



INTERNATIONAL LABOUR OFFICE

GB.299/PV
299th Session

Governing Body

Geneva, June 2007

**Minutes of the 299th Session
of the Governing Body of the
International Labour Office**

Minutes of the 299th Session of the Governing Body of the International Labour Office

The 299th Session of the Governing Body of the International Labour Office was held in Geneva, on Friday, 15 June 2007, under the chairmanship of Mr Membathisi Mdladlana (South Africa), Mr Dayan Jayatileka (Sri Lanka), and Sir Roy Trotman (Worker, Barbados).

The list of persons who attended the session of the Governing Body is appended.

Table of contents by order of item on the agenda

<i>Item No.</i>	<i>Document No.</i>	<i>Title</i>	<i>Page</i>	<i>Decision paragraph No.</i>
1	GB.299/1	Election of the Officers of the Governing Body for 2007–08	1	3, 8
2	GB.299/2	Approval of the minutes of the 298th Session of the Governing Body	2	10
3		Questions arising out of the 96th Session of the International Labour Conference, requiring immediate attention	3	
4		Reports of the Committee on Freedom of Association	6	
	GB.299/4/1	346th Report	6	50, 52, 55
	GB.299/4/2	347th Report	12	57
5	GB.299/5	Resolution on Africa's representation on the Governing Body of the International Labour Office, adopted by the 11th African Regional Meeting	12	70
6		Report of the Director-General	14	
	GB.299/6/1	Report of the Committee set up to examine the representation alleging non-observance by Guatemala of the Indigenous and Tribal Peoples Convention, 1989 (No. 169), made under article 24 of the ILO Constitution by the Federation of Country and City Workers (FTCC)	14	73, 74
7		Reports of the Officers of the Governing Body	16	
	GB.299/7/1	Representation alleging non-observance by Chile of the Forced Labour Convention, 1930 (No. 29), submitted under article 24 of the ILO Constitution by the Colegio de Abogados de Chile AG	16	75
8		Composition and agenda of standing bodies and meetings	16	
		Joint ILO/WHO Meeting on the Revision of the International Medical Guide for Ships (Geneva, 25–26 July 2007)	16	76
		Symposium on the Labour and Social Aspects of Global Production Systems: Issues for Business (Geneva, 17–19 October 2007)	16	77
		ILO Forum on Decent Work for a Fair Globalization (Lisbon, 31 October–2 November 2007)	16	78
		30th anniversary of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (Geneva, 15–16 November 2007)	18	79
		Information notes	18	
	GB.299/Inf.1			
	GB.299/Inf.2			

**MINUTES OF THE 299TH SESSION
OF THE GOVERNING BODY OF THE
INTERNATIONAL LABOUR OFFICE**

Geneva, Friday, 15 June 2007

First item on the agenda

ELECTION OF THE OFFICERS OF THE
GOVERNING BODY FOR 2007–08
(GB.299/1)

1. *A Government representative of the Islamic Republic of Iran*, speaking on behalf of the Government group, nominated Mr Dayan Jayatilleka, Government, Sri Lanka, for the office of Chairperson of the Governing Body of the International Labour Office for 2007–08. Mr Jayatilleka had a distinguished academic record. He was senior lecturer in political science at the University of Colombo and, during the academic year 2005–06, was a visiting fellow at Johns Hopkins University, Washington, DC. A renowned political analyst, media commentator and author of various books and articles on political issues, Mr Jayatilleka would bring to his new role an in-depth knowledge of political affairs and the experience and leadership skills that he had acquired at numerous international conferences on political issues, international relations and conflict.
2. *The Employer and Worker Vice-Chairpersons* supported the candidature of Mr Dayan Jayatilleka as Chairperson of the Governing Body for 2007–08.

Governing Body decision:

3. ***The Governing Body unanimously elected Mr Dayan Jayatilleka, Government, Sri Lanka, as its Chairperson for the 2007–08 period.*** (GB.299/1, paragraph 3.)
4. *Mr Membathisi Mdladlana* congratulated Mr Jayatilleka and, before standing down, thanked the staff of the Office for their invaluable support. He extended his gratitude to the Director-General and to his fellow Officers, with whom he had been able to work openly and transparently, ensuring at all times that social dialogue and tripartism would be practised in an organization which had attached the utmost importance to those principles. He said that the ILO was facing a challenge which could be summed up in two words: transformation and reform. In this process, it was necessary for all parties to be prepared to question and abandon inherited ways of thinking. That was key to achieving the goals that the ILO had pursued for many years.
5. *The Chairperson* thanked the Asia–Pacific group of governments, as well as the Employers' and Workers' groups, for having supported his election. He was pleased to be at the ILO on the day that the President of Sri Lanka had delivered a speech to the Conference, clearly demonstrating his country's attachment to the values of the ILO and to upholding its most cherished aspirations. He was convinced that, if all countries adopted the ideas and the vision of the ILO, it would be possible to build a better world, free of the fanaticisms of free-market rhetoric or of outright opposition to the market. The Chairperson called for nominations for the posts of Vice-Chairperson of the Governing Body.

6. *An Employer member from Pakistan*, expressing the unanimous support of the Employers' group, proposed that Mr Daniel Funes de Rioja should continue to occupy the post of Employer Vice-Chairperson of the Governing Body. He pointed out that Mr Funes de Rioja, a lawyer and doctor of law and social sciences, had carried out a broad range of different activities during his distinguished career and was currently a senior lecturer in constitutional law at the Catholic University of Argentina and the Executive Vice-President of the International Organisation of Employers. At the 96th Session of the Conference (2007), he had again served as Chairperson of the Employers' group.
7. *A Worker member from France* said that the Workers' group had also favoured continuity and nominated Sir Leroy Trotman to serve as Worker Vice-Chairperson of the Governing Body. He pointed out that Sir Leroy was a senior official in the Barbados trade union movement and the former president of the now dissolved International Confederation of Free Trade Unions and, for several years, had been the spokesperson for the Workers' group of the Governing Body, always acting with the professionalism and commitment to tripartism that were his trademarks. At the 96th Session of the International Labour Conference (2007), he had represented the Workers' group in the Committee on Strengthening the ILO's Capacity.

Governing Body decision:

8. ***The Governing Body re-elected Mr Daniel Funes de Rioja (Employer, Argentina) and Sir Leroy Trotman (Worker, Barbados) as Employer and Worker Vice-Chairpersons, respectively, for the 2007–08 period.*** (GB.299/1, paragraph 3.)

Second item on the agenda

APPROVAL OF THE MINUTES OF THE 298TH SESSION
OF THE GOVERNING BODY
(GB.299/2)

9. The Office had received the following corrections:

At the end of paragraph 41, the last sentence should be replaced with the following:

As he was not satisfied with the purely mathematical recapitulation of the discussion that had been carried out, he said that every member of the Governing Body should indicate in a questionnaire the preferred item and form of discussion and deposit the questionnaire in a ballot box.

In paragraph 102, the second sentence should be replaced by the following:

The ILO had lasted for many years, precisely because of its efficiency, which had contributed to nothing less than resolving social conflicts around the world.

Governing Body decision:

10. ***The Governing Body approved the minutes of its 298th Session, with the corrections received.*** (GB.299/2, paragraph 3.)

Third item on the agenda

QUESTIONS ARISING OUT OF THE 96TH SESSION OF THE
INTERNATIONAL LABOUR CONFERENCE,
REQUIRING IMMEDIATE ATTENTION

11. *The Employer Vice-Chairperson*, referring first of all to the format of the Conference, said that, during the third week, the presence of high-profile personalities should lead to broader ranging discussions. He trusted that consideration would be given to the issue prior to the evaluation, to be conducted in November 2007, of the experience of this session. Secondly, he said that, after the lengthy and instructive process of developing the Work in Fishing Convention, 2007 (No. 188), the promotional phase should be approached in such a way as to ensure that interested parties could become adequately familiar with the instrument. The Office should ensure appropriate follow-up and, to that effect, an action plan could be submitted for consideration in November 2007. The other two substantive issues which were addressed also needed to be pursued. One of them, strengthening the ILO's capacity, had prompted the Conference to make a commitment both to the objectives of the Organization and also its strategies in the future; it was up to the Governing Body and the Office to lay the groundwork for the discussion that would take place in 2008. The other issue, that of sustainable enterprises, had given rise to a fruitful debate, which should encourage the Governing Body to incorporate the issue into technical cooperation projects and other mechanisms, as achieving the objective of decent work was contingent on the existence of sustainable enterprises. The Governing Body should consider that issue in November 2007. Thirdly, he regretted the problem associated with the election of the President of the Conference. Such situations, which compromised the value of institutional tripartite dialogue and could prove harmful to the Organization's credibility, must be avoided in the future. Lastly, referring to the Committee on the Application of Standards, he said that it was both necessary and important to ensure the successful functioning of that body and to guarantee the use of parliamentary language, which would not prevent any party from voicing criticism with respect and dignity.
12. *The Worker Vice-Chairperson* said that the 96th Session of the Conference (2007) had proceeded at a hectic pace and there had not been enough time to reflect dispassionately on what had taken place. Among the issues which had been discussed, he mentioned in particular the negotiations on the strengthening of the Bogotá office and the decision to send a high-level mission to Colombia. These would be a signal to the people of Colombia that the Government was keeping its word. The Governing Body should show that it too had become involved, by submitting a report on the situation to the November 2007 session. With regard to the Work in Fishing Convention, 2007 (No. 188), the speaker agreed with his Employer counterpart on the importance that should be attached to follow-up to that instrument in the immediate future.
13. The Workers' group was concerned that the addresses by guests of honour had taken precedence over interactive debate, and he undertook to specify and communicate clearly the group's position on this matter at the Governing Body's November 2007 session. Lastly, he spoke of the potential hazards inherent in the Committee on the Application of Standards – as an integral part of the standards supervisory system – not being allowed to function properly. If certain structures were damaged, such as those which allowed workers, in consultation with employers, to decide on which cases to select for scrutiny in the Committee, there would be a risk of governments entering into agreements of complicity. That would mark the end of the standards supervisory machinery.
14. *A Worker member from France* emphasized the point made by the Worker Vice-Chairperson that the Workers had not had time to assess the Conference. Although it was possible in theory to make reasonable predictions about the amount of time and budgetary

resources needed for different activities, the time wasted in electing the President of the Conference and in resolving certain disagreements which had arisen in the committees demonstrated that it was necessary to be flexible when managing time and resources.

15. Referring to the *Provisional Records* of the Conference, he stated that the absence of records reproduced fully in the three official languages complicated the relations between the Workers themselves and also between the Workers and Employers. It was essential to find a way to fund the trilingual reproduction of speeches delivered in plenary sittings. In that context, there should be no suspension of the Conference Standing Orders: the key to the Conference's success was precisely the ability to be understood. Lastly, he called for reconsideration of the decision to maintain a zero-growth budget, given the need to set aside funds for the renovation of some of the meeting rooms in the ILO building.
16. *A Government representative of Canada*, speaking on behalf of the group of governments of industrialized market economy countries (IMEC), stated that a comprehensive assessment of the 96th Session of the Conference (2007) should be presented at the November 2007 session of the Governing Body: the significant potential of the format adopted this year for the first time needed to be analysed carefully. By dedicating the first two weeks to Committee activities, the participants had been able to focus on technical issues and to complete their work by Friday of the second week. With respect to the plenary sessions, however, there had been some problems relating to time management. Time limits for speeches needed to be strictly enforced so that extended sittings over the lunch period and into the evenings could be avoided. Speakers should be accorded proper respect. The list of speakers should be followed and the Chairperson should maintain decorum and order in the meeting room. The IMEC group suggested that the speakers' list should be closed earlier so that the list could be finalized earlier. Sufficient time must be reserved for the discussion and adoption of reports, as some issues generated more discussion than others. Good time management was based largely on advance planning and scheduling. Unannounced changes to the workplan or to the timing of plenary sessions and the late addition of meetings and side events impeded the full participation of delegates. Although the IMEC group valued the participation of high-level speakers, it preferred the previous practice of limiting the number of guests to two or three.
17. Concerning the Committee on the Application of Standards, the IMEC group welcomed the introduction of speaking time limits and the rescheduling that allowed the entire second week to be devoted to the examination of individual cases. Nevertheless, the Committee on the Application of Standards had lost a lot of time because meetings had not started according to schedule. Late sittings during the second week should be avoided. The IMEC group reiterated its support for the existing working methods of the Committee, but considered that possible future improvements should continue to be assessed.
18. With reference to the three technical items, the IMEC group was of the view that, overall, the Committee on Sustainable Enterprises had functioned well. However, the use of digital screens to display texts would have facilitated the discussion of amendments and subamendments and she recommended that such a practice be adopted in all the technical committees. The IMEC group welcomed the consensus reached on work in the fishing sector, which had resulted in the adoption of a Convention, and the group asked the Office to develop the tools to help member States ratify and implement that important instrument. The IMEC group also welcomed the consensus that had emerged from discussions on strengthening the ILO's capacity. It should be possible over the next 12 months to bring the three groups together to hold consultations for example in the form of open-ended ad hoc working groups, with a view to further progress.
19. As for the discussion on the Global Report on discrimination in employment, once again, the discussions had been too lengthy and had not been interactive. The IMEC group was of

the view that those discussions should be restricted to two hours in discussion groups, with the possibility of submitting written statements. The IMEC group once again encouraged the Office to ensure the distribution of Conference reports as early as possible so that constituents could undertake the necessary consultations and would have adequate time to prepare. The IMEC group reminded the Office that the Government group should be provided with the same services as the Employers' and Workers' groups with respect to the distribution of documents to the respective meeting rooms during the Conference.

20. The IMEC group wished the Conference to be a place where timely issues of global concern could be addressed and where the application of standards could be monitored, in an atmosphere that encouraged tripartite participation, interactive exchanges, constructive dialogue and consensus building. The functioning of the plenary sessions and the efficiency and length of the Conference continued to be a matter of concern to the IMEC group. The tripartite Working Group on the International Labour Conference should continue to meet to assess the experience of the 96th Session of the Conference (2007), including that of the Committee on the Application of Standards, and continue to look for further improvements.
21. *A Government representative of Spain* expressed his particular thanks to the Director-General for the warm welcome provided by the Office to His Royal Highness the Prince of Asturias on the occasion of his visit and his address to the International Labour Conference. He emphasized the Director-General's assertion that the creation of decent work was an essential prerequisite for the achievement of the Millennium Development Goals and, therefore, for the reduction of poverty.
22. The Conference was pre-eminently a meeting place and a forum for both formal and informal dialogue. Time played a key role. Therefore, the Government of Spain would object to any proposal to shorten the Conference. Referring specifically to the 96th Session (2007), he said that the Conference had successfully fulfilled its role as a standards supervisory mechanism, thanks to the efforts of ILO staff to cope with new working methods. The speaker commended in particular the difficult work of the Chairperson of the Committee on the Application of Standards.
23. *A Government representative of France* highlighted an issue of crucial importance that had been raised in the statement already made on behalf of the IMEC group, namely strengthening the ILO's capacity and, more specifically, the resolution which had been adopted in that regard by the Conference. In paragraph 2(a) of that resolution, the Governing Body was requested to place an item on the agenda of the 97th Session of the Conference (2008) with a view to following up the discussion of that important issue. The consultation process which would take place during the intersessional period would therefore be crucial to the achievement of a satisfactory result. To enable all constituents to participate in the process, the speaker proposed that, during the period in question, consultations should be organized, for example in open-ended ad hoc working groups, and that at least one set of consultations should be held before the November 2007 session of the Governing Body. The IMEC group therefore asked the Governing Body to take the appropriate measures to implement a programme of work to address the concerns of the constituents, as indicated in paragraph 2(b) of the resolution, and, with a view to preparing for such consultations, also asked the Office to elaborate the required documentation. The IMEC group was interested to learn how the Director-General and the Office intended to respond to the decisions adopted by the Conference.

24. *A Government representative of Japan* expressed support for the IMEC statements and underscored the importance of reviewing the changes introduced at the 96th Session of the Conference (2007) at the Governing Body's November 2007 session. There were clearly some valuable lessons that could be learned.
25. *A representative of the Director-General* said that the Office was trying to establish a system of general consultations in which all the groups could participate. To that effect, the Office had held preliminary discussions with the social partners to arrange such consultations for October 2007. Immediately after the current session of the Governing Body, the Office would hold a meeting with the Chairperson of the Government group and the regional coordinators to agree on the arrangements for the consultation process.

Fourth item on the agenda

REPORTS OF THE COMMITTEE ON FREEDOM OF ASSOCIATION

346th Report (GB.299/4/1)

26. *The Chairperson of the Committee on Freedom of Association (CFA)* stated that the Committee had noted 122 pending cases, of which 30 had been examined on their merits. Urgent appeals were launched to the following governments, which had failed to respond to requests to transmit full observations despite the time elapsed since those requests had been made: Cambodia (Case No. 2262); Eritrea (No. 2449); Colombia (No. 2497); Argentina (No. 2499); India (No. 2512); Honduras (No. 2517); Pakistan (No. 2520); United States (No. 2524); and Paraguay (No. 2526). There were 27 cases in which the Committee had been kept informed by governments of the effect given to its recommendations, and it had noted developments in four of these. The Governing Body's particular attention was drawn to three especially serious and urgent cases, Nos 2318, 2489 and 2528, on Cambodia, Colombia and the Philippines, respectively. In response to a request from the Committee, its independent Chairperson had met with the Government of the Philippines, during the 96th Session of the International Labour Conference, to discuss the serious allegations levelled against that Government. The Secretary of Labor and Employment of the Philippines asked the Committee to take the difficult situation of his country into account; he suggested that the allegations made in this case, of murder and abduction, might not all be labour-related, and that a clear distinction should be drawn between those that were and those that were not.
27. Case No. 2318, on Cambodia, concerned the murder of Chea Vichea, President of the Free Trade Union of Workers of the Kingdom of Cambodia (FTUWKC), of Ros Sovannareth of the same union, and of Hy Vuthy, FTUWKC leader in the Suntex Garment factory, as well as allegations of continual repression of trade unionists. The Committee strongly urged the Government to reopen the investigation into Mr Vichea's murder and to instigate independent inquiries into the murders of Mr Sovannareth and Mr Vuthy, as well as into all 30 of the allegations made. The Government had yet again failed to supply information in the face of a prevailing climate of violence, insecurity and impunity in the country. The Government should accept an ILO expert mission to assist it in redressing the situation.
28. Case No. 2489, on Colombia, concerned anti-union pressure and discrimination at the University of Cordoba. The Vice-Chancellor of the university and the paramilitary United Self-Defence Forces of Colombia (AUC) had threatened the National Trade Union of University Workers of Colombia to force it to renegotiate the collective agreement in force. The Government should guarantee the safety of the threatened trade unionists, instigate an independent inquiry and punish those responsible. Moreover, the Government

should put a stop to paramilitary organizations that contravened human rights and freedom of association principles.

- 29.** Two cases concerned the Islamic Republic of Iran: Nos 2323 and 2508. The first was a longstanding case that included allegations of serious violations of trade union rights. The Committee deplored the heavy sentences passed against Messrs Selehi, Hosseini, Hakimi, Divangar and Abdipoor for the organization of the 2004 May Day rally in Saqez. These trade unionists should be immediately released, and the charges against them dropped. The detention of trade unionists and violence suffered by them constituted an unacceptable abuse of civil liberties, and the Committee again requested the Government to instigate an independent inquiry into these allegations, as well as into the alleged arrests of the leaders of the Teachers Guild Association, Messrs Langarudi and Zati, in July 2004, and the alleged interrogation, threats and harassment of Messrs Amani, Zarei and Beheshti Zad by the Intelligence Ministry.
- 30.** In the second case, No. 2508, the Committee noted that the Government had not provided adequate information in respect of the allegations of harassment of members of the trade union of the Tehran and Suburbs Bus Company. The allegations included an attack on the union's founding meeting on 9 May 2005, at which various persons, including the trade union leader, Mr Mansour Osanloo, were wounded, and further arrests and detentions of trade unionists, often attended by acts of violence by the authorities. The Government should instigate independent inquiries into the allegations, and ensure that trade union rights were guaranteed. Mr Osanloo had allegedly been arrested and detained without access to legal council; he should be released, and the charges against him that related to the exercise of his legitimate trade union activities dropped. Regarding the other charges brought against him, his trial should proceed without delay, with all the guarantees of due process of law, a full and fair hearing and the right to appeal. Finally, the Committee urged the Government to make every effort to amend the labour legislation to allow trade union pluralism at enterprise level, and suggested that the Government might make use of ILO technical assistance in this respect and, in the meantime, allow trade unions to be formed without hindrance.
- 31.** In Case No. 2528, on the Philippines, the Committee deplored that, more than ten years after a similar case was filed, inadequate progress had been made by the Government to stop killings, abductions, disappearances and other serious human rights violations damaging to trade union rights. The Government was requested to provide information on the investigations of the special joint fact-finding body into the killings of trade union leaders; an independent judicial inquiry should be established to investigate the alleged abductions and disappearances of trade unionists. The Government should take all measures needed to implement the recommendations of the Melo Commission with regard to reinforcing the Witness Protection Program; legislation requiring police and military forces and other government officials to maintain strict chain-of-command responsibilities with respect to extrajudicial killings and other offences by persons under their command, control or authority; the orientation and training of the armed forces. The involvement of the army and police in ending the strike in the Hacienda Luisita incident was deeply regrettable, and had caused the deaths of at least seven trade unionists and injury to 70 others. An independent investigation should be arranged, and those responsible punished. The Government should instruct the law enforcement authorities not to use excessive violence when controlling demonstrations.
- 32.** Case No. 1865, on the Republic of Korea, had been before the Committee for over ten years. Despite significant progress in respect of legislation, important problems persisted with regard to freedom of association principles and practice, and a worrying climate of violence appeared to prevail. All sides should exercise maximum restraint to avoid an escalation of this violence and to permit genuine dialogue to develop. The Committee

deeply regretted the new allegation of excessive interference in the activities of the Korean Government Employees' Union (KGEU). It noted that the union had refused to register under the relevant legislation, because it considered this text to run counter to freedom of association principles, and it requested the Government to cease immediately all interference, in particular forced closure of KGEU offices, the unilateral discontinuance of the check-off facility, the disallowance of collective bargaining, the pressure on KGEU members to resign from the union, as well as administrative and financial sanctions against local governments which failed to comply with the Government's directive. The Government should withdraw its directives aimed at the disbandment of the KGEU, and take steps to allow the union to register, by bringing the pertinent legislation in line with the principles of freedom of association. Trade union pluralism should be legalized rapidly, and legal provisions on emergency arbitration, the penal provisions on obstruction of business, as well as government practice in this respect, should be aligned with freedom of association principles. The Committee reminded the Government of its commitment to ratify Conventions Nos 87 and 98.

(The Worker Vice-Chairperson took the Chair of the Governing Body.)

- 33.** *The Employer spokesperson for the Committee* said that, of the total cases examined, 17 were from Latin America, two from Africa, six from Asia, six from Europe and two from the Middle East. At the close of the Committee's work, the Employers raised an important matter, which had also been discussed by the Committee on the Application of Standards at the 96th Session (2007) of the International Labour Conference, namely, the vandalizing and occupation of the FEDECAMARAS offices in the Bolivarian Republic of Venezuela. The Employers were also concerned at the naming of companies in the reports, as the process of investigation did not allow companies the possibility of responding to allegations directly. Many cases involving employer conduct were in fact cases where the Government was the employer. In this connection, governments should accept that the freedom of association obligations applicable to private sector enterprises by virtue of domestic legislation, or the recognition of international Conventions, also applied to them. Secondly, governments often defended their conduct when in breach of Conventions Nos 87 and 98 by putting forward arguments based on national law and circumstances. Though this defence was sometimes a ruse to conceal flagrant violations, the Employers' group agreed that the proper application of Conventions should make allowances for national context, but the universality of the underlying principles should continue to be acknowledged.
- 34.** In Case No. 2500, on Botswana, the Committee had dealt with the important principle that national procedures should be exhausted prior to referral to the CFA. The Committee also accepted that what constituted essential services could be determined through collective bargaining, and with due regard to the specific circumstances of a country; furthermore, workers taking illegal strike action in an essential service ran the risk of speedier dismissal than other workers.
- 35.** In Case No. 2506, on Greece, the CFA found that, while the definition of an essential service was determined by the unique situation of the country in question and by national interest, the Government had imposed an overly broad definition, and had issued a Civil Mobilization Order preventing the right to strike for too long a duration. The Government should establish an independent body to determine what services were essential and when.
- 36.** Case No. 2318 dealt with the murder of trade union leaders and the activities of paramilitary organizations. The Government had shown contempt of the CFA by failing to provide requested information. It should adhere to the principles of the Conventions it had ratified, and provide the information.

37. In Case No. 1865, which concerned the Republic of Korea, the CFA acknowledged that a consultative approach had been adopted in a case that had been dragging on for over ten years. Some compromises had been made by all groups in the final formulation of policy; it was agreed that union activities going beyond social and economic matters and touching on national security issues did not fall within the scope of the protection afforded by freedom of association principles. Care should be taken in future cases to ensure governments did not use this important principle as a means of obviating labour rights. The Employers could recognize that the right to strike of some high-level public officials and employees involved in the conduct of the State could be restricted, while they retained the right to freedom of association. For all employees, strikes of a political nature were not protected by the Conventions. The management and structuring of the public sector was not a matter for collective bargaining. However, where decisions taken in this connection affected conditions of employment, they fell within the scope of collective bargaining rights. With regard to the detention of striking workers in cases of unlawful protests, the Committee recognized the longstanding principle that investigation of conduct to determine liability should occur without detention.
38. Case No. 2528, on the Philippines, involved the murder of trade union leaders among other serious matters. The Committee urged an independent inquiry to determine whether these killings were a consequence of trade union activities, or part of a wider practice of extrajudicial murders and destabilization. The principle was upheld that national procedures should be respected, notwithstanding international scrutiny and the assistance offered by some nations.
39. A number of cases concerning Brazil, Colombia, Costa Rica, El Salvador and the Islamic Republic of Iran contained issues related to the reinstatement of dismissed workers. Reinstatement was among many possible remedies for employment termination rooted in anti-union discrimination. Where enshrined in national legislation, the decision to award reinstatement as a remedy should be left to the judiciary, and be subject to due process. The Committee agreed that adequate compensation as an alternative to reinstatement should in some instances be recommended.
40. Finally, Case No. 2504, on Colombia, and Case No. 2537, on Turkey, were based on the principle that independent judiciaries could only apply the national law. The law, being inappropriate in respect of these two cases, would therefore have to be amended before the judiciary could make decisions in line with ILO Conventions.
41. *The Worker spokesperson for the Committee* expressed concern on behalf of her group that Cambodia, Colombia and the Philippines had again had to be cited as cases in which there were serious and sustained violations of trade union rights. She endorsed the comments made by the Employer spokesperson in highlighting the hostile attitude towards trade unions prevailing in the Islamic Republic of Iran. Regarding Case No. 2508, on the Islamic Republic of Iran, Mr Osanloo, a trade union leader who had been sentenced to five years' imprisonment because of his trade union activities, was to attend the executive committee meeting of the International Transport Workers' Confederation in London. His peers would closely scrutinize whether he would be able to participate unhindered in the London meeting, as well as his general well-being.
42. In Case No. 2318, on Cambodia, the two men arrested for the murder of Chea Vichea were probably innocent, and had been forced to admit guilt under torture. It was essential that a full impartial investigation should take place to find the guilty persons, and free those who were innocent. The Workers' group strongly encouraged the Government of Cambodia to accept the proposed ILO expert mission with a view to countering the sustained violations of trade union rights and end the growing climate of lawlessness in the country.

43. Case No. 2489, on Colombia, was one of four cases on that country that showed the sustained discrimination against trade unions in the chemical industry, in Laboratorios Biogen, and in the Bogotá Telecommunications Enterprise, as well as in public health-care institutions, and in universities. The Government's priority should be to stop the activities of the AUC which had declared the leading officials of the university trade union to be a military target. Speaking for herself, but also for other members of the Workers' group, the speaker expressed shock that Colombia had been removed from the list of cases discussed by the Conference Committee on the Application of Standards at the 96th Session (2007) of the International Labour Conference. A state of lawlessness reigned in the country.
44. Case No. 2488 concerned the University of San Agustin in the Philippines, the Eon Philippines Industries Corporation and the Capiz Emmanuel Hospital, where intimidation had been used to disrupt and prohibit trade union activities; and Case No. 2528, which concerned the Kilusang Mayo Uno Labor Center in the Philippines, showed the increasing climate of repression and violence in the country. Since the beginning of 2007, there had been reports of between 70 and 80 murdered trade unionists in the Philippines.
45. The Worker spokesperson associated herself with the comments made by her Employer counterpart in respect of Case No. 1865, on the Republic of Korea, which showed that discrimination against trade unions in that country went as far as danger to life and limb in the public sector. The case had been before the CFA for over ten years, and still the abuses continued. The Government should immediately bring its legislation and practice into line with ILO standards, so that public sector trade unions could fulfil their role correctly. The Committee again requested an urgent investigation into the death of Mr Kim Tae-hwan, President of the FKTU, as it was not convinced that his death caused by being run over by a cement lorry was genuinely a traffic accident. An investigation should also be mounted into the death, at a demonstration, of trade unionist Ha Jeung Koon.
46. In Case No. 2506, on Greece, the authorities were once again interfering in strike activity. The case concerned a strike by seafarers on passenger ships and freighters. Shipping clearly did not fall into the category of essential service in the narrow sense. The decree by the Government putting an immediate end to the strike, with threats of serious punitive measures, should be rejected. The Government should ensure that collective bargaining negotiations were taken up again.
47. Cases of discrimination should be dealt with by independent courts, through due process; however, where there were excessive delays in bringing cases to court, or where there was a situation of complete lawlessness, independent investigations were essential to reveal the true facts. As the Employer spokesperson had said, dismissals on the basis of discrimination often needed to be remedied by reinstatement; this was a fundamental principle for the Workers' group. But when long periods had elapsed, and where reinstatement was no longer possible, compensation should be given. This should be the exception rather than the rule.
48. *A Government representative of Colombia* requested a clarification from the Officers of the Governing Body. He wished firstly to know what guarantees were available to a country when one of the members of the CFA, a decision-making body, expressed personal judgements in respect of that country. Legally, a person emitting opinions of this sort should be barred from taking part in the decision-making process in cases concerning that country, on the grounds that expressing a personal opinion amounted to prejudging the case. Secondly, he wished to know whether the members of the Committee could use the cases under their scrutiny to make comments in public against a particular government.

49. *The Chairperson of the Committee on Freedom of Association* confirmed that the Worker spokesperson had been speaking on the cases taken up in the 346th Report of the Committee on Freedom of Association, and the only comments made that did not concern that report were in respect of the absence of Colombia from the list of countries before the Conference Committee on the Application of Standards.

Governing Body decision:

50. *The Governing Body took note of the introduction to the report of the Committee, contained in paragraphs 1–192, and adopted the recommendations made in paragraphs 208 (Case No. 2459: Argentina); 246 (Case No. 2477: Argentina); 263 (Case No. 2485: Argentina); 336 (Case No. 2500: Botswana); 355 (Case No. 2523: Brazil); 395 (Case No. 2318: Cambodia); 424 (Case No. 2469: Colombia); 441 (Case No. 2480: Colombia) and 467 (Case No. 2489: Colombia).*
51. *A Government representative of Colombia*, intervening in respect of Case No. 2504, wished to record that Colombia was a democratic country in which the three powers were completely independent. In the case in question, the Committee had recommended that the Government take legislative measures to reverse the cancellation, by the Council of State, of the inclusion of the new Bucaramanga SINTRAFEC Committee executive board in the trade union register. The Council of State was one of the highest judicial bodies of the nation, and had taken a reasoned decision in this instance, which was binding. If any of the parties was affected by this judicial decision, recourse to other mechanisms was possible, which did not compromise the autonomy of the legislature.

Governing Body decision:

52. *The Governing Body adopted the Committee's recommendations in paragraph 487 (Case No. 2504: Colombia).*
53. *A Government representative of the Republic of Korea* confirmed that it was the intention of the Government of his country to ratify Conventions Nos 87 and 98; the Government had received technical assistance from the ILO in this connection, which it had requested in April 1998. Since that date, the Government had made considerable efforts to improve its legislation, and this had been done on the basis of tripartite consultation. Some sections of the report did not correctly reflect the situation in the country, as they were based solely on the allegations of the complainants. The Government would continue to make all efforts to improve the legislation governing industrial relations in the country, in consultation with the ILO and with the social partners. The speaker requested that sufficient note be taken of current progress reports received from the Government.
54. *The Worker spokesperson for the Committee* pointed out that nine years had passed since the Government had requested technical assistance and had expressed willingness to ratify the two Conventions. It was time to translate this willingness into action. The speaker trusted that the Government would continue to take steps to ratify the instruments.

Governing Body decision:

55. *The Governing Body adopted the Committee's recommendations in paragraphs 806 (Case No. 1865: Republic of Korea); 878 (Case No. 2409: Costa Rica); 902 (Case No. 2511: Costa Rica); 913 (Case No. 2435: El Salvador); 930 (Case No. 2487: El Salvador); 963 (Case No. 2514: El Salvador); 995 (Case No. 2475: France); 1036 (Case No. 2521: Gabon); 1080 (Case No. 2506: Greece); 1097 (Case No. 2482: Guatemala); 1129 (Case No. 2323: Islamic Republic of Iran);*

1191 (Case No. 2508: Islamic Republic of Iran); 1218 (Case No. 2503: Mexico); 1243 (Case No. 2525: Montenegro); 1259 (Case No. 2510: Panama); 1270 (Case No. 2372: Panama); 1360 (Case No. 2488: Philippines); 1463 (Case No. 2528: Philippines); 1547 (Case No. 2473: United Kingdom/Jersey), and adopted the 346th Report of the Committee on Freedom of Association as a whole.

*347th Report
(GB.299/4/2)*

56. *The Chairperson of the Committee* said that Case No. 2537, on Turkey, concerned a unilateral decision by the Government to limit the branches of activity in which public employees' trade unions might be established; this had resulted in an immediate loss of members, and consequent financial difficulties for the complainant organization, Yapi-Yol Sen. The Committee requested the Government to take all steps to ensure that the lost membership was restored to the union, that the check-off system was reinstated, and that the branches of activity were not restricted to any particular ministry, department or service. The Government could avail itself of ILO technical assistance, if it so wished.

Governing Body decision:

57. *The Governing Body adopted the Committee's recommendations in paragraph 26 of the report, and adopted the 347th Report of the Committee on Freedom of Association as a whole.*

Fifth item on the agenda

RESOLUTION ON AFRICA'S REPRESENTATION ON THE
GOVERNING BODY OF THE INTERNATIONAL LABOUR OFFICE,
ADOPTED BY THE 11TH AFRICAN REGIONAL MEETING
(GB.299/5)

58. *The Employer and Worker Vice-Chairpersons* supported the point for decision in paragraph 4 of the document, agreeing that a comprehensive document should be prepared on the matter of criteria for geographical and country representation within the Governing Body, for submission to its 300th Session.
59. *A Government representative of the United States* said that this matter concerned a potentially profound change in the organizational structure of the ILO. Moreover, it had been placed on the agenda with no warning or allowance for preparations. Without prejudice to the outcome or content of the issue, the Governing Body should at least be given the chance to assess the implications of the question.
60. *A Government representative of South Africa* pointed out that this was the intention of the point for decision in the document now before the Governing Body.
61. *A Government representative of Germany* felt that the question should be discussed in depth within the Governing Body, before the Office was requested to take any further action.
62. *A Government representative of Cuba* endorsed the statement made by the Government representative of South Africa and considered that the proposed comprehensive document would allow the Governing Body to go into the matter further.

63. *The Worker Vice-Chairperson* said that, in endorsing the point for decision, the Workers' group was not supporting the claims put forward by the Africa group at the 11th African Regional Meeting. The comprehensive document that would be submitted to the 300th Session of the Governing Body would not be a decision paper, but an information paper, which would enable the Governing Body to decide whether the position taken up by the African region was justified.
64. *The Employer Vice-Chairperson* agreed that the proposed document would help the Governing Body to understand the merits or demerits of the matter.
65. *A Government representative of Canada* agreed with the representatives of the United States and of Germany that more time was required for the Governing Body to consider this important issue.
66. *The Legal Adviser* recalled that, under article 3 of the Rules for Regional Meetings, the decisions of those Regional Meetings took the form of resolutions on matters relating to items on the agenda, conclusions or reports addressed directly to the Governing Body. This was why document GB.299/5 had been submitted to the Governing Body. The Office was responding to the time frame set out in the resolution and it understood that the document to be submitted to the 300th Session would be an information paper that would refer to article 7, paragraph 2, of the ILO Constitution, which specified the composition of the Governing Body, together with an objective analysis of any relevant historical material. The Governing Body would then take any further decisions in respect of action or timing on that basis.
67. *A Government representative of the Bolivarian Republic of Venezuela* supported the point for decision in paragraph 4. The document in question would certainly help to guide Governing Body debates.
68. *A Government representative of France* noted that the issue had wide-ranging implications concerning the organization and functioning of the Governing Body. The point for decision should make clear that the comprehensive document was for information and not submitted for decision.
69. *A Government representative of the United States* agreed that the point for decision should include the words "for information" after "a comprehensive document".

Governing Body decision:

70. ***The Governing Body requested the Director-General to prepare a comprehensive document for information on the matter of criteria for geographical and country representation within the Governing Body for submission to its 300th Session. (GB.299/5, paragraph 4.)***

Sixth item on the agenda

REPORT OF THE DIRECTOR-GENERAL

*Report of the Committee set up to examine the representation alleging non-observance by Guatemala of the Indigenous and Tribal Peoples Convention, 1989 (No. 169), made under article 24 of the ILO Constitution by the Federation of Country and City Workers (FTCC)
(GB.299/6/1)*

71. *The Chairperson* drew the Governing Body's attention to a change that had taken place in the composition of the Committee established to examine this representation. It was moreover pointed out that the report should bear the names of the members of the Committee, indicating that they had signed it. This omission would be corrected.
72. *A Government representative of Guatemala* informed the Governing Body that the Vice-President of the Republic of Guatemala had played a leading role in all matters relating to consultations with the indigenous peoples. Guatemala had requested ILO technical assistance in this connection in 2005 and, thanks to support from the ILO, from the United Nations Development Programme and from the Office of the United Nations High Commissioner for Human Rights, the country had taken steps to improve the understanding and implementation of Convention No. 169, particularly as regards consultation with the indigenous peoples in cases where the natural resources of the territories they occupied were implicated. The dialogue that had ensued had revealed the need to create a legal framework to support consultation with the indigenous peoples, and work to this effect was progressing. The Government viewed the tripartite committee's conclusions in a very positive light, and guaranteed that the indigenous peoples would participate fully in all decisions that might affect their interests.

Governing Body decision:

73. *The Governing Body approved the report and, in the light of its conclusions:*
- (a) *requested the Government to give full effect to Article 15 of Convention No. 169 and to engage in prior consultation in cases of exploration or exploitation and of natural resources, which may prejudice indigenous and tribal communities, and to ensure the participation of the peoples concerned in the various stages of the process, as well as in environmental impact studies and environmental management plans;*
- (b) *requested the Government to endeavour to resolve any consequences of the granting of the exploration licence including by assessing, in consultation with the communities concerned, whether and to what degree their interests have been prejudiced, and where such prejudice was found, to ensure that fair compensation was provided, in accordance with Article 15, paragraph 2, of the Convention; and it hoped that, in seeking solutions to the problems affecting communities which occupy or otherwise use lands for which the licence covered by the representation has been granted, the Government should go through representative institutions or organizations so as to be able to establish and maintain a constructive dialogue under the terms of Article 6 so that the parties concerned could seek solutions to the situation faced by these communities, taking into account for this purpose paragraph 53 of the report of the tripartite committee;*

- (c) urged the Government to initiate a process of consultation before granting any exploration and exploitation licences covering the lands referred to in the representation and to maintain consultation and participation procedures with all the communities concerned which occupy or otherwise use these lands, whether or not they hold title of ownership, taking into account for this purpose paragraph 53 of the report of the tripartite committee;*
 - (d) requested the Government, in consultation with indigenous peoples, to take the necessary measures to guarantee the rights of ownership and possession of indigenous peoples over the lands referred to in Article 14 of the Convention;*
 - (e) requested the Government, in consultation with indigenous peoples, to adopt transitional measures to protect these rights while the process of the regularization of title to lands was being completed;*
 - (f) invited the Government to develop coordinated and systematic action, within the meaning of Articles 2 and 33, with the participation of indigenous peoples, when applying the provisions of the Convention;*
 - (g) invited the Government to make progress in the formulation and adoption of the Indigenous Peoples Consultation Bill and the appropriate regulation of consultations to be undertaken in the case of exploration or exploitation of natural resources (minerals, forests, water, etc.), in accordance with Article 15 of the Convention; this would foster the development of appropriate mechanisms for consultation and participation, thereby attenuating disputes relating to natural resources and laying the foundations for promoting processes of inclusive development;*
 - (h) invited the Office to pursue its technical assistance and cooperation with the Government so as to facilitate the establishment of the process of consultation envisaged in points (a), (b) and (c) above and to assist the Government in the formulation of the legislation referred to in point (g) above;*
 - (i) invited the Government to supply information to the Office regarding the application of the aforementioned items for examination by the Committee of Experts.*
- 74. The Governing Body adopted the report, and particularly paragraph 60 thereof, and declared the proceedings concerning this representation closed. (GB.299/6/1(Rev.), paragraphs 60 and 61.)**

Seventh item on the agenda

REPORTS OF THE OFFICERS OF THE GOVERNING BODY

Representation alleging non-observance by Chile of the Forced Labour Convention, 1930 (No. 29), submitted under article 24 of the ILO Constitution by the Colegio de Abogados de Chile AG (GB.299/7/1)

Governing Body decision:

- 75. The Governing Body decided that the representation was receivable and set up a committee for its examination.** (GB.299/7/1, paragraph 5.)

Eighth item on the agenda

COMPOSITION AND AGENDA OF STANDING BODIES AND MEETINGS

Joint ILO/WHO Meeting on the Revision of the International Medical Guide for Ships (Geneva, 25–26 July 2007)

Governing Body decision:

- 76. The Governing Body approved the proposed composition formula and the proposed agenda for the Meeting.** (GB.299/8, paragraphs 3 and 5.)

Symposium on the Labour and Social Aspects of Global Production Systems: Issues for Business (Geneva, 17–19 October 2007)

Governing Body decision:

- 77. The Governing Body approved the proposed agenda for the Symposium.** (GB.299/8, paragraph 10.)

ILO Forum on Decent Work for a Fair Globalization (Lisbon, 31 October–2 November 2007)

Governing Body decision:

- 78. The Governing Body approved the proposed composition formula and proposed agenda for the Forum, and authorized the Director-General to invite international non-governmental organizations to be represented as observers at the Forum, and recommended that he continued to consult with its Officers in selecting those organizations, the list of which would include the following:**

- *Amnesty International;*
- *Anti-Slavery Society;*
- *Ashoka Foundation;*
- *Carnegie Endowment for International Peace;*

-
- *Conference of NGOs (CONGO);*
 - *Consumers International;*
 - *Dag Hammarskjold Foundation;*
 - *Ethical Globalization Initiative;*
 - *Ethical Trading Initiative;*
 - *Fair Labour Association;*
 - *Fairtrade Foundation;*
 - *Friends of the Earth;*
 - *Global Reporting Initiative;*
 - *Human Rights Watch;*
 - *International Alliance of Women;*
 - *International Association for Community Development;*
 - *International Centre for Trade and Development;*
 - *International Cooperation for Development and Solidarity (CIDSE);*
 - *International Council for Local Environmental Initiatives;*
 - *International Council of Voluntary Agencies (ICVA);*
 - *International Council of Women;*
 - *International Council on Social Welfare (ICSW);*
 - *International Youth Foundation;*
 - *Islamic Aid;*
 - *OXFAM International;*
 - *Social Watch;*
 - *Solidar;*
 - *Tebtebba – Indigenous Peoples’ International Centre for Policy Research and Education;*
 - *Third World Network;*
 - *Transparency International;*

- *United Cities and Local Governments (merger of World Federation of United Cities (FMCU) and International Union of Local Authorities (IULA));*
- *Women in Informal Employment: Globalizing and Organizing (WIEGO);*
- *World Alliance for Citizen Participation (CIVICUS);*
- *World Assembly of Youth;*
- *World Council for Sustainable Business;*
- *World Council of Churches;*
- *World Development Movement;*
- *World Forum of Civil Society Networks (UBUNTU);*
- *Youth Business International.*

(GB.299/8, paragraphs 14, 16 and 19.)

*30th anniversary of the Tripartite Declaration of Principles
concerning Multinational Enterprises and Social Policy
(Geneva, 15–16 November 2007)*

Governing Body decision:

79. The Governing Body approved the proposed composition formula and the proposed agenda for the Meeting, and authorized the Director-General to invite the following international non-governmental organizations to be represented at the Meeting as observers:

- *Ethical Trading Initiative;*
- *Social Accountability International.*

(GB.299/8, paragraphs 22, 24 and 27.)

Information notes

PROGRAMME OF MEETINGS AS APPROVED BY THE
OFFICERS OF THE GOVERNING BODY
(GB.299/INF.1)

APPROVED SYMPOSIA, SEMINARS, WORKSHOPS AND SIMILAR MEETINGS
(GB.299/INF.2)

80. The Governing Body took note of the information presented in the documents indicated above.

81. An Employer member from India referred to the Asian Regional Forum on Growth, Employment and Decent Work (Beijing, 13–15 August 2007), which was intended as part of the follow-up to the Asian Regional Meeting (Busan, 29 August–1 September 2006).

Only 21 countries had been invited to the Forum, although the region contained many more. West Asia had been totally excluded, and so had some countries from the South-East Asian region. This caused considerable concern, and created the impression that the region was being divided. The Office should look into the matter and make amends, if time permitted.

82. *A Worker member from France* suggested that the closeness of the dates of the Forum would make it difficult to extend the list of invited countries at this stage. Note should be taken of the concern expressed for future reference.
83. *A Government representative of Australia* endorsed the statement by the Employer representative from India, and said that, of the Pacific Island Members of the ILO, only Papua New Guinea had been invited. However, he noted that although there was not a great deal of time before the Forum, as the invitations had only been sent out the previous week, it should still be possible to increase the invitation list.
84. *The Chairperson* informed the participants that the Office would examine this question at the earliest possible moment.

Annexe/Appendix/Anexo

**Bureau international du Travail – Conseil d’administration
International Labour Office – Governing Body
Oficina Internacional del Trabajo – Consejo de Administración**

*299^e session – Genève – juin 2007
299th Session – Geneva – June 2007
299.^a reunión – Ginebra – junio de 2007*

Membres gouvernementaux titulaires	Regular Government members
Miembros gubernamentales titulares	

<p>Président du Conseil d’administration: Chairperson of the Governing Body: Presidente del Consejo de Administración:</p>	<p>Mr Dayan Jayatilleka (Sri Lanka)</p>
---	--

**Afrique du Sud South Africa
Sudáfrica**

Mr M. MDLADLANA, Chairperson of the ILO Governing Body and Minister of Labour.

substitute(s):

Mr L. KETTLEDAS, Deputy Director-General, Department of Labour.

Mr S. NDEBELE, Counsellor (Labour), Permanent Mission, Geneva.

**Allemagne Germany
Alemania**

Mr E. KREUZALER, Director, International Employment and Social Policy Department, Federal Ministry of Labour and Social Affairs.

substitute(s):

Ms S. HOFFMANN, Counsellor, Permanent Mission, Geneva.

**Arabie saoudite Saudi Arabia
Arabia Saudita**

Mr Y. ALYAHYA, Director-General, International Organizations, Ministry of Labour.

substitute(s):

Mr A. AL-GHORRI, Legal Adviser, International Organizations, Ministry of Labour.

accompanied by:

Mr A. QADHI, Specialist, International Organizations, Ministry of Labour.

**Australie Australia
Australia**

Mr J. SMYTHE, Minister, Permanent Mission, Geneva.

substitute(s):

Mr S. EVANS, Director, International Relations Branch, Department of Employment and Workplace Relations.

accompanied by:

Ms L. MOSEL, Assistant Director, International Relations Branch, Department of Employment and Workplace Relations.

Mr S. THOM, First Secretary, Permanent Mission, Geneva.

Bélarus Belarus Belarús

Mr A. Molchan, Counsellor, Permanent Mission, Geneva.

Brésil Brazil Brasil

Mr C. DA ROCHA PARANHOS, Ambassador, Alternate Permanent Representative, Permanent Mission, Geneva.

substitute(s):

Mr M. BARBOSA, Minister's Special Adviser, Ministry of Labour and Employment.

Mr R. ESTRELA DE CARVALHO, Second Secretary, Permanent Mission, Geneva.

accompanied by:

Mr S. PARDO, Coordinator of International Affairs, Ministry of Labour and Employment.

Mr I. SANT'ANNA RESENDE, Second Secretary, Ministry of Foreign Affairs.

**Cameroun
Cameroon
Camerún**

M. F. NGANTCHA, conseiller, mission permanente, Genève.

Canada Canada Canadá

Ms D. ROBINSON, Director, International Labour Affairs, Human Resources and Social Development, Canada.

accompanied by:

Mr P. OLDHAM, Counsellor, Permanent Mission, Geneva.

Ms L. L'HEUREUX, Deputy Director, International Labour Affairs, Human Resources and Social Development, Canada.

Chili Chile Chile

Sra. A. ESQUIVEL UTRERAS, Agregada Laboral, Misión Permanente, Ginebra.

suplente(s):

Sr. B. DEL PICÓ RUBIO, Segundo Secretario, Misión Permanente, Ginebra.

Chine China China

Mr X. HU, Vice Minister of Labour and Social Security.

substitute(s):

Mr M. JIANG, Director, Department of International Cooperation, Ministry of Labour and Social Security.

accompanied by:

Ms X. LU, Counsellor, Permanent Mission, Geneva.

Mr L. ZHANG, Director, Department of International Cooperation, Ministry of Labour and Social Security.

Cuba

Sr. J. FERNÁNDEZ PALACIOS, Embajador, Misión Permanente, Ginebra.

suplente(s):

Sra. M. LAU VALDÉS, Directora de Relaciones Internacionales, Ministerio de Trabajo y Seguridad Social.

Sra. G. HERNÁNDEZ, Especialista Principal de Relaciones Internacionales, Ministerio de Trabajo y Seguridad Social.

Sr. J. FRÓMETA, Primer Secretario, Misión Permanente, Ginebra.

Sr. M. SÁNCHEZ OLIVA, Tercer Secretario, Misión Permanente, Ginebra.

El Salvador

Sr. J. ESPINAL ESCOBAR, Ministro de Trabajo y Previsión Social.

suplente(s):

Sr. B. LARIOS, Embajador, Representante Permanente, Misión Permanente, Ginebra.
 Sra. E. ÁVILA DE PEÑA, Asesora Ministerial, Ministerio de Trabajo y Previsión Social.
 Sr. W. PALACIOS CARRANZA, Director, Relaciones Internacionales de Trabajo, Ministerio de Trabajo y Previsión Social.
 Sr. M. CASTRO GRANDE, Ministro Consejero, Misión Permanente, Ginebra.

Espagne Spain España

Sra. A. DOMÍNGUEZ GONZÁLEZ, Subsecretaria del Ministerio de Trabajo y Asuntos Sociales.

suplente(s):

Sr. J. MARCH PUJOL, Embajador, Representante Permanente, Misión Permanente, Ginebra.
 Sr. J. DE ARÍSTEGUI LABORDE, Embajador, Representante Permanente Adjunto, Misión Permanente, Ginebra.
 Sr. F. ARNAU NAVARRO, Consejero de Trabajo y Asuntos Sociales, Misión Permanente, Ginebra.
 Sr. G. LÓPEZ MAC LELLAN, Consejero, Misión Permanente, Ginebra.

Etats-Unis United States Estados Unidos

Mr R. SHEPARD, Director, Office of International Organizations, Bureau of International Labor Affairs, Department of Labor.

accompanied by:

Mr J. CHAMBERLIN, First Secretary and Labor Attaché, Permanent Mission, Geneva.
 Ms J. GUTHRIE-CORN, Deputy Director, Office of Technical Specialized Agencies, Bureau of International Organization Affairs, Department of State.

Ms J. MISNER, Senior Adviser for International Labor Standards, Bureau of International Labor Affairs, Department of Labor.

France France Francia

M. J. RIPERT, ambassadeur, représentant permanent, mission permanente, Genève.
 M. M. BOISNEL, délégué adjoint, délégation aux affaires européennes et internationales (DAEI).

suppléant(s):

M. C. GUILHOU, représentant permanent adjoint, mission permanente, Genève.
 M. H. MARTIN, conseiller pour les affaires sociales, mission permanente, Genève.

accompagné(s) de:

M^{me} P. RENOUL, conseillère, mission permanente, Genève.
 M^{me} V. BASSO, attachée aux affaires sociales, Mission permanente, Genève.
 M^{me} C. PARRA, chargée de mission, délégation aux affaires européennes et internationales, ministère du Travail, des Relations sociales et de la Solidarité.

Inde India India

Ms S. PILLAI, Secretary, Ministry of Labour and Employment.

substitute(s):

Mr S. SINGH, Ambassador, Permanent Mission, Geneva.

accompanied by:

Mr S.K. SRIVASTAVA, Joint Secretary, Ministry of Labour and Employment.
 Mr A.V. SINGH, Director, Ministry of Labour and Employment.
 Mr V.K. TRIVEDI, Counsellor, Permanent Mission, Geneva.
 Mr H. MATHUR, Undersecretary, Ministry of Labour and Employment.

Italie Italy Italia

Ms F. GUARIELLO, Ministry of Foreign Affairs.

substitute(s):

Ms G. DELFINO, Permanent Mission, Geneva.
Ms E. BIANCHINI, Permanent Mission, Geneva.

Japon Japan Japón

Mr I. FUJISAKI, Ambassador, Permanent Representative, Permanent Mission, Geneva.

substitute(s):

Mr K. MATSUI, Assistant Minister, Minister's Secretariat, Ministry of Health, Labour and Welfare.

accompanied by:

Mr M. HAYASHI, Counsellor, Permanent Mission, Geneva.
Mr A. MIKAMI, Counsellor, Permanent Mission, Geneva.
Mr N. TAGAYA, Vice-Director for Industrial Relations, Ministry of Health, Labour and Welfare.
Mr K. SASAKI, Deputy Director, International Cooperation, International Affairs Division, Minister's Secretariat, Ministry of Health, Labour and Welfare.
Ms K. ROKUMOTO, Deputy Director, International Affairs Division, Minister's Secretariat, Ministry of Health, Labour and Welfare.
Mr N. SAITO, Chief, International Affairs Division, Minister's Secretariat, Ministry of Health, Labour and Welfare.
Mr S. KAWAMURA, International Affairs Division, Minister's Secretariat, Ministry of Health, Labour and Welfare.

Kenya

Mr M.K. BOR, Permanent Secretary, Ministry of Labour and Human Resource Development.

substitute(s):

Mr J. KAVULUDI, Labour Commissioner, Ministry of Labour and Human Resource Development.

Malawi

Ms E. CHIPANGULA, Deputy Secretary, Ministry of Labour and Vocational Training.

substitute(s):

Mr E. ZIRIKUDONDO, Labour Commissioner, Ministry of Labour and Social Development.

accompanied by:

Ms L. KAWANBA, Principal Labour Officer.

Maroc Morocco Marruecos

M. M. LOULICHKI, ambassadeur, représentant permanent, mission permanente, Genève.

suppléant(s):

M. A. BOUHARROU, chef, Division de la réglementation et des organismes internationaux du travail, ministère de l'Emploi et de la Formation professionnelle.

accompagné(s) de:

M. N. HALHOUL, conseiller des affaires étrangères, mission permanente, Genève.
M^{me} S. FAHEM, chef, Service des organismes internationaux du travail, ministère de l'Emploi et de la Formation professionnelle.

Nigéria Nigeria Nigeria

Mr C. ILLOH, Deputy Director, Ministry of Labour and Productivity.

substitute(s):

Mr P. AJUZIE, Labour Attaché, Permanent Mission, Geneva.

accompanied by:

Mr M. OBI, Chief Labour Officer, Ministry of Labour and Productivity.
Mr A.E. ESSAH, Principal Labour Officer, Ministry of Labour and Productivity.

Mr M. DALHATU, Senior Labour Officer,
Ministry of Labour and Productivity.

Mr J.M. YELWA, Director, National Productivity
Centre.

Pérou Peru Perú

Sr. E. VIVANCO, Embajador, Representante
Permanente, Misión Permanente, Ginebra.

acompañado(s) de:

Sr. C. CHOCANO BURGA, Ministro Consejero,
Misión Permanente, Ginebra.

Sra. C. GUEVARA DE LA JARA, Segunda
Secretaria, Misión Permanente, Ginebra.

**Philippines Philippines
Filipinas**

Ms L. PADILLA, Undersecretary, Department
of Labor and Employment.

substitute(s):

Mr M. IMSON, Labour Attaché, Philippine
Overseas Labor Office, Permanent Mission,
Geneva.

Ms V. EASTWOOD, Welfare Officer, Philippine
Overseas Labor Office, Permanent Mission,
Geneva.

**Roumanie Romania
Rumania**

M. V. BINDEA, Secrétaire d'Etat,
Département des affaires européennes et
relations externes, ministère du Travail, de
la Famille et de l'Egalité des chances.

suppléant(s):

M^{me} G. CONSTANTINESCU, directrice,
Division des Nations Unies, ministère des
Affaires étrangères.

accompagné(s) de:

M^{lle} N. BÎRLADIANU, deuxième secrétaire,
mission permanente, Genève.

**Royaume-Uni
United Kingdom
Reino Unido**

Mr S. RICHARDS, Head of ILO and UN
Team, Department for Work and Pensions
and Department for Education and Skills.

substitute(s):

Ms C. KITSELL, First Secretary, Permanent
Mission, Geneva.

accompanied by:

Ms P. TARIF, Second Secretary, Permanent
Mission, Geneva.

Mr C. ROWLAND, Department for Work and
Pensions and Department for Education and
Skills.

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

Mr V. LOSHCHININ, Ambassador, Permanent
Representative, Permanent Mission,
Geneva.

substitute(s):

Mr A. MATVEEV, Deputy Permanent
Representative, Permanent Mission, Geneva.

Mr I. DUBOV, Director, Department of
International Cooperation and Public
Relations, Ministry of Health and Social
Development.

accompanied by:

Mr N. LOZINSKIY, Senior Counsellor,
Permanent Mission, Geneva.

Mr D. GONCHAR, Counsellor, Permanent
Mission, Geneva.

Mr V. STEPANOV, Head of Section, Department
of International Cooperation and Public
Relations, Ministry of Health and Social
Development.

Mr I. GRIBKOV, Third Secretary, Permanent
Mission, Geneva.

Mr M. KOCHETKOV, Attaché, Permanent
Mission, Geneva.

Sri Lanka

Mr A. SENEVIRATNE, Minister of Labour
Relations and Manpower.

substitute(s):

Mr D. JAYATILLEKA, Chairperson of the ILO
Governing Body and Ambassador, Permanent
Representative, Permanent Mission, Geneva.

Mr M. MADIHAHEWA, Secretary, Ministry of
Labour Relations and Manpower.

accompanied by:

Mr U. ATHUKORALA, Senior Assistant
Secretary, Ministry of Labour Relations and
Manpower.

Mr S. EKANAYAKE, Counsellor, Permanent
Mission, Geneva.

Membres gouvernementaux adjoints Deputy Government members
Miembros gubernamentales adjuntos

Argentine Argentina
Argentina

Sr. J. ROSALES, Director de Asuntos Internacionales, Ministerio de Trabajo, Empleo y Seguridad Social.

suplente(s):

Sr. D. CELAYA ÁLVAREZ, Consejero, Misión Permanente, Ginebra.

Barbade Barbados
Barbados

Mr C. SIMMONS, Permanent Secretary (Labour), Ministry of Labour and Civil Service.

accompanied by:

Mr V. BURNETT, Deputy Chief Labour Officer, Labour Department.

Burundi

M. J. NGORWANUBUSA, ministre de la Fonction publique, du Travail et de la Sécurité sociale.

accompagné(s) de:

M. A. NDIKUMWAMI, conseiller au cabinet, ministère de la Fonction publique, du Travail et de la Sécurité sociale.

M. N. NKUNDWANABAKE, premier conseiller, mission permanente, Genève.

Cambodge Cambodia
Camboya

Mr H. VENG, Director of Child Labour Department, Ministry of Labour and Vocational Training.

substitute(s):

Mr V. HEANG, Director of International Cooperation Department, Ministry of Labour and Vocational Training.

Mr P. PHAN, Second Secretary, Permanent Mission, Geneva.

accompanied by:

Mr V. HOU, Deputy Director-General, Ministry of Labour and Vocational Training.

Mr R. NGUY, Chief of ILO Office, International Cooperation Department, Ministry of Labour and Vocational Training.

République de Corée
Republic of Korea
República de Corea

Mr D. CHANG, Ambassador and Deputy Permanent Representative, Permanent Mission, Geneva.

substitute(s):

Mr S. YI, Vice Director-General, International Labour Policy Team, Ministry of Labour.

Mr M. JUNG, First Secretary, Permanent Mission, Geneva.

accompanied by:

Mr H. KIM, Senior Deputy Director, International Labour Policy Team, Ministry of Labour.

Ms Y. KIM, Deputy Director, International Labour Policy Team, Ministry of Labour.

Ms E. LEE, Deputy Director, International Labour Policy Team, Ministry of Labour.

Côte d'Ivoire

M. D. BOLLOU BI, directeur général du travail, ministère de la Fonction publique, de l'Emploi et de la Réforme administrative.

suppléant(s):

Mr. E. GUEU, directeur de l'inspection du travail, ministère de la Fonction publique, de l'Emploi et de la Réforme administrative.

M. K. LOBA, directeur, réglementation du travail, ministère de la Fonction publique, de l'Emploi et de la Réforme administrative.

Ethiopie Ethiopia Etiopía

Mr H. ABDELLA, Minister of Labour and Social Affairs.

substitute(s):

Ms E. TEFERA, Head, International Relations and Public Relations, Ministry of Labour and Social Affairs.

Mr F. YIMER, Ambassador, Permanent Mission, Geneva.

Mr G. MITIKU, Head, Industrial Relations Department, Ministry of Labour and Social Affairs.

Mr T. JEBA, Head, Planning and Programming Department, Ministry of Labour and Social Affairs.

accompanied by:

Mr A. MULUGETA, Second Secretary, Permanent Mission, Geneva.

Finlande Finland Finlandia

Mr M. SALMENPERÄ, Director, Working Environment Policy Department, Ministry of Labour.

substitute(s):

Ms R. KANGASHARJU, Ministerial Adviser, Ministry of Labour.

Ms S. MODEEN, Counsellor, Permanent Mission, Geneva.

Grèce Greece Grecia

Mr F. VERROS, Ambassador, Permanent Mission, Geneva.

substitute(s):

Ms M. VOSIKI KOSMETOPOULOU, Attorney-at-Law, Ministry of Employment and Social Protection.

accompanied by:

Ms S. KYRIAKOU, Attaché, Permanent Mission, Geneva.

Honduras

Sra. R. MONCADA GODOY, Secretaria de Estado en los Despachos de Trabajo y Seguridad Social.

suplente(s):

Sr. J. PONCE TURCIOS, Asesor de la Ministra, Secretario de Trabajo.

Sr. D. URBIZO PANTING, Embajador, Misión Permanente, Ginebra.

Sra. G. BU FIGUEROA, Consejero Encargado de Negocios, Misión Permanente, Ginebra.

acompañado(s) de:

Sr. A. URTECHO LÓPEZ, Asesor, Consejo Hondureño de la Empresa Privada (COHEP).

Sr. M. MICHELETTI, Asesor Agrícola, Consejo Hondureño de la Empresa Privada (COHEP).

Sr. J. MARTÍNEZ, Asesor, AHDIVA.

Sr. O. GALEANO FLORENTINO, Vicepresidente, Consejo Hondureño de la Empresa Privada (COHEP).

Sra. A. FUENTES, Secretaria General, Confederación de Trabajadores de Honduras.

Hongrie Hungary Hungría

Mr L. HÉTHY, Adviser to the Prime Minister.

substitute(s):

Mr P. KLEKNER, Senior Adviser to the Minister, Ministry of Social Affairs and Labour.

Ms D. BLAZSEK, Deputy Permanent Representative, Permanent Mission, Geneva.

Iran, Rép. islamique d'
Islamic Republic of Iran
República Islámica del Irán

Mr H. NATEGH NOURI, Adviser to the
Minister and Director-General for
International affairs.

substitute(s):

Mr A. SHAHMIR, Labour Counsellor, Permanent
Mission, Geneva.

Mr R. BAYAT MOKHTARI, Counsellor,
Permanent Mission, Geneva.

accompanied by:

Ms S. FOULADVAND, Senior Expert,
International Labour Studies, Ministry of
Labour.

Ms H. AGHAJANI, Expert, International Affairs,
Ministry of Labour.

Ms S. GHOLAMREZAEI, Expert, International
Affairs, Ministry of Labour.

Irlande Ireland Irlanda

Mr M. CUNNIFFE, Principal Officer,
Department of Enterprise, Trade and
Employment, Ministry for Labour Affairs.

Mr P. KAVANAGH, Ambassador, Permanent
Representative, Permanent Mission, Geneva.

substitute(s):

Mr É. LAIRD, Deputy Permanent Representative,
Permanent Mission, Geneva.

Ms Ó. MAHER, Third Secretary, Permanent
Mission, Geneva.

accompanied by:

Mr M. TIERNEY, First Secretary, Permanent
Mission, Geneva.

Ms D. KENNAN, Permanent Mission, Geneva.

Jordanie Jordan Jordania

Mr M. BURAYZAT, Ambassador, Permanent
Representative, Permanent Mission, Geneva

substitute(s):

Mr S. DAJANI, Special Counsellor for ILO
Affairs, Permanent Mission, Geneva.

Mr H. ALHUSSEINI, First Secretary, Permanent
Mission, Geneva.

Koweït Kuwait Kuwait

Mr S. ALI AL SHEIKH, Assistant
Undersecretary of Labour Affairs.

accompanied by:

Mr M. AL-SUMAIT, Director, National Labour
Development Department.

Ms N. ALGHAYEB, Director, Foreign Relations
Department.

Mexique Mexico México

Sr. L. DE ALBA, Embajador, Misión
Permanente, Ginebra.

suplente(s):

Sr. P. MACEDO, Embajador, Representante
Permanente Alterno, Misión Permanente,
Ginebra.

Sr. J. MORALES, Director para la OIT,
Secretaría del Trabajo y Previsión Social.

Sr. A. ROSAS, Subdirector para la OIT,
Secretaría del Trabajo y Previsión Social.

Sr. J. SÁNCHEZ, Segundo Secretario, Misión
Permanente, Ginebra.

Mozambique

M^{me} F. RODRIGUES, ambassadeur,
représentant permanent, mission
permanente, Genève.

suppléant(s):

Mme M. MATÉ, directrice, Division de
coopération, ministère du Travail.

M. J. DENGO, technicien, Division de
coopération, ministère du Travail.

Ouganda Uganda Uganda

**Pakistan Pakistan
Pakistán**

Mr M. KHAN, Secretary, Ministry of Labour and Manpower.

substitute(s):

Ms T. JANJUA, Acting Permanent Representative, Permanent Mission, Geneva.

accompanied by:

Mr A. MOHIUDDIN, Senior Joint Secretary, Labour and Manpower Division.

Mr A. KHOKHER, Counsellor, Permanent Mission, Geneva.

Mr A. ISMAIL, First Secretary, Permanent Mission, Geneva.

**Pays-Bas Netherlands
Países Bajos**

Mr L. BEETS, Director for International Affairs, Ministry of Social Affairs and Employment.

substitute(s):

Mr B. VAN EENENNAAM, Ambassador, Permanent Mission, Geneva.

accompanied by:

Mr S. KAASJAGER, First Secretary, Permanent Mission, Geneva.

Pologne Poland Polonia

Mr Z. RAPACKI, Ambassador, Permanent Mission, Geneva.

substitute(s):

Ms R. LEMIESZEWSKA, Counsellor, Permanent Mission, Geneva.

Sénégal Senegal Senegal

M. M. SOW, directeur du travail et de la sécurité sociale.

suppléant(s):

M. E. BOYE, deuxième conseiller, mission permanente, Genève.

accompagné(s) de:

M^{me} N. DIALLO, conseiller technique n° 2, ministère de la Fonction publique, du Travail, de l'Emploi et des Organisations professionnelles.

M^{me} A. BA, chef, Division sécurité et santé au travail.

**Singapour Singapore
Singapur**

Mr B. GAFOOR, Ambassador, Permanent Representative, Permanent Mission, Geneva.

substitute(s):

Mr S. SYED HASSIM, Deputy Permanent Representative, Permanent Mission, Geneva.

Mr C. FOO, Registrar of Trade Unions, Labour Relations and Workplaces Division, Ministry of Manpower.

Ms F. GAN, First Secretary, Permanent Mission, Geneva.

Ms W. XU, Policy Analyst, Workplace Policy and Strategy Division, Ministry of Manpower.

**République tchèque
Czech Republic
República Checa**

Mr P. POKORNY, Senior Legal Expert, European Union and International Cooperation Department, Ministry of Labour and Social Affairs.

substitute(s):

Mr J. BLAZEK, Second Secretary, Permanent Mission, Geneva.

accompanied by:

Ms J. JESLINKOVA, Director, Multilateral Economic Relations Department, Ministry of Foreign Affairs.

Trinité-et-Tobago
Trinidad and Tobago
Trinidad y Tabago

Mr C. FRANCIS, Acting Permanent Secretary,
Ministry of Labour and Small and Micro
Entreprise Development.

substitute(s):

Ms A. BEDASSIE, Acting Planning Officer II,
Ministry of Labour and Small and Micro
Entreprise Development.

accompanied by:

Mr D. FRANCIS, Ambassador, Permanent
Representative, Permanent Mission, Geneva.

Ms S. CLARKE-HINDS, Counsellor, Permanent
Mission, Geneva.

Ms M. HUGGINS, First Secretary, Permanent
Mission, Geneva.

Ms L. BESSON, Executive Director, Employers'
Consultative Association.

Mr M. DE GANNES, Chairman, Employers'
Consultative Association.

Mr R. GIUSEPPI, President, National Trade
Union Centre.

Mr V. CABRERA, Secretary-General, National
Trade Union Centre.

Sr. J. ARIAS PALACIO, Embajador Alterno,
Misión Permanente, Ginebra.

Sra. D. PAMPHIL, Directora, Relaciones
Internacionales y Enlace con la OIT.

Sr. C. FLORES, Consejero, Misión Permanente,
Ginebra.

Sra. V. SIERRAALTA, Asistente del Agregado
Laboral, Misión Permanente, Ginebra.

Viet Nam

Mr Q. NGO, Ambassador, Permanent
Representative, Permanent Mission,
Geneva.

substitute(s):

Mr H. PHAM, Counsellor, Permanent Mission,
Geneva.

Tunisie Tunisia Túnez

M^{me} S. CHOUBA, directrice, Coopération
internationale et relations extérieures,
ministère des Affaires sociales, de la
Solidarité et des Tunisiens à l'étranger.

suppléant(s):

M. H. LANDOULSI, conseiller, mission
permanente, Genève.

Venezuela (Rép. bolivarienne du)
Venezuela (Bolivarian Rep. of)
Venezuela (Rep. Bolivariana de)

Sr. O. CARVALLO, Embajador, Representante
Permanente, Misión Permanente, Ginebra.

suplente(s):

Membres employeurs titulaires Regular Employer members Miembros empleadores titulares	
Vice-président du Conseil d'administration: Vice-Chairperson of the Governing Body: Vicepresidente del Consejo de Administración:	Sr. D. FUNES DE RIOJA (Argentina)
Secrétaire du groupe des employeurs: Secretary of the Employers' group: Secretario del Grupo de los Empleadores:	Sr. A. PEÑALOSA (IOE)
Secrétaire adjoint du groupe des employeurs: Deputy Secretary of the Employers' group: Secretario Adjunto del Grupo de los Empleadores:	Mr B. WILTON (IOE)

M. M. BARDE (Suisse), Secrétaire général, Fédération des syndicats patronaux.

Mr L. CHEN (China), Vice-President, China Enterprise Confederation.

Sr. B. DE ARBELOA (Venezuela (Rep. Bolivariana de)), Presidente, Comisión OIT/OIE, Fedecamaras.

Sr. D. FUNES DE RIOJA (Argentina), Vicepresidente del Consejo de Administración de la OIT, Funes de Rioja y Asociados.

Sr. D. LIMA GODOY (Brasil), Presidente del Consejo de Relaciones Laborales, Confederación Nacional de la Industria (CNI).

Mr K. MATTAR (United Arab Emirates), Board Director, Federation of Chambers of Commerce and Industry.

M. A. M'KAISSI (Tunisie), conseiller directeur central, Union tunisienne de l'industrie, du commerce et de l'artisanat (UTICA).

Mr A. MOORE (United Kingdom), Director, Confederation of British Industry (CBI).

M. B. NACOULMA (Burkina Faso), président du comité statuaire, Conseil national du patronat burkinabé.

Mr C. RENIQUE (Netherlands), Head, Education and Training Department, VNO-NCW.

Mr T. SUZUKI (Japan), Executive Adviser, Nippon-keidanren International Cooperation Center.

Mr A. TABANI (Pakistan), President, Employers' Federation of Pakistan.

M. L. TRAORE (Mali), Secrétaire général, Conseil national du patronat du Mali.

Mr V. VAN VUUREN (South Africa), Chief Operations Officer, Business Unity South Africa.

Membres employeurs adjoints Deputy Employer members
Miembros empleadores adjuntos

M^{me} F. AWASSI ATSIMADJA (Gabon), représentante, Confédération patronale gabonaise.

Sr. A. ECHAVARRÍA SALDARRIAGA (Colombia), Vicepresidente de Asuntos Jurídico y Sociales, Asociación Nacional de Industriales (ANDI).

Mr W.A. HILTON-CLARKE (Trinidad and Tobago), Vice-Chairman, Employers' Consultative Association of Trinidad and Tobago.

Mr T. MAKEKA (Lesotho), Executive Director, Association of Lesotho Employers and Business.

M. E. MEGATELI (Algérie), Secrétaire général, Confédération générale des opérateurs économiques algériens.

Sr. G. RICCI MUADI (Guatemala), c/o Mosquera & Ricci, Comité Coordinador de Asociaciones Agrícolas, Comerciales, Industriales y Financieras (CACIF).

Ms R. SSENABULYA (Uganda), Executive Director, Federation of Uganda Employers.

Mr P. TOMEK (Austria), Representative, Federation of the Austrian Industry.

Membres travailleurs titulaires Regular Worker members Miembros trabajadores titulares	
Vice-président du Conseil d'administration: Vice-Chairperson of the Governing Body: Vicepresidente del Consejo de Administración:	Sir R. TROTMAN (Barbados)
Secrétaire du groupe des travailleurs: Secretary of the Workers' group: Secretaria del Grupo de los Trabajadores:	Ms A. BIONDI (ITUC)
Secrétaire adjointe du groupe des travailleurs: Deputy Secretary of the Workers' group: Secretaria adjunto del Grupo de los Trabajadores:	Sra. R. GONZÁLEZ (ITUC)

Mr N. ADYANTHAYA (India), Vice President, Indian National Trade Union Congress.

Sra. H. ANDERSON NEVÁREZ (México), Secretaria de Acción Femina del Comité, Confederación de Trabajadores de México.

M. M. BLONDEL (France), Confédération générale du travail-Force ouvrière (CGT-FO).

Ms B. BYERS (Canada), Executive Vice-President, Canadian Labor Congress.

Mr U. EDSTRÖM (Sweden), Head of International Department, Swedish Trade Union Confederation (LO-S).

Ms U. ENGELN-KEFER (Germany), DGB Germany.

M^{me} A. GARCIA (Angola), Secrétaire générale, Centrale générale des syndicats indépendants et libres de l'Angola.

Sr. J. GÓMEZ ESGUERRA (Colombia), Secretario General, Confederación General del Trabajo (CGT).

M. B. HOSSU (Roumanie), président, Confédération nationale syndicale.

Mr S. NAKAJIMA (Japan), Executive Director, Department of International Affairs, Japanese Trade Union Confederation – JTUC RENGO.

Mr E. SIDOROV (Russian Federation), Secretary, Federation of Independent Trade Unions of Russia (FNPR).

Mr S. STEYNE (United Kingdom), International Officer, EU and International Relations Department, Trades Union Congress.

Sir R. TROTMAN (Barbados), Vice-Chairperson of the ILO Governing Body, General Secretary, Barbados Workers' Union.

Mr J. ZELLHOEFER (United States), European Representative, AFL-CIO European Office.

Membres travailleurs adjoints Deputy Worker members
Miembros trabajadores adjuntos

- Mr K. ADU-AMANKWAH (Ghana), Secretary-General, Ghana Trades Union Congress.
- Mr M. AL-MA'AYTA (Jordan), President, General Federation of Jordanian Trade Unions.
- Sr. A. ALVIS FERNÁNDEZ (Colombia), Presidente, Confederación de Trabajadores de Colombia.
- Mr F. ATWOLI (Kenya), General Secretary, Central Organisation of Trade Unions.
- Mr B. CANAK (Serbia), President, United Branch Trade Unions – Nezavisnost.
- Mr K. GYÖRGY (Hungary), International Secretary, National Confederation of Hungarian Trade Unions.
- Mr A. HUSAIN (Bahrain), General Federation for Bahrain Workers' Trade Unions.
- Mr C. KANG (Republic of Korea), International Secretary, Federation of Korean Trade Unions (FKTU).
- Sr. G. MARTÍNEZ (Argentina), Confederación General del Trabajo.
- M. M. NTONE DIBOTI (Cameroun), président, Confédération syndicale des travailleurs du Cameroun.
- Mr H. SANDRASEKERA (Sri Lanka), Senior Vice President, Ceylon Workers' Congress.
- M. A. PALANGA (Togo), Secrétaire général, Confédération nationale des travailleurs du Togo (CNTT).
- Sr. P. PARRA (Paraguay), Miembro, Central Nacional de Trabajadores.
- Mr J. SITHOLE (Swaziland), General Secretary, Swaziland Federation of Trade Unions.
- Mr SANDRASEKERA (Sri Lanka), Senior Vice President, Ceylon Workers' Congress.
- Mr S. SYED SHAHIR (Malaysia), President, Malaysian Trade Union Congress (MTUC).
- Mr R. WILSON (New Zealand), President, New Zealand Council of Trade Unions (NZCTU).
- Mr T. WOJCIK (Poland), National Commission Member, Solidarnosc.
-

Représentants d'autres Etats Membres de l'Organisation assistant à la session
Representatives of other member States of the Organization present at the session
Representantes de otros Estados Miembros de la Organización presentes en la reunión

Algérie Algeria Argelia

- M. I. JAZAÏRY, ambassadeur, représentant permanent, mission permanente, Genève.
- M. H. KHELIF, secrétaire diplomatique, mission permanente, Genève.
- M. M. ABBANI, attaché diplomatique, mission permanente, Genève.

Bulgarie Bulgaria Bulgaria

- Mr P. DRAGANOV, Ambassador, Permanent Representative, Permanent Mission, Geneva.
- Ms A. TCHOLASHKA, Director, European Integration and International Relations Directorate, Ministry of Labour and Social Policy.
- Mr N. NAYDENOV, Head, European Integration and International Relations Directorate, Ministry of Labour and Social Policy.
- Ms M. YOTOVA, Third Secretary, Permanent Mission, Geneva.

Colombie Colombia Colombia

- Sr. D. PALACIO BETANCOURT, Ministro de la Protección Social.
- Sr. G. GNECCO MENDOZA, Presidente, Sala de Casación Laboral.
- Sr. J. ARAUJO RENTERIA, Magistrado Corte Constitucional.
- Sr. J. CORDOBA TRIVIÑO, Magistrado.
- Sr. J. MORENO GARCÍA, Presidente, Sección Segunda, Consejo de Estado.
- Sra. L. TRUJILLO MARIN, Presidenta, Comisión del Servicio Civil.

Croatie Croatia Croacia

- Mr B. SOCANAC, Minister Counsellor, Permanent Mission, Geneva.

Equateur Ecuador Ecuador

- Sr. J. HOLGUÍN FLORES, Ministro, Encargado de Negocios, Misión Permanente, Ginebra.
- Sr. C. SANTOS, Consejero, Misión Permanente, Ginebra.
- Sr. J. THULLEN, Asesor, Ministerio del Trabajo y Empleo.

Estonie Estonia Estonia

- Ms K. SIBUL, Third Secretary, Permanent Mission, Geneva.

Gabon Gabon Gabón

- M^{me} M. ANGONE ABENA, conseillère, chargée des relations avec le BIT, mission permanente, Genève.

Guatemala

- Sr. C. MARTÍNEZ ALVARADO, Embajador, Representante Permanente, Misión Permanente, Ginebra.
- Sra. A. CHAVEZ BIETTI, Ministra Consejera, Misión Permanente, Ginebra.
- Sra. I. MARTÍNEZ GALINDO, Primera Secretaria, Misión Permanente, Ginebra.
- Sra. E. DE SPERISEN, Tercera Secretaria, Misión Permanente, Ginebra.

Indonésie Indonesia

Mr T. SINAGA, Senior Adviser, Ministry of Manpower and Transmigration.

Mr A. SOMANTU, First Secretary of Indonesian Mission in Geneva.

**Islande
Iceland
Islandia**

Mr G. KRISTINSSON, Director, Ministry of Social Affairs.

**Malaisie
Malaysia
Malasia**

Mr A. AB. RAHAMAN, Labour Attaché, Permanent Mission, Geneva.

**Maurice
Mauritius
Mauricio**

Ms V. RAMSAMY, Permanent Secretary, Ministry of Labour, Industrial Relations and Employment.

Mr J. NEERUNJUN, Director, Ministry of Labour, Industrial Relations and Employment.

**Namibie
Namibia
Namibia**

Ms V. ERENSTEIN YA TOIVO, Special Adviser to the Minister, Ministry of Labour and Social Welfare.

**Nouvelle-Zélande
New Zealand
Nueva Zelandia**

Mr M. HOBBY, Senior Adviser, International Services, Department of Labour.

Ms N. HOWELL, Adviser, International Services, Department of Labour.

**Slovénie Slovenia
Eslovenia**

Ms D. SARCEVIC, Senior Adviser, International Cooperation and European Affairs Service, Ministry of Labour, Family and Social Affairs.

Suisse Switzerland Suiza

M^{me} B. SCHAEER BOURBEAU, premier secrétaire, mission permanente, Genève.
M. C. SIEBER, collaborateur scientifique, Affaires internationales du travail, Secrétariat d'Etat à l'économie (SECO).

Turquie Turkey Turquía

Mr H. OYMAN, Expert, Permanent Mission, Geneva.

Zambie Zambia Zambia

Mr N. SIASIMUNA, Labour Commissioner, Ministry of Labour and Social Affairs.

Ms I. LEMBA, First Secretary, Permanent Mission, Geneva.

Mr M. MUBUKWANU, Senior Labour Officer, Ministry of Labour and Social Security.

Mr J. MUSONDA, Senior Labour Officer.