proposed solutions, had to be practical. But for our solutions to be practical, or at all workable, they also had to treat the underlying causes of youth labour market issues.

We should not just try to mitigate the symptoms associated with a decent work deficit for youth, rather, we require comprehensive solutions to a complex set of economic and social problems that are encountered by young people.

Given this premise, the Workers' group submitted that it was impossible to correct problems facing the youth labour market in isolation. We contended that youth unemployment and underemployment could not be reduced without rapid and sustained increase in overall employment growth and generation of better quality jobs.

We certainly were not prepared to accept or support solutions that merely shuffled the pack of the unemployed; solutions that replaced older employed persons with younger ones.

We argued throughout that we required a substantial increase in net employment creation and this would require a comprehensive policy mix, a mix of macroeconomic policies that would stimulate aggregate demand, combined with policies to increase the employment intensity of economic growth. We maintained that this should include the expansion of high quality public services and a more diverse economic structure, especially in developing countries.

We agreed again with the Employers that a substantial increase in investment, including private investment, was urgently required in many developing countries. However, since there are no silver bullets that automatically enhance private investment levels, we argued that in many countries

higher levels of public investment in infrastructure were required to crowd in private investment.

The Workers' group believes that these demand-side measures are necessary conditions to produce decent work for youth. However, we fully acknowledge that alone they are insufficient.

The conclusions further state: "Governments should have policy space to ensure ownership of their macroeconomic and industrial policies enabling them to expand their economies, including the manufacturing and services sectors. Social progress and economic growth should go hand in hand. Policies relating to globalization, including trade and foreign direct investment should, wherever necessary, be reformed to create decent jobs for young people. Monetary, fiscal, trade and social security policies should be coherent with the overall objective of increased and sustainable economic growth, employment generation and social protection."

Throughout the discussions, the Workers' group argued that there was need for reform to the process through which economic policy is established. Unfortunately, in recent decades the focus on achieving full employment has been downgraded in virtually all countries. Today, globalization and the conditionalities associated with structural adjustment programmes and other similar reforms have forced many governments to focus only on the implications of their policies for inflation, business confidence and equity prices.

We also need improvements on the supply side of the labour market. Consequently, we called for substantial additional investments in education and training along with an appropriate mix of other well-targeted active labour market policies.

I am delighted to report that the Committee found favour with most of our submissions and the final conclusions reflect many of the points made by the Workers' group. The conclusions state that: "The youth employment challenge calls for an integrated and coherent approach that combines macro and microeconomic interventions and addresses both labour demand and supply and the quantity and quality of employment. Youth employment should be considered in all relevant social, employment and economic policies through a well-balanced policy mix. Supportive national trade, industry, training and wages policies [...] are also required to meet the youth employment challenge."

The Conclusions also recognize the far-reaching reforms that will be required at the international level to give governments, particularly those in developing countries, the opportunity to implement such a policy mix.

These considerations are by no means unimportant, I should point that out, but governments require a broader vision. Governments need to be concerned with both the direct and indirect consequences of their actions for the labour market.

We are therefore pleased that the conclusions call on governments to more carefully consider the employment implications of their macroeconomic decisions and to place economic growth and employment generation at the centre of the national policy objectives.

However, national economic decisions are not to be taken in isolation these days, as I referred to earlier. The international economic climate and the rules governing globalization often constrain the scope that governments have to determine, in an independent fashion, their own priorities and poli-

cies. For developing countries, access to sufficient financial resources is a key constraint. We are therefore pleased that our conclusions call for “international debt relief, including debt cancellation and increased official development assistance”.

The Conclusions envisage an important role for the International Labour Organization in promoting economic reforms at international, national and local levels. The conclusions call on the ILO to “strengthen partnerships with international financial institutions and United Nations organizations”. The objective of such cooperation is “to give a central place to youth employment in development policies and poverty reduction strategies”. In particular, the ILO is requested, through these conclusions, “to strengthen research and knowledge dissemination on the ten core elements covered in the ILO Global Employment Agenda” and to focus attention on these core elements in its work on youth employment. The conclusions also give considerable attention to the quality of youth employment and workers’ rights.

During the course of our Committee’s work, there was considerable attention given to the decent work concept. Consideration was given to qualifying the words “decent work” by adding the words “rewarding and productive”. After careful consideration, the Committee rejected this approach unanimously. The Government group decided that the words “decent work” should in no way be qualified. They argued that the concept of decent work was already clearly defined and widely understood. The Workers’ group, of course, applauded this decision.

The appendix listing international labour standards relevant to work and young persons shows more than 50 relevant standards.

Through its Conclusions, our Committee has confirmed that international labour standards are required and they are relevant when addressing the employment challenges we face, and that they are required for both social and economic reasons.

Our Conclusions state: “... it is recognized that labour legislation and regulation based on international labour standards can provide employment protection and underwrite increased productivity, which are basic conditions in order to create decent work, particularly for young people.”

One of the most important Conclusions reached by the Committee was the decision to request the ILO to undertake “an international promotional campaign aimed at young people to promote decent work with a focus on employment creation, workers’ rates and employability, as detailed in the Conclusions”.

The Conclusions state that the ILO should target this campaign at young people through communication means that are most familiar to us, including youth media and networks for students and other young people. The Workers’ group suggests that the theme for this campaign should be that youth have rights.

In conclusion, we would like to remind all participants that, through its standards and documents like the conclusions we adopted in our Committee, the ILO provides clear guidance about how the world of work should be governed to produce fair and efficient outcomes. However, the onus is on all of us to ensure we give teeth to these instruments. The Workers’ group is determined to promote and ensure the complete implementation of these conclusions. We, therefore, call on governments, em-

ployers and the International Labour Office to work with us towards this objective. Together, we can deliver decent work for my generation and for generations to come.

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*Original French: Mr. ABDELMOUMENE (Government, Algeria; Chairperson of the Committee on Youth Employment)*

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It was a great honour for me to have been able to chair the general discussion on youth employment held at this International Labour Conference. It was a great honour to my country, Algeria, and I am very grateful to the African region for having proposed my name to carry out this task, full of challenges and interest and satisfaction and I hope that I deserve your trust and confidence.

As has been recalled, in November 2003 at its 288th Session, the Governing Body decided to put on the agenda of this Conference a discussion on the question of promoting youth employment. This decision was taken because employment for young people is increasingly becoming one of the major concerns of the international community, because of the role it plays in eradicating poverty, in sustainable development and the maintenance of peace, as was testified by the Ouagadougou Summit.

The creation by the Secretary-General of the United Nations of the Youth Employment Network and the recent adoption by the General Assembly of the United Nations of a resolution on promoting youth employment are both clear proof of this. The general discussion is also part of our five-year review of the Millennium Development Goals, which the United Nations will undertake this year.

This discussion has offered the tripartite constituents of the ILO an excellent opportunity to look at the best and the most effective strategies in the area of youth employment and to assess the different instruments made available to member countries to carry them out, in particular international labour standards and the ILO policies and programmes, especially technical cooperation.

As is clear from the report and the Conclusions which have been put before you, the Committee has carried out a detailed and deep discussion of the different themes marked by a common will to reach conclusions and to give rise to broad tripartite support. I would like to stress the positive and harmonious spirit which prevailed during the discussions, thanks to which a consensus was achieved without the need for a vote. This was also stressed by earlier speakers just now and it is, I think, an important success.

The Conclusions before you involve three sections, namely problems and challenges; policies and programmes aimed at creating decent work for youths; and the ILO plan of action to promote access to decent work for young people. As for this plan of action, it is based on three areas of activities, namely the strengthening of knowledge, awareness and technical assistance, all three of which constitute a solid basis for the future work of the ILO in this sector. During our discussions, many participants, as you have heard, stressed the need for concrete results. The Conclusions are an expression of this and I recommend them to you for your attention.

I would like to express my heartfelt thanks to all those who have, in one way or another, contributed to the success of the work of the Committee, in particular, the two Vice-Chairpersons, Ms. Sharon Burrow for the Workers and Mr. Peter Anderson for the

Employers, who both contributed a great deal to our discussions. I was particularly impressed by their far-reaching knowledge of the subject; their ability to express clearly sometimes complex ideas; their flexibility, their patience and also their good humour even, and especially, when the negotiations were difficult.

I would also like to congratulate the Reporter of the Committee, Ms. Maria Luisa Imperial, who handled the drafting work very professionally. I also thank the members of the drafting committee who worked long hours in order to bring out high-quality draft Conclusions.

Last, but not least, I wish to thank Ms. Jane Stewart and her team for the documents they prepared, for their support during the discussion and for the high quality of the translation and other services. I hope that the results achieved bear witness to your professionalism and enthusiasm.

The Reporter and the Vice-Chairperson have already briefly presented the documents which were put before you by the Committee on Youth Employment and so, in conclusion, I invite you to adopt them.

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*Original Spanish: The PRESIDENT*

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The general discussion on the report of the Committee on Youth Employment is now open.

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*Ms. SAAB (Government, Lebanon)*

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I would like at the outset to commend Report VI on *Youth: Pathways to decent work* for its quality, and the report of the Committee on Youth Employment for the value of its content.

Promotion of youth employment has become a worldwide substantive issue. At stake are the many factors that impede the rapid integration of youth into the labour market. In my view, the first prerequisite is the need to provide basic compulsory and free education to all citizens, supplemented by appropriate training, thus securing the first two assets for the acquisition of decent work for youth and all other age groups of the active population.

Policies and national plans of action designated to enhance youth employment are not beyond reach if goodwill prevails. Technological and industrial evolutions accommodate good employment opportunities for youth, who possess considerable abilities to deal with drastic changes in working methods and work techniques.

Strategies for youth employment should not reserve special employment opportunities for targeted youth which could raise the issue of discrimination between youth and other groups in the labour force. Given the substantive criteria, the provision of reliable data on the labour market, and on our needs for youth employment, how can we best interact among our nations on this issue? What mechanisms should be established?

The ILO could make a valuable contribution to the promotion of youth employment through its Decent Work Agenda and in the framework of the Youth Employment Network (YEN). Protection for youth is well provided through ILO standards. In this regard, I propose that the International Labour Office issue an analytical memorandum on Conventions, tackling youth employment directly or indirectly and a code of practice on national plans of action on youth employment and that it increases its technical assistance programmes for needy nations and the social partners.

Lastly, I would like to point out that there exists an interlink between childhood and youth age groups as defined by relevant ILO Conventions and United Nations documents, in which children are under 18 years old and youth are between 15 and 24 years old.

It is important to have specific plans of action for the transitional phase from the childhood to youth cycle. Specific measures should address each cycle with due regard to the physical, psychological and mental abilities and capabilities of the targeted persons in each age cycle.

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*Ms. TOTH MUCCIACCIARO (Worker, Croatia)*

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On behalf of the Croatian Workers' delegation, let me extend our warmest greetings and encouragement to all the young delegates taking part in the Conference.

We welcome this year's priority focus on youth and the major social policy report, *Youth: Pathways to decent work*, which highlights the multifaceted and complex problems faced by young workers.

We appreciate the report of the Committee on Youth Employment and strongly support its conclusions and the ILO action plan to promote decent work for young people.

I find it extremely important that the report recognizes specific problems of youth in the informal economy. This is an unexplored twilight zone where our brave new world of labour often finds its place and sometimes stays for far too long, faced with super-flexible employment arrangements, inadequate income, little or no social protection, no possibility of personal and professional development, no representation and poverty.

Millions of young workers are trapped in the informal economy. This is the reality of transition countries in south-eastern Europe, including my own country, Croatia. We abandoned the model of a planned economy with strong state control and, unprepared, we introduced a market economy, while at the same time not managing to build adequate institutions of control. Because of the lack of secure and sustainable employment opportunities, many workers are looking for jobs in the informal economy, especially youth. At first, this seems to be a temporary solution. However, many workers in fact stay in the informal economy, unable to make a successful transition into the formal one. Often when they want to switch to the formal economy, they do not have proof of work experience because their work in the informal economy is unregistered and they find themselves trapped in permanent insecurity and precariousness.

There is a strong correlation between undeveloped legal, economic and political systems, high unemployment rates, low living standards, weak institutions, inadequate fiscal policy and the informal economy. Many workers work in enterprises operating outside the formal reach of the law: or they are not covered in practice, which means that the law is not applied or enforced; or the law discourages compliance because it is inappropriate, burdensome or imposes excessive costs.

In Croatia, owing to the high youth unemployment rate, which is double that of adults, many young workers find jobs in different sectors of the informal economy. According to our estimates, around 400,000 people are working in the informal economy, roughly 10 per cent of the population, including a significant number of young people.

The highest incidence of undeclared work is in construction, commerce, catering, tourism, shipbuilding and agriculture, in some state-owned companies and in media houses. Many small and medium-sized enterprises operate outside of the formal economy. Young migrant workers are a particularly vulnerable group.

In April, four national trade union confederations jointly launched a campaign against undeclared work which they carry out in cooperation with labour inspectors. We started with the distribution of brochures describing undeclared work and urging people to call a freephone number to report cases of undeclared work. An important part of the campaign is raising the awareness of workers about their labour and social rights contained in international labour standards, labour law and collective agreements.

What is worst for young people is the fact that undeclared work does not offer them any prospects; it especially provides no hope for a decent pension. In most cases, they are not aware of the problem because they do not think that far into the future.

The most frequent cases are abuse of fixed-term contracts, abuse of apprenticeships, overlaps between formal and informal work arrangements, which in most cases means that workers are registered on the minimum wage and paid the rest in cash.

We are hoping that this campaign will mobilize all three sides. In this context, we welcome the recent statement of the chairperson of the Croatian Association of Employers who said that employers doing business in the informal economy are characterized by their lack of respect of workers' rights, tax evasion and non-payment of social security contributions and therefore constitute unfair competition to those employers who fully respect the law.

If we look at the conclusions of the Tripartite Meeting on Youth Employment: *The way forward*, which took place last October, we can see that "many young people in countries across the world often work unacceptably long hours under informal, intermittent and insecure work arrangements".

The United Nations *World Youth Report, 2003*, explicitly says that "For growing numbers of young people, employment is precarious and may not provide an income sufficient to cover basic necessities. In industrialized countries, the demand for a flexible workforce and the increased use of part-time and temporary employment contracts have led to a heightened sense of insecurity and risk. In developing countries, a rising number of young people work in the informal economy, where they earn low wages and are often subjected to poor or even exploitative working conditions."

Young workers in the informal economy have no access to decent work. Jobs in the informal economy do not qualify as decent work, since they are often not performed in safe conditions. They do not meet the criteria for incomes, social protection and respect for trade union freedom.

Getting young people into decent work is a real challenge for many countries and societies. It is crucial that we adopt a decent work approach to the informal economy. It should be a comprehensive approach, involving fundamental principles and rights at work, greater and better employment and income opportunities, social protection and social dialogue.

All workers are entitled to rights at work, irrespective of where they work, what kind of work they do, and no matter what kind of contract they have. The ILO Declaration and labour standards provide a solid international basis for application to the informal economy. However, we need to improve labour legislation, strengthen labour administrations, enforce labour rights, promote legal literacy, especially for female workers, and improve regulatory frameworks for business.

We welcome the Conclusions on promoting pathways to decent work for youth, as they provide for an ILO rights-based campaign, especially the paragraphs that give special reference to the importance of international labour standards.

The appendix, which lists some 30 Conventions and accompanying Recommendations, should be seen as a "young workers' rights charter", which the ILO should promote in order to reach out to young workers and to advocate sound employment policies for decent work.

Quality employment for youth and investment in human resources development must be at the heart of national employment strategies, with a special emphasis on decent work as our global and national goal. If the objective is to generate prosperity and well-being, national policies must work for young people and deliver results.

Employment policies should assist young people in the informal economy to move to the formal economy.

In cooperation with the social partners, governments should develop, implement, monitor and evaluate policies and programmes promoting decent work for youth in the informal economy.

With the assistance of the ILO, it would be very useful to launch campaigns to raise the awareness of young people about their labour and social rights. The ILO should guide all three sides to ensure that tripartite multilateral agreements result in concrete actions at the national level.

Let us help young workers to fight for their rights to decent work. Let us give youth a chance.

I urge you to support the report of the Committee on Youth Employment, as well as the Conclusions and action plan, and to do everything in your power to promote decent work for youth, not only at this international forum, but, most importantly, in your national environment.

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Ms. SONNTAG (*Worker, New Zealand*)

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Thank you for the opportunity to speak here today. I would like to briefly outline the thoughts of the New Zealand Council of Trade Unions (CTU) on the Conclusions of the Committee on Youth Employment being presented here today, and to comment on some of the Conclusions that we are particularly happy with.

The Conclusions accurately reflect the belief of the whole Committee that our work should be focused on practical solutions to the challenge of youth employment. The Committee made good use of the short time it had to focus on positive actions to address the youth employment challenge, rather than reflecting for too long on the nature and magnitude of the problem. This aspect of the issue had already been thoroughly explored and documented by the ILO in the lead-up to this Conference.

We believe that the Conclusions quite rightly focus on the creation of quality employment for youth. The work of this Committee was devoted to

upholding the ILO strategic focus on decent work. We could not advocate or support conclusions which would focus solely on employment generation for youth. It has to be the generation of decent work. The Conclusions in this Committee will therefore complement the tripartite work already under way in New Zealand on our decent work action plan.

I would like to support a point made by my colleague, Toni Moore, concerning one of the very important action points we see coming out of this discussion. That is the request made to the ILO, through these Conclusions, to undertake an international promotional campaign, aimed at young people to raise awareness of their rights.

Paragraph 9, of the Conclusions, recognizes the importance of labour legislation and regulation based on the international labour standards of this House, in order to provide adequate protection for young workers. The importance of these international labour standards has been appropriately demonstrated in this Committee, by including over 30 ILO Conventions in the appendix to the Conclusions. These Conventions should form the basis of this promotional campaign.

The Conclusions also acknowledge that these international labour standards are basic conditions required for the creation of decent work. We, in New Zealand, know all too well that deregulation and removal of universal rights throughout the 1990s did not promote decent work. In fact, it could be said that such deregulation promoted indecent work, especially for youth, and led to a major deterioration of working conditions for many.

The campaign will, therefore, be particularly important for New Zealand youth in informing them of their rights. It should also raise the profile of the objective of decent work.

We also support the Conclusions which recognize the importance of involving youth in meeting this challenge. While the challenge of youth employment cannot be separated from the general employment situation, these Conclusions recognize that targeted interventions are required to overcome the disadvantages faced by young people. These Conclusions recognize that action is needed to ensure that the youth participate in the development, implementation and monitoring of labour market policies and programmes that are designed to overcome the disadvantages they face.

The Conclusions point to strengthening the capacity of workers' and employers' organizations to reach out and engage with young workers and employers of young workers, to ensure that their specific needs are taken into account in social dialogue processes. We need to ensure that structures of workers' and employers' organizations support, encourage and respect the involvement of youth and that we make use of young people's networks and organizations. In New Zealand, many young people work in areas where it is difficult for unions to organize, partly because many young people have no knowledge of what a union is. We are therefore supportive of the Conclusions that note that we should start learning at school about labour issues, industrial relations and industry. We believe that this will better enable youth to participate in both workers' and employers' organizations.

In summary, we support the practical nature of the Conclusions. We see them as useful in the context of New Zealand. We acknowledge that the real

work will begin following this Conference, when we start putting into action the Conclusions of this report. This must happen if we are to make inroads into the challenge of decent work for all youth.

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*Original French: Mr. LAMBERT (Worker, Canada)*

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Today, I have the honour of speaking on behalf of the Quebec Workers' Federation (FTQ) on the subject of youth employment. Being a young person myself, I took an active part in the deliberations of the Committee concerning this issue.

On first meeting the Worker members of other countries, I was surprised to discover that youth employment, both at a national and local level, is a problem across the globe. I was, therefore, happy to learn that the International Labour Conference was to address this issue. As is the case in many other regions, young people in Canada and Quebec face many problems upon entering the labour market. Probably the largest obstacle confronting them is the lack of correspondence between the education system and the labour market. This problem is all the more marked in the case of graduates in vocational and technical subjects.

The ideal solution to the problem of creating quality employment would be a system of lifelong learning which facilitates the transfer of knowledge, values experience and is backed up by an adequately funded support network for young people in difficulty.

Furthermore, currently there are grave concerns with regard to health and safety. Although in Canada young people only make up 20 per cent of the workforce, the sad fact is that they are the victims in 35 per cent of all occupational accidents. Even worse, they account for 10 per cent of deaths in all fatal occupational accidents.

This being the case, the work of the Committee, should it of course be adopted, will help the governments of my country to ensure that the young people of Canada and Quebec may aspire to a better future.

Thus, on the basis of the ILO Employment Policy Convention, 1964 (No. 122), Quebec and Canada will be able to move forward with a full employment policy aimed at supporting the creation of full-time, quality employment. By introducing macro and microeconomic development policies at the same time, we will be able to develop industries that will generate quality employment in such sections of the manufacturing industry as the automobile and aerospace sectors, for example.

The adoption by governments, of legislation governing social protection and various policies aimed at regulating the labour market will also support quality employment, by increasing the protection of workers and therefore guiding young people towards better jobs. Such protection, especially in the field of safety and health, will provide youth with a secure environment and will ensure that workers, employers and governments do not have to pay a heavy social and human price. The ILO can also play a major role in the field of safety and health, amongst other things, by promoting the adoption of its Conventions and Recommendations by countries that have still not ratified these instruments.

The promotion of workers' rights, in particular those of young people, will help them to enter the labour market. The role of the trade unions in Quebec and Canada should be taken into consideration by the Governments. Thus, we shall be able to es-



establish links between the trade unions and the education system. The ILO could also help by providing them with technical assistance in this field.

Consequently, in Quebec and Canada, it will be possible to enhance the education system's link with the labour market, especially if Quebec develops, as set out in the Committee's Conclusions, a global policy concerning the employability of young people (paragraph 33, of the Conclusions).

Our social programmes should also enable young people in precarious situations to access skills training so that they can obtain good quality jobs.

In accordance with paragraph 37, of the Conclusions, we want the Canadian employment and insurance programme to provide fair and reasonable accessibility criteria for young people, which is not the case at present.

With regard to ILO activities, Canada might take the opportunity to join the Youth Employment Network. The participation of Canada and of Quebec in the ILO's work might allow it to become acquainted with the youth employment policies that have been successful in other countries or other regions. Moreover, Canada and Quebec could contribute to and participate actively in the work on youth employment organized by the ILO. The Conclusions of the draft report of this Committee contain a list of international Conventions and Recommendations which could be thought of as a charter of rights for young workers through which the Canadian and Quebec Governments should become aware of the Conventions which they have not yet ratified and incorporate them into a programme of work with a view to developing policies for youth employment.

Finally, I would like all countries to ensure that this subject does not remain a dead letter, for what is at stake is the future generation of workers, who are the architects of tomorrow's world.

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*Original Portuguese: Mr. CUNHA DIAS (Worker, Portugal)*

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The work that we have carried out here at this Conference has been a good step towards building a balanced approach to deal with youth employment.

For millions of young people, having a decent job is a distant dream. Unemployment is rampant. Employment is precarious and frequently it does not give enough income to cover basic necessities. In industrialized countries, the demand for a flexible workforce and the increase in part-time and temporary employment contracts have led to a heightened sense of insecurity and risk in the workplace. Of the 550 million workers who are unable to keep themselves and their families above the poverty threshold of \$1 a day, 130 million are young people trying to scrape by with jobs in the informal sector. Many young workers are asked today to trade in their rights for access to jobs, and this is not what decent work is all about.

There is no reason why young people, all young people in all continents, North and South, should not enjoy the full rights enshrined in the Conventions of the ILO. Situations may differ in different countries, but basic rights are universal.

This is why we welcome these Conclusions, as they provide for an ILO rights-based campaign for decent work for young people. We draw your attention to paragraphs 1, 4, 5, 9, 12, 18, 24, 28, 29, 31 and 46, which all make special reference to the importance of international labour standards.

The appendix, which lists some 30 international labour Conventions and about as many Recommendations, should be seen as a young workers' rights charter which the ILO should use to reach out to young people and to advocate sound employment policies for decent work. Conventions require promotional efforts by the ILO.

Deregulation has led to the proliferation of jobs which are of low quality, unstable, badly paid, and which offer poor working conditions and little or no social protection or benefits. Therefore, we support paragraph 9, which shows a consensus that labour legislation regulation can provide a climate favourable to job creation.

This is an additional reason for strong reference to international labour standards in any ILO campaign for youth employment. It is time to go home now and to act. We have a draft agenda; we know that young people are a well-trained force for productivity and innovation, not simply a burden for business. We have the best-trained generation of all times and our policies must not let them down. It is our duty to ensure that they have the best chance of being effective. The Millennium Declaration, and also, at European level, the Lisbon strategy and the European Youth Pact, have underlined the idea that more and better jobs are the key to ensuring economic and social development. As our spokesperson Toni said, our Conclusions all recognize that far-reaching reforms are required at the international level to give governments, particularly those in developing countries, the space to ensure ownership of their macroeconomic policies and to expand their economies.

Globalization should be given a human and a youth dimension. Investing in young people is investing not only in our present, but also in our future. Many of you here have children. Make sure that the policies that you adopt here are ones that you can be proud of, ones that they will be proud of too in the future.

It has been a pleasure to work with all of you. Thank you for all the good work that we have developed here and let us work for a better world.

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*Ms. LLOYD (Employer, Jamaica)*

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The report and the Conclusions of the report for adoption is comprehensive and insightful in its coverage of the global issues relating to youth employment. The Action Plan which places emphasis on building knowledge, advocating for and promoting decent and productive work for youth and providing technical assistance, particularly to developing countries, also provides a useful framework for tackling youth employment.

Quite correctly, the document points to the fact that economic growth without supporting policies does not necessarily result in increased employment. The Jamaican experience is testament to this. Although Jamaica experienced small but consistent positive growth over the last four to five years, its unemployment has hovered in the region of 15 per cent without change. In point of fact, it is predicted that the Government's growth projections for the current fiscal year of 2.5 to 3 per cent is understated and that, all things being equal, growth will more likely be in the region of 5 to 6 per cent. If growth in GDP could effect change on its own, unemployment should be plummeting downwards. Unfortunately, despite recent indications that it is trending

downwards, the rate of change has not been as marked as might have been expected.

Youth unemployment continues to be high compared to the rest of society. This clearly illustrates the need for a deliberate, targeted strategy for dealing with youth unemployment.

Putting these different aspects in perspective means that we need economic growth as an outcome of a conducive investment climate that nurtures enterprise growth. Yet flanking policies are evidently required to prepare youth for employment and raise their potential for productive work.

It is important to underline that part-time, temporary and other flexible forms of work offer youth opportunities to connect with the labour market and overcome their lack of work experience. The Conclusions of our Committee recognize this crucial point.

National youth policy should target youth, within a defined age cohort, 15 to 24 years and seek to approach these objectives through a life-cycle, holistic and multicultural approach. The life-cycle approach seeks to strengthen the development of human capital. This approach can reinforce the continuum between the stages of physical, emotional and psychological development of youth which is most pronounced in the early stages of life. Hence, positive and productive adulthood is the result of a process of development that passes through major dependent phases – childhood, adolescence and youth.

A holistic approach embodies the principle of a comprehensive, integrated process that addresses the cognitive, social, physical, emotional, spiritual and moral needs at every stage of the life cycle. In this regard, national approaches need to be guided by and seek to respond to the overall needs of young people in a coordinated and comprehensive manner, rather than through piecemeal and sporadic interventions.

In Jamaica, as in many other countries, the average level of education is increasing, with the result that the labour market is now demanding higher qualifications for lower positions. The effect is that many youths who have completed tertiary level education find their entry into the labour force more difficult. They must either remain unemployed for extended periods and/or accept lower level positions than they would have expected, based on their level of education.

The Committee's Conclusions point to the need for matching the education and training of young people with the evolving needs of the labour market. There is also a need to focus on another of the issues raised during our discussions – that of entrepreneurship. Clearly, if new employment is not generated through new business, youth will continue to emerge from schools into overcrowded labour markets. Youth should be encouraged and facilitated in the establishment of new enterprises. This will demand the creation of a more accommodating environment for new business in countries such as mine.

There is need for greater synthesis between higher-level training institutions and the world of business, to ensure that educational training programmes reflect labour market trends and standards. This should result in guidance to youth in the selection of career paths to ensure that their core selections are relevant to the demands of the labour market. It is critical that your education system gives children a positive work ethic.

Too often, youth training and education programmes result in frustrated searches for employment. In this regard, graduates in certain subjects often find themselves unable to find employment in developing countries. This also points to the need for training in applied sciences to ensure that trained scientists in developing countries can use their scientific knowledge to drive the development of industry.

It is clear that the comprehensive Conclusions this Committee has developed will be best optimized if individual countries dissect them and then place emphasis on areas that are most relevant to the concerns they face as individual and unique countries, rather than applying them in their entirety.

Finally, I would like to thank the Officers in our Committee and especially our Employer spokesperson, Peter Anderson, for helping us to achieve these Conclusions, which I commend to the Conference for adoption.

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Mr. ANAND (*Employer, India*)

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For Employers, as Mr. Anderson has said, particularly in South Asia, employment, enterprise creation and entrepreneurship lie at the heart of sustainable development, therefore at the heart of the efforts by the ILO to achieve decent work.

This is particularly true for young people and the millions living on less than \$2. Today, young people suffer from a lack of opportunities. As well as employability skills, they need a cultural shift towards equipping themselves to stand on their own two feet rather than living on the dole. This is the only way their future can be sustainable and secure. In this regard, the exhortations which have been central, even to our international debates, will not become reality; the pathway approach will not be effective in times when highways and skyways are already established.

We have to act and focus on certain basic issues, making it clear to others the different factors that we have contemplated. I am happy that the report, which we heartily commend be adopted, synthesizes all the prerequisite ideas and phases with a much needed unanimity among the actors in the world of work, as well as the Government representatives that are present here.

In commending the report for adoption, I would ask the Director-General to draw up as soon as possible, a proactive programme of action to stimulate youth employment, for consideration by the Governing Body, the international institutions and the donor communities. However, let the needy developing countries understand that the days of free lunches are over; we must be strong and stand on our own feet by mobilizing our own local resources in developing countries, even if it is a token amount compared to the pool of resources at the international level.

Persons of entrepreneurial spirit will always be relevant in times of both war and peace. The perceptions of Indian employers have consistently concentrated on the development of the spirit of enterprise, as a cure for the problem of unemployment as the following extract from my speech at the International Labour Conference in 1986, and I quote: "The ILO has anticipated the creation of 1,900 million jobs in the next 40 years. This is a necessity if peace and order in the world are to be maintained.

This assumes an annual target of 50 million jobs, which calls for Herculean efforts and manifold re-

sources – material and human – for the development of the requisite infrastructure. The establishment of a link between entrepreneurial development – which I call the movement – and the world of education, research and youth activities is therefore an urgent prerequisite to any detailed activities being planned now under this programme.” That is what I said back in 1986.

Before I conclude, please allow me, in all humility, to quote from George Gilder, the very eminent author of *The spirit of enterprise*, who put it so aptly when he said “The perennial preening of generals and politicians, bureaucrats and revolutionaries and their reflected glow in the media and the academy, fosters the prevailing impression that history progresses through elections and wars, mass meetings and militant movements. But these events, dramatic as they are, gain long-run significance for the future of the world largely to the extent that they advance or retard the creative work of entrepreneurs. It is they who chiefly create the wealth over which the politicians posture and struggle. When the human capital (entrepreneurs) are thwarted, deflected or dispossessed, the generals and politicians, the guerrilla chieftains and socialist intellectuals, are always amazed at how quickly the great physical means of production – the contested tokens of wealth and resources of nature – dissolve into so much scrap, ruined concrete, snarled wire and wilderness. The so-called means of production are important to generate wealth and progress without creative men of production, i.e. the entrepreneurs.”

Let me now conclude this emphasis on the entrepreneurial self-reliant spirit being the pathway, by recommending the report and its Conclusions to all the constituents of the ILO member States for rapid action by each and every party concerned.

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*Original French: Ms. AWASSI ATSIMADJA (Employer, Gabon)*

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My gratitude goes, in particular, to African and non-African governments for having shown their commitment to the cause of young people.

In my country, the expression, and I quote, “youth is sacred” has been around since the early days of my childhood. This slogan has been backed up in practice by a programme of education and grants awarded by the national education system, including for post-secondary studies.

Also, in order to promote academic achievement and excellency in public and state-run schools, scholarships are awarded to all children in Gabon from first form to the final year, the sole criteria being that they reach an average of 10 out of 20 marks. I benefited from this system and young people today continue to benefit from it.

But today we all agree, everywhere in Africa, that the different stages and aspects of the education system must be adapted to take account of the needs of our enterprises.

The general discussion on our work on youth employment reveals that, according to empirical data, youth employment ranges among the serious issues that haunt and concern the world, and particularly developing countries.

The key issue is not these revelations and facts, but rather the need to find urgent solutions to these pressing problems. This is not a time for rhetoric; instead, we must overcome these problems, which impede the employment of young people, within the shortest possible delay.

As I was saying earlier, youth is sacred and it is the future of our countries. We must therefore implement those components of policies and programmes that favour young people’s access to decent and productive work and define the role of the State and employers’ organizations in facilitating young persons’ access to decent and productive work, both in the formal and informal sectors.

On the other hand, as Ms. Gawanas of the African Union said before this very assembly, Africans are determined to ensure that the present generation of young men and women entering the labour market will have the opportunity to find and keep decent jobs. To this effect, we must provide the means to create and develop small and medium-sized enterprises.

Many pathways have been identified to incorporate the issue of youth employment in standards; we must, nevertheless, remember that too much rigidity in standards would be a hindrance to youth employment. We need to go back to our countries and implement, in accordance with the country-specific realities, the measures identified during our proceedings regarding policy priorities and research. We must also raise awareness concerning technical cooperation activities that would need to be conducted by the ILO in order to promote young persons’ access to decent and productive work.

We agreed during these proceedings that we need to strengthen tripartism and the abilities of unions, employers’ organizations and ministries of employment, labour and social affairs.

Africa has shown and continues to show its commitment to eradicating poverty and providing decent work for all, including young people. The Extraordinary Summit of the African Union, held in Ouagadougou, is without doubt a clear demonstration of this will. All the social partners in Africa joined in this effort, through meetings of social partners and a preparatory meeting, organized by the International Institute of Labour Studies of the ILO, at which there were fruitful exchanges. The link with the informal economy is of great importance, because many young people who work in that sector have aspired or made a concerted effort to do so.

The ILO needs to have available to it ways and means to contribute more effectively to national sustainable development, by mobilizing sufficient financial resources so that employers’ organizations can participate in specific ways, together with the Government, to help the informal economy achieve quasi-formality and ultimately complete formality.

This process involves developing entrepreneurship, a spirit of enterprise, administrative procedures, the concept of social security, citizen action, decent work, basic accounting principles and so on.

The spirit of enterprise needs to be instilled into young people, and entrepreneurship should be developed among our young people. This is why the Youth Employment Network should be extended to many other countries in Africa and throughout the world.

Greater attention should be given to private investment agencies, such as the Public Investment Programme, which exist in my country, Gabon, because they can play a role in educating young people in the informal economy, the area of entrepreneurship and the spirit of enterprise.

I should like to conclude by congratulating all those who made it possible for this discussion on youth employment to be successful.

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Mr. RENIQUE (*Employer, Netherlands*)

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As already touched upon briefly by several speakers, one of the most important factors in youth employment is a good initial education and pre-employment vocational training.

If there is one policy that is “macro-social” policy besides macroeconomic policy, then it should be education and training policy.

We are very much satisfied that the report includes important paragraphs on this issue. Besides the immense size of the labour markets, at least as important for youth employment is that young people should have the necessary employability skills when they enter the labour market. These skills, of course, include basic skills like literacy and numeracy, but also technological skills and knowledge of the world of work. Too often, education systems have drifted away from working life. In my country, the Netherlands, one of the solutions for preventing those who have a more practically oriented learning style from leaving school without any qualifications, is to include more real-life projects in the curriculum; this has had a positive outcome on the motivation of students. But let me say also that, in higher education, too many students know much too little about working life and labour markets. Better information and guidance in secondary education can improve the awareness of students of the possibilities after their study of choice, and it may be wise for them, indeed, specifically to make this one of the factors in the choice of their core subjects. Furthermore, in higher education in the Netherlands, we are in favour of including projects in college or in the workplace that show the relevance of the study for professional life later.

The link between education and training also has an institutional form in several countries, such as the apprenticeship system in Europe, or cooperative learning, as it may be called elsewhere, which is a combination of working life and vocational education.

Research has shown that, in countries with such a system, youth unemployment is considerably lower than in countries with similar economic conditions but without such a system. I would not take it as too much of an absolute, but like to put it in a more general way – namely, that it is really beneficial for youth employment if we create a variety of pathways from school to decent work, including periods of concurrent working and learning. For example, the employers’ organizations in the Netherlands, in cooperation with the employment services, have recently developed a programme that offers young unemployed people under 23 either a regular job or a work placement for three months. Besides this, for those without any qualifications, there are apprenticeship schemes available. There is also a fiscal incentive for the employer who employs an apprentice, and a student is given one or two days available for school-based learning in parallel with learning on the job in the enterprise.

This brings me to the point, namely, that guaranteeing employability of youth by no means comes for free; it costs money, which has to be invested by government, but this is only a part of the story.

Young people have to inform themselves about the developments in the labour market and to put effort themselves into obtaining the relevant qualifications to make them employable. Employers are not waiting with arms crossed either; they will contribute to the employability of the younger generation by offering work experience and apprenticeships, guest teachers in schools, dialogue on updating academic or vocational education, and joint projects with universities and colleges of further education. This will also help to sustain the innovation of companies. We, as employers, also have a task in informing young people about our labour market perspectives and job profiles.

So it really is a tripartite effort. We are ready to take part in it, and to play our part in it, and we recommend strongly the adoption of the report.

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*Original Spanish: The PRESIDENT*

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We shall now proceed with the approval of the report itself, i.e. the summary of the discussion in paragraphs 1-422. If there are no objections, may I take it that the report is adopted?

*(The report – paragraphs 1-422 – is adopted.)*

#### **CONCLUSIONS ON PROMOTING PATHWAYS TO DECENT WORK FOR YOUTH: ADOPTION**

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*Original Spanish: The PRESIDENT*

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We shall now proceed with the adoption of the Conclusions on promoting pathways to decent work for youth, part by part. This part of the document also includes an appendix containing the list of international labour standards relevant to work and young persons.

*(The Conclusions – paragraphs 1-52 – are adopted part by part, together with the appendix.)*

If there are no objections, may I take it that the Conclusions, as a whole, are adopted?

*(The Conclusions, as a whole, are adopted.)*

#### **RESOLUTION CONCERNING YOUTH EMPLOYMENT: ADOPTION**

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*Original Spanish: The PRESIDENT*

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We shall now proceed with the adoption of the resolution concerning youth employment. If there are no objections, may I take it that the resolution is adopted?

*(The resolution is adopted.)*

I congratulate the Chairperson, the Vice-Chairpersons, the Reporter and the members of the Committee on Youth Employment for their excellent work without forgetting, of course, the invaluable support provided by the secretariat at all times.

We have done a great deal of good work today, and I would like to make a special comment: there was considerable equality in the discussion on this very important subject of youth employment. Six men and seven women took the floor, so there was complete equality – although not quite as much for the men, I congratulate all of you and I hope that this will benefit all young people throughout the world.

*(The Conference adjourned at 6 p.m.)*



**Vote par appel nominal sur la résolution concernant les arriérés de  
contributions de la Géorgie**  
**Record vote on the Resolution concerning the arrears of contributions of  
Georgia**  
**Votación nominal relativa a la resolución sobre las contribuciones  
atrasadas de Georgia**

---

**Oui/Yes/Si: 390**

**Non/No/No: 7**

**Abst./Abst./Abst.: 9**

**Quorum: 298**

---

**Oui/Yes/Si: 390**

*Afrique du Sud/South Africa/Sudáfrica*

NDEBELE, Mr. (G)  
LUSENGA, Ms. (G)  
VAN VUUREN, Mr. (E)

*Algérie/Algeria/Argelia*

SEDKI, M. (G)  
ABDELMOUMENE, M. (G)  
YOUSFI, M. (E)  
SIDI SAID, M.(T/W)

*Allemagne/Germany/Alemania*

SCHLEEGER, Mrs. (G)  
HOFFMANN, Mrs. (G)  
GERSTEIN, Mrs. (E)  
ADAMY, Mr.(T/W)

*Angola*

N'GOVE LUSOKE, M. (G)  
GOMES, M. (E)  
FERNANDA CARVALHO FRANCISCO,  
Mme(T/W)

*Arabie saoudite/Saudi Arabia/Arabia  
Saudita*

ALYAHYA, Mr. (G)  
AL-ZAMIL, Mr. (G)  
DAHLAN, Mr. (E)  
RADHWAN, Mr.(T/W)

*Argentine/Argentina*

ROSALES, Sr. (G)  
RIAL, Sra. (G)  
SPAGHI, Sr. (E)  
MARTÍNEZ, Sr.(T/W)

*Arménie/Armenia*

AYVAZYAN, Ms. (G)  
MNATSAKIAN, Mr. (G)

*Australie/Australia*

LIPP, Ms. (G)  
EVANS, Mr. (G)  
ANDERSON, Mr. (E)  
BURROW, Ms.(T/W)

*Autriche/Austria*

DEMBISHER, Ms. (G)  
HÄCKEL-BUCHER, Ms. (G)  
TOMEK, Mr. (E)  
BOEGNER, Ms.(T/W)

*Bahamas*

SYMONETTE, Mr. (G)  
BROWN, Mr. (G)

*Bahreïn/Bahrain/Bahrein*

AL-QASSIMI, Mr. (G)  
AMIN MOHAMED, Mr. (G)

*Barbade/Barbados*

FARNUM, Ms. (G)  
BURNETT, Mr. (G)  
TROTMAN, Mr.(T/W)

*Bélarus/Belarus/Belarus*

MOLCHAN, Mr. (G)  
VASILEUSKAYA, Ms. (G)

*Belgique/Belgium/Bélgica*

DE VADDER, M. (G)  
VANDAMME, M. (G)  
DA COSTA, M. (E)  
GRUSELIN, M.(T/W)

*Bénin/Benin*

ONI, M. (G)  
GAZARD, Mme (G)  
ZANOUE, M. (E)  
AZOUA, M.(T/W)

*Bolivie/Bolivia*

POGGI BORDA, Sr. (G)

*Bosnie-Herzégovine/Bosnia and  
Herzegovina/Bosnia y Herzegovina*

KALMETA, Ms. (G)

*Botswana*

MATLHO, Mrs. (G)  
SEEMULE, Ms. (G)  
MOLEELE, Mr. (E)  
BAIPIDI, Mr.(T/W)

*Brésil/Brazil/Brasil*

PAIXÃO PARDO, Mr. (G)  
SALDANHA, Mr. (G)  
FERREIRA DO PRADO, Mr.(T/W)

*Bulgarie/Bulgaria*

TZANTCHEV, Mr. (G)  
TCHOLASHKA, Mrs. (G)  
PAVLOVA, Mrs. (E)

*Burkina Faso*

SEYNOU, M. (G)  
LILIOU, M.(T/W)

*Canada/Canadá*

GILES, Mr. (G)  
MACPHEE, Mr. (G)  
FINLAY, Mr. (E)  
LAMBERT, Mr.(T/W)

*Chili/Chile*

MARTABIT SCAFF, Sr. (G)  
PASCAL CHEETHAM, Sr. (G)  
HUMERES NOGUER, Sr. (E)  
AGUILAR TORRES, Sra.(T/W)

*Chine/China*

WANG, Mr. (G)  
SHA, Mr. (G)  
CHEN, Mr. (E)  
XU, Mr.(T/W)

*Chypre/Cyprus/Chipre*

PAPADOPOULOS, Mr. (G)

*Colombie/Colombia*

GOMEZ ESGUERRA, Sr.(T/W)

*République de Corée/Republic of Korea/República de Corea*

KWON, Mr. (G)  
LEE, Mr. (G)  
HWANG, Ms. (E)

*Costa Rica*

CLARAMUNT, Sra. (G)  
SEGURA, Srta. (G)  
CABEZAS BADILLA, Sr.(T/W)

*Côte d'Ivoire*

BOULLOU BI DJEHIFFE, M. (G)  
N'GUESSAN, M. (G)  
DIALLO, M. (E)

*Croatie/Croatia/Croacia*

MARKOTIC, Mr. (G)  
SOCANAC, Mr. (G)  
KATIC, Ms. (E)  
TOTH MUCCIACCIARO, Mrs.(T/W)

*Cuba*

HERNÁNDEZ OLIVA, Sra. (G)  
LAU VALDÉS, Sra. (G)  
PARRA ROJAS, Sr. (E)  
GONZÁLEZ GONZÁLEZ, Sr.(T/W)

*Danemark/Denmark/Dinamarca*

HARHOFF, Ms. (G)  
LARSEN, Mr. (G)

*République dominicaine/Dominican Republic/República Dominicana*

HERNÁNDEZ SÁNCHEZ, Sr. (G)  
REYES UREÑA, Sr. (G)

*Egypte/Egypt/Egipto*

GABR, Mrs. (G)  
MELEIKA, Mr. (G)  
ABD EL HADY, Mrs.(T/W)

*El Salvador*

ÁVILA DE PEÑA, Sra. (G)  
RODRÍGUEZ SALAZAR, Sr. (G)  
TOMASINO HURTADO, Sr. (E)  
MOLINA, Sra.(T/W)

*Emirats arabes unis/United Arab Emirates/Emiratos Arabes Unidos*

ALZAABI, Mr. (G)  
ABDUL GHANI, Mr. (G)  
KHAMMAS, Mr. (E)  
ALMARZOOQI, Mr.(T/W)

*Equateur/Ecuador*

THULLEN, Sr. (G)  
ARCINIEGA, Sr.(T/W)

*Espagne/Spain/España*

ARNAU NAVARRO, Sr. (G)  
LÓPEZ MAC LELLAN, Sr. (G)  
FERRER DUFOL, Sr. (E)  
FRADES, Sr.(T/W)

*Estonie/Estonia*

KAADU, Mr. (G)  
LEHT, Ms. (G)  
NIINEMÄE, Mr. (E)  
TAMMELEHT, Mrs.(T/W)

*Etats-Unis/United States/Estados Unidos*

HAGEN, Mr. (G)  
NEWTON, Ms. (G)  
POTTER, Mr. (E)  
ZELLHOEFER, Mr.(T/W)

*Ethiopie/Ethiopia/Etiopía*

SHIKETA, Mr. (G)  
SIAMREGN, Mr. (G)

*Fidji/Fiji*

KURUDUADUA, Mr. (G)  
PROBERT, Mr. (E)  
SINGH, Mr.(T/W)

*Finlande/Finland/Finlandia*

SALMENPERÄ, Mr. (G)  
MODEEN, Ms. (G)  
ETU-SEPPÄLÄ, Ms. (E)  
VALKONEN, Ms.(T/W)

*France/Francia*

AUER, Mme (G)  
THIERRY, M. (G)  
ROILAND, Mme (E)  
BLONDEL, M.(T/W)

*Gabon/Gabón*

MOULOMBA NZIENGUI, M. (G)  
BIVEGHE NDOUTOUME, M. (G)  
AWASSI ATSIMADJA, Mme (E)

*Grèce/Greece/Grecia*

LAIYOU-SPANOPOULOU, Mme (G)  
CAMBITSIS, M. (G)  
CHARAKAS, M. (E)

*Guatemala*

NICHOLS LÓPEZ, Sr. (G)  
PIRA, Sr. (G)  
LUCAS GÓMEZ, Sr.(T/W)

*Guinée/Guinea*

KEIRA, M. (G)  
DIALLO, M. (G)

*Guinée équatoriale/Equatorial Guinea/Guinea Ecuatorial*

ESUA NKO, Sr. (G)  
MATZEN MACOSO, Sr. (E)  
MICHÁ MAYE, Sr.(T/W)

*Haïti/Haiti/Haití*

PIERRE, M. (G)  
GEORGES, M. (G)  
PIERRE FRANCOIS, M. (E)  
ALMEUS, Mme(T/W)

*Honduras*

BU FIGUEROA, Sra. (G)  
URTECHO, Sr. (E)  
IBARRA, Sra.(T/W)

*Hongrie/Hungary/Hungria*

HÉTHY, Mr. (G)  
TÓTH, Mr. (G)  
TÓTH, Mr.(T/W)

*Inde/India*

SAHNI, Mr. (G)  
SINGH, Mr. (G)  
ANAND, Mr. (E)  
SANJEEVA REDDY, Mr.(T/W)

*Indonésie/Indonesia*

TAMBUSAI, Mr. (G)  
SULISTYANINGSIH, Mrs. (G)

*République islamique d'Iran/Islamic Republic of Iran/República Islámica del Irán*

TASDIGHI, Mrs. (G)  
HEFDAHTAN, Mr. (G)  
OTAREDIAN, Mr. (E)  
SALIMIAN, Mr.(T/W)

*Irlande/Ireland/Irlanda*

MC DONNELL, Mr. (G)  
PENDER, Mr. (G)  
CRONIN, Ms. (E)  
LYNCH, Ms.(T/W)

*Islande/Iceland/Islandia*

DAVIDSDOTTIR, Ms. (G)  
KRISTINSSON, Mr. (G)  
MAGNUSSON, Mr. (E)

*Israël/Israel*

GOULDMAN ZARKA, Ms. (G)  
LEVANON, Mr. (G)  
BARAK, Mr. (E)

*Italie/Italy/Italia*

TRIA, M. (G)  
SIMONETTI, M. (G)  
SASSO MAZZUFFERI, Mme (E)  
BRIGHI, Mme(T/W)

*Jamaïque/Jamaica*

WEDDERBURN, Mr. (G)  
LLOYD, Mrs. (E)

*Japon/Japan/Japón*

FUJISAKI, Mr. (G)  
TSUNEKAWA , Mr. (G)  
SUZUKI, Mr. (E)  
NAKAJIMA, Mr.(T/W)

*Jordanie/Jordan/Jordania*

BURAYZAT, Mr. (G)  
ABU-NIJMEH, Mr. (G)

*Kenya*

KUBAI, Mr.(T/W)

*Koweït/Kuwait*

AL-SABAH, Mr. (G)

*République dém. populaire lao/Lao  
People's Dem. Republic/República  
Dem. Pop. Lao*

TANDAVONG, M. (G)  
KATTIYA, M. (G)  
BANG ONSENGDET, Mlle (E)  
VONGDARA, Mlle(T/W)

*Lesotho*

MATSOSO, Mrs. (G)  
KHETSI, Mr. (G)  
MAKEKA, Mr. (E)

*Lettonie/Latvia/Letonia*

KALNINS, Mr. (G)  
KARKLINS, Mr. (G)  
PANKOVA, Ms. (E)

*Liban/Lebanon/Líbano*

SAAB, Mme (G)  
RAZZOUK, M. (G)  
BALBOUL, M. (E)  
GHOSN, M.(T/W)

*Jamahiriya arabe libyenne/Libyan  
Arab Jamahiriya/Jamahiriya Arabe  
Libia*

ABDURHMAN, Mr. (G)  
IDRIS AZARUG, Mr. (G)  
MABRUK TANTUSH, Mr. (E)

*Lituanie/Lithuania/Lituania*

JAKUCIONYTE, Ms. (G)  
ZANANAVICIUS, Mr. (G)  
GUZAVICIUS, Mr. (E)  
VAICAITYTE, Ms.(T/W)

*Luxembourg/Luxemburgo*

FISCH, Mme (G)  
WELTER, Mme (G)  
BERTRAND-SCHAUL, Mme (E)  
PIZZAFERRI, M.(T/W)

*Madagascar*

RANDRIAMAHOLISON, M. (G)

*Malaisie/Malaysia/Malasia*

WAN ZULKFLI, Mr. (G)  
ABU BAKAR, Mr. (G)  
SHAMSUDDIN, Mr. (E)  
SYED SHAHIR, Mr.(T/W)

*Malawi*

CHIKUNI, Mr. (G)  
KAMBUTO, Mr. (G)

*Mali/Mali*

MAHAMANE, M. (G)  
DIAKITE, M.(T/W)

*Malte/Malta*

PULLICINO, Mr. (G)  
AZZOPARDI, Mr. (G)  
FARRUGIA, Mr. (E)  
MICALLEF, Mr.(T/W)

*Maroc/Morocco/Marruecos*

FARHANE, M. (G)  
ADDOUM, M. (G)

*Mauritanie/Mauritania*

OULD MOHAMED LEMINE, M. (G)  
OULD CHEIKHNA, M. (G)

*Mexique/Mexico/México*

ROVIROSA, Sra. (G)  
ROSAS, Sr. (G)  
GUTIÉRREZ, Sr. (E)  
ANDERSON, Sra.(T/W)

*République de Moldova/Republic of  
Moldova/República de Moldova*

CROITOR, Mr. (G)  
REVENCO, Mr. (G)

*Mongolie/Mongolia*

TUVSHINSANAA, Mr. (G)  
ERDEMBILEG, Ms. (G)

*Myanmar*

SHEIN, Mr. (G)  
NYUNT, Mr. (G)

*Namibie/Namibia*

HIVELUAH, Ms. (G)  
SHINGUADJA, Mr. (G)  
PARKHOUSE, Mr. (E)  
KAPENDA, Mr.(T/W)

*Népal/Nepal*

ACHARYA, Mr. (G)

*Nicaragua*

MARTÍNEZ FLORES, Srta. (G)  
CRUZ TORUÑO, Sr. (G)

*Niger/Niger*

MAÏNA, M. (G)  
HAMADOU, M. (G)

*Nigéria/Nigeria*

KORIPAMO-AGARY, Mrs. (G)

*Norvège/Norway/Noruega*

BRUAAS, Mr. (G)  
VIDNES, Mr. (G)  
RIDDERVOLD, Mrs. (E)

*Nouvelle-Zélande/New  
Zealand/Nueva Zelandia*

ANNAKIN, Mr. (G)  
CRENNAN, Ms. (G)

*Oman/Omán*

AL-ABDUWANI, Mr. (G)  
AL-MIQBALY, Ms. (G)  
AL-KHUNJI, Mr. (E)  
AL-RIZAIQI, Mr.(T/W)

*Ouganda/Uganda*

OCHAN, Mr. (G)  
DAVID, Mr. (G)  
ONGABA, Mr.(T/W)

*Pakistan/Pakistán*

JANJUA, Ms. (G)  
MALIK, Mr. (G)  
TABANI, Mr. (E)  
AHMED, Mr.(T/W)

*Panama/Panamá*

MENA QUINTANA, Sr.(T/W)

*Papouasie-Nouvelle-Guinée/Papua  
New Guinea/Papua Nueva Guinea*

TIBU, Mr. (G)  
MALABAG, Mr.(T/W)



*Paraguay*

BARREIRO, Sr. (G)  
PARRA GAONA, Sr.(T/W)

*Pays-Bas/Netherlands/Países Bajos*

KAASJAGER, Mr. (G)  
BEETS, Mr. (G)  
HUNTJENS, Mr. (E)  
VRIELING, Ms.(T/W)

*Pérou/Peru/Perú*

VEGAS, Sr. (G)  
BERAÚN, Sra. (G)

*Philippines/Filipinas*

BITONIO, Mr. (G)

*Pologne/Poland/Polonia*

LEMIESZEWSKA, Ms. (G)  
RAPACKI, Mr. (G)  
WOJCIK, Mr.(T/W)

*Portugal*

RIBEIRO LOPES, M. (G)  
SOUSA FIALHO, M. (G)  
ABRANTES, M. (E)  
ALVES TRINDADE, M.(T/W)

*Qatar*

AL SULAITI, Mr. (G)  
AL-KHULAIFI, Mr. (G)  
AL NAAMA, Mr.(T/W)

*République dém. du Congo/Democratic Republic of the Congo/República Democrática del Congo*

NTAMBWE KITENGE, M. (E)  
KABULO MBODYAWASHA, M.(T/W)

*Roumanie/Romania/Rumania*

STOINEA, Mlle (G)  
CONSTANTINESCU, Mme (G)  
NICOLESCU, M. (E)  
CORNEA, M.(T/W)

*Royaume-Uni/United Kingdom/Reino Unido*

RICHARDS, Mr. (G)  
NELLTHORP, Ms. (G)  
LAMBERT, Mr. (E)  
STEYNE, Mr.(T/W)

*Fédération de Russie/Russian Federation/Federación de Rusia*

LEVITSKAYA, Ms. (G)  
BAVYKIN, Mr. (G)  
SHMAKOV, Mr.(T/W)

*Saint-Marin/San Marino*

BIGI, Mme (G)  
GASPERONI, M. (G)  
UGOLINI, M. (E)  
BECCARI, M.(T/W)

*Sénégal/Senegal*

CAMARA, M. (G)  
DIALLO BÂ, Mme (G)  
DIOP, M. (E)  
GUIRO, M.(T/W)

*Serbie et Monténégro/Serbia and Montenegro/Serbia y Montenegro*

BEGOVIC, Mr. (G)  
NINKOVIC, Mr. (E)  
CANAK, Mr.(T/W)

*Seychelles*

DUGASSE, Mr. (G)  
RAGUIN, Mr. (G)  
SULTAN-BEAUDOUIN, Mr. (E)  
ROBINSON, Mr.(T/W)  
  
*Singapour/Singapore/Singapur*  
NG, Mr. (G)  
ONG, Mr. (G)

*Slovaquie/Slovakia/Eslovaquia*

PETOCZ, Mr. (G)  
MACHALÍKOVÁ, Mrs. (G)  
BORGULA, Mr. (E)  
BRSELOVÁ, Mrs.(T/W)

*Slovénie/Slovenia/Eslovenia*

KAKER, Mrs. (G)  
MARKOV , Mrs. (G)  
JEREB , Mrs. (E)  
MIKLIC, Mr.(T/W)

*Soudan/Sudan/Sudán*

ALSABTY, Mr. (G)  
SHENTOUR, Mr. (G)  
ELGORASHI, Mr. (E)  
ELSIDDIG, Mr.(T/W)

*Sri Lanka*

MADIHAHEWA, Mr. (G)  
ATHUKORALA, Mr. (G)  
DASANAYAKE, Mr. (E)

*Suède/Sweden/Suecia*

MOLIN HELLGREN, Ms. (G)  
WIKLUND, Ms. (G)  
TROGEN, Mr. (E)  
MANN, Ms.(T/W)

*Suisse/Switzerland/Suiza*

SCHAEER BOURBEAU, Mme (G)  
ELMIGER, M. (G)  
BARDE, M. (E)  
VIGNE, M.(T/W)

*Suriname*

COURTAR, Mr. (G)  
DEFARES, Ms. (G)

*Swaziland/Swazilandia*

NKHAMBULE, Mr. (G)  
MAPHANGA, Mrs. (E)

*République arabe syrienne/Syrian Arab Republic/República Árabe Siria*

AL-ABDULLA, Mr. (G)  
AL SALIB, Mr. (G)  
SHAHEEN, Mr. (E)  
HABAB, Mr.(T/W)

*République-Unie de Tanzanie/United Republic of Tanzania/República Unida de Tanzania*

NGULA, Mr.(T/W)

*Tchad/Chad*

DJEGUEDEM, M. (G)

*République tchèque/Czech Republic/República Checa*

SAJDA, Mr. (G)  
SLABY, Mr. (G)  
DRBALOVÁ, Mrs. (E)  
BAUEROVÁ, Mrs.(T/W)

*Thaïlande/Thailand/Tailandia*

JAMASEVI, Mr. (G)  
RATANABANPHOT, Mr. (G)  
CHANPORNPOONG, Mr. (E)  
THAILUAN, Mr.(T/W)

*République dém. du Timor-Leste/Democratic Rep. of Timor-Leste/Rep. Democrática de Timor-Leste*

DICK, Mr. (G)  
PAIXÃO BANO, Mr. (G)  
DOS SANTOS, Mr. (E)  
CORREIA, Mr.(T/W)

*Trinité-et-Tobago/Trinidad and Tobago/Trinidad y Tabago*

GEORGE, Mr. (G)

*Tunisie/Tunisia/Túnez*

MEGDICHE, M. (G)  
CHOUBA, Mme (G)

*Turquie/Turkey/Turquía*

GENC, Mr. (G)  
ERCAN, Mr. (G)

*Ukraine/Ucrania*  
KYRYLENKO, Mr. (G)  
GRYSHCHENKO, Mr. (E)  
SHYLOV, Mr.(T/W)

*Uruguay*  
POLLAK, Sr. (G)  
BONOMI, Sr. (G)

*Venezuela*  
MOLINA, Sr. (G)  
DORADO CANO, Sr. (G)  
DÍAZ, Sr.(T/W)

*Viet Nam*  
NGUYEN, Mr. (G)  
VU, Mr. (G)  
NGUYEN, Mr. (E)  
NGUYEN, Mrs.(T/W)

*Yémen/Yemen*  
OBAD, Mr. (G)

*Zambie/Zambia*  
TEMBO, Mr.(T/W)

*Zimbabwe*  
DZVITI, Mr. (G)  
MUSEKA, Mr. (G)

*Colombie/Colombia*  
ECHAVARRÍA SALDARRIAGA, Sr. (E)

*Grèce/Greece/Grecia*  
DASSIS, M.(T/W)

*Guinée équatoriale/Equatorial  
Guinea/Guinea Ecuatorial*  
MERCADER COSTA, Sr. (G)

*Mozambique*  
SITOE, M.(T/W)

*Saint-Vincent et-les Grenadines/Saint  
Vincent and the Grenadines/San  
Vicente y las Granadinas*  
FRANCIS, Mrs. (G)  
WEEKES, Mr. (G)  
MANDEVILLE, Ms.(T/W)

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### **Non/No/No: 7**

*Cap-Vert/Cape Verde/Cabo Verde*  
CORADO, Mme (E)  
SILVA, M.(T/W)

*Congo*  
MIERE, M. (G)

*Gabon/Gabón*  
MAYOMBO, M.(T/W)

*Madagascar*  
RASOLOFONIAINARISON, M. (G)

*République-Unie de Tanzanie/United  
Republic of Tanzania/República  
Unida de Tanzania*  
RAJABU, Mr. (G)  
MBWANJI, Mr. (E)

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### **Abst./Abst./Abst.: 9**

*Cap-Vert/Cape Verde/Cabo Verde*  
SEMEDO, M. (G)  
ROCHA, M. (G)



**Vote par appel nominal sur la résolution concernant les arriérés de contributions de l'Iraq**

**Record vote on the Resolution concerning the arrears of contributions of Iraq**

**Votación nominal relativa a la resolución sobre las contribuciones atrasadas de Iraq**

---

**Oui/Yes/Si: 380**

**Non/No/No: 11**

**Abst./Abst./Abst.: 15**

**Quorum: 298**

---

**Oui/Yes/Si: 380**

*Afrique du Sud/South Africa/Sudáfrica*

NDEBELE, Mr. (G)  
LUSENGA, Ms. (G)  
VAN VUUREN, Mr. (E)

*Algérie/Algeria/Argelia*

SEDKI, M. (G)  
ABDELMOUMENE, M. (G)  
YOUSFI, M. (E)  
SIDI SAID, M.(T/W)

*Allemagne/Germany/Alemania*

SCHLEEGER, Mrs. (G)  
HOFFMANN, Mrs. (G)  
GERSTEIN, Mrs. (E)  
ADAMY, Mr.(T/W)

*Angola*

N'GOVE LUSSOKE, M. (G)  
GOMES, M. (E)  
FERNANDA CARVALHO FRANCISCO, Mme(T/W)

*Arabie saoudite/Saudi Arabia/Arabia Saudita*

ALYAHYA, Mr. (G)  
AL-ZAMIL, Mr. (G)  
DAHLAN, Mr. (E)  
RADHWAN, Mr.(T/W)

*Argentine/Argentina*

ROSALES, Sr. (G)  
RIAL, Sra. (G)  
SPAGHI, Sr. (E)  
MARTÍNEZ, Sr.(T/W)

*Arménie/Armenia*

AYVAZYAN, Ms. (G)  
MNATSAKIAN, Mr. (G)

*Australie/Australia*

LIPP, Ms. (G)  
EVANS, Mr. (G)  
ANDERSON, Mr. (E)  
BURROW, Ms.(T/W)

*Autriche/Austria*

DEMBSHER, Ms. (G)  
HÄCKEL-BUCHER, Ms. (G)  
TOMEK, Mr. (E)  
BOEGNER, Ms.(T/W)

*Bahamas*

SYMONETTE, Mr. (G)  
BROWN, Mr. (G)

*Bahreïn/Bahrain/Bahrein*

AL-QASSIMI, Mr. (G)  
AMIN MOHAMED, Mr. (G)

*Barbade/Barbados*

FARNUM, Ms. (G)  
BURNETT, Mr. (G)  
TROTMAN, Mr.(T/W)

*Bélarus/Belarus/Belarús*

MOLCHAN, Mr. (G)  
VASILEUSKAYA, Ms. (G)

*Belgique/Belgium/Bélgica*

DE VADDER, M. (G)  
VANDAMME, M. (G)  
DA COSTA, M. (E)  
GRUSELIN, M.(T/W)

*Bénin/Benin*

ONI, M. (G)  
GAZARD, Mme (G)  
ZANOUE, M. (E)  
AZOUA, M.(T/W)

*Bolivie/Bolivia*

POGGI BORDA, Sr. (G)

*Bosnie-Herzégovine/Bosnia and Herzegovina/Bosnia y Herzegovina*

KALMETA, Ms. (G)

*Botswana*

MATLHO, Mrs. (G)  
SEEMULE, Ms. (G)  
MOLEELE, Mr. (E)  
BAIPIDI, Mr.(T/W)

*Brésil/Brazil/Brasil*

PAIXÃO PARDO, Mr. (G)  
SALDANHA, Mr. (G)  
FERREIRA DO PRADO, Mr.(T/W)

*Bulgarie/Bulgaria*

TZANTCHEV, Mr. (G)  
TCHOLASHKA, Mrs. (G)  
PAVLOVA, Mrs. (E)

*Burkina Faso*

LILIOU, M.(T/W)

*Canada/Canadá*

GILES, Mr. (G)  
MACPHEE, Mr. (G)  
FINLAY, Mr. (E)  
LAMBERT, Mr.(T/W)

*Chili/Chile*

MARTABIT SCAFF, Sr. (G)  
PASCAL CHEETHAM, Sr. (G)  
HUMERES NOGUER, Sr. (E)  
AGUILAR TORRES, Sra.(T/W)

*Chine/China*

WANG, Mr. (G)  
SHA, Mr. (G)  
CHEN, Mr. (E)  
XU, Mr.(T/W)

*Chypre/Cyprus/Chipre*

PAPADOPOULOS, Mr. (G)

*Colombie/Colombia*

GOMEZ ESGUERRA, Sr.(T/W)

*Congo*

MIERE, M. (G)

*République de Corée/Republic of Korea/República de Corea*

KWON, Mr. (G)  
LEE, Mr. (G)  
HWANG, Ms. (E)

*Costa Rica*

CLARAMUNT, Sra. (G)  
SEGURA, Srta. (G)  
CABEZAS BADILLA, Sr.(T/W)

*Côte d'Ivoire*

BOULLOU BI DJEHIFFE, M. (G)  
N'GUESSAN, M. (G)  
DIALLO, M. (E)

*Croatie/Croatia/Croacia*

MARKOTIC, Mr. (G)  
SOCANAC, Mr. (G)  
KATIC, Ms. (E)  
TOTH MUCCIACCIARO, Mrs.(T/W)

*Cuba*

PARRA ROJAS, Sr. (E)

*Danemark/Denmark/Dinamarca*

HARHOFF, Ms. (G)  
LARSEN, Mr. (G)

*République dominicaine/Dominican Republic/República Dominicana*

HERNÁNDEZ SÁNCHEZ, Sr. (G)  
REYES UREÑA, Sr. (G)

*Egypte/Egypt/Egipto*

GABR, Mrs. (G)  
MELEIKA, Mr. (G)  
ABD EL HADY, Mrs.(T/W)

*El Salvador*

ÁVILA DE PEÑA, Sra. (G)  
RODRÍGUEZ SALAZAR, Sr. (G)  
TOMASINO HURTADO, Sr. (E)  
MOLINA, Sra.(T/W)

*Emirats arabes unis/United Arab Emirates/Emiratos Arabes Unidos*

ALZAABI, Mr. (G)  
ABDUL GHANI, Mr. (G)  
KHAMMAS, Mr. (E)  
ALMARZOOQI, Mr.(T/W)

*Equateur/Ecuador*

THULLEN, Sr. (G)  
ARCINIEGA, Sr.(T/W)

*Espagne/Spain/España*

ARNAU NAVARRO, Sr. (G)  
LÓPEZ MAC LELLAN, Sr. (G)  
FERRER DUFOL, Sr. (E)  
FRADES, Sr.(T/W)

*Estonie/Estonia*

KAADU, Mr. (G)  
LEHT, Ms. (G)  
NIINEMÄE, Mr. (E)  
TAMMELEHT, Mrs.(T/W)

*Etats-Unis/United States/Estados Unidos*

HAGEN, Mr. (G)  
NEWTON, Ms. (G)  
POTTER, Mr. (E)  
ZELLHOEFER, Mr.(T/W)

*Ethiopie/Ethiopia/Etiopía*

SHIKETA, Mr. (G)  
SIAMREGN, Mr. (G)

*Fidji/Fiji*

KURUDUADUA, Mr. (G)  
PROBERT, Mr. (E)  
SINGH, Mr.(T/W)

*Finlande/Finland/Finlandia*

SALMENPERÄ, Mr. (G)  
MODEEN, Ms. (G)  
ETU-SEPPÄLÄ, Ms. (E)  
VALKONEN, Ms.(T/W)

*France/Francia*

AUER, Mme (G)  
THIERRY, M. (G)  
ROILAND, Mme (E)  
BLONDEL, M.(T/W)

*Gabon/Gabón*

MOULOMBA NZIENGUI, M. (G)  
BIVEGHE NDOUTOUME, M. (G)  
AWASSI ATSIMADJA, Mme (E)

*Grèce/Greece/Grecia*

LAIOU-SPANOPOULOU, Mme (G)  
CAMBITSIS, M. (G)  
CHARAKAS, M. (E)

*Guatemala*

NICHOLS LÓPEZ, Sr. (G)  
PIRA, Sr. (G)  
LUCAS GÓMEZ, Sr.(T/W)

*Guinée/Guinea*

KEIRA, M. (G)  
DIALLO, M. (G)

*Guinée équatoriale/Equatorial Guinea/Guinea Ecuatorial*

ESUA NKO, Sr. (G)  
MATZEN MACOSO, Sr. (E)  
MICHÁ MAYE, Sr.(T/W)

*Haïti/Haiti/Haití*

PIERRE, M. (G)  
GEORGES, M. (G)  
PIERRE FRANCOIS, M. (E)  
ALMEUS, Mme(T/W)

*Honduras*

BU FIGUEROA, Sra. (G)  
URTECHO, Sr. (E)  
IBARRA, Sra.(T/W)

*Hongrie/Hungary/Hungria*

HÉTHY, Mr. (G)  
TÓTH, Mr. (G)  
TÓTH, Mr.(T/W)

*Inde/India*

SAHNI, Mr. (G)  
SINGH, Mr. (G)  
ANAND, Mr. (E)  
SANJEEVA REDDY, Mr.(T/W)

*Indonésie/Indonesia*

TAMBUSAI, Mr. (G)  
SULISTYANINGSIH, Mrs. (G)

*République islamique d'Iran/Islamic Republic of Iran/República Islámica del Irán*

TASDIGHI, Mrs. (G)  
HEFDAHTAN, Mr. (G)  
OTAREDIAN, Mr. (E)  
SALIMIAN, Mr.(T/W)

*Irlande/Ireland/Irlanda*

MC DONNELL, Mr. (G)  
PENDER, Mr. (G)  
CRONIN, Ms. (E)  
LYNCH, Ms.(T/W)

*Islande/Iceland/Islandia*

DAVIDSDOTTIR, Ms. (G)  
KRISTINSSON, Mr. (G)  
MAGNUSSON, Mr. (E)

*Israël/Israel*

GOULDMAN ZARKA, Ms. (G)  
LEVANON, Mr. (G)  
BARAK, Mr. (E)

*Italie/Italy/Italia*

TRIA, M. (G)  
SIMONETTI, M. (G)  
SASSO MAZZUFFERI, Mme (E)  
BRIGHI, Mme(T/W)

*Jamaïque/Jamaica*

WEDDERBURN, Mr. (G)  
LLOYD, Mrs. (E)

*Japon/Japan/Japón*

FUJISAKI, Mr. (G)  
TSUNEKAWA, Mr. (G)  
SUZUKI, Mr. (E)  
NAKAJIMA, Mr.(T/W)

*Jordanie/Jordan/Jordania*

BURAYZAT, Mr. (G)  
ABU-NIUMEH, Mr. (G)

*Kenya*

KUBAI, Mr.(T/W)

*Koweït/Kuwait*

AL-SABAH, Mr. (G)

*République dém. populaire lao/Lao*

*People's Dem. Republic/República*  
*Dem. Pop. Lao*

TANDAVONG, M. (G)  
KATTIYA, M. (G)  
BANG ONSENGDET, Mlle (E)  
VONGDARA, Mlle(T/W)

*Lesotho*

MATSOSO, Mrs. (G)  
KHETSI, Mr. (G)  
MAKEKA, Mr. (E)

*Lettonie/Latvia/Letonia*

KALNINS, Mr. (G)  
KARKLINS, Mr. (G)  
PANKOVA, Ms. (E)

*Liban/Lebanon/Líbano*

SAAB, Mme (G)  
RAZZOUK, M. (G)  
BALBOUL, M. (E)  
GHOSN, M.(T/W)

*Jamahiriya arabe libyenne/Libyan*  
*Arab Jamahiriya/Jamahiriya Arabe*  
*Libia*

ABDURHMAN, Mr. (G)  
IDRIS AZARUG, Mr. (G)  
MABRUK TANTUSH, Mr. (E)

*Lituanie/Lithuania/Lituania*

JAKUCIONYTE, Ms. (G)  
ZANANAVICIUS, Mr. (G)  
GUZAVICIUS, Mr. (E)  
VAICAITYTE, Ms.(T/W)

*Luxembourg/Luxemburgo*

FISCH, Mme (G)  
WELTER, Mme (G)  
BERTRAND-SCHAUL, Mme (E)  
PIZZAFERRI, M.(T/W)

*Madagascar*

RANDRIAMAHOLISON, M. (G)  
RASOLOFONIANARISON, M. (G)

*Malaisie/Malaysia/Malasia*

WAN ZULKFLI, Mr. (G)  
ABU BAKAR, Mr. (G)  
SHAMSUDDIN, Mr. (E)  
SYED SHAHIR, Mr.(T/W)

*Malawi*

CHIKUNI, Mr. (G)  
KAMBUTO, Mr. (G)

*Mali/Mali*

MAHAMANE, M. (G)  
DIAKITE, M.(T/W)

*Malte/Malta*

PULLICINO, Mr. (G)  
AZZOPARDI, Mr. (G)  
FARRUGIA, Mr. (E)  
MICALLEF, Mr.(T/W)

*Maroc/Morocco/Marruecos*

FARHANE, M. (G)  
ADDOUM, M. (G)

*Mauritanie/Mauritania*

OULD MOHAMED LEMINE, M. (G)  
OULD CHEIKHNA, M. (G)

*Mexique/Mexico/México*

ROVIROSA, Sra. (G)  
ROSAS, Sr. (G)  
GUTIÉRREZ, Sr. (E)  
ANDERSON, Sra.(T/W)

*République de Moldova/Republic of*  
*Moldova/República de Moldova*

CROITOR, Mr. (G)  
REVENCO, Mr. (G)

*Mongolie/Mongolia*

TUVSHINSANAA, Mr. (G)  
ERDEMBILEG, Ms. (G)

*Mozambique*

SITOE, M.(T/W)

*Namibie/Namibia*

HIVELUAH, Ms. (G)  
PARKHOUSE, Mr. (E)

*Népal/Nepal*

ACHARYA, Mr. (G)

*Nicaragua*

MARTÍNEZ FLORES, Srta. (G)  
CRUZ TORUÑO, Sr. (G)

*Niger/Niger*

MAÏNA, M. (G)  
HAMADOU, M. (G)

*Nigéria/Nigeria*

KORIPAMO-AGARY, Mrs. (G)

*Norvège/Norway/Noruega*

BRUAAS, Mr. (G)  
VIDNES, Mr. (G)  
RIDDERVOLD, Mrs. (E)

*Nouvelle-Zélande/New*  
*Zealand/Nueva Zelandia*

ANNAKIN, Mr. (G)  
CRENNAN, Ms. (G)

*Oman/Omán*

AL-ABDUWANI, Mr. (G)  
AL-MIQBALY, Ms. (G)  
AL-KHUNJI, Mr. (E)  
AL-RIZAIQI, Mr.(T/W)

*Ouganda/Uganda*

OCHAN, Mr. (G)  
DAVID, Mr. (G)  
ONGABA, Mr.(T/W)

*Pakistan/Pakistán*

JANJUA, Ms. (G)  
MALIK, Mr. (G)  
TABANI, Mr. (E)  
AHMED, Mr.(T/W)

*Panama/Panamá*

MENA QUINTANA, Sr.(T/W)

*Papouasie-Nouvelle-Guinée/Papua*  
*New Guinea/Papua Nueva Guinea*

TIBU, Mr. (G)  
MALABAG, Mr.(T/W)

*Paraguay*

BARREIRO, Sr. (G)  
PARRA GAONA, Sr.(T/W)

*Pays-Bas/Netherlands/Paises Bajos*

KAASJAGER, Mr. (G)  
BEETS, Mr. (G)  
HUNTJENS, Mr. (E)  
VRIELING, Ms.(T/W)

*Pérou/Peru/Perú*

VEGAS, Sr. (G)  
BERAÚN, Sra. (G)

*Philippines/Filipinas*

BITONIO, Mr. (G)

*Pologne/Poland/Polonia*

LEMIESZEWSKA, Ms. (G)  
RAPACKI, Mr. (G)  
WOJCIK, Mr.(T/W)

*Portugal*

RIBEIRO LOPES, M. (G)  
SOUSA FIALHO, M. (G)  
ABRANTES, M. (E)  
ALVES TRINDADE, M.(T/W)

*Qatar*

AL SULAITI, Mr. (G)  
AL-KHULAIFI, Mr. (G)  
AL NAAMA, Mr.(T/W)

*République dém. du*

*Congo/Democratic Republic of the  
Congo/República Democrática del  
Congo*

NTAMBWE KITENGE, M. (E)  
KABULO MBODYAWASHA, M.(T/W)

*Roumanie/Romania/Rumania*

STOINEA, Mlle (G)  
CONSTANTINESCU, Mme (G)  
NICOLESCU, M. (E)  
CORNEA, M.(T/W)

*Royaume-Uni/United Kingdom/Reino  
Unido*

RICHARDS, Mr. (G)  
NELLTHORP, Ms. (G)  
LAMBERT, Mr. (E)  
STEYNE, Mr.(T/W)

*Fédération de Russie/Russian  
Federation/Federación de Rusia*

LEVITSKAYA, Ms. (G)  
BAVYKIN, Mr. (G)  
SHMAKOV, Mr.(T/W)

*Saint-Marin/San Marino*

BIGI, Mme (G)  
GASPERONI, M. (G)  
UGOLINI, M. (E)  
BECCARI, M.(T/W)

*Sénégal/Senegal*

CAMARA, M. (G)  
DIALLO BÂ, Mme (G)  
DIOP, M. (E)  
GUIRO, M.(T/W)

*Serbie et Monténégro/Serbia and  
Montenegro/Serbia y Montenegro*

BEGOVIC, Mr. (G)  
NINKOVIC, Mr. (E)  
CANAK, Mr.(T/W)

*Seychelles*

RAGUIN, Mr. (G)  
SULTAN-BEAUDOUIN, Mr. (E)  
ROBINSON, Mr.(T/W)

*Singapour/Singapore/Singapur*

NG, Mr. (G)  
ONG, Mr. (G)

*Slovaquie/Slovakia/Eslovaquia*

PETOCZ, Mr. (G)  
MACHALÍKOVÁ, Mrs. (G)  
BRSELOVÁ, Mrs.(T/W)

*Slovénie/Slovenia/Eslovenia*

KAKER, Mrs. (G)  
MARKOV , Mrs. (G)  
JEREB , Mrs. (E)  
MIKLIC, Mr.(T/W)

*Soudan/Sudan/Sudán*

ALSABTY, Mr. (G)  
SHENTOUR, Mr. (G)  
ELGORASHI, Mr. (E)

*Sri Lanka*

MADIHAHEWA, Mr. (G)  
ATHUKORALA, Mr. (G)  
DASANAYAKE, Mr. (E)

*Suède/Sweden/Suecia*

MOLIN HELLGREN, Ms. (G)  
WIKLUND, Ms. (G)  
TROGEN, Mr. (E)  
MANN, Ms.(T/W)

*Suisse/Switzerland/Suiza*

SCHAER BOURBEAU, Mme (G)  
ELMIGER, M. (G)  
BARDE, M. (E)  
VIGNE, M.(T/W)

*Suriname*

COURTAR, Mr. (G)  
DEFARES, Ms. (G)

*Swaziland/Swazilandia*

NKHAMBULE, Mr. (G)  
MAPHANGA, Mrs. (E)

*République arabe syrienne/Syrian  
Arab Republic/República Árabe Siria*

AL-ABDULLA, Mr. (G)  
AL SALIB, Mr. (G)  
SHAHEEN, Mr. (E)  
HABAB, Mr.(T/W)

*République-Unie de Tanzanie/United  
Republic of Tanzania/República  
Unida de Tanzania*

NGULA, Mr.(T/W)

*Tchad/Chad*

DJEGUEDEM, M. (G)

*République tchèque/Czech  
Republic/República Checa*

SAJDA, Mr. (G)  
SLABY, Mr. (G)  
DRBALOVÁ, Mrs. (E)  
BAUEROVÁ, Mrs.(T/W)

*Thaïlande/Thailand/Tailandia*

JAMASEVI, Mr. (G)  
RATANABANPHOT, Mr. (G)  
CHANPORNONG, Mr. (E)  
THAILUAN, Mr.(T/W)

*République dém. du Timor-  
Leste/Democratic Rep. of Timor-  
Leste/Rep. Democrática de Timor-  
Leste*

DICK, Mr. (G)  
PAIXÃO BANO, Mr. (G)  
DOS SANTOS, Mr. (E)  
CORREIA, Mr.(T/W)

*Trinité-et-Tobago/Trinidad and  
Tobago/Trinidad y Tabago*

GEORGE, Mr. (G)

*Tunisie/Tunisia/Túnez*

MEGDICHE, M. (G)  
CHOUBA, Mme (G)

*Turquie/Turkey/Turquía*

GENC, Mr. (G)  
ERCAN, Mr. (G)

*Ukraine/Ucrania*

KYRYLENKO, Mr. (G)  
GRYSHCHENKO, Mr. (E)  
SHYLOV, Mr.(T/W)

*Uruguay*

POLLAK, Sr. (G)  
BONOMI, Sr. (G)

*Venezuela*

DÍAZ, Sr.(T/W)

*Viet Nam*

NGUYEN, Mr. (G)  
VU, Mr. (G)  
NGUYEN, Mr. (E)  
NGUYEN, Mrs.(T/W)

*Yémen/Yemen*

OBAD, Mr. (G)

*Zambie/Zambia*

TEMBO, Mr.(T/W)

*Zimbabwe*

DZVITI, Mr. (G)  
MUSEKA, Mr. (G)

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**Non/No/No: 11**

*Burkina Faso*

SEYNOU, M. (G)

*Cap-Vert/Cape Verde/Cabo Verde*

CORADO, Mme (E)  
SILVA, M.(T/W)

*Gabon/Gabón*

MAYOMBO, M.(T/W)

*Namibie/Namibia*

SHINGUADJA, Mr. (G)  
KAPENDA, Mr.(T/W)

*Seychelles*

DUGASSE, Mr. (G)

*Slovaquie/Slovakia/Eslovaquia*

BORGULA, Mr. (E)

*Soudan/Sudan/Sudán*

ELSIDDIG, Mr.(T/W)

*République-Unie de Tanzanie/United*

*Republic of Tanzania/República*

*Unida de Tanzania*

RAJABU, Mr. (G)  
MBWANJI, Mr. (E)

*Cuba*

HERNÁNDEZ OLIVA, Sra. (G)  
LAU VALDÉS, Sra. (G)  
GONZÁLEZ GONZÁLEZ, Sr.(T/W)

*Grèce/Greece/Grecia*

DASSIS, M.(T/W)

*Guinée équatoriale/Equatorial*

*Guinea/Guinea Ecuatorial*

MERCADER COSTA, Sr. (G)

*Myanmar*

SHEIN, Mr. (G)  
NYUNT, Mr. (G)

*Saint-Vincent et-les Grenadines/Saint*

*Vincent and the Grenadines/San*

*Vicente y las Granadinas*

FRANCIS, Mrs. (G)  
WEEKES, Mr. (G)  
MANDEVILLE, Ms.(T/W)

*Venezuela*

MOLINA, Sr. (G)  
DORADO CANO, Sr. (G)

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**Abst./Abst./Abst.: 15**

*Cap-Vert/Cape Verde/Cabo Verde*

SEMEDO, M. (G)  
ROCHA, M. (G)

*Colombie/Colombia*

ECHAVARRÍA SALDARRIAGA, Sr. (E)





**Vote par appel nominal sur la résolution concernant les arriérés de contributions du Togo**

**Record vote on the Resolution concerning the arrears of contributions of Togo**

**Votación nominal relativa a la resolución sobre las contribuciones atrasadas de Togo**

*Oui/Yes/Si: 391*

*Non/No/No: 5*

*Abst./Abst./Abst.: 10*

*Quorum: 298*

**Oui/Yes/Si: 391**

*Afrique du Sud/South Africa/Sudáfrica*

NDEBELE, Mr. (G)  
LUSENGA, Ms. (G)  
VAN VUUREN, Mr. (E)

*Algérie/Algeria/Argelia*

SEDKI, M. (G)  
ABDELMOUMENE, M. (G)  
YOUSFI, M. (E)  
SIDI SAID, M.(T/W)

*Allemagne/Germany/Alemania*

SCHLEEGER, Mrs. (G)  
HOFFMANN, Mrs. (G)  
GERSTEIN, Mrs. (E)  
ADAMY, Mr.(T/W)

*Angola*

N'GOVE LUSSOKE, M. (G)  
GOMES, M. (E)  
FERNANDA CARVALHO FRANCISCO,  
Mme(T/W)

*Arabie saoudite/Saudi Arabia/Arabia Saudita*

ALYAHYA, Mr. (G)  
AL-ZAMIL, Mr. (G)  
DAHLAN, Mr. (E)  
RADHWAN, Mr.(T/W)

*Argentine/Argentina*

ROSALLES, Sr. (G)  
RIAL, Sra. (G)  
SPAGHI, Sr. (E)  
MARTÍNEZ, Sr.(T/W)

*Arménie/Armenia*

AYVAZYAN, Ms. (G)  
MNATSAKANIAN, Mr. (G)

*Australie/Australia*

LIPP, Ms. (G)  
EVANS, Mr. (G)  
ANDERSON, Mr. (E)  
BURROW, Ms.(T/W)

*Autriche/Austria*

DEMBSHER, Ms. (G)  
HÄCKEL-BUCHER, Ms. (G)  
TOMEK, Mr. (E)  
BOEGNER, Ms.(T/W)

*Bahamas*

SYMONETTE, Mr. (G)  
BROWN, Mr. (G)

*Bahreïn/Bahrain/Bahrein*

AL-QASSIMI, Mr. (G)  
AMIN MOHAMED, Mr. (G)

*Barbade/Barbados*

FARNUM, Ms. (G)  
BURNETT, Mr. (G)  
TROTMAN, Mr.(T/W)

*Bélarus/Belarus/Belarús*

MOLCHAN, Mr. (G)  
VASILEUSKAYA, Ms. (G)

*Belgique/Belgium/Bélgica*

DE VADDER, M. (G)  
VANDAMME, M. (G)  
DA COSTA, M. (E)

*Bénin/Benin*

ONI, M. (G)  
GAZARD, Mme (G)  
ZANOUE, M. (E)  
AZOUA, M.(T/W)

*Bolivie/Bolivia*

POGGI BORDA, Sr. (G)

*Bosnie-Herzégovine/Bosnia and Herzegovina/Bosnia y Herzegovina*

KALMETA, Ms. (G)

*Botswana*

MATLHO, Mrs. (G)  
SEEMULE, Ms. (G)  
MOLEELE, Mr. (E)  
BAIPIDI, Mr.(T/W)

*Brésil/Brazil/Brasil*

PAIXÃO PARDO, Mr. (G)  
SALDANHA, Mr. (G)  
FERREIRA DO PRADO, Mr.(T/W)

*Bulgarie/Bulgaria*

TZANTCHEV, Mr. (G)  
TCHOLASHKA, Mrs. (G)  
PAVLOVA, Mrs. (E)

*Burkina Faso*

SEYNOU, M. (G)  
LILIOU, M.(T/W)

*Canada/Canadá*

GILES, Mr. (G)  
MACPHEE, Mr. (G)  
FINLAY, Mr. (E)  
LAMBERT, Mr.(T/W)

*Cap-Vert/Cape Verde/Cabo Verde*  
CORADO, Mme (E)

*Chili/Chile*  
MARTABIT SCAFF, Sr. (G)  
PASCAL CHEETHAM, Sr. (G)  
HUMERES NOGUER, Sr. (E)  
AGUILAR TORRES, Sra.(T/W)

*Chine/China*  
WANG, Mr. (G)  
SHA, Mr. (G)  
CHEN, Mr. (E)  
XU, Mr.(T/W)

*Chypre/Cyprus/Chipre*  
PAPADOPOULOS, Mr. (G)

*Colombie/Colombia*  
GOMEZ ESGUERRA, Sr.(T/W)

*Congo*  
MIERE, M. (G)

*République de Corée/Republic of Korea/República de Corea*  
KWON, Mr. (G)  
LEE, Mr. (G)  
HWANG, Ms. (E)

*Costa Rica*  
CLARAMUNT, Sra. (G)  
SEGURA, Srta. (G)  
CABEZAS BADILLA, Sr.(T/W)

*Côte d'Ivoire*  
BOULLOU BI DJEHIFFE, M. (G)  
N'GUESSAN, M. (G)  
DIALLO, M. (E)

*Croatie/Croatia/Croacia*  
MARKOTIC, Mr. (G)  
SOCANAC, Mr. (G)  
KATIC, Ms. (E)  
TOTH MUCCIACCIARO, Mrs.(T/W)

*Cuba*  
HERNÁNDEZ OLIVA, Sra. (G)  
LAU VALDÉS, Sra. (G)  
PARRA ROJAS, Sr. (E)  
GONZÁLEZ GONZÁLEZ, Sr.(T/W)

*Danemark/Denmark/Dinamarca*  
HARHOFF, Ms. (G)  
LARSEN, Mr. (G)

*République dominicaine/Dominican Republic/República Dominicana*  
HERNÁNDEZ SÁNCHEZ, Sr. (G)  
REYES UREÑA, Sr. (G)

*Egypte/Egypt/Egipto*  
GABR, Mrs. (G)  
MELEIKA, Mr. (G)  
ABD EL HADY, Mrs.(T/W)

*El Salvador*  
ÁVILA DE PEÑA, Sra. (G)  
RODRÍGUEZ SALAZAR, Sr. (G)  
TOMASINO HURTADO, Sr. (E)  
MOLINA, Sra.(T/W)

*Emirats arabes unis/United Arab Emirates/Emiratos Arabes Unidos*  
ALZAABI, Mr. (G)  
ABDUL GHANI, Mr. (G)  
KHAMMAS, Mr. (E)  
ALMARZOOQI, Mr.(T/W)

*Equateur/Ecuador*  
THULLEN, Sr. (G)  
ARCINIEGA, Sr.(T/W)

*Espagne/Spain/España*  
ARNAU NAVARRO, Sr. (G)  
FERRER DUFOL, Sr. (E)  
FRADES, Sr.(T/W)

*Estonie/Estonia*  
KAADU, Mr. (G)  
LEHT, Ms. (G)  
TAMMELEHT, Mrs.(T/W)

*Etats-Unis/United States/Estados Unidos*  
HAGEN, Mr. (G)  
NEWTON, Ms. (G)  
POTTER, Mr. (E)  
ZELLHOEFER, Mr.(T/W)

*Ethiopie/Ethiopia/Etiopía*  
SHIKETA, Mr. (G)  
SIAMREGN, Mr. (G)

*Fidji/Fiji*  
KURUDUADUA, Mr. (G)  
PROBERT, Mr. (E)  
SINGH, Mr.(T/W)

*Finlande/Finland/Finlandia*  
SALMENPERÄ, Mr. (G)  
MODEEN, Ms. (G)  
ETU-SEPPÄLÄ, Ms. (E)  
VALKONEN, Ms.(T/W)

*France/Francia*  
AUER, Mme (G)  
THIERRY, M. (G)  
ROILAND, Mme (E)  
BLONDEL, M.(T/W)

*Gabon/Gabón*  
MOULOMBA NZIENGUI, M. (G)  
BIVEGHE NDOUTOUME, M. (G)  
AWASSI ATSIMADJA, Mme (E)  
MAYOMBO, M.(T/W)

*Grèce/Greece/Grecia*  
LAIOU-SPANOPOULOU, Mme (G)  
CAMBITSIS, M. (G)  
CHARAKAS, M. (E)

*Guatemala*  
NICHOLS LÓPEZ, Sr. (G)  
PIRA, Sr. (G)  
LUCAS GÓMEZ, Sr.(T/W)

*Guinée/Guinea*  
KEIRA, M. (G)  
DIALLO, M. (G)

*Guinée équatoriale/Equatorial Guinea/Guinea Ecuatorial*  
ESUA NKO, Sr. (G)  
MATZEN MACOSO, Sr. (E)  
MICHÁ MAYE, Sr.(T/W)

*Haïti/Haiti/Haití*  
PIERRE, M. (G)  
GEORGES, M. (G)  
PIERRE FRANCOIS, M. (E)  
ALMEUS, Mme(T/W)

*Honduras*  
BU FIGUEROA, Sra. (G)  
URTECHO, Sr. (E)  
IBARRA, Sra.(T/W)

*Hongrie/Hungary/Hungria*  
HÉTHY, Mr. (G)  
TÓTH, Mr. (G)  
TÓTH, Mr.(T/W)

*Inde/India*  
SAHNI, Mr. (G)  
SINGH, Mr. (G)  
ANAND, Mr. (E)  
SANJEEVA REDDY, Mr.(T/W)

*Indonésie/Indonesia*  
TAMBUSAI, Mr. (G)  
SULISTYANINGSIH, Mrs. (G)

*République islamique d'Iran/Islamic Republic of Iran/República Islámica del Irán*  
TASDIGHI, Mrs. (G)  
HEFDAHTAN, Mr. (G)  
OTAREDIAN, Mr. (E)  
SALIMIAN, Mr.(T/W)

*Irlande/Ireland/Irlanda*

MC DONNELL, Mr. (G)  
PENDER, Mr. (G)  
CRONIN, Ms. (E)  
LYNCH, Ms.(T/W)

*Islande/Iceland/Islandia*

DAVIDSDOTTIR, Ms. (G)  
KRISTINSSON, Mr. (G)  
MAGNUSSON, Mr. (E)

*Israël/Israel*

GOULDMAN ZARKA, Ms. (G)  
LEVANON, Mr. (G)  
BARAK, Mr. (E)

*Italie/Italy/Italia*

TRIA, M. (G)  
SIMONETTI, M. (G)  
SASSO MAZZUFFERI, Mme (E)  
BRIGHI, Mme(T/W)

*Jamaïque/Jamaica*

WEDDERBURN, Mr. (G)  
LLOYD, Mrs. (E)

*Japon/Japan/Japón*

FUJISAKI, Mr. (G)  
TSUNEKAWA , Mr. (G)  
SUZUKI, Mr. (E)  
NAKAJIMA, Mr.(T/W)

*Jordanie/Jordan/Jordania*

BURAYZAT, Mr. (G)  
ABU-NIUMEH, Mr. (G)

*Kenya*

KUBAI, Mr.(T/W)

*Koweït/Kuwait*

AL-SABAH, Mr. (G)

*République dém. populaire lao/Lao  
People's Dem. Republic/República  
Dem. Pop. Lao*

TANDAVONG, M. (G)  
KATTIYA, M. (G)  
BANG ONSENGDET, Mlle (E)  
VONGDARA, Mlle(T/W)

*Lesotho*

MATSOSO, Mrs. (G)  
KHETSI, Mr. (G)  
MAKEKA, Mr. (E)

*Lettonie/Latvia/Letonia*

KALNINS, Mr. (G)  
KARKLINS, Mr. (G)  
PANKOVA, Ms. (E)

*Liban/Lebanon/Libano*

SAAB, Mme (G)  
RAZZOUK, M. (G)  
BALBOUL, M. (E)  
GHOSN, M.(T/W)

*Jamahiriya arabe libyenne/Libyan  
Arab Jamahiriya/Jamahiriya Arabe  
Libia*

ABDURHMAN, Mr. (G)  
IDRIS AZARUG, Mr. (G)  
MABRUK TANTUSH, Mr. (E)

*Lituanie/Lithuania/Lituania*

JAKUCIONYTE, Ms. (G)  
ZANANAVICIUS, Mr. (G)  
GUZAVICIUS, Mr. (E)  
VAICAITYTE, Ms.(T/W)

*Luxembourg/Luxemburgo*

FISCH, Mme (G)  
WELTER, Mme (G)  
BERTRAND-SCHAUL, Mme (E)  
PIZZAFERRI, M.(T/W)

*Madagascar*

RANDRIAMAHOLISON, M. (G)  
RASOLOFONIAINARISON, M. (G)

*Malaisie/Malaysia/Malasia*

WAN ZULKFLI, Mr. (G)  
ABU BAKAR, Mr. (G)  
SHAMSUDDIN, Mr. (E)  
SYED SHAHIR, Mr.(T/W)

*Malawi*

CHIKUNI, Mr. (G)  
KAMBUTO, Mr. (G)

*Mali/Mali*

MAHAMANE, M. (G)  
DIAKITE, M.(T/W)

*Malte/Malta*

PULLICINO, Mr. (G)  
AZZOPARDI, Mr. (G)  
FARRUGIA, Mr. (E)  
MICALLEF, Mr.(T/W)

*Maroc/Morocco/Marruecos*

FARHANE, M. (G)  
ADDOUM, M. (G)

*Mauritanie/Mauritania*

OULD MOHAMED LEMINE, M. (G)  
OULD CHEIKHNA, M. (G)

*Mexique/Mexico/México*

ROVIROSA, Sra. (G)  
ROSAS, Sr. (G)  
GUTIÉRREZ, Sr. (E)  
ANDERSON, Sra.(T/W)

*République de Moldova/Republic of  
Moldova/República de Moldova*

CROITOR, Mr. (G)  
REVENCO, Mr. (G)

*Mongolie/Mongolia*

TUVSHINSANAA, Mr. (G)  
ERDEMBILEG, Ms. (G)

*Mozambique*

SITOE, M.(T/W)

*Myanmar*

SHEIN, Mr. (G)  
NYUNT, Mr. (G)

*Namibie/Namibia*

HIVELUAH, Ms. (G)  
SHINGUADJA, Mr. (G)  
PARKHOUSE, Mr. (E)  
KAPENDA, Mr.(T/W)

*Népal/Nepal*

ACHARYA, Mr. (G)

*Nicaragua*

MARTÍNEZ FLORES, Srta. (G)  
CRUZ TORUÑO, Sr. (G)

*Niger/Niger*

MAÏNA, M. (G)  
HAMADOU, M. (G)

*Nigéria/Nigeria*

KORIPAMO-AGARY, Mrs. (G)

*Norvège/Norway/Noruega*

BRUAAS, Mr. (G)  
VIDNES, Mr. (G)  
RIDDERVOLD, Mrs. (E)

*Nouvelle-Zélande/New  
Zealand/Nueva Zelandia*

ANNAKIN, Mr. (G)  
CRENNAN, Ms. (G)

*Oman/Omán*

AL-ABDUWANI, Mr. (G)  
AL-MIQBALY, Ms. (G)  
AL-KHUNJI, Mr. (E)  
AL-RIZAIQI, Mr.(T/W)

*Ouganda/Uganda*

OCHAN, Mr. (G)  
DAVID, Mr. (G)  
ONGABA, Mr.(T/W)

*Pakistan/Pakistán*

JANJUA, Ms. (G)  
MALIK, Mr. (G)  
TABANI, Mr. (E)  
AHMED, Mr.(T/W)

*Panama/Panamá*

MENA QUINTANA, Sr.(T/W)

*Papouasie-Nouvelle-Guinée/Papua New Guinea/Papua Nueva Guinea*

TIBU, Mr. (G)  
MALABAG, Mr.(T/W)

*Paraguay*

BARREIRO, Sr. (G)  
PARRA GAONA, Sr.(T/W)

*Pays-Bas/Netherlands/Países Bajos*

KAASJAGER, Mr. (G)  
BEETS, Mr. (G)  
HUNTJENS, Mr. (E)  
VRIELING, Ms.(T/W)

*Pérou/Peru/Perú*

BERAÚN, Sra. (G)

*Philippines/Filipinas*

BITONIO, Mr. (G)

*Pologne/Poland/Polonia*

LEMIESZEWSKA, Ms. (G)  
RAPACKI, Mr. (G)  
WOJCIK, Mr.(T/W)

*Portugal*

RIBEIRO LOPES, M. (G)  
SOUSA FIALHO, M. (G)  
ABRANTES, M. (E)  
ALVES TRINDADE, M.(T/W)

*Qatar*

AL SULAITI, Mr. (G)  
AL-KHULAIFI, Mr. (G)  
AL NAAMA, Mr.(T/W)

*République dém. du*

*Congo/Democratic Republic of the Congo/República Democrática del Congo*

NTAMBWE KITENGE, M. (E)  
KABULO MBODYAWASHA, M.(T/W)

*Roumanie/Romania/Rumania*

STOINEA, Mlle (G)  
CONSTANTINESCU, Mme (G)  
NICOLESCU, M. (E)  
CORNEA, M.(T/W)

*Royaume-Uni/United Kingdom/Reino Unido*

RICHARDS, Mr. (G)  
NELLTHORP, Ms. (G)  
LAMBERT, Mr. (E)  
STEYNE, Mr.(T/W)

*Fédération de Russie/Russian Federation/Federación de Rusia*

LEVITSKAYA, Ms. (G)  
BAVYKIN, Mr. (G)  
SHMAKOV, Mr.(T/W)

*Saint-Marin/San Marino*

BIGI, Mme (G)  
GASPERONI, M. (G)  
UGOLINI, M. (E)  
BECCARI, M.(T/W)

*Sénégal/Senegal*

CAMARA, M. (G)  
DIALLO BÂ, Mme (G)  
DIOP, M. (E)  
GUIRO, M.(T/W)

*Serbie et Monténégro/Serbia and Montenegro/Serbia y Montenegro*

BEGOVIĆ, Mr. (G)  
NINKOVIĆ, Mr. (E)  
CANAK, Mr.(T/W)

*Seychelles*

DUGASSE, Mr. (G)  
RAGUIN, Mr. (G)  
SULTAN-BEAUDOUIN, Mr. (E)  
ROBINSON, Mr.(T/W)

*Singapour/Singapore/Singapur*

NG, Mr. (G)  
ONG, Mr. (G)

*Slovaquie/Slovakia/Eslovaquia*

PETOCZ, Mr. (G)  
MACHALÍKOVÁ, Mrs. (G)  
BORGULA, Mr. (E)  
BRSELOVÁ, Mrs.(T/W)

*Slovénie/Slovenia/Eslovenia*

KAKER, Mrs. (G)  
MARKOV , Mrs. (G)  
JEREB , Mrs. (E)  
MIKLIC, Mr.(T/W)

*Soudan/Sudan/Sudán*

ALSABTY, Mr. (G)  
SHENTOUR, Mr. (G)  
ELGORASHI, Mr. (E)  
ELSIDDIG, Mr.(T/W)

*Sri Lanka*

MADIHAHEWA, Mr. (G)  
ATHUKORALA, Mr. (G)  
DASANAYAKE, Mr. (E)

*Suède/Sweden/Suecia*

MOLIN HELLGREN, Ms. (G)  
WIKLUND, Ms. (G)  
TROGEN, Mr. (E)  
MANN, Ms.(T/W)

*Suisse/Switzerland/Suiza*

SCHAER BOURBEAU, Mme (G)  
ELMIGER, M. (G)  
BARDE, M. (E)  
VIGNE, M.(T/W)

*Suriname*

COURTAR, Mr. (G)  
DEFARES, Ms. (G)

*Swaziland/Swazilandia*

NKHAMBULE, Mr. (G)  
MAPHANGA, Mrs. (E)

*République arabe syrienne/Syrian Arab Republic/República Árabe Siria*

AL-ABDULLA, Mr. (G)  
AL SALIB, Mr. (G)  
SHAHEEN, Mr. (E)  
HABAB, Mr.(T/W)

*République-Unie de Tanzanie/United Republic of Tanzania/República Unida de Tanzania*

NGULA, Mr.(T/W)

*Tchad/Chad*

DJEGUEDEM, M. (G)

*République tchèque/Czech Republic/República Checa*

SAJDA, Mr. (G)  
SLABY, Mr. (G)  
DRBALOVÁ, Mrs. (E)  
BAUEROVÁ, Mrs.(T/W)

*Thaïlande/Thailand/Tailandia*

JAMASEVI, Mr. (G)  
RATANABANPHOT, Mr. (G)  
CHANPORNONG, Mr. (E)  
THAILUAN, Mr.(T/W)

*République dém. du Timor-Leste/Democratic Rep. of Timor-Leste/Rep. Democrática de Timor-Leste*

DICK, Mr. (G)  
PAIXÃO BANO, Mr. (G)  
DOS SANTOS, Mr. (E)  
CORREIA, Mr.(T/W)

*Trinité-et-Tobago/Trinidad and Tobago/Trinidad y Tabago*  
GEORGE, Mr. (G)

*Tunisie/Tunisia/Túnez*  
MEGDICHE, M. (G)  
CHOUBA, Mme (G)

*Turquie/Turkey/Turquía*  
GENC, Mr. (G)  
ERCAN, Mr. (G)

*Ukraine/Ucrania*  
KYRYLENKO, Mr. (G)  
GRYSHCHENKO, Mr. (E)  
SHYLOV, Mr.(T/W)

*Uruguay*  
POLLAK, Sr. (G)  
BONOMI, Sr. (G)

*Venezuela*  
MOLINA, Sr. (G)  
DORADO CANO, Sr. (G)  
DÍAZ, Sr.(T/W)

*Viet Nam*  
NGUYEN, Mr. (G)  
VU, Mr. (G)  
NGUYEN, Mr. (E)  
NGUYEN, Mrs.(T/W)

*Yémen/Yemen*  
OBAD, Mr. (G)

*Zambie/Zambia*  
TEMBO, Mr.(T/W)

*Zimbabwe*  
DZVITI, Mr. (G)  
MUSEKA, Mr. (G)

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**Abst./Abst./Abst.: 10**

*Cap-Vert/Cape Verde/Cabo Verde*  
SEMEDO, M. (G)  
ROCHA, M. (G)  
SILVA, M.(T/W)

*Colombie/Colombia*  
ECHAVARRÍA SALDARRIAGA, Sr. (E)

*Espagne/Spain/España*  
LÓPEZ MAC LELLAN, Sr. (G)

*Estonie/Estonia*  
NIINEMÄE, Mr. (E)

*Grèce/Greece/Grecia*  
DASSIS, M.(T/W)

*Guinée équatoriale/Equatorial Guinea/Guinea Ecuatorial*  
MERCADER COSTA, Sr. (G)

*Saint-Vincent et-les Grenadines/Saint Vincent and the Grenadines/San Vicente y las Granadinas*  
WEEKES, Mr. (G)  
MANDEVILLE, Ms.(T/W)

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**Non/No/No: 5**

*Belgique/Belgium/Bélgica*  
GRUSELIN, M.(T/W)

*Pérou/Peru/Perú*  
VEGAS, Sr. (G)

*Saint-Vincent et-les Grenadines/Saint Vincent and the Grenadines/San Vicente y las Granadinas*  
FRANCIS, Mrs. (G)

*République-Unie de Tanzanie/United Republic of Tanzania/República Unida de Tanzania*  
RAJABU, Mr. (G)  
MBWANJI, Mr. (E)



**Vote par appel nominal sur la résolution concernant l'adoption du  
Programme et Budget pour 2006-07 et la fixation de la contribution des  
Etats Membres**

**Record vote on the resolution for the adoption of the Programme and  
Budget for 2006-07 and the allocation of the budget of income among  
member States**

**Votación nominal sobre la resolución relativa a la adopción del  
Programa y Presupuesto para 2006-2007 y al prorrateo del presupuesto  
de ingresos entre los Estados Miembros**

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**Oui/Yes/Si: 415**

**Non/No/No: 7**

**Abst./Abst./Abst.: 2**

**Quorum: 303**

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**Oui/Yes/Si: 415**

*Afrique du Sud/South Africa/Sudáfrica*

NDEBELE, Mr. (G)  
LUSENGA, Ms. (G)  
VAN VUUREN, Mr. (E)

*Algérie/Algeria/Argelia*

SEDKI, M. (G)  
ABDELMOUMENE, M. (G)  
YOUSFI, M. (E)  
SIDI SAID, M.(T/W)

*Allemagne/Germany/Alemania*

SCHLEEEGER, Mrs. (G)  
HOFFMANN, Mrs. (G)  
GERSTEIN, Mrs. (E)  
ADAMY, Mr.(T/W)

*Angola*

N'GOVE LUSSOKE, M. (G)  
GOMES, M. (E)  
FERNANDA CARVALHO FRANCISCO,  
Mme(T/W)

*Arabie saoudite/Saudi Arabia/Arabia  
Saudita*

ALYAHYA, Mr. (G)  
AL-ZAMIL, Mr. (G)  
DAHLAN, Mr. (E)  
RADHWAN, Mr.(T/W)

*Argentine/Argentina*

ROSALES, Sr. (G)  
RIAL, Sra. (G)  
SPAGHI, Sr. (E)  
MARTÍNEZ, Sr.(T/W)

*Arménie/Armenia*

AYVAZYAN, Ms. (G)  
MNATSAKANIAN, Mr. (G)

*Australie/Australia*

LIPP, Ms. (G)  
EVANS, Mr. (G)  
ANDERSON, Mr. (E)  
BURROW, Ms.(T/W)

*Autriche/Austria*

DEMBSHER, Ms. (G)  
HÄCKEL-BUCHER, Ms. (G)  
TOMEK, Mr. (E)  
BOEGNER, Ms.(T/W)

*Bahamas*

SYMONETTE, Mr. (G)  
BROWN, Mr. (G)

*Bahreïn/Bahrain/Bahreïn*

AL-QASSIMI, Mr. (G)  
AMIN MOHAMED, Mr. (G)

*Bangladesh*

RAHMAN, Mr. (E)

*Barbade/Barbados*

FARNUM, Ms. (G)  
BURNETT, Mr. (G)  
TROTMAN, Mr.(T/W)

*Bélarus/Belarus/Belarus*

MOLCHAN, Mr. (G)  
VASILEUSKAYA, Ms. (G)

*Belgique/Belgium/Bélgica*

DE VADDER, M. (G)  
VANDAMME, M. (G)  
DA COSTA, M. (E)  
GRUSELIN, M.(T/W)

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