

**JOINT REPORT ON MEETINGS BETWEEN THE INTERNATIONAL TRADE UNION MOVEMENT
(ITUC/GLOBAL UNIONS) AND THE IMF AND WORLD BANK¹
10-11 December 2007, Washington**

In December 2007, a delegation of trade union officials representing the International Trade Union Confederation (ITUC) and Global Unions met with the IMF and World Bank in a half-day “Interim Meeting” to monitor application of commitments made at the last high-level union-IFI meetings held in December 2006, and a further day and a half to jointly assess all facets of the process of regular enhanced dialogue between the international trade union movement, IMF and World Bank since a protocol establishing the process was adopted in February 2002.

INTERIM MEETING

Introduction

World Bank Executive Director Herman Wijffels, who chaired the first session, spoke of his experience in working with trade unions while chairing the Social Economic Council in the Netherlands and emphasized the World Bank’s commitment to dialogue. He said that trade unions’ input is essential if the Bank is to develop the right kinds of policies. The director of the World Bank’s Social Protection and Labour unit stated that important progress has taken place in the relations between trade unions and the World Bank since the formal structure for dialogue was established in 2002. He felt that further progress could take place as long as exchanges were grounded in substance. Efforts should be made to decentralize exchanges more towards the country and departmental levels.

The ITUC/Global Unions representative agreed that progress had taken place in unions’ relations with the IFIs but noted that some of the more successful collaborations, for example with the Banks’ HIV/AIDS unit and IFC’s social standards group, were taking place outside of the formal structure for dialogue. He felt that one of the obstacles to improved dialogue on the country level is that commitments made at headquarters frequently don’t translate into changes on the ground, an issue that should be addressed during the meeting. The representative of the IMF’s external relations department noted that changes for the better had taken place in the dialogue with unions since 2002 and that the IMF was prepared to debate new issues with unions. For example, the ITUC had raised issues concerning global imbalances and the impact of hedge funds, something that the IMF is prepared to discuss with unions’ economic policy officials.

Commitments made in October 2006 high-level meetings

A summary was presented of the principal points of agreement made between the ITUC/Global Unions and the IFIs at the December 2006 high-level meetings: planned technical meetings on IFI involvement in pension reform and on the impact of the IFIs’ policies on women workers; reactivation of WB-union “focal points”; response to pending proposals for trade union secondments to the WB and IMF; involvement of a qualified trade union researcher on the Technical Advisory Group of the Social Protection Unit’s new Multi-Donor Trust Fund on "Labor Markets, Job Creation, And Economic Growth: Scaling Up Research, Capacity Building,

¹ The report was prepared jointly by ITUC, World Bank and IMF staff.

and Action on the Ground" ; and inclusion of core labour standards requirement in the WB's procurement of works contracts. It was agreed to discuss each of these items one by one.

On pension reforms, a WB representative stated that the Bank does not impose the Chilean model of privatized pensions, as unions have sometimes claimed, but recommends diversified approaches. The Bank's executive board discussed pension reform in October and the documents can be made available. The Bank is prepared to host a meeting on the issue in 2008 but the unions may wish instead to give priority to a discussion on the Bank's *Doing Business* publication, because of concerns they have raised. An ITUC representative stated that unions opposed to the WB's undue emphasis of privatized "second-pillars" in pension reforms, and that a meeting would aim to verify with recent country cases if the Bank had followed through on earlier promises to adopt a more flexible approach and systematically consult unions on reforms. The ITUC would be favourable to first discussing *Doing Business*, focusing on its use by the WB in its overall labour markets strategy.

In the ensuing discussion, several trade union speakers spoke of their negative experiences with pension reforms and the fact that many workers still do not have access to pensions. Some underlined the particular impact on women retirees and others noted that unions had not been consulted on pension reforms in which the WB was involved. However, one union member felt that the reformed, contributory system in his country was better than the previous one. One representative suggested that a technical meeting with the IMF should take place in 2008 on new collective investment instruments, focusing on the employment impact and the role in increasing financial market instability. A WB official involved in the *Doing Business* publication suggested holding a small technical meeting in late January 2008 on unions' concerns with the publication's labour indicator, followed by a broader meeting later in the year involving ITUC affiliates to discuss the Bank's use of *Doing Business*.

Discussion also took place on the proposed meeting on the gender impact of the IFIs' policies. An ITUC representative suggested the meeting should consider the gender aspects of issues previously discussed between unions and IFIs such as the gender impact of WB restructuring programmes; the IMF's fiscal targets on public spending and the impact on women workers in health, education, childcare; and implementation of the non-discrimination provisions of IFC's performance standards and WB procurement standards. Two WB presentations underlined the current momentum on gender and development work, particularly in the domain of women's economic empowerment. Good progress has been made on schooling and health indicators, with gender gaps closing rapidly. But even as girls' enrolments rose rapidly, women's labour force participation stagnated and women's wages remain far below men's. For the progress in education to bring its full benefits more policy attention must go to equality in economic opportunity. To address this, the WB launched an action plan in 2006 called *Gender Equality as Smart Economics* that targets women's access to quality jobs, financial services, essential infrastructure services, etc. In the ensuing discussion, trade union representatives expressed agreement with emphasis on the economic empowerment of women and endorsed the idea of further discussions with the WB on how best to accomplish it.

In a discussion on proposed secondments, the WB stated that it was prepared to move ahead with a secondment on labour market research and discuss terms of reference with the ITUC. The WB

will select a researcher from a list of suitable candidates, after a consensus on the TOR is reached. The WB was also awaiting the ITUC's proposal (2-3 candidates with a strong record in Labor Market research) for the Technical Advisory Group (TAG) of the Social Protection unit's new Multi-Donor Trust Fund (MDTF) on "Labor Markets, Job Creation, and Economic Growth". However, because of financial constraints, a proposed secondment in the telecom sector could not go forward. The IMF stated that current financial and restructuring constraints also meant that it could not host a trade union secondment at present.

On the subject of core labour standards (CLS) in the WB's procurement of works contracts, an official from the Bank's procurement department explained new clauses on anti-discrimination and workers' organizations, based on IFC performance standards language, that had been incorporated into the Bank's Standard Bidding Document for Procurement of Works (SBDW), such that references to all four CLS are now included. As promised in December 2006, the WB had sponsored incorporation of similar clauses on these two themes in the harmonized SBDW to be used by all of the multilateral development banks. The other development banks agreed to examine adoption of clauses on anti-discrimination and workers' organizations in the harmonized SBDW in 2008, so the four CLS are covered and the WB foresees no obstacle to the adoption.

A speaker from Building and Woodworkers International (BWI) asked questions about the impact on pricing and building procedures and health and safety aspects and noted that the SBDW only applied to works of \$10 million and more. She expressed her organization's willingness to work with the WB on implementation of the new labour clauses, including in the preparation of technical specifications and training material. Other speakers had questions about the new clauses and monitoring of their application and about the possible impact of the country systems approach on the labour clauses. The WB speaker replied that non-compliance could lead to termination of the contract and that the Bank would accept use of country procurement systems for projects only if national standards were as high or higher than WB standards.

Conclusions of interim meeting

After some further discussion on future union-IFI activities, the meeting chairman Mr. Wijffels concluded the interim meeting by noting several points of agreement:

- A technical meeting between ITUC and the WB on *Doing Business* would take place in late January 2008 and preparations would be made for a broader meeting, concerning its use by the World Bank in general policy approaches and on a country level, to be held in mid-2008
- A meeting on gender issues at the IMF and World Bank would take place consecutively with the next high-level union-IFI meetings, tentatively in November or December 2008
- The issue of "financialization" would be discussed at a meeting with unions to be hosted by the IMF in March 2008
- The WB confirmed its invitation to the ITUC to propose 2-3 suitable candidates for the MDTF's Technical Advisory Group (TAG) on "Labor Markets, Job Creation, And Economic Growth: Scaling Up Research, Capacity Building, and Action on the Ground" and will negotiate Terms of Reference for a union secondment on labour market research. The ITUC added that its General Secretary would inform the Bank of a suitable nominee for the advisory group the following month.

- Exchanges with the unions will continue concerning implementation and monitoring of the Bank's new core labour standards requirements in the procurement of works

TECHNICAL MEETING ON TRADE UNION-IFI DIALOGUE²

Introductory Remarks

The session on country-level dialogue began with an introduction from representatives of the World Bank, IMF, and ITUC/Global Unions, during which each focused their remarks on concerns about the current state of trade union-IFI relationships at the country level, which was one of the main subjects of the meeting. According to the WB representative, the quality of country-level consultation varies, and not all WB staff and unions understand the utility of consultation. The IMF representative emphasized the value of frank and fair discussion between the IMF and unions. He criticized some overly rhetorical statements from unions about the IMF but expressed the hope that the dialogue could be improved and strengthened, especially on the country level. The union representative reviewed application of the protocol on union-IFI relations since 2002. He noted that the IFIs said unions were unrealistic when they first proposed debt cancellation and labour requirements in project lending, but that the dialogue had contributed to better understanding of the others' positions and positive changes.

Country Level Dialogue

a) Survey findings

Each organization presented the results of its survey on country-level dialogue. Noting that the IMF now carries out annual surveys on staff consultation with unions, the Fund's representative reported a slight increase in the percentage of country missions that met with trade unions in 2007 to 67% from 63% the previous year. The majority of staff considered meetings with trade unions useful. The WB survey found that 89% of responding staff reported having some contact with unions over the past two years. Though WB staff said that unions were not prepared to discuss some economic matters, they were knowledgeable on working conditions and could provide insight on broader social and economic questions. The ITUC survey found that 63% of unions had had some contact with the IMF or WB, but only 46% had actually had meetings. While the majority of unions found their meetings with the IFIs satisfactory, the number of unions that felt that the IFIs had a negative impact in their country exceeded those that felt they had a positive impact.

During the ensuing discussion, union representatives mentioned that governments sometimes did not facilitate the consultative process. Several said that the outcomes, rather than the frequency, of consultations were problematic in that their suggestions were not taken up or they received no response from the IFIs on their comments. They also stated that if unions requested meetings with the Fund it was unlikely that they would be denied. A representative of the ILO suggested

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that the IFIs provide responses to trade unions after meetings explaining why suggestions were not taken up so as to avoid that the consultations be viewed simply as a cosmetic exercise. A WB representative said the Bank was still learning about consulting with unions, hence the varied quality of consultations between countries.

b) Country case studies

An IMF representative presented the results of interviews with IMF, WB and trade union representatives in Zambia and Bulgaria on trade union-IFI relations in those countries. The interviews revealed that dialogue has allowed the unions, IMF and World Bank to learn about each other's views. However, unions in both countries expressed discontent with the level and frequency of meetings, and IFI representatives wanted meetings to be more constructive. Interviewees identified various impediments to successful dialogue, including strong ideological positions on both sides, lack of information in the local language (in Bulgaria), and limited technical capacity of trade unions. Although unions in both countries said that their views were not taken into consideration, WB and IMF staff said that meeting with unions helped shape their policy advice.

Following the presentation, an ITUC representative noted that the findings of the country case interviews echoed those raised in the previous discussion on country surveys, including lack of knowledge about the other organization and limited capacity. He offered the ITUC's assistance to provide IFI mission representatives with information about unions to facilitate country-level consultations. The WB representative said there were several actionable proposals that could improve the quality of consultations such as capacity building for unions, information in advance of consultations from WB staff stating the purpose of their missions, and closer cooperation between unions and NGOs at the country level.

One African trade union representative noted the limited access to information because of illiteracy and poor internet connections and suggested the IFIs change their working methods in light of these limitations, while another said that unions had been excluded from consultations because the government favoured contacts with pro-government NGOs. Other trade union speakers stated that when the IFIs invited unions to large "stakeholder" meetings with multiple NGOs, they did not recognize that unions are distinct from most other civil society organizations (CSOs) because they are representative organizations and are not dependent on donors.

Headquarters dialogue

An ITUC/Global Unions representative presented an overview, based a joint background paper, of meetings between trade unions and the IMF and World Bank held after all parties (ICFTU-WCL-IMF-WB) agreed on a protocol for regular enhanced dialogue in February 2002. Three high-level meetings, three follow-up interim meetings, and five thematic or technical meetings (one on privatization, one on pension reform, two on labour market reform, and one on poverty reduction strategies) had taken place since the protocol was adopted. From trade unions' point of view, some of the issues discussed at the meetings had led to positive outcomes, such as the adoption of core labour standards (CLS) requirements for WB project lending, but others had not, for example the WB's use of the *Doing Business* indicators to justify labour market deregulation.

An IMF representative commented on the five years of structured dialogue, stating that the Fund's managing director was firmly committed to interaction with trade unions and other civil society organizations as a policy. Responding to previous exchanges, he noted that unions sometimes lack understanding about the IMF's work, the Fund sometimes does not fully understand unions, and in some countries NGOs get more attention from the IFIs than unions. He stated that the IMF was committed to increasing and improving dialogue on the country level, even though it was constrained by limited staff and declining resources.

The World Bank's representative stated that the high-level meetings had gone well but questioned why the number of trade union participants had decreased over time. He also commented on some of the specific thematic meetings that had taken place and suggested that unions should manage their expectations as to outcomes. The Bank reached out to unions during reform programmes, for example in Nigeria on pension reforms. On the issue of labour market reforms, there is a perception at the IFIs that unions always want more regulations, while unions perceive the IFIs as wanting to get rid of all regulations. Both perceptions are exaggerations, but there are differences in the assessment of the impact of regulations. He understood that the *Doing Business* indicators had been modified to meet ILO conventions. The WB believes that when regulations are reduced there is a need to put in place compensatory mechanisms.

In the ensuing discussion, several trade union representatives spoke of IFI policies and how they were applied in their countries. Some noted that economic growth had not led to increased formal economy employment, and that labour market flexibility had not been accompanied by improved social security in their countries. An ITUC representative noted some of the positive outcomes of the dialogue but felt that the institutions could be doing more to incorporate decent work into their programmes. He noted, for example, that most WB Country Assistance Strategies still do not include assessments of observance of CLS. As to the reduced number of participants, the ITUC felt that very large delegations, in addition to being costly for the unions, were not productive in that several union leaders did not get a chance to speak.

In concluding comments, IMF representatives stated that economic growth was a necessary but not sufficient means to improve living standards and reduce poverty. It would not be fair to characterize the IMF as favouring the elimination of all labour regulation, since the IMF advised countries on improving social safety nets and supported the work of the ILO. A Fund official also explained the reduced use of wage ceilings in IMF programmes. The WB representative stated that the Bank supports decent work and improved job security, but the question is whether it can be achieved through flexibility or otherwise. The Bank intended to continue working with the ILO, which, the WB feels, has ample expertise on labour issues though less so on the latest impact evaluation techniques. Responding to earlier comments, the ITUC representative stated that union focus on *Doing Business* because it has become the principal reference used to justify WB labour reforms. He noted that a recent ILO report did not agree that the publication was consistent with ILO conventions. Unions frequently agree with labour reforms on condition that they are based on tripartite consultation and carried out simultaneously with improvement of social protection, as is the case currently with the ITUC's affiliates in Nepal.

Sector-based dialogue

a) Secondments

An overview was presented of five trade union temporary assignments or secondments to WB departments, which took place between 2003 and 2005 on the following themes: trade union involvement in poverty reduction strategies; unions and public service restructuring; labour standards in WB construction contracts; country level union-WB dialogue; and labour issues in railway restructuring. A trade union presenter noted that, despite some frustrations and difficulties, all of these secondments had tangible results and the ITUC favoured additional secondments. A WB representative agreed that there had been some frustrations due to different organizational cultures, but that they had all been valuable experiences for the Bank. He suggested that the possibility of WB secondments to unions should be examined and also the possibility of having secondments at the country level.

A panel discussion took place with two union “secondees” and their WB supervisors. A staff member from Building and Wood Workers International (BWI) spoke of her experience in a two-month secondment in 2004 to prepare detailed recommendations for labour standards requirements in the WB’s procurement of works contracts. She spoke of the progress that had been made by the Bank in adopting new requirements in its Standard Bidding Document for Procurement of Works (SBDW) in 2006 and 2007. With regard to implementation, she noted the work IFC was carrying out to assure implementation of its own labour standards and invited the Bank to prepare guidance notes, capacity-building and pilot projects, in which BWI is willing to take part. BWI believes that social clauses should be taken out of competition between bidders. The WB’s director of operations spoke of the positive experience with the secondment, noting that two features contributed to the success: (1) the terms of reference negotiated between Global Unions and WB defined very specific tasks; (2) the union nominee had expertise that the WB did not have. The WB has adopted the labour clauses in its SBDW and wants to do follow-up. It will look at the idea of taking the social costs out of competition and at IFC’s experience with implementation of labour requirements. The Bank wishes to continue the partnership, starting with the creation of a focal point between the procurement department and BWI.

The second discussion concerned the secondment of the former chief economist of the ITUC’s Africa region, who worked at the WB on poverty reduction strategies, youth employment and guidelines for consultation of unions. The WB published his main research paper and he contributed to two others. He felt that positive points in the experience were clear terms of reference that corresponded to his areas of expertise, useful prior contacts and support both at the WB and in the global trade union movement. He found that there were long delays to get results but there was positive feedback both from the WB and trade unions. The WB supervisor spoke of the useful interactions during the secondment and emphasized the importance of having a qualified candidate. He noted that the work done to identify obstacles and suggest improvements to the participation of trade unions in national poverty reduction strategies seems to have produced results, since the number of complaints by unions about access to the process declined substantially after the secondment. Other trade union representatives expressed support for additional trade union secondments to the WB.

b) HIV/AIDS in Africa

A group of Global Unions HIV/AIDS experts meeting separately on 10-11 December with the WB's AIDS Campaign Team for Africa reported on their preliminary conclusions. The union representative spoke of the common understanding between Global Unions and the WB on workers and HIV/AIDS, the identification of new areas of cooperation following up on some existing programmes, the need to incorporate private-sector employers, and work with ILO-AIDS. The WB representative noted the substantial work to combat HIV/AIDS carried out by trade unions in Africa and emphasized the need for them to be brought into national AIDS commissions where they were not already present. She agreed with the importance of continued collaboration between unions and the Bank on the issue. A detailed joint report on the results of the meeting will be prepared separately. In subsequent discussion, African union leaders expressed support for the joint programme and underlined the challenges of getting access to anti-viral medication and the need to protect HIV-positive workers against discrimination.

c) Focal points

A WB representative presented an overview of the focal points created between different World Bank departments and specific Global Union Federations (GUFs) or ITUC. In 2004-2005 eleven of these were created so that sector-level union organizations and WB department could exchange useful information about their activities and concerns. The WB deems that for this structure to work both parties must be convinced of the value added of the focal point, work within a flexible structure, and be appropriately resourced.

A panel discussion involving union and WB representatives in four different sectors followed. Representatives from Education International (EI) and the WB jointly presented work they have carried out in 35 countries on training teachers on preventing the propagation of HIV so that they can provide information to the communities where they teach, supporting universal access to care, and supporting the Education for All campaign. A representative of the WB's transport department spoke of what has been accomplished with the International Transport Workers' Federation (ITF) since a focal point was created in 2005. ITF has taken part in the Bank's annual transport forum while the WB took part in ITF's annual transport school. The WB updated its transport strategy in 2006 and incorporated a number of recommendations from ITF. He noted that transport restructuring projects usually have a major impact on the workforce and that it was therefore very important to open dialogue with the unions. The general secretary of ITF expressed the hope that the focal point would correct the lack of continuity in past exchanges with the Bank. Transport unions have a negative view of the WB's supports for downsizing of employment and it should understand the need to have good channels of communication with workers. Several meetings have taken place since the creation of the focal point, with one of the strong points being the work on HIV/AIDS in transport. According to ITF, however, the application has been patchy for communicating information about new transport strategies and restructuring projects.

A representative of IFC's standards department spoke of the numerous exchanges with the unions leading up to the adoption of IFC's social and environmental performance standards, which include the obligation to respect all four core labour standards. IFC has continued working with ITUC and GUFs concerning implementation of the standards at the project level, and appreciated the information and advice unions have brought to help IFC ensure compliance.

She noted that the positive cooperation with the global trade union movement predated the creation of focal points and has continued outside of that structure. An ITUC representative shared the positive assessment. He noted that IFC had consulted unions at each stage of the design of the performance standard on labour, and had invited the ITUC and GUFs to meet IFC staff, provide suggestions for implementation and submit information about potential violations of the standards. Although some aspects could be improved, IFC's initiative to cooperate on a continuing basis with trade unions on the performance standards constitutes a model that the ITUC feels other divisions and departments of the World Bank Group should emulate.

A representative of the WB's Social Development Department spoke of the WB's governance and anti-corruption (GAC) strategy and the changes that were made following consultations with civil society organizations. He noted that the Bank's strategy stressed the demand for good governance, highlighting the importance of civic engagement and creating an enabling environment for social accountability. The WB considered trade unions to be in a unique position as stakeholders and hoped to see them involved throughout the WB's effort to engage with multiple stakeholders in planning, implementing and monitoring its operations. An ITUC representative noted that unions had intervened during the WB's GAC consultations. This was the first contact it had with the social development unit since the creation of a focal point three years ago, though the opportunities created by the GAC strategy's focus on multi-stakeholder consultation appeared promising. More interactions with the focal point could facilitate participation of unions in GAC initiatives. She expressed disappointment that the WB's revised GAC strategy did not mention the specific role of unions as representatives of employees, although the suggestion had been made during the Bank's consultations.

In concluding discussions on the focal points, a WB representative said that unions should learn to manage their expectations. The Bank encourages staff to use the focal point to share information about policies and projects, but it is not a requirement. Focal points are points of entry that help facilitate dialogue at the local or project level; but they need not be directly engaged in all such consultations. Likewise, union focal points can provide an "early warning" to Bank staff for potential problems in Bank projects. An ITUC representative remarked that the WB seemed to have done little to make the focal points functional since most of them had not had a single exchange or never went beyond an initial contact over three years of existence. Unions think the Bank needs to revise the level of representation, provide capacity building on unions jointly with the ITUC, and give instructions that the WB intends them to be used as channels of regular and timely communication and consultation about new policies and initiatives. A WB representative responded by observing that the level of this decentralized interaction should be determined by matching pairs and the value added that both Bank and union focal points see in the exchange of information and cooperation.

Recommendations and conclusion

A representative of ITUC/Global Unions presented some tentative conclusions on the basis of discussions during the 1½-day meeting for evaluating the union-IFI dialogue since 2002:

- Improvement of IFI consultations with unions at the country-level (in recognition of unions' specific role as representatives of workers) as part of strengthening of dialogue with CSOs

- Joint union-IFI capacity building (information sessions, participation of unions in WB core courses: labour markets, social safety nets, pensions)
- Continuation of the trade union secondment programme at the WB; exploration of an ITUC secondment to the IMF, a WB secondment to the ITUC, and country-level secondments (all subject to demand and resource availability)
- Support for union-WB focal points through joint training, regular meetings of WB focal points with union representatives, and an annual review on the functioning of focal points
- Completion of the joint background document on trade union-IFI dialogue
- Review of the 2002 union-IFI protocol to reflect progress made since the original document was adopted

Other trade union representatives reiterated the need to support the regional processes of IFI-union dialogue, for example in Asia, and for the dialogue to address new issues of concern to both unions and IFIs, such as the impact of “financialization” (new collective investment instruments), the impact of climate change and the creation of “green jobs”, as well as implementation of the decent work agenda.

The WB representative further emphasized the success of the five years of dialogue. He agreed with the need to improve the two-way flow of information, but he noted that the Bank and unions seem to have different expectations for outcomes in some areas, for example regarding the focal points, and cautioned that encouragement of information sharing does not mean obligation. WB management would have to be consulted regarding the next steps in the dialogue. The IMF representative stated that the proposals were useful and that the Fund agreed with the need for regular two-way dialogue, including on the country level, and with capacity building as a means to enhance mutual understanding. He invited unions to contact IMF representatives in their country and reiterated the Fund’s agreement to co-organize upcoming technical meetings and the next high-level meetings in late 2008. The ITUC/Global Unions representative noted that union leaders would not accurately represent their membership if they did not express dissatisfaction with many IFI policies, but that the process of dialogue had brought tangible progress over the past five years and the steps discussed at the meetings could bring further results. The ITUC agreed that more efforts should be made to improve the union-IFI dialogue on the country level. The three parties – ITUC, IMF, World Bank – would work together to complete the background document and prepare a joint report identifying the points of agreement.

30 June 2008

List of Trade Union and ILO Participants

Name	Country	Organization
<i>Trade union participants</i>		
Amarsanaa Enebish	Mongolia	APRO
Ana Knežević	Croatia	UATUC
Bogdan Iuliu Hossu	Romania	Cartel Alfa
Carlos Arturo Rodríguez Díaz	Colombia	CUT
David Cockroft		ITF
Fiona Murie		BWI
Gabriel del Rio	Dominican Republic	CASC
Gerardo Martinez	Argentina	CGTA
Gladys Branche	Sierra Leone	SLLC
James Howard		ITUC
Jasna Petrovic	CEE region	ITUC
Kurshid Ahmed	Pakistan	PWF
Molly McCoy		ITUC Washington
Mariana Guambo	Ecuador	CEOSL
Noriyuki Suzuki	Asia-Pacific region	ITUC-AP
Peter Bakvis		ITUC Washington
Rabiatou Diallo	Guinea	CNTG
Toolsyraj Benydin	Mauritius	NTUC
<i>International Labour Organization</i>		
Lawrence Egulu	Africa region	ILO

List of WB Participants

Name	Position
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Milan Vodopivec	Senior Social Protection Economist
Maria Laura Sanchez Puerta	Economist
Friederike Rother	Consultant
John Garrison	Senior Communications Officer
Herman Wijffels	Executive Director
Bernard Becq	Chief Procurement Policy Officer
Patricia Baquero	Senior Procurement Specialist
Marwan Muasher	Senior Vice President
Peter Harrold	Director
Donald Bundy	Lead Specialist
Andreas Kopp	Lead Transport Economist
Motoko Aizawa	Heads Policy and Standards Unit, IFC
Robert Chase	Lead Social Development Specialist
Simeon Djankov	Chief Economist
Malcolm Ehrenpreis	Gender Specialist
Richard Seifman	Consultant
Carolyn Shelton	Consultant
Gary Stuggins	Adviser
Jeff Thindwa	Senior Social Scientist

List of IMF Participants

Name	Position
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Jeremy Mark	Deputy-division chief
Richard Harmsen	Deputy-division chief
Louis Dicks-Mireaux	Deputy-division chief
Tilla McAntony	External Relations Officer
Jennifer Bisping	External Relations Officer
Isabel Saenz	Program Assistant