



Governing Body

308th Session, Geneva, June 2010

GB.308/PV

Minutes of the 308th Session of the Governing Body of the International Labour Office

Minutes of the 308th Session

The 308th Session of the Governing Body of the International Labour Office was held in Geneva, on Friday, 18 June 2010, with Ms Maria Nazareth Farani Azevêdo (Brazil) and Mr Abdelwaheb Jemal (Tunisia) in the Chair.

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

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**MINUTES OF THE 308TH SESSION
OF THE GOVERNING BODY OF THE
INTERNATIONAL LABOUR OFFICE**

Geneva, Friday, 18 June 2010

First item on the agenda

ELECTION OF THE OFFICERS OF THE
GOVERNING BODY FOR 2010–11
(GB.308/1)

1. *A Government representative of Hungary*, speaking on behalf of the Government group, thanked the outgoing Chairperson, Ms Farani Azevêdo, Permanent Representative of Brazil, for her work as Chairperson of the Governing Body during the past year and congratulated her on the effectiveness and true spirit of tripartism with which she had performed her duties. She announced the nomination of Mr Abdelwaheb Jemal, Ambassador and Permanent Representative of Tunisia, for the post of Chairperson of the Governing Body for 2010–11. She recalled that Mr Jemal had been General Commissioner for Regional Development in the Tunisian Ministry of Planning, Chief of Staff in the Ministry of Social Welfare, Governor of the provinces of Mahdia and Nabeul, Permanent Secretary of the Constitutional Democratic Rally (RCD) party, and Tunisian Ambassador to Mauritania. The Government group was convinced that his wide experience and acknowledged skills would enable Mr Jemal to guide the work of the Governing Body effectively during the year ahead.
2. *The spokespersons of the Employers' and Workers' groups* supported the nomination of Ambassador Jemal.
3. *Ms Farani Azevêdo*, outgoing Chairperson of the Governing Body, said how proud she had been to hold that office, which had given her the opportunity to get to know the ILO from the inside. The ILO was not only about jobs, better jobs or decent work; it was also about a better life. The other agencies in Geneva had a lot to learn from the Organization, which was unique in the United Nations system.
4. The speaker expressed her gratitude to all those who had helped her in her task as Chairperson of the Governing Body. She thanked the members of the ILO secretariat; the Employer and Worker Vice-Chairpersons; Mr Somavia, who was striving ceaselessly to give the ILO increased visibility; and Mr Gilles de Robien, President of the Conference, whose skills and determination had also enabled the cooperation between Brazil and France within the Governing Body. The outgoing Chairperson expressed her gratitude to her colleagues and friends in GRULAC for their confidence and support, to the representative of Bangladesh who, as Chairperson of the Government group, had strengthened its participation and, lastly, to her country and to the Brazilian delegation to the ILO.
5. *A representative of the Director-General* recalled that Ms Farani Azevêdo had been the third woman to hold the Chair of the Governing Body. She thanked her for the way in which she had managed its work, combining gentleness with decisiveness. She had shown determination in finding solutions to complex issues, such as the funding of the International Training Centre of the ILO in Turin, and had adopted a constructive approach to the reform of the functioning of the Governing Body and the Conference, enabling the

Organization to make significant progress in those two areas. With regard to gender equality, her term of office as Chairperson had been marked by the promotion of non-sexist language in the ILO Constitution and her contribution to the International Women's Day celebrations. In more general terms, the speaker thanked the outgoing Chairperson for her positive and constructive attitude and for the way in which she had always endeavoured to reconcile different and, at times, even conflicting views and positions.

Governing Body decision:

- 6. *The Governing Body elected His Excellency, Ambassador Abdelwaheb Jemal of Tunisia, as Chairperson of the Governing Body for the 2010–11 period.***
(GB.308/1, paragraph 3.)

(Ambassador Abdelwaheb Jemal took the Chair of the Governing Body.)

- 7. *Ambassador Abdelwaheb Jemal, Chairperson of the Governing Body, said that he was deeply honoured, both personally and on behalf of Tunisia, by the task and the responsibilities which had been entrusted to him. In particular, he thanked his country and its President, Mr Zinedine Ben Ali, and emphasized that it was the first time that Tunisia was assuming that office. His thanks also went to the Government group, the Africa group and, more generally, all the delegates who had supported him. His election was a tribute to Tunisia's efforts to consolidate social peace and, more broadly, to improve conditions for its citizens despite the difficulties caused by the global crisis. He welcomed the possibility of continuing the work aimed at achieving those objectives on an international scale.***

Governing Body decision:

- 8. *The Governing Body re-elected Mr Daniel Funes de Rioja (Employer, Argentina) and Sir Roy Trotman (Worker, Barbados) as Employer and Worker Vice-Chairpersons, respectively, of the Governing Body for the 2010–11 period.***
(GB.308/1, paragraph 3.)

Second item on the agenda

APPROVAL OF THE MINUTES OF THE 307TH SESSION
OF THE GOVERNING BODY
(GB.308/2)

Governing Body decision:

- 9. *The Governing Body approved the minutes of its 307th Session as submitted.***
(GB.308/2, paragraph 3.)

Third item on the agenda

REPORTS OF THE COMMITTEE ON FREEDOM OF ASSOCIATION

357th Report
(GB.308/3)

10. *The Worker Vice-Chairperson of the Committee on Freedom of Association* presented the report on behalf of the Chairperson of the Committee and explained that the document submitted to the Committee contained 128 cases, of which 39 had been examined on their merits. In the cases concerning Argentina (Nos 2660 and 2732), Brazil (No. 2646), Colombia (No. 2730), Republic of Korea (Nos 2602 and 2620), Iraq (No. 2740), Paraguay (No. 2648), Peru (No. 2661), Portugal (No. 2729) and the Democratic Republic of the Congo (No. 2715), the Committee noted that, despite the time that had elapsed, it had not yet received observations from the governments concerned and it had issued an urgent appeal so that those governments could transmit or complete their information and observations.
11. The Committee had examined 13 cases in which the governments had informed it of the measures taken to give effect to its recommendations; it had noted with interest the new developments in only one case (No. 2356 concerning Colombia), where collective bargaining had led to improved working conditions and better labour relations.
12. The Committee had especially drawn the attention of the Governing Body to the serious and urgent cases concerning the Democratic Republic of the Congo (No. 2712), Ethiopia (No. 2516), Islamic Republic of Iran (Nos 2508 and 2567) and Peru (No. 2664). With regard to Case No. 2712 (Democratic Republic of the Congo), the Committee regretted that, despite the seriousness of the allegations, the Government had not provided any observations, and urged the Government to hold an independent inquiry into the reasons for the arrests of trade union members and ascertain the charges brought against them. It requested that the detainees be released immediately if it was found that they were being detained solely for reasons linked to their legitimate trade union activities. It furthermore requested the Government to provide copies of the court decision in the matter.
13. As regards Case No. 2516 concerning Ethiopia, which had already been the subject of several detailed examinations by the Committee, the Committee urged the Government to take all the necessary steps to guarantee the registration of the National Teachers' Association (NTA) so that teachers could fully exercise their right to establish organizations in defence of their occupational interests. On a more general note, the Committee urged the Government to ensure that the rights to freedom of association of public employees, including teachers in the public sector, were fully guaranteed. Finally, it requested the Government to supply information regarding the implementation in practice of the Charities and Societies Proclamation.
14. The Committee had examined two cases (Nos 2508 and 2567) concerning the Islamic Republic of Iran. In the first case, the Committee welcomed the efforts of the Ministry of Labour to obtain the granting of a pardon and release of the President of the trade union of the Tehran Vahed Bus Company (SVATH). It urged the Government to institute immediately a judicial inquiry into the allegations of assault on trade union members and ill-treatment while in detention and to take steps to align legislation to the principles of freedom of association. The Committee again drew the Governing Body's attention to the situation as regards freedom of association in the Islamic Republic of Iran. In the second case concerning the country (No. 2567), the Committee again requested the Government to immediately amend its labour law and guarantee protection against government interferences in the exercise of freedom of association. The Committee expressed the hope

that the Government would immediately register the Iran Confederation of Employers' Associations (ICEA) and requested the Government to take a neutral position and not to interfere in the exercise of freedom of association of employers. Finally, the Committee expected that the Government would accept a mission in respect of the outstanding freedom of association cases.

15. For Case No. 2664 concerning Peru, the Committee sincerely hoped that the inquiries carried out by the national police into the killings of two trade union members would yield tangible results in the near future and help determine where responsibility lay. It requested that an inquiry be carried out into the allegations concerning the dismissal of various trade union officials for striking and requested their reinstatement if it was found that workers had been dismissed on the sole ground of participating in those strikes. Finally, it requested that the Government supply its comments with regard to the allegations of detention of trade union officials for their alleged role in the death of a police officer.
16. The Committee noted the progress made in Cases Nos 2177 and 2183 concerning Japan and hoped that the Government's efforts would lead to the recognition of fundamental trade union rights of public employees and the right to organize of firefighters.
17. The speaker recalled that the Committee had continued its work to improve procedures in an additional session. Finally, he paid tribute to Mr Suzuki, the alternate Employer member, and Mr Zellhoefer, a titular Worker member, who were leaving the Committee on Freedom of Association and whose contribution would go down in the Committee's history.
18. *An Employer member from Mexico*, speaking on behalf of the Employers' group of the Committee, explained that once again the session had reviewed many cases from all continents, even if for the most part cases were still from Latin America. He recalled that Case No. 2567 concerning the Islamic Republic of Iran had been presented by the International Organisation of Employers (IOE) regarding government interference in the exercise of freedom of association of employer organizations. The case had again been submitted to the Governing Body following a historic decision by the Tehran District Court which had established that the measures taken by the Government were not in line with the relevant legal standards. He said that even if the Government did not act on the calls made by the Committee on Freedom of Association, the Government should at least take into account the decisions of the national courts. Employers' organizations had the right, in the same way as workers' unions, to take decisions concerning their organizational set-up. It was important that the mission proposed by the ILO, which the Governing Body had already recommended, could visit the country in the near future. The speaker recalled that in Case No. 2508 also concerning the Islamic Republic of Iran, despite having been urged, the Government had not released the President or the Vice-President of the SVATH trade union. Nevertheless, he recognized that the measures recently taken by the Ministry of Labour to intervene on behalf of one of those persons was a step in the right direction.
19. Case No. 2516 concerning Ethiopia was also a serious and urgent case in respect of serious violations of trade union rights which had not been properly remedied even though the Government had replied and that two years had gone by. Those important matters of principle had also been raised in other cases. For Case No. 2719 concerning Colombia, the Committee reaffirmed the right of trade union members to access their place of work, as well as the principle that trade union leaders accessing facilities should not disrupt the normal functioning of production lines. The Committee noted on the whole that progress had been made with regard to freedom of association even though much remained to be done. Similarly, the Committee welcomed the measures taken by the Government of Japan in Cases Nos 2177 and 2183 concerning the institutionalization of tripartite discussions.

The speaker underlined that it was important to publicly recognize and acknowledge cases in which governments had made progress in the implementation of recommendations.

20. Case No. 2664 was also a serious and urgent case concerning a strike that had been declared illegal and the killing of a trade union member. The Committee believed that an independent judicial inquiry was necessary to clarify the facts, determine where responsibility lay and punish the perpetrators. The Committee had dealt with nine cases from Peru in that session, which should prompt the Government to examine the best way of giving effect to Conventions Nos 87 and 98 which it had ratified.
21. Case No. 2748 concerning Poland provided a warning to employers by underlining that the misappropriation of trade union property was a violation of freedom of association. The Committee regretted that in the three cases concerning the Democratic Republic of the Congo, the Government had not been willing to cooperate, namely Cases Nos 2712, 2713 and 2714, which were serious cases and contained, inter alia, allegations of kidnapping and arbitrary detention.
22. Regarding Case No. 2738 concerning the Russian Federation, the Committee recalled the terms of Convention No. 87 which gave a state the freedom to choose to what extent it felt it was appropriate for members of the armed forces and the police to be covered by the guarantees provided for in the Convention. The Committee invited the Governing Body to consider that the case did not require a more detailed examination.
23. The speaker drew the Governing Body members' attention to the situation as regards freedom of association in the Bolivarian Republic of Venezuela. Two cases had been presented (Nos 2711 and 2736) and the Committee had reached the conclusion, similar to that of previous cases concerning the Bolivarian Republic of Venezuela, that the Government was still failing to meet its obligations. Case No. 2698 concerning Australia was a purely legislative case and could have been dealt with by the Committee of Experts or the Conference Committee on the Application of Standards.
24. Case No. 2863 concerning the United States was a difficult and interesting case because it showed the way the principles of freedom of speech and freedom of association were interrelated. In its conclusions, the Committee reaffirmed the four main principles for employers: first, that freedom of expression was a fundamental corollary to the freedom of association; they were not competing rights; second, an employer actively interfering in a worker's right to exercise his or her freedom of choice was a violation of the freedom of association; third, some industrial relations systems required majority representation, and their compatibility with the principles of freedom of association depended on national legislation; fourth, ballot systems which determined what constitutes a majority for the purpose of trade union recognition were matters for national law. The Employer members of the Committee welcomed the way the trade union, Government and employers had cooperated with the Office in the presentation of the case. The presentation had considerably facilitated the Committee's work on a complex legal and factual case.
25. The speaker said that matters of procedure as well as matters of broad principle concerning the use of national mechanisms and procedures had been discussed at an informal special sitting of the Committee on Saturday morning. The approach showed the willingness to improve working methods and to review them regularly. The informal discussion was referred to in the introduction of the report.
26. Finally, he joined the previous speaker in thanking Mr Suzuki and Mr Zellhoefer who had been remarkable members of the Committee and had greatly contributed to its work.

- 27.** A *Worker member from Norway*, speaking on behalf of the Workers' group of the Committee, said that the session had been marked by numerous cases, dealing with complaints from trade unions from industrialized countries and economically less-developed countries, as well as countries with very different political systems. The situation underlined the importance of defending the principles of freedom of association and the relevance of Conventions Nos 87 and 98. At a time when the economic crisis was turning into a serious social crisis in most countries, the supervision of the application of international labour standards was increasingly important, starting with Conventions Nos 87 and 98. The Committee must not only highlight practices that violated the provisions of the Conventions but must also encourage parties, namely employers and governments, to actively promote trade unions in the framework of collective bargaining and freedom of association.
- 28.** The Workers regretted the number of serious and urgent cases in which workers had risked their lives or were imprisoned simply because they had exercised their fundamental rights. She used Cases Nos 2712, 2713 and 2714 concerning the Democratic Republic of the Congo as examples. She drew the Governing Body's attention to the cases which contained urgent appeals which were listed in paragraph 5 of the introduction. She wished to underline the link between the refusal to register a trade union, the interference in internal trade union matters and the allegations of violence towards trade union leaders, such as in Case No. 2516 concerning Ethiopia.
- 29.** In Case No. 2508 concerning the Islamic Republic of Iran, the health and safety of imprisoned trade union leaders, including Mr Osanloo and Mr Madadi, were a cause for concern. Due to the lack of information or noticeable progress over the course of the three years following the first examination of the case, the Committee felt obliged to issue another urgent appeal to the Government. The Workers' group also expressed its alarm at the report of the International Transport Workers Federation, which stated that two other trade union leaders had been arrested very recently in Iran. Case No. 2664 concerning Peru was also alarming due to the right to strike being repressed and leading to violent acts and the death of trade union members.
- 30.** The Workers' group noted that the complaints addressed to the Credentials Committee of the Conference were frequently linked to the allegations presented to the Committee on Freedom of Association concerning freedom of association and the refusal to register trade unions. The Committee must also remind Governments of their obligations in respect of trade union registration especially in light of Case No. 2627 concerning Colombia and Cases Nos 2675 and 2687 concerning Peru. The Workers' group also wished to draw attention to the right of public employees, including teachers and officials of judicial services, in respect of freedom of association and collective bargaining, giving Case No. 2707 (Republic of Korea), Case No. 2755 (Ecuador), Case No. 2678 (Georgia) and Case No. 2736 (Bolivarian Republic of Venezuela) as examples. As regards the right to participate in international meetings, the Committee recalled that it was a fundamental right and that leaders from worker and employer organizations should benefit from the appropriate facilities, as contained in the conclusions of Case No. 2722 concerning Botswana.
- 31.** The Workers' group supported the call made by the Committee requesting an independent inquiry into Case No. 2702 concerning Argentina. It thanked the governments who had reported amendments to their legislation in response to the allegations presented, especially Case No. 2698 concerning Australia, Case No. 2683 concerning the United States, as well as Cases Nos 2177 and 2183 concerning Japan. Nevertheless, it stressed the need for true respect of the relevant conventions and called on countries which had not yet done so to ratify those conventions. To conclude, the Workers' group wished to thank

Mr Jerry Zellhoefer who had actively participated in the Committee's work and whose skills and wisdom had been greatly appreciated.

32. *The representative of the Government of Ethiopia*, speaking about Case No. 2516, said that her Government would continue to cooperate with the Committee on Freedom of Association and other supervisory bodies of the ILO and that it had already explained that the right to create an association was protected by the Constitution of Ethiopia. The 2003 Labour Proclamation upheld that constitutional right and guaranteed the right of trade unions to collectively bargain within the scope of its provisions. The Charities and Societies Proclamation was related to the registration and regulation of charities and societies in the country. The Ministry could not interfere in the decision of the agency responsible for the registration of an association. The persons named by the International Trade Union Confederation (ITUC) and Education International (EI) had been detained by court order and had been released after having served their sentence. Accordingly, the Government reiterated that there were no representatives of associations being detained and no individuals were being charged for their trade union activities or in respect of their trade union membership. Public employees who were unhappy with their working conditions were entitled to seek redress under the law governing the civil service or through other legal channels, including the Ombudsman. Public employees had the right to organize under professional associations and teachers had the right to join the Ethiopian Teachers Association (ATE).
33. The speaker recalled that Ethiopia was a developing country and that its means were limited. She said that the allegations were unacceptable because they were unfounded and did not reflect the situation in Ethiopia.

Governing Body decision:

34. *The Governing Body took note of the introduction to the report of the Committee on Freedom of Association, contained in paragraphs 1–120, and adopted the Committee's recommendations made in the following paragraphs of the report: 142 (Case No. 2701: Algeria), 164 (Case No. 2702: Argentina), 229 (Case No. 2698: Australia), 265 (Case No. 2722: Botswana), 282 (Case No. 2522: Colombia), 300 (Case No. 2676: Colombia), 345 (Case No. 2719: Colombia), 362 (Case No. 2720: Colombia), 372 (Case No. 2731: Colombia), 400 (Case No. 2707: Republic of Korea), 414 (Case No. 2728: Costa Rica), 429 (Case No. 2755: Ecuador), 590 (Case No. 2683: United States), 628 (Case No. 2516: Ethiopia), 660 (Case No. 2678: Georgia), 676 (Case No. 2361: Guatemala), 692 (Case No. 2508: Islamic Republic of Iran), 708 (Case No. 2567: Islamic Republic of Iran), 730 (Case Nos 2177 and 2183: Japan), 758 (Case No. 2679: Mexico), 801 (Case No. 2638: Peru), 815 (Case No. 2664: Peru), 835 (Case No. 2671: Peru), 875 (Case No. 2675: Peru), 892 (Case No. 2687: Peru), 908 (Case No. 2688: Peru), 924 (Case No. 2689: Peru), 948 (Case No. 2690: Peru), 985 (Case No. 2697: Peru), 1010 (Case No. 2703: Peru), 1070 (Case No. 2748: Poland), 1087 (Case No. 2712: Democratic Republic of the Congo), 1103 (Case No. 2713: Democratic Republic of the Congo), 1120 (Case No. 2714: Democratic Republic of the Congo), 1136 (Case No. 2738: Russian Federation), 1158 (Case No. 2744: Russian Federation), 1189 (Case No. 2711: Bolivarian Republic of Venezuela) and 1265 (Case No. 2736: Bolivarian Republic of Venezuela), and adopted the 357th Report of the Committee on Freedom of Association as a whole. (GB.308/3(&Corr.).)*

Fourth item on the agendaQUESTIONS ARISING OUT OF THE 99TH SESSION OF THE INTERNATIONAL LABOUR
CONFERENCE, REQUIRING IMMEDIATE ATTENTION

- 35.** *The Employer Vice-Chairperson* commented on the need to preserve an environment during the Conference in which correct parliamentary debate, and analysis and discussion were possible. He recognized that emotional issues could arise, as had been the case during the discussion on domestic workers. These, however, should not intrude on parliamentary procedure and debate. The Employers' group believed that standards should produce positive, concrete results, and should avoid utopian notions. Certain incidents had occurred this year at the Conference that should not be repeated, notably in the Committee on the Application of Conventions and Recommendations (the Standards Committee) and in the Committee on Domestic Workers. Clearly, freedom of speech should be upheld, but certain issues had been raised that were not pertinent to the subjects under discussion. The Governing Body should shoulder its responsibility and analyse the rules of procedure that the Chairperson of each Committee needed to apply when dealing with these situations, to prevent their reoccurrence.
- 36.** Clearly, the Standards Committee presented some problems, including the complex issue of establishing the list of cases. A certain number of governments had referred to this and it was obviously necessary to adopt a thoroughly transparent approach, based on objective criteria. In general, on a yearly basis, there was a repetition of cases, and governments did not appreciate this. However, it was sometimes necessary, especially where progress had been noted. By drawing attention to progress, the Committee provided stimulus and encouragement to constituents to respect and promote standards. The Committee had held a lengthy discussion regarding its monitoring and supervisory functions. It was normal and fully appropriate for institutions to review their procedures, to analyse and to improve accordingly by increasing the level of participation and the usefulness of the conclusions.
- 37.** With regard to the question of the discussion on domestic workers, the Employers' group was not opposed to the adoption of a standard. However, it must be viable if it was to be respected. It needed to be sufficiently realistic and flexible, in order to correspond to the particular conditions in each region or country. The group believed that, for work to be decent, it had to be formal. The fact that more than 50 per cent of the labour market was unprotected caused the group to reflect on the responsibility that devolved from legislating for only a part of the workforce.
- 38.** A major step had been taken in adopting the Recommendation concerning HIV and AIDS and the World of Work, 2010. This instrument should be implemented immediately. Many countries would find certain of its requirements problematic. The Office should make all efforts to give life to this recommendation, working closely with the social partners, as this was a cultural issue that called for decisive action from all.
- 39.** The group was fully satisfied with the review of the follow-up to the 1998 ILO Declaration on Fundamental Principles and Rights at Work. The Committee that had accomplished this task had worked constructively to preserve the 1998 Declaration, at the same time as aligning its follow-up with that of the ILO Declaration on Social Justice for a Fair Globalization; the result had been achieved with consensus.
- 40.** A good discussion had been held on the recurrent item on employment, and the Committee had produced conclusions. The question of the purpose and scope of these discussions still appeared vague. The Employers continued to stress that their purpose was to alert the Office to the interests and concerns of constituents, and allow any needs or gaps to be identified, and remedy these through provision of technical cooperation and assistance.

There should be interaction, in which the clients were the governments, employers and workers, and the Office's role was to respond to their requests. The first recurrent discussion had been good, but had not entirely fulfilled these aims.

41. During the discussion on employment, and at many other moments during plenary, a certain number of delegates had equated part-time or temporary work to precarious work. This issue merited wider debate. The Employers made a distinction between formal and informal work; they supported social protection. Naturally, full-time, permanent employment was a desirable aim, as it implied a much greater number of permanent enterprises, working full time. But the reality of the market was such that enterprises, particularly small enterprises, were obliged to be flexible. Thus, part-time and temporary work, as defined by the relevant ILO standards, was fully legitimate and could provide a suitable means of alleviating the effects of the crisis by narrowing the gap between the recovery of the economy and the recovery of the job market. The group was fully disposed towards dialogue to resolve any differences that might be felt in this connection.
42. *The Worker Vice-Chairperson* raised the question of the very large attendance in the Standards Committee. A larger room was needed to accommodate this Committee or, failing that, consideration might be given to using a second room to all those wishing to follow the proceedings via video projection. A second practical point concerned the requirement to register for the Conference, and to deregister on leaving the Conference early, in order to ensure that the vote of the departing delegate passed to a remaining delegate. This process could be simplified. In the first instance, PIN codes could be distributed with the badges supplied at registration, rather than waiting until just before voting to inform delegates of these codes. In the second instance, the procedure for passing a vote to another delegate could be achieved by filling out a simple form, rather than by informing the Director-General in writing of an intention to depart.
43. Other problems were more complex. The group wished to see Burma/Myanmar become a fuller, better participating member of the ILO. It therefore wished to submit a complaint against the Government under article 26 of the Constitution of the ILO, and called on the Office to prepare the appropriate documentation to make this possible for the Governing Body at its 309th Session in November 2010. The speaker asked governments that wished to do so to help in the effort of bringing Burma/Myanmar into respect of fundamental principles and rights at work.
44. The Recommendation concerning HIV and AIDS and the World of Work represented a high point of this session of the Conference. The Workers regretted that the instrument was not a Convention but felt it remained a powerful text, offering significant advice and guidance to governments, employers and workers which, if followed, should diminish the stigmatization attached to HIV/AIDS and result in a reduction in its incidence.
45. An incident had taken place in the Committee on Domestic Workers in which a person not entitled to vote had attempted to do so. This appeared to be the result of over-enthusiastic participation, or quite simply a mistaken perception of the role of the particular participant. It should not be interpreted as dishonesty on the Employers' or the Workers' side. The Government in question was not involved. The incident had provoked strong emotion and, in the view of the speaker, the Employers had overreacted. Given the emotional nature of the subject of domestic work, strong reactions were perhaps inevitable. Some of those present, including the speaker, had been domestic slaves. The Worker spokesperson was able to view his past philosophically, having undertaken domestic work as a child to pay for his education. Others were in a more difficult situation. The problem of unprotected domestic work affected many millions of people. The Workers therefore did not share the Employers' view regarding the sense of resentment and anguish felt by some representatives of non-governmental organizations at the Conference. The group did not

feel that steps should be taken to reprimand these people or to provide for sanctions against them in 2011. Clearly action was needed to provide support for those who had suffered, and were still suffering, stress and deprivation. Areas of the subject which provoked discord should be discussed further, to find ways in which the issues might be addressed. Moreover, the Workers agreed with the Employers as to the need to produce an instrument that could be ratified. However, might the text not still provide guidance, even though elements within groups might not be entirely happy with it? The Convention should not be rejected a year before it had been completed. The Workers were not insisting on utopian standards, but dealing with the stark reality: society continued to be composed of those who behaved with generosity, or with indifference, or worse still, with bestiality. Finally, the Standards Committee should be able to demonstrate that it was not only small countries, small employers and small people who obeyed the rules of the ILO. No country should be too large or powerful to be above those rules. Indeed, the bigger and more powerful the country, the more respect it should pay to the rules set down in ILO standards.

46. *Mr Gilles de Robien, President of the 99th Session of the International Labour Conference*, speaking also as Government representative of France, pledged his Government's support to the new Chairperson of the Governing Body throughout his 2010–11 mandate.
47. In a global context of crisis, employment was certainly one of the most critical problems. The conclusions of the Committee for the Recurrent Discussion on Employment contained guidance that could result in very fast progress in respect of employment policies, provided these were better coordinated and more coherent. He drew the attention of the Governing Body above all to paragraph 50 of the Committee's conclusions, which provided strict instructions to the Director-General, requiring him rapidly to initiate discussions with the main international financial and economic institutions and other relevant bodies, with the objective of achieving a better coherence between economic, financial, employment and social policies at the international level, and to report thereon to the November 2010 Governing Body.
48. *A Government representative of Bangladesh* stressed the importance of the adoption of the Recommendation concerning HIV and AIDS and the World of Work. The Office should initiate preparations for developing the Global Action Plan as envisaged in the resolution concerning the promotion and the implementation of the Recommendation concerning HIV and AIDS and the World of Work. This would be useful for countries such as Bangladesh, where prevalence of the disease remained low, but where there were vulnerable groups at risk, including migrant workers.
49. The Government looked forward to the second discussion on domestic work at the 2011 Conference. However, the discussions had shown that there was a need for greater clarity as to the rules for standard-setting committees set out in the Standing Orders of the Conference. A practical review of these should be carried out to make them more focused, flexible and user-friendly. The interest shown by entities outside the ILO constituency in the work of this Committee was welcome, but clearer rules were required regarding their participation during sessions.
50. The first of the recurrent discussions on employment had been substantive and comprehensive, but the conclusions adopted were not fully satisfactory from the point of view of developing countries. More discussion, focused on the least developed countries (LDCs), was needed. The Government looked forward to further debate on a framework for policy coherence across the multilateral system. The recurrent discussion on social protection to be held in 2011 would be particularly pertinent to LDCs in view of the fiscal and policy constraints they faced.

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51. The Government was encouraged by the improvements made to the working methods of the Standards Committee, especially with regard to time management. The work of reviewing the functioning of this Committee should continue.
52. *A Government representative of Tunisia*, speaking on behalf of the Africa group, stressed the group's satisfaction with the results of the 99th Session of the International Labour Conference. He particularly highlighted the success of the panel organized by the ILO Social Security Department during the Social Protection Floor Initiative event, as well as the efforts made by that Department, in collaboration with the ILO Regional Office for Africa, in organizing the high-level conference to be held in Yaoundé from 5 to 7 October 2010 in preparation for the 2011 recurrent discussion item on social protection. The group also expressed gratitude to the Government of the Netherlands and the ILO for their engagement against child labour made during The Hague Global Child Labour Conference (10–11 May 2010), and including funding of 6.5 million euros for IPEC. He appealed to other donor countries and to the international organizations concerned to join the Netherlands and Morocco, where a first regional seminar on child labour would be held. The ILO should establish a plan of action to ensure the follow-up to the Conference at The Hague.
53. The Africa group was concerned at the late arrival of certain documentation for the Conference and urged the Office to make efforts to ensure timely delivery in the working languages in future. The group thanked the Office for its assistance in arrangements for its daily coordination meetings and requested further support in supplying interpretation services to allow the group, and in particular its drafting committee, to finalize contributions to the various committees in at least two of the four languages used on the African continent.
54. *A Government representative of Canada*, speaking on behalf of the Industrialized Market Economy Countries (IMEC), congratulated the secretariat and the Director of the Relations, Meetings and Document Services Department on the successful organization of the Conference. Many improvements had been made that significantly increased efficiency, including the use of screens for the discussion of texts, increased access to meeting rooms and the timing system in the Standards Committee. However, in some cases the distribution of reports was too late to allow meaningful consultation and preparation. Advance information on the programme, particularly regarding the third, "ministerial" week was needed. A preliminary list of all meetings and events, with precise timings, would facilitate planning by participants.
55. The Office should consult with constituents on some substantive questions before the 2011 Conference. Some areas could be addressed by the Working Party on the Functioning of the Governing Body and of the International Labour Conference. Chairpersons experienced in ILO procedures were essential to successful outcomes. They should be selected according to certain criteria and provided with appropriate training.
56. Certainty of process was essential to the functioning of committees. Timetables of work and rules of procedure should be clearly established and followed unless there was consensus for changes. Early consultation should be engaged for agreement on the composition of drafting groups. Scheduled breaks should be respected – the HIV/AIDS Committee sat for six unbroken hours, though disposing of a potential additional day to complete its work. This had prevented governments from discussing possible agreed positions on new text. The process for passing a report from the General Survey discussion in the Standards Committee to the recurrent item committee required work – a written report in three languages should be available.

57. A problem of decorum remained in the plenary hall. Consideration should be given to assigning ushers to ask those engaging in informal meetings in the aisles to move outside. There were also some problems of decorum within the committees this year. All groups should pay proper respect to the principles of free and open dialogue within the ILO.
58. IMEC welcomed the Recommendation concerning HIV and AIDS and the World of Work, which would assist constituents in developing and implementing strategies to combat discrimination and stigma in employment and to adopt effective policies to protect workers with HIV/AIDS. The group also welcomed the modifications effected to the follow-up to the 1998 Declaration, which maintained and reinforced the integrity of that Declaration, while aligning reporting with the follow-up to the ILO Declaration on Social Justice for a Fair Globalization, 2008 (the 2008 Declaration). IMEC welcomed the conclusions of the recurrent discussion on employment. This first experience of a recurrent discussion should be analysed by the Steering Group on the follow-up to the 2008 Declaration. More concise and focused reports should be produced for future recurrent discussions.
59. The first discussion on decent work for domestic workers provided a good basis for the second discussion in 2011. However it was unfortunate that time had not permitted more extensive discussion of all proposed amendments to the draft Recommendation. The Office must conduct extensive consultations to prepare for next year's discussion and encourage direct consultation between the social partners.
60. The Global Report discussion should result in renewed action by the ILO towards eliminating the worst forms of child labour by 2016, as foreseen in the action plan adopted by the Governing Body in November 2006. IMEC welcomed the Roadmap to 2016 adopted by The Hague Global Child Labour Conference, which received broad tripartite support during discussion of the Global Report. The Governing Body should hold a wider discussion on the elimination of the worst forms of child labour, using the Roadmap as a basis for intensified ILO action to attain the 2016 goal. Finally, IMEC urged the Office, with the support of Conference participants, to make further efforts to reduce production and distribution of documents.
61. A *Government representative of Australia*, speaking on behalf of the Asia and Pacific group (ASPAG), said that the group applauded the adoption of the Recommendation concerning HIV and AIDS and the World of Work. Important progress had been made, and a strong foundation laid, in the first discussion on the Convention and Recommendation on domestic workers. The first experience of a recurrent discussion had provided a promising new approach to international debate on the modern world of work. Important work lay ahead to ensure the conclusions were applied in a practical way. The Office should remain committed to following up on the 2008 Declaration, from which these conclusions stemmed. Discussion should be convened shortly with the regional coordinators and social partners to consider lessons learned, to prepare for the 2011 recurrent item.
62. More than 700 meetings had been held during the Conference. The Director of the Relations, Meetings and Document Services Department and his staff were to be congratulated for their excellent support. The speaker expressed special thanks for the secretariat's responsiveness in dealing with the group's concern regarding security issues. Discussions should take place at an early date on the proposed change of location of the Conference for 2011. The introduction of equipment for time management in the Standards Committee had been very effective and should be extended to other committees, as needed.
63. A *Government representative of the Netherlands* referred to The Hague Global Child Labour Conference, 2010, which was hosted by the Netherlands in response to a call in the Global Action Plan, which set the goal of eliminating the worst forms of child labour by

2016, adopted by the Governing Body in 2006. The Roadmap that emerged from this Conference enjoyed significant support from governments, employers and workers, and the Netherlands believed that it could provide valuable input for the ILO's efforts to eliminate child labour. The Government therefore proposed that a wider discussion be held, including an in-depth discussion of the Roadmap, in the November Session of the Governing Body, and requested the Office to take steps accordingly.

64. *The representative of the Director-General* noted that the normal follow-up of the Global Report discussion would be to submit a plan of action to the November Session of the Governing Body, for adoption. This habitually took place through the Technical Cooperation Committee. The basis of the document submitted to that Committee would be the Global Report discussion and of course the Roadmap. The issue would therefore come before the Governing Body for discussion.
65. Reference had also been made to the need to evaluate the first recurrent item discussion, including examining the interaction between the Standards Committee and the Committee for the Recurrent Discussion on Employment. The resolution concerning the recurrent discussion on employment, in its paragraph 2(c), invited the Governing Body to refer the evaluation of the organization and the impact of the first recurrent discussion to the Steering Group on the follow-up to the Declaration on Social Justice for a Fair Globalization. As a meeting of the Steering Group was already foreseen for November 2010, this evaluation would take place at that time. Paragraphs 46–58 of the Committee for the Recurrent Discussion on Employment conclusions contained instructions to the Governing Body, two of which specified subjects to be discussed by the 309th Session of the Governing Body (November 2010). Paragraph 50, in the sense put forward by Mr Gilles de Robien, and paragraph 58(iii) which called on the Governing Body to consider how best to implement the conclusions in the Programme and Budget proposals for 2012–13. As the process of the programme and budget proposals was just starting, the timing was right and, consequently, paragraph 58(iii) would also be followed up by the Governing Body in November on the basis of documentation prepared specifically to that effect.
66. The Worker Vice-Chairperson had referred to an article 26 complaint against Myanmar on Convention No. 87. This would be dealt with in the normal way, and would come before the Governing Body in November, supported by the appropriate documentation.
67. The implications of moving the Committee on the Application of Standards to another location were indeed considerable, as the secretariat would also have to be moved as well. It might be preferable to consider the option of transmission of the proceedings to a second room. The Office would follow up on all proposals that had been made. The Office also noted the concern of the Africa group regarding translation, and would make all efforts to ensure that translations were completed on time, and that interpretation services were provided where possible. It should be noted however that a new record had been set for the number of meetings that had taken place during the Conference: there had been 626 group meetings, subgroup meetings and side events, of which roughly half had been with interpretation. This represented full interpretation and room capacity and, if the trend continued, other alternatives would have to be found. This showed that interest in the Conference was growing. Consultations would be held shortly with the regional coordinators and with the Employers' and Workers' group secretariats on assessing the measures needed, and deciding where, in light of the experience of the 99th Session, focus should be placed for next year's Conference.

Governing Body decision:

68. *The Governing Body took note of the discussion on this item and of the reply given by the Office according to which, at the 309th Session (November 2010) of the Governing Body, the Committee on Technical Cooperation would review a plan of action containing a road map for the elimination of the worst forms of child labour; the same session would receive the necessary documentation on the complaint concerning non-observance by Myanmar of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) submitted under article 26 of the ILO Constitution by a number of delegates to the 99th Session of the International Labour Conference.*

69. *The Governing Body decided:*

- (a) *that, in November 2010, a document would be submitted to the Steering Group on the follow-up to the Declaration on Social Justice for a Fair Globalization on coherence between economic, financial, employment and social policies at the international level, in line with paragraph 50 of the conclusions concerning the recurrent discussion on employment, adopted by the International Labour Conference at its 99th Session (2010);*
- (b) *that, during the preview of the Programme and Budget proposals for 2012–13, to take place in the Programme, Financial and Administrative Committee at the 309th Session of the Governing Body (November 2010), consideration would be given to the conclusions concerning the recurrent discussion on employment referred to in the previous paragraph, and in conformity with paragraph 58(iii) of those conclusions.*

Fifth item on the agenda

AGENDA OF THE INTERNATIONAL LABOUR CONFERENCE

*Agenda of the 100th Session (2011) and of the 101st Session (2012) of the Conference
(GB.308/5 and GB.308/5(Add.))*

70. *The Chairperson said that the Governing Body must choose the third technical item on the agenda of the 100th Session (2011) of the Conference and that the choice, which had to be postponed three times and which was being decided in that particular instance only 12 months before the opening of the session concerned, was among the following items:*

- (a) *proposal for standard setting (following the 2009 Conference discussions on ILO crisis responses);*
- (b) *decent work in global supply chains (general discussion);*
- (c) *finance with a social purpose (general discussion);*
- (d) *youth entrepreneurship: transforming jobseekers into job creators (general discussion);*
- (e) *the right to information and consultation in the context of economic restructuring (general discussion);*

- (f) labour administration and inspection: trends and challenges (general discussion), new proposal submitted in document GB.308/5(Add.).

71. *The Employer Vice-Chairperson* repeated his preference for the item on youth entrepreneurship. He recalled that, as it had not been possible in previous sessions to reach agreement on the agenda, on the afternoon of Tuesday, 15 June, the Employers' group had suggested to the Workers' group and the regional coordinators the item relating to labour administration and inspection. In so doing the Employers had not been trying to circumvent the process of harmonizing views prior to discussion, but rather to find a solution. The speaker considered that all stages in the process had been duly completed and that the necessary elements were in place to proceed to examine the complex item in question. With regard to the items to be placed on the agenda of the 101st Session (2012) of the Conference, the speaker proposed postponing the decision until November 2010 to allow sufficient time to prepare an agenda based on consensus.
72. *The Worker Vice-Chairperson* recognized the efforts that the three parties had been making in recent months to reach agreement on a subject both suitable and opportune, but it had not been possible to reach agreement. In his view that had largely been due to the Employers and Workers trying to establish another level of relationship with Governments and to encourage their participation to make for a better working relationship and reach agreements based on knowledge and the sharing of information. When agreement could not be reached on the proposed items, another subject had to be found that would garner interest and general support. The subject was labour inspection and had the support of the Workers' group, which trusted that the Governments would also support it. Then in November 2010 attention could focus on selecting the items for the agenda of the 101st Session (2012) of the Conference.
73. *A Government representative of Tunisia*, speaking on behalf of the Africa group, indicated his full support for the new proposal. He stressed that the Africa group had contributed in a constructive manner to the consultations on the initial proposals and would therefore have hoped to have been consulted in good time on the consensual definition of a new item, in keeping with the spirit that characterized the reform work of the Governing Body and the Conference. The speaker recalled that the Committee on Employment and Social Policy would examine the topic of labour inspection and drew attention to the need for the Office to link both discussions in order to avoid any duplication.
74. *A Government representative of the Bolivarian Republic of Venezuela*, speaking on behalf of the Governments of the Group of Latin American and Caribbean Countries (GRULAC), noted that the new proposal should have been put forward sufficiently early for the government authorities to be able to analyse it and perhaps contribute to the approach put forward in the document. Nevertheless, the speaker supported the proposal and agreed that the selection of the agenda items for the 101st Session (2012) of the Conference should be postponed until November 2010.
75. *A Government representative of Canada*, speaking on behalf of the Industrialized Market Economy Countries (IMEC), expressed her concern that the proposal for an item on labour administration and labour inspection had been presented at short notice and with a disregard for any substantive consultations with governments. That approach was against the spirit of tripartism and jeopardized the endorsement that could have been given to the proposal. The speaker explained that the individual IMEC members would make statements. She reiterated the group's serious concerns at that way of conducting Governing Body business and sincerely hoped that it would never be repeated.
76. *A Government representative of Australia*, speaking on behalf of the Asia and the Pacific group of countries (ASPAG), confirmed that there had not been any consultation on the

matter and that the regional coordinators had simply been advised that the social partners had reached agreement. However, consultation with governments was an essential requirement of tripartism. The speaker noted that the small number of ASPAG member States with which he had been able to speak did not oppose the proposed topic, although they only had minimal information about it. The ASPAG position would be to support any general consensus reached.

- 77.** *A Government representative of the United Kingdom* fully supported the IMEC statement. He was surprised that a situation had been reached where certain proposals that had had strong general support, such as those concerning youth entrepreneurship and decent work in global supply chains, could be dismissed in favour of an item that had not been discussed. He asked whether the new proposal was compatible with the recommendation made in the conclusions of the Committee for the Recurrent Discussion on Employment, adopted at the 99th Session (2010) of the Conference, to reschedule the Conference discussion on the employment and social protection implications of the new demographic context as soon as possible. A general discussion on that topic would be the ideal complement to the recurrent discussion to be held in 2011. In conclusion, while he had strong concerns about the way in which the matter had been handled, the speaker did not object to the new subject proposed being added to the list of possible items for the agenda of the 2011 session of the Conference, although he remained unconvinced that it merited precedence over the items he had mentioned.
- 78.** *A Government representative of the United States* said that various earlier statements, including that of the IMEC group, had reflected his own ideas on the subject at hand. He said he could not endorse the proposal because, while he understood the reasons given, he considered it had not been submitted in a transparent or tripartite manner. Nobody had mentioned the content of the document, which lacked focus and did not reflect the studies on labour inspection that the ILO had conducted in recent years. The speaker thought a much more precise document was needed that clearly defined the scope of the topic. In 2011 there could be a serious discussion on the topic so that it could be examined by a committee and offer value to the social partners. The speaker reiterated his support for the item on decent work in global supply chains.
- 79.** *A Government representative of China* recalled that in March 2010 the Government of China had chosen the topic relating to youth entrepreneurship. After expressing his surprise at the way in which the topic relating to labour administration and inspection had been presented, which he had only learnt about on Thursday, 17 June, the speaker expressed his support for the statement made on behalf of ASPAG. He thought that the choice of agenda items for the 100th Session (2011) of the Conference should be better coordinated.
- 80.** *A Government representative of Panama* said that in his country a youth entrepreneurship training programme had been implemented entitled “My first job”, designed to promote the creation of sources of decent work and sustainable employment. He reiterated his preference for the item relating to youth entrepreneurship.
- 81.** *A Government representative of France* fully endorsed the statement made on behalf of the IMEC group. He agreed that the adoption of the decision on the agenda of the 101st Session (2012) should be postponed until November 2010 and was not opposed to an item on labour administration and inspection being placed on the agenda of the 100th Session (2011) of the Conference. Referring to the way in which the proposal had been made, the speaker said he appreciated the initiative taken by the social partners and the agreement they had reached, as well as how quickly the Office had prepared the document, but stressed how important it was for consultations to be fully tripartite and for agreements to be reached through a consultation process involving all the groups. With

regard to the outcome of a possible discussion on the item in question, the speaker feared that the document submitted might lead to a disorganized and unsuccessful discussion. He expressed the hope that in November 2010 the Governing Body would be able to examine a document giving structure and objectives to the discussion to enable the Governing Body to make a productive contribution to the Conference.

- 82.** *A Government representative of Austria* supported the statement made on behalf of IMEC, namely the fact that the new proposal had been presented at very short notice. The speaker considered, nevertheless, that labour inspection, a topic that was to have been examined in 2015 in the framework of the recurrent item discussions, was relevant in the context of the crisis, given the considerable pressure placed on labour inspection services. The document to be drawn up should not look at what the ILO had done in the previous 20 years in that area, but should instead focus on defining current problems, where improvements could be made and how to help other countries to build up efficient labour inspection services.
- 83.** *A Government representative of India* endorsed the statement made on behalf of ASPAG and stated his preference for the item relating to youth entrepreneurship.
- 84.** *A Government representative of Argentina* supported the statement made on behalf of GRULAC. Taking up a matter of substance, the speaker said that the importance of the proposed new item was sufficient grounds for it to be examined at the Conference, but on condition that the background document be more precise and not enter into considerations of a general nature such as those contained in the section entitled “The way forward” in document GB.308/5(Add.). Regarding the procedure used, the speaker recognized that there had been a breakdown in the system of dialogue and tripartite consultations used to determine the agenda of Conference sessions. On that occasion it had stood in the way of consensus, but on the other hand it had allowed preferences to be defined. Consequently, the Government of Argentina was in favour of the topic of youth entrepreneurship. The speaker considered that dispensing with tripartite consultation was detrimental to achieving the consensus necessary to work comfortably in a tripartite context.
- 85.** *A Government representative of Belgium* unreservedly supported the statement made on behalf of the IMEC group, although he considered that the new proposal was not without interest. He agreed that the document submitted was superficial, as the scope of labour administration could not be reduced to simple labour inspection, disregarding employment, labour market reform and the imperatives of globalization and their implications for the world of work. The interest of the proposed topic lay in the opportunity it offered to examine the relationship between labour administration and the promotion of youth employment, the governance of socio-economic issues, the management of technical assistance and international help, and tripartism and social dialogue in the implementation of the reforms and programmes imposed on governments. In order to prepare that far-reaching discussion for 2011, the speaker proposed holding consultations and making use of any other procedure that would help move things forward before the March 2011 session.
- 86.** *A Government representative of Italy* associated herself with the statement made on behalf of IMEC and considered that the circumstances that had given rise to the present discussion were unacceptable. The speaker said that the proposed topic was of interest. It was important that the working paper not be descriptive, but instead short and analytical, well structured and dealing with the immediate future. The principal focus should be how labour inspection and labour administration could advance decent work. The Government of Italy regretted having to set aside, at least for the moment, the examination of the topic concerning decent work in global supply chains, but would not oppose a decision on labour inspection and labour administration if that topic were selected.

87. *A Government representative of Egypt* supported the statement made by the representative of the Africa group. He said that while he would have preferred the item relating to youth entrepreneurship, he was willing to support a consensus on the new proposal.
88. *A Government representative of Jordan* supported the statements made by ASPAG and the Governments of France and the United States.
89. *A Government representative of the Russian Federation* reiterated his preference for the item on the right to information and consultation in the context of economic restructuring. He explained that he could not give his view on the new proposal because he had not had the opportunity to study it and thought that if it was not possible to reach consensus on the agenda, additional consultations should be held.
90. *A Government representative of Sweden*, also speaking on behalf of the Governments of Finland and Norway, endorsed the statement made on behalf of IMEC. He expressed his dissatisfaction with the way the new proposal had been introduced, which did not reflect the tripartite spirit of the ILO. He reiterated that the three Governments on whose behalf he was speaking had already made their preference known for the item on decent work in global supply chains, but said that they would not oppose the new proposal. The speaker considered that the addendum submitted was unclear in its examination and in its objective. If the discussion were to go further, there would be a need for a short, analytical background document, focused on the real problems in the area of labour administration and inspection.
91. *The Employer Vice-Chairperson* was surprised at the accusation inherent in several government statements of a lack of transparency, which overlooked the fact that no agreement had been reached between the groups. The speaker stressed that tripartism was created during the meetings of the ILO bodies and that outside them the only intention was to define a general outline. On Tuesday, 15 June, the Workers and the Employers had tried to define a topic that could be proposed to the Governing Body and which it would be possible for the Office to examine. In the interests of transparency, that same day, the constituents had been informed of the topic – perhaps in a precarious manner – in full Conference session. The speaker agreed that a more in-depth examination was needed and, consequently, he requested the Office to take into account all the objections and observations made during the present discussion. It was clear that the Organization would have to make an effort to respond in real time.
92. *The Worker Vice-Chairperson* appreciated the Governments' frankness and assured them that the Workers had at no stage wished to sideline the Governments from an activity about which they themselves were unclear. The speaker recalled that at a meeting held in March 2010, attended by the regional coordinators, the social partners and Office officials, it had been decided to pursue the mandate that had been given to the Chairperson of the Governing Body to propose one or more additional subjects, but nothing had been decided in the subsequent months and by June, time had been running short. It had already become clear that it would not be possible to organize a satisfactory discussion on youth entrepreneurship or decent work in global supply chains. Concerning the proposal on labour inspection, the speaker trusted that in November 2010 the Committee on Employment and Social Policy would examine the topic and establish its close links with the Global Jobs Pact, social justice, new technologies and new industrial establishments, and methods of work that have resulted from democratic change. The speaker was certain that the Organization had the skills necessary to move forward with the proposal in question.
93. *A representative of the Director-General* recalled that in March 2010 not only had there been no agreement in the Governing Body, there had been clear divergence among the

three groups. There had been no possibility of finding a compromise solution. The Chairperson had proposed continuing consultations and looking for new topics. That had not been successful, due primarily to an expectation that the discussion on the recurrent item of employment might provide a solution or elements of a solution. It was not entirely surprising that the issue had become critical the week after the Committee for the Recurrent Discussion on Employment had finished its work.

94. The Governing Body now had before it a proposal that had certainly not been presented in an acceptable manner, as the Governments had indicated and the spokespersons of the Employers' group and the Workers' group had recognized. The Governing Body was faced with the choice of rejecting the proposal on the grounds of form and reverting to the situation as it had been the previous March, or accepting the proposal and developing it to give greater consistency to the examination of the topic. The speaker recalled that the Committee on Employment and Social Policy was scheduled to examine the subject of labour inspection in November 2010. If the Governing Body decided to select the new proposal, the discussion held in November could establish a solid and acceptable base that could, in turn, be adapted for the 2011 session of the Conference. That would mean expanding the scope of the discussion in that Committee to also cover labour administration. If the Governing Body so decided, it could also choose to postpone the decision on the agenda of the 101st Session (2012) of the Conference until November 2010. The topic concerning employment and social protection in the new demographic context, the examination of which had been included in the first discussion on the recurrent item of employment and would also be included in the discussion on the recurrent item of social security, could be placed on the Conference agenda as of 2012.
95. *A Government representative of Belgium* said that it would be advisable to hold consultations with the various groups before November 2010 to start preparing the subject.
96. *A Government representative of Tunisia* supported the proposal made by the representative of the Director-General.
97. *A Government representative of the United States* endorsed the suggestion made by the Government of Belgium that it would be very useful to have a short, focused document as soon as possible, clearly outlining the topic under examination.
98. *A Government representative of France* accepted the suggestion made by the representative of the Director-General and firmly endorsed the proposal made by the Government representative of Belgium that a guidance document be submitted and consultations organized during the course of the summer.
99. *The representative of the Director-General* said that during the summer the Office would prepare a document and would discuss with the regional coordinators and the secretariats of the Employers' group and the Workers' group the ways in which the consultations would be held. A consultative process would lead to the discussion in the Committee on Employment and Social Policy in November 2010, during which the broad outline of the document to be submitted to the 100th Session (2011) of the Conference would be determined.

Governing Body decision:

100. *The Governing Body decided to:*

- (a) *place on the agenda of the 100th Session (2011) of the International Labour Conference, for general discussion, an item on labour administration and labour inspection;*

- (b) *invite the Office to engage in tripartite consultations and to submit to the Committee on Employment and Social Policy, at the Governing Body's 309th Session (November 2010), a document on labour administration and labour inspection setting out the orientation that would be given to the general discussion and the questions that would be covered;*
- (c) *postpone to its 309th Session (November 2010) its decision on the agenda of the 101st Session of the International Labour Conference (2012), as well as the decision to be taken on the proposals for future Conference agendas, on the basis of the proposals submitted in document GB.308/5 and of the discussions and conclusions of the 99th Session (2010) of the International Labour Conference.*

(GB.308/5, paragraphs 17, 18 and 22, and GB.308/5(Add.))

Sixth item on the agenda

REPORT OF THE DIRECTOR-GENERAL
(GB.308/6; GB.308/6/1 AND GB.308/6/2)

Obituary

Governing Body decision:

- 101.** *The Governing Body paid tribute to the memory of Mr Evgeny Sidorov, former member of the Governing Body, and invited the Director-General to convey its condolences to Mr Sidorov's family and to the Chairperson of the Federation of Independent Trade Unions of Russia (FNPR).* (GB.308/6, paragraph 5.)

First Supplementary Report

Report of the Committee set up to consider the representation made by the Federation of Maritime Transport Trade Unions (FPRMT) under article 24 of the ILO Constitution alleging non-observance by the Russian Federation of the Recruitment and Placement of Seafarers Convention, 1996 (No. 179)
(GB.308/6/1)

102. *The Governing Body:*

- (a) *approved the Committee's report;*
- (b) *invited the Government to take, in consultation with the social partners, such measures as might be necessary to put in place effective measures through regulations or otherwise to ensure full compliance with the relevant provisions of Convention No. 179 as set out in paragraphs 32 to 37 of the Committee's report;*
- (c) *entrusted the Committee of Experts on the Application of Conventions and Recommendations (CEACR) with following up on the questions in the Committee's report and decided to request the Government of the Russian Federation to submit a report to the forthcoming session of the CEACR in time to enable it to review progress made;*

- (d) decided to make the Committee's report publicly available and closed the procedure initiated as a result of the representation of the Federation of Maritime Transport Trade Unions of the Russian Federation alleging non-observance of Convention No. 179.**

(GB.308/6/1, paragraph 38.)

Second Supplementary Report

Report of the Commission of Inquiry established to examine the complaints concerning the observance by the Government of Zimbabwe of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), made by delegates to the 97th Session (2008) of the International Labour Conference under article 26 of the Constitution of the ILO
(GB.308/6/2)

- 103. The Governing Body took note of the reply from the Government of Zimbabwe and of the report of the Commission of Inquiry.**

Seventh item on the agenda

REPORTS OF THE OFFICERS OF THE GOVERNING BODY

Representation alleging non-observance by Chile of the Old-Age Insurance (Industry, etc.) Convention, 1933 (No. 35), and the Invalidity Insurance (Industry, etc.) Convention, 1933 (No. 37), submitted by the College of Teachers of Chile AG
(GB.308/7)

- 104. The Governing Body:**

- (a) decided to transmit the information provided by the complainant to the Committee of Experts on the Application of Conventions and Recommendations with a view to the examination of this issue in the context of the follow-up given to the recommendations previously adopted by the Governing Body on similar matters, as envisaged by article 3, paragraph 3, of the Standing Orders concerning the procedure for the examination of representations;**
- (b) declared the representation receivable;**
- (c) decided to postpone the appointment of the committee to examine the representation pending the examination of the case by the Committee of Experts at its next session, in November–December 2010.**

(GB.308/7, paragraph 10.)

*Arrangements for the 15th Asian Regional Meeting
(GB.308/7/2)*

Governing Body decision:

- 105.** *The Governing Body, on the recommendation of its Officers, decided that the 15th Asian Regional Meeting be rescheduled in April 2011 and that the Director-General be authorized to approach interested countries for an alternative venue. (GB.308/7/2, paragraph 5.)*

Eighth item on the agenda

COMPOSITION AND AGENDA OF STANDING BODIES AND MEETINGS
(GB.308/8; GB.308/8(Add.))

Committee of Experts on the Application of Conventions and Recommendations

New appointments

Governing Body decision:

- 106.** *The Governing Body, on the recommendation of its Officers, appointed Professor James Brudney (United States) and Professor Elena Machilskaya (Russian Federation) as members of the Committee of Experts on the Application of Conventions and Recommendations for a period of three years. (GB.308/8(Add.), paragraph 1.)*

*Joint ILO/WHO Tripartite Working Party of Experts on
Occupational Health and HIV/AIDS for Health Services Workers
(Geneva, 6–9 July 2010)*

Composition

Governing Body decision:

- 107.** *The Governing Body, on the recommendation of its Officers, approved the proposed composition formula for this Working Party, composed of three Employer and three Worker representatives, nominated after consultation with the Employers' and Workers' groups of the Governing Body, as well as by up to ten representatives of governments and independent experts nominated further to the recommendation of the WHO. (GB.308/8, paragraph 4.)*

Agenda

Governing Body decision:

- 108.** *The Governing Body, on the recommendation of its Officers, approved the mandate proposed for this Working Party, to include the tripartite validation and further development of workplace friendly tools based on the new joint guidelines on improving health worker access to prevention and treatment services for HIV and TB. This process would begin as soon as possible through the convening of a meeting of the Working Party to review and validate the new guidelines. The joint Working Party would review the draft global framework for national*

occupational health and safety programmes for health workers and would further develop strategies and tools for implementing the framework. Once the guidelines and framework were finalized, the Working Party would also have the ongoing mandate to develop joint strategies for the funding and implementation of additional occupational health tools to promote health workers' safety and health, with an emphasis on projects relating to the prevention and treatment of HIV and TB. (GB.308/8, paragraph 8.)

*Global Dialogue Forum on Vocational Education and Training
(Geneva, 29–30 September 2010)*

Composition

Governing Body decision:

- 109.** *The Governing Body, on the recommendation of its Officers, approved the composition formula proposed for this Global Dialogue Forum, which would be attended by five government/public sector employers' representatives, nominated by governments of member States further to the recommendation of the Governing Body regional coordinators, five private sector employers' representatives and five workers' representatives, nominated after consultation with the Employers' and Workers' groups of the Governing Body. Other interested representatives of the three groups should also be invited to attend at their own cost.* (GB.308/8, paragraph 10.)

Invitation of an international non-governmental organization

Governing Body decision:

- 110.** *The Governing Body noted that the Director-General intended to invite Education International to be represented at the Forum as an observer.*

*17th American Regional Meeting
(Santiago, Chile, 14–17 December 2010)*

Invitation of intergovernmental organizations

Governing Body decision:

- 111.** *The Governing Body noted that the Director-General intended to invite the following intergovernmental organizations to be represented at the Meeting as observers:*
- *Andean Community of Nations (CAN);*
 - *Andean Development Corporation (CAF);*
 - *Andean Presidential Council, Lima;*
 - *Caribbean Community (CARICOM);*
 - *Economic Commission for Latin America and the Caribbean (ECLAC);*
 - *Food and Agriculture Organization for the United Nations (FAO);*

- *International Social Security Association (AISS);*
- *Inter-American Center for Social Security Studies (CIESS);*
- *Inter-American Development Bank (IDB);*
- *Inter-American Indian Institute (IAII);*
- *International Maritime Organization (IMO);*
- *International Fund for Agricultural Development (IFAD);*
- *International Monetary Fund (IMF);*
- *Latin American Economic System (SELA);*
- *Latin American Integration Association (LAIA);*
- *Latin American Parliament (PARLATINO);*
- *Latin American Reserve Fund (FLAR);*
- *Organization of American States (OAS);*
- *Permanent Secretariat of the General Treaty on Central American Economic Integration (SIECA);*
- *Simón Rodríguez Agreement (CSR);*
- *Southern Common Market (MERCOSUR);*
- *United Nations Development Programme (UNDP);*
- *United Nations Conference on Trade and Development (UNCTAD);*
- *United Nations Educational, Scientific and Cultural Organization (UNESCO);*
- *United Nations Organization;*
- *World Bank.*

(GB.308/8, paragraph 11.)

Invitation of international non-governmental organizations

Governing Body decision:

112. *The Governing Body, on the recommendation of its Officers, authorized the Director-General to invite the following international non-governmental organizations to be represented at the Meeting as observers:*

- *Caribbean Congress of Labour, Barbados;*

- *Caribbean Employers' Confederation, Port-of-Spain;*
- *Latin American Industrialists' Association, Montevideo;*
- *Latin American Central of Workers;*
- *Permanent Congress of Trade Union Unity of Latin American Workers.*

(GB.308/8, paragraph 13.)

*The Business of Representing Employers: Trends
(Geneva, 14–15 April 2011)*

Composition

Governing Body decision:

- 113.** *The Governing Body, on the recommendation of its Officers, approved the composition formula proposed for this meeting, which would be attended by representatives of 22 employers' organizations from both industrialized and developing countries in Africa, the Americas, Asia and the Pacific, Europe and the Arab region, nominated after consultation with the Employers' group of the Governing Body.* (GB.308/8, paragraph 15.)

Agenda

Governing Body decision:

- 114.** *The Governing Body, on the recommendation of its Officers, approved the following agenda proposed for this meeting:*
- (a) how employers' organizations are responding to a changing environment and changing demands from membership;*
 - (b) the current value proposition of national employer organizations, and potential drivers of change in the next five years;*
 - (c) the kinds of organizations business will need in the coming years.*

(GB.308/8, paragraph 17.)

Information notesPROGRAMME OF MEETINGS AS APPROVED BY THE
OFFICERS OF THE GOVERNING BODY
(GB.308/Inf.1)APPROVED SYMPOSIA, SEMINARS, WORKSHOPS AND SIMILAR MEETINGS
(GB.308/Inf.2)

- 115.** *A Government representative of Tunisia* reminded the Governing Body that the Government of South Africa had generously agreed to host the 12th African Regional Meeting. The Africa group called on the Office, with the backing of the Regional Office for Africa, to begin preparations for this important event, and undertake an in-depth survey of activities within the continent, including following up the events organized at Ouagadougou, and that to take place in Yaoundé, at the same time promoting the priorities set by the continent in respect of developing rural employment, social dialogue and decent work.
- 116.** *The Governing Body took note of the information presented in the documents.*
- 117.** *The Employer Vice-Chairperson* informed the Governing Body that the Employers' group had learned through the media that delegates from FEDECAMARAS from the Bolivarian Republic of Venezuela had been castigated by the Government and accused of being "enemies of the country". They ran the risk of imprisonment if they returned to their country. He called on the Director-General to ensure that the full scope of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), applied in the Bolivarian Republic of Venezuela, to prevent retaliation against the employers in question as a result of participation at the International Labour Conference. The group firmly upheld the right of employers to private initiative and to organize, and wished to resolve this issue through ethical dialogue, in full respect for democracy.
- 118.** *The Ambassador of the Bolivarian Republic of Venezuela* declared that he was scarcely surprised at the allegations made by the Employers' group, which had not ceased in its efforts to politicize ILO issues in regard to the Bolivarian Republic of Venezuela. Allegations of the sort expressed were merely part of a smear campaign mounted against the Government. For its part, the Government had taken no such decision to punish Employers' delegates for any opinion they might have expressed during the Conference. Mr Alvarez, Employer delegate, Bolivarian Republic of Venezuela, had, however, made some statements on television earlier in the year to which the State required that he reply before the courts. These statements had nothing to do with anything that he might have said during the Conference. President Hugo Chavez had affirmed two days previously that the issues that his country had with FEDECAMARAS, far from being related to tripartite debate held at the ILO, were to do with the action of a group of employers within FEDECAMARAS who were cornering food markets with a view to influencing prices. Bluntly, they were making money out of the people's hunger.
- 119.** *The Worker Vice-Chairperson* said he wished neither to discuss the economy nor the politics of the Bolivarian Republic of Venezuela. However, he upheld absolutely, for Employers as for Workers, the right to freedom of association and to freedom of speech. All participants at the Conference had the right to express themselves freely, without compromising their freedom or physical well-being. He supported the call made by the Employer Vice-Chairperson that the Director-General should take steps to ensure that Convention No. 87 was fully applied in the Bolivarian Republic of Venezuela.

120. *A Government representative of Cuba* fully concurred with the Worker Vice-Chairperson that freedom of speech should be upheld rigorously at the ILO. Cuba was nevertheless fervently opposed to any attempt towards the politicization of issues dealt with by the Organization, a process which was clearly noticeable in certain of the cases examined by the Committee on the Application of Standards. Moreover, the conclusions adopted by that Committee did not reflect the discussions that took place during its consideration of the case of the Bolivarian Republic of Venezuela.
121. *The Ambassador of the Bolivarian Republic of Venezuela* reiterated that the fear expressed by the Employers was unfounded. The Government would take reprisals against no person that had participated at the Conference. Full respect would be accorded to all that had been said at the Conference. The Employer Vice-Chairperson's words represented an attempt to gain political ground through propaganda.
122. *The Employer Vice-Chairperson* noted the statement made by the Ambassador of the Bolivarian Republic of Venezuela, but rejected all accusations of manipulation or politicization. If freedom – freedom of speech, freedom to organize, to engage in private enterprise – was a political issue; then the group did indeed indulge in politics. However, the Employers did not do so in an underhand manner within countries. They defended their right to organize as set out in Convention No. 87.
123. *The Chairperson* ruled that the discussion that had taken place should be fully reflected in the minutes of the session. He then informed participants, with regret, that this was the last occasion on which the Governing Body would be able to profit from the advice and guidance of Mr Kari Tapiola, Executive Director of the Standards and Fundamental Principles and Rights Sector and Assistant Director-General of the ILO.
124. *A representative of the Director-General* paid tribute to Mr Tapiola's great contribution to the work of the Organization. For the past 14 years, Mr Tapiola had exerted his calm, patient influence over the Governing Body and the Conference, guiding and facilitating the work of these assemblies in many ways, but always with tact, wisdom and humour. Were he not so excellent an international official it would be tempting to think that the Governing Body were Kari Tapiola, and Kari Tapiola the Governing Body. He had played a similar role as Deputy Secretary-General of the Conference, extricating committees from difficulties into which they had slid by a word here, or an idea there, always supplied with wit and tact. His desire to improve the functioning of the Conference and the Governing Body had led him to participate in various reform exercises, including the one presently under way. His influence was apparent in many of the ILO's recent achievements – in the adoption of the 1998 Declaration on Fundamental Principles and Rights at Work, and its recent review, the Worst Forms of Child Labour Convention, 1999 (No. 182), the 2008 Declaration on Social Justice for a Fair Globalization and in many other areas. His wisdom when dealing with difficult and complex situations, his very considerable diplomatic skills, his deep attachment to human rights and to the defence of workers, had made progress possible even where it had seemed hopeless. On behalf of the Office, the speaker wished to express heartfelt thanks and gratitude to Mr Tapiola for his unstinting service to an Organization in which he so strongly believed. As a colleague and a friend, she expressed her warmest wishes to Mr Tapiola for the future.
125. *The Worker Vice-Chairperson* recalled with pride that Mr Tapiola had been nominated to his post at the ILO by the Workers' group; however, his vision had widened as he grew into the job, and he could now encompass the views of governments, the aspirations of employers and the search for social justice of workers around the world. At times this balance had resembled the act of a tightrope walker, traversing a wide chasm with sharks in the water below, but Mr Tapiola's skill had been such that he had won the respect of all.

- 126.** *The Employer Vice-Chairperson* agreed fully with the Worker Vice-Chairperson's remarks. While Mr Tapiola had come from the Workers' group, he had won the confidence of the Employers, and had guided the Organization with consummate skill through many difficult moments. He had the profound gratitude of the group.
- 127.** *Government representatives from Tunisia, on behalf of the Africa group; of Australia, on behalf of the Asia and Pacific group; of Sweden, on behalf of the Nordic group; of Canada, on behalf of the group of industrialized market economy countries (IMEC); of France, the United States, Jordan, the Islamic Republic of Iran, the Bolivarian Republic of Venezuela, Brazil, on behalf of the group of Latin American and Caribbean Countries, Guinea and China,* all expressed gratitude to Mr Tapiola for his understanding, his kindness, his support, guidance, tact and wisdom. They unanimously wished him the very best for the future.
- 128.** *Mr Kari Tapiola* thanked all who had intervened. He commented that 8.30 p.m. was a preposterous hour for the Governing Body still to be meeting after a long Conference session; it appeared almost to be a conspiracy, designed to embarrass him. He had known the Conference since 1974, and had attended each session of the Governing Body since 1990, first as a member, then in his current job. He had learned much from his predecessors, in particular Mr Elimane Kane and Mr Heribert Maier. One important lesson was that it was essential to help tripartite constituents to make decisions with which they were comfortable; otherwise the results would be scant. From the Finnish trade unions with which he had worked years previously, he had learned the useful lesson that "it is not forbidden to use common sense". He had also learned that "if nothing else works, try telling the truth". He had striven to fulfil his role in a balanced manner; he closed by thanking the Governing Body for never preventing him from saying what he thought.

Annexe/Appendix/Anexo

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

*308^e session - Genève - juin 2010
308th Session - Geneva - June 2010
308.^a reunión - Ginebra - junio de 2010*

**Liste finale des personnes assistant à la session
Final list of persons attending the session
Lista final de las personas presentes en la reunión**

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Membres employeurs titulaires Regular Employer members Miembros empleadores titulares	42
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Membres gouvernementaux titulaires
Miembros gubernamentales titulares

Regular Government members

Président du Conseil d'administration:
Chairperson of the Governing Body:
Presidente del Consejo de Administración:

M. A. JEMAL (Tunisie)

Afrique du Sud South Africa
Sudáfrica

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

Allemagne Germany
Alemania

Mr J. CAPELLEN, Counsellor, Permanent
Mission, Geneva.

substitute(s):

Mr K. GÜNTHER, Expert, International
Labour Organization and United Nations
Unit, Federal Ministry of Labour and Social
Affairs.

Argentine Argentina

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

suplente(s):

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

Australie Australia

Mr G. VINES, Minister Counsellor (Labour),
Permanent Mission, Geneva.

substitute(s):

Ms L. McDONOUGH, Branch Manager,
International Labour and Consultation,
Department of Education, Employment and
Workplace Relations.

Autriche Austria

Ms I. DEMBSHER, Head of International
Social Policy Unit, Federal Ministry of
Labour, Social Affairs and Consumer
Protection.

substitute(s):

Ms E. JAMEK, First Secretary, Permanent
Mission, Geneva.

Bangladesh

Mr N. HAQUE, Secretary-in-Charge, Ministry
of Labour and Employment.

substitute(s):

Mr A. MIAH, Director, Department of Labour,
Ministry of Labour and Employment.

Mr M. RAHMAN, Deputy Secretary, Ministry
of Labour and Employment.

Mr F. KAZI, First Secretary, Permanent
Mission, Geneva.

accompanied by:

Ms W. AKTER, Private Secretary to the
Honourable State Minister, Ministry of
Labour and Employment.

Barbade Barbados

Dr E. BYER-SUCKOO, Minister of Labour.

substitute(s):

Mr M. COX, Permanent Secretary, Ministry of
Labour.

Mr V. BURNETT, Chief Labour Officer,
Ministry of Labour.

accompanied by:

Ms E. MARCUS-BURNETT, Counsellor,
Permanent Mission, Geneva.

Brésil Brazil Brasil

Ms M. FARANI AZEVÊDO, Ambassador,
Permanent Representative, Permanent
Mission, Geneva.

substitute(s):

Mr M. BARBOSA, Special Assistant, Ministry
of Labour and Employment.

Ms M. ESCOREL DE MORAES, Minister
Counsellor, Permanent Mission, Geneva.

Ms B. DE SOUZA E SILVA, First Secretary,
Permanent Mission, Geneva.

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

accompanied by:

Mr R. LEME, Second Secretary, Permanent
Mission, Geneva.

Mr A. PAROLA, Minister Counsellor,
Permanent Mission, Geneva.

Mr R. VASCONCELLOS, Counsellor,
Permanent Mission, Geneva.

Mr G. ROEDER FRIAÇA, Counsellor,
Permanent Mission, Geneva.

Mr O. CANÇADO TRINDADE, Second
Secretary, Permanent Mission, Geneva.

Mr C. LEAL MARTINS DA CUNHA, Second
Secretary, Permanent Mission, Geneva.

Mr F. RODRIGUES HOYER, Second
Secretary, Permanent Mission, Geneva.

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

Burundi

M^m A. SENDAZIRASA, ministre de la
Fonction publique, du Travail et de la
Sécurité sociale.

suppléant(s):

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

M. P. NTIRABAMPA, Directeur général du
Travail, Ministère de la Fonction publique,
du Travail et de la Sécurité sociale.

Chine China

Mr Y. HE, Ambassador, Permanent Mission,
Geneva.

substitute(s):

Mr B. HAO, Deputy Director-General,
Department of International Cooperation,
Ministry of Human Resources and Social
Security.

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

accompanied by:

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

Ms C. ZHANG, Section Chief, Department of
International Cooperation, Ministry of
Human Resources and Social Security.

**Etats-Unis United States
Estados Unidos**

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

substitute(s):

Ms S. FALATKO, International Resource
Management and Labor Officer, Permanent
Mission, Geneva.

France Francia

M. G. DE ROBIEN, ambassadeur, délégué
gouvernemental de la France au Conseil
d'administration du BIT.

suppléant(s):

M. M. BOISNEL, délégation aux affaires
européennes et internationales, ministère du
Travail, des Relations sociales, de la
Famille, de la Solidarité et de la Ville.

M. H. MARTIN, conseiller pour les affaires
sociales, mission permanente, Genève.

M. A. ALLO, conseiller pour les affaires
financières, mission permanente, Genève.

Inde India

Mr P. CHATURVEDI, Secretary, Ministry of Labour and Employment.

accompanied by:

Mr A.C. PANDEY, Joint Secretary, Ministry of Labour and Employment.

Mr VIKAS, Director, Ministry of Labour and Employment.

Italie Italy Italia

Ms M. ZAPPIA, Minister Counsellor, Permanent Mission, Geneva.

accompanied by:

Ms G. DI LALLO, Permanent Mission, Geneva.

Japon Japan Japon

Mr S. KITAJIMA, Ambassador Extraordinary and Plenipotentiary, Permanent Representative, Permanent Mission, Geneva.

substitute(s):

Mr T. MURAKI, Assistant Minister for International Affairs, Minister's Secretariat, Ministry of Health, Labour and Welfare.

Mr N. TAGAYA, Counsellor, Permanent Mission, Geneva.

accompanied by:

Mr S. AKIYAMA, Director, Labour Standards Bureau, Ministry of Health, Labour and Welfare.

Mr J. HOSHIDA, Deputy Director, International Affairs Division, Minister's Secretariat, Ministry of Health, Labour and Welfare.

Mr J. KURASHIGE, Section Chief, International Affairs Division, Minister's Secretariat, Ministry of Health, Labour and Welfare.

Jordanie Jordan Jordania

Mr S. MADI, Ambassador, Permanent Representative, Permanent Mission, Geneva.

substitute(s):

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

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

Mexique Mexico México

Sr. J. MORALES GAUZÍN, Subcoordinador, Política Laboral Internacional, Secretaría de Trabajo y Previsión Social.

suplente(s):

Sra. C. AMERO COUTIGNO, Ministra, Asuntos Laborales, Misión Permanente, Ginebra.

Sr. A. ROSAS RODRÍGUEZ, Director para la OIT, Secretaría de Trabajo y Previsión Social.

Mozambique

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

suppléant(s):

M. J. DENGGO, premier secrétaire, mission permanente, Genève.

Nigéria Nigeria

Mr C. WOGU, Minister of Labour and Productivity.

substitute(s):

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

Ms T. BRAIMAH, Deputy Director, Federal Ministry of Labour and Productivity.

Mr G. DINNEYA, Special Technical Assistant to the Minister, Federal Ministry of Labour and Productivity.

accompanied by:

Mr M. GAMAWA, Director, Human Resources, Federal Ministry of Labour and Productivity.
 Ms T. FRANKIE-DOLLOR, Technical Assistant to the Minister, Federal Ministry of Labour and Productivity.
 Mr U. ALIYU, Director, Labour (JIGAWA), Federal Ministry of Labour and Productivity.

Panama Panamá

Sr. L. CARLES RUDY, Viceministro de Trabajo y Desarrollo Laboral.

suplente(s):

Sr. A. NAVARRO BRIN, Embajador Extraordinario y Plenipotenciario, Representante Permanente, Misión Permanente, Ginebra.
 Sr. H. GARCÍA APARICIO, Secretario General, Ministerio de Trabajo y Desarrollo Laboral.

acompañado(s) de:

Sr. A. MENDOZA GANTES, Segundo Secretario de Carrera Diplomática y Consular, Misión Permanente, Ginebra.
 Sr. I. GANTES CASTILLO, Asesor de Asuntos Internacionales, Ministerio de Trabajo y Desarrollo Laboral.
 Sr. R. NUÑEZ, Asistente del Viceministro de Trabajo y Desarrollo Laboral, Ministerio de Trabajo y Desarrollo Laboral.

Pologne Poland Polonia

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

substitute(s):

Mr C. LUSINKI, Minister Counsellor, Permanent Mission, Geneva.
 Ms M. NOJSZEWSKA-DOCHEV, First Secretary, Permanent Mission, Geneva.

Royaume-Uni United Kingdom Reino Unido

Mr S. RICHARDS, Head of ILO, UN and Council of Europe Team, Joint International Unit, Department for Work and Pensions.

substitute(s):

Mr P. GOODERHAM, Ambassador, Permanent Representative, Permanent Mission, Geneva.
 Ms C. KITSELL, First Secretary, Permanent Mission, Geneva.
 Mr N. WAPSHERE, Second Secretary, Permanent Mission, Geneva.

Fédération de Russie Russian Federation Federación de Rusia

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

substitute(s):

Mr D. GONCHAR, Senior Counsellor, Permanent Mission, Geneva.
 Mr S. KUZMENKOV, First Secretary, Permanent Mission, Geneva.

Singapour Singapore Singapur

Mr Y. TAN, Ambassador, Permanent Representative, Permanent Mission, Geneva.

substitute(s):

Ms C. CHIA, Counsellor (Labour), Permanent Mission, Geneva.

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

Ms R. MSHANGAMA, Permanent Secretary,
 Ministry of Labour, Zanzibar.

substitute(s):

Mr S. KINEMELA, Labour Commissioner,
 Ministry of Labour, Employment and Youth
 Development.

Mr I. MAPURI, Labour Commissioner,
 Zanzibar.

accompanied by:

Mr E. NDIMBO, Director for Employment,
 Ministry of Labour, Employment and Youth
 Development.

Ms J. SHAIKI, Director for Youth, Ministry of
 Labour, Employment and Youth
 Development.

Mr K. DAUDI, Assistant Labour
 Commissioner for Social Security, Ministry
 of Labour, Employment and Youth
 Development.

Mr A. MAKOYE, Labour Officer, Ministry of
 Labour, Employment and Youth
 Development.

République tchèque
Czech Republic
República Checa

Mr M. FUCHS, Director, Department of
 European Union and International
 Cooperation, Ministry of Labour and Social
 Affairs.

substitute(s):

Mr I. PINTÉR, Counsellor, Permanent Mission,
 Geneva.

Mr J. ZUKAL, Deputy Director, Department of
 International Economic Relations, Ministry
 of Foreign Affairs.

Tunisie Tunisia Túnez

M. A. JEMAL, Président du Conseil
 d'administration du BIT, ambassadeur,
 représentant permanent, mission
 permanente, Genève.

suppléant(s):

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

M. S. KOUBAA, ministre plénipotentiaire,
 mission permanente, Genève.

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

Sr. G. MUNDARAÍN HERNÁNDEZ,
 Embajador, Representante Permanente,
 Misión Permanente, Ginebra.

suplente(s):

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

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

acompañado(s) de:

Sra. R. ZINGALES, Directora General,
 Instituto de Altos Estudios Sindicales de la
 Confederación de Trabajadores de
 Venezuela.

Sra. L. SERRANO, Directora, Migraciones
 Laborales, Ministerio del Poder Popular
 para el Trabajo y Seguridad Social.

Sra. G. AGUIRRE, Abogada de la Oficina de
 Relaciones Internacionales, Ministerio del
 Poder Popular para el Trabajo y Seguridad
 Social.

Membres gouvernementaux adjoints Deputy Government members
Miembros gubernamentales adjuntos

Belgique Belgium Belgique

M. F. VANDAMME, conseiller général, chef de la division des affaires internationales, Service public fédéral emploi, travail et concertation Sociale.

accompagné(s) de:

M^{me} M. DENEFFE, conseillère, mission permanente, Genève.

Bénin Benin

M^{me} M. KORA ZAKI LEADI, directrice générale du travail, ministère du Travail et de la Fonction publique.

suppléant(s):

M. J. TOSSAVI, secrétaire exécutif, Fonds de développement de la formation professionnelle continue et de l'apprentissage, ministère du Travail et de la Fonction publique.

M. G. OUSMANE MOUSSA, directeur général, Caisse nationale de sécurité sociale, ministère du Travail et de la Fonction publique.

M. G. ZINKPE, conseiller technique, ministère du Travail et de la Fonction publique.

M. J. DAGA, directeur des prestations de la Caisse nationale de sécurité sociale, ministère du Travail et de la Fonction publique.

accompagné(s) de:

M. Y. AMOUSSOU, premier conseiller, mission permanente, Genève.

Bulgarie Bulgaria

Mr G. GANEV, Ambassador, Permanent Representative, Permanent Mission, Geneva.

substitute(s):

Ms A. TCHOLASKA, Director, European Affairs and International Cooperation Directorate, Ministry of Labour and Social Policy.

Mr V. BOJKOV, Counsellor, Permanent Mission, Geneva.

**Cambodge Cambodia
Camboya**

Mr H. VUDTHY, Deputy Director-General of Labour, Ministry of Labour and Vocational Training.

substitute(s):

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

accompanied by:

Mr A. SOPISAL, Official of Employment and Manpower Department, Ministry of Labour and Vocational Training.

Canada Canadá

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

substitute(s):

Ms J. HAMILTON, Counsellor, Permanent Mission, Geneva.

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

Congo

M. L. OKIO, ambassadeur, représentant permanent, mission permanente, Genève.

suppléant(s):

M^{me} F. MVILA, conseillère, mission permanente, Genève.

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

Mr S. PARK, Ambassador, Permanent Representative, Permanent Mission, Geneva.

substitute(s):

Mr H. IM, Ambassador, Deputy Permanent Representative, Permanent Mission, Geneva.

accompanied by:

Mr J. KIM, First Secretary, Permanent Mission, Geneva.

Ms S. BAE, Deputy Director, International Labour Affairs Division, Ministry of Labour.

Ms H. KOO, Assistant Director, International Labour Affairs Division, Ministry of Labour.

Cuba

Sr. R. REYES RODRÍGUEZ, Embajador, Representante Permanente, Misión Permanente, Ginebra.

suplente(s):

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

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

Sr. P. BERTI, Ministerio de Relaciones Laborales.

Sr. J. QUINTANILLA, Tercer Secretario, Misión Permanente, Ginebra.

Egypte Egypt Egipto

Mr H. BADR, Ambassador, Permanent Representative, Permanent Mission, Geneva.

substitute(s):

Mr Y. HASSAN, Counsellor, Permanent Mission, Geneva.

accompanied by:

Mr R. EL-MESLAWY, Labour Attaché, Permanent Mission, Geneva.

El Salvador

Sr. B. LARIOS LÓPEZ, Embajador, Representante Permanente, Misión Permanente, Ginebra.

suplente(s):

Sr. E. ARENE GUERRA, Embajador, Representante Permanente Adjunto, Misión Permanente, Ginebra.

acompañado(s) de:

Sra. S. RIVERA FLORES, Directora de Relaciones Internacionales de Trabajo, Ministerio de Trabajo y Previsión Social.

Sr. A. GÓMEZ VALENZUELA, Asesor, Despacho Ministerial, Ministerio de Trabajo y Previsión Social.

Espagne Spain España

Sra. M. RODRÍGUEZ-TARDUCHY, Consejera de Trabajo e Inmigración, Misión Permanente, Ginebra.

suplente(s):

Sr. B. MONTESINO, Embajador, Representante Permanente Adjunto, Misión Permanente, Ginebra.

Sra. A. BOSCH VIVANCOS, Consejera Técnica, Subdirección General de Relaciones Sociales Internacionales, Ministerio de Trabajo e Inmigración.

Sra. M. VENEGAS GRAU, Secretaria de Embajada, Misión Permanente, Ginebra.

acompañado(s) de:

Sra. N. MARTÍ NIKLEWITZ, Secretaria, Misión Permanente, Ginebra.

Ghana

Mr S. ARCHER, Director, Policy Planning, Monitoring and Evaluation, Ministry of Employment and Social Welfare.

substitute(s):

Ms E. NEE-WHANG, Ambassador, Permanent Representative, Permanent Mission, Geneva.

Ms H. NYARKO, Minister Counsellor, Permanent Mission, Geneva.

Guinée Guinea

M. I. CAMARA, inspecteur principal du travail, ministère de la Fonction publique, de la Réforme administrative, du Travail et de l'Emploi.

suppléant(s):

M. M. DIALLO, ancien directeur national de la promotion de l'emploi des jeunes, ministère de la Jeunesse, des Sports et de la Promotion de l'Emploi des Jeunes.

Hongrie Hungary Hungría

Ms M. LADÓ, Director-General, Ministry of Social Affairs and Labour.

substitute(s):

Ms K. AKÓTS TUNYOGI, Ambassador, Permanent Mission, Geneva.

accompanied by:

Ms K. PELEI, Third Secretary, Permanent Mission, Geneva.

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

Mr H. TAVAKOL, Deputy Minister in International Affairs.

substitute(s):

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

Kenya

Ms B. KITUYI, Permanent Secretary, Ministry of Labour.

substitute(s):

Dr S. NYAMBARI, Labour Commissioner, Ministry of Labour.

accompanied by:

Ms E. ONUKO, Deputy Labour Commissioner, Ministry of Labour.

Ms M. MULI, Assistant Labour Commissioner, Ministry of Labour.

Liban Lebanon Líbano

M. A. RAZZOUK, directeur général, ministère du Travail.

suppléant(s):

M. A. FAYAD, chef de Cabinet a.i., ministère du Travail.

M^{me} D. DAHROUJ, directrice a.i., Section des relations extérieures, ministère du Travail.

Lituanie Lithuania Lituania

Ms R. ALISAUSKIENE, First Secretary, Permanent Mission, Geneva.

Pakistan Pakistán

Mr T. PURI, Federal Secretary, Federal Ministry of Labour and Manpower.

substitute(s):

Mr Z. AKRAM, Ambassador, Permanent Representative, Permanent Mission, Geneva.

accompanied by:

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

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

Pérou Peru Perú

Sr. F. ROJAS SAMANEZ, Embajador, Representante Permanente, Misión Permanente, Ginebra.

suplente(s):

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

acompañado(s) de:

Sr. C. SIBILLE RIVERA, Segundo Secretario,
Misión Permanente, Ginebra.

Portugal

M. A. MONTEIRO FERNANDES, ministre
du Travail et de la Solidarité sociale.

suppléant(s):

M. A. VALADAS DA SILVA, conseiller,
mission permanente, Genève.

Qatar

Mr A. AL-KHULAIPI, Minister
Plenipotentiary and Representative of the
Ministry of Labour, Permanent Mission,
Geneva.

Soudan Sudan Sudán

Mr A. MOHAMED, Undersecretary, Ministry
of Labour, Public Service and Human
Resources Development.

substitute(s):

Mr M. HAMID, Director, General Directorate
of International Relations, Ministry of
Labour.

accompanied by:

Ms R. JASHOUA, Undersecretary, Ministry of
Labour.

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

Ms H. ACHIRO, Director-General of Labour,
Ministry of Labour, Public Service and
Human Resources Development.

Suède Sweden Suecia

Mr C. ERIKSSON, Director, Special Expert,
Ministry of Employment.

Thaïlande Thailand Tailandia

Mr A. NUALSRI, Minister Counsellor
(Labour), Permanent Mission, Geneva.

substitute(s):

Ms C. THONGTIP, Senior Labour Specialist,
Ministry of Labour.

Ms S. TUPPASOOT, Senior Labour Officer,
Office of the Permanent Secretary, Ministry
of Labour.

Uruguay

Sr. E. BRENTA, Ministro de Trabajo y
Seguridad Social.

suplente(s):

Sra. M. DEMARCO, Asesora Letrada,
Inspección General del Trabajo y de la
Seguridad Social, Ministerio de Trabajo y
Seguridad Social.

Sr. R. GONZÁLEZ ARENAS, Embajador
Representante Alterno, Misión Permanente,
Ginebra.

acompañado(s) de:

Sr. G. WINTER, Consejero, Misión
Permanente, Ginebra.

Viet Nam

Mr D. VU, Vice-Minister, Ambassador
Extraordinary and Plenipotentiary,
Permanent Mission, Geneva.

substitute(s):

Mr A. VU, Minister Counsellor, Permanent
Mission, Geneva.

Mr Q. DAO, Labour Counsellor, Permanent
Mission, Geneva.

Mr X. NGUYEN, Counsellor, Permanent
Mission, Geneva.

Zambia Zambia

Mr S. KACHIMBA, Deputy Minister of
Labour and Social Security.

substitute(s):

Dr W. SITHOLE-MWENDA, Permanent
Secretary, Ministry of Labour and Social
Security.

Mr D. MWAPE, Ambassador, Permanent
Mission, Geneva.

accompanied by:

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

Mr O. MGEMEZULU, Chief Planner, Ministry
of Labour and Social Security.

Mr T. KAUNDA, Acting Director, Social
Security, Ministry of Labour and Social
Security.

Mr K. CHIVUNDA, Director, Occupational
Safety and Health Services, Ministry of
Labour and Social Security.

Mr C. KABASO, Principal Labour Officer,
Ministry of Labour and Social Security.

Mr G. MUKOSIKU, Chief Inspector of
Factories, Ministry of Labour and Social
Security.

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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^{me} F. AWASSI ATSIMADJA (Gabon), secrétaire général SIMPEX, Confédération patronale gabonaise.

Mr L. CHEN (China), Executive Vice-President and Director-General, China Enterprise Confederation (CEC).

Mr A. DAHLAN (Saudi Arabia), Representative, Council of Saudi Chamber of Commerce and Industry.

Sr. J. DE REGIL (México), Vicepresidente, Comisión Laboral, Confederación de Cámaras Industriales de los Estados Unidos Mexicanos.

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

M. E. JULIEN (France), directeur adjoint, Affaires sociales, européennes et internationales, Mouvement des entreprises de France (MEDEF).

Mr H. MATSUI (Japan), Co-Director, International Cooperation Bureau, Nippon-keidanren.

Mr M. MDWABA (South Africa), Deputy CEO, the Kelly Group.

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

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

Mr K. RAHMAN (Bangladesh), Former President, Bangladesh Employers' Federation.

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

Mr J. RONNEST (Denmark), Deputy Director, International Affairs, Danish Employers' Confederation.

Mr P. WOOLFORD (Canada), President, Clairmark Consulting Ltd.

Membres employeurs adjoints Deputy Employer members
Miembros empleadores adjuntos

M. F. BALBOUL (Liban), Association des industriels libanais.

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

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

Mr M. JAVED (Pakistan), President, Employers' Federation of Pakistan (EFP).

Mr Y. KIM (Republic of Korea), Vice Chairman and CEO, Korea Employers' Federation.

Sr. A. LINERO MENDOZA (Panamá), Asesor y Miembro de la Comisión Laboral, Consejo Nacional de la Empresa Privada (CONEP).

M. E. MEGATELI (Algérie), secrétaire général, Confédération générale des entreprises algériennes (CGEA).

Sra. A. MUÑOZ (Rep. Bolivariana de Venezuela), Matemática-Economista, Federación de Cámaras y Asociaciones de Comercio y Producción de Venezuela.

Mr M. OTAREDIAN (Islamic Republic of Iran), Secretary-General, Iran Confederation of Employers' Association (ICEA).

Mr A. RAMADASS (Malaysia), Vice-President, Malaysian Employers Federation (MEF).

M. A. SAVANÉ (Guinée), secrétaire général, Conseil national du patronat guinéen (CNP-Guinée).

Mr O. SHRIF (Bahrain), Board Member, Bahrain Chamber of Commerce and Industry.

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

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:	Sra. R. GONZÁLEZ (ITUC)
Secrétaire adjointe du groupe des travailleurs: Deputy Secretary of the Workers' group: Secretario Adjunto del Grupo de los Trabajadores:	Ms E. BUSSER (ITUC)

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

Ms S. FOX (United States), AFL-CIO European Office.

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

Mr S. GURNEY (United Kingdom), Policy Officer, EU & International Relations Department, Trade Union Congress.

Ms H. KELLY (New Zealand), President, New Zealand Council of Trade Unions (NZCTU).

Mr S. NAKAJIMA (Japan), International Representative, Japanese Trade Union Confederation – JTUC-RENGO.

Mr A. OMAR (Nigeria), President, Nigeria Labour Congress (NLC).

Mr M. SOMMER (Germany), President, Confederation of German Trade Unions (DGB).

Ms T. SUNDNES (Norway), Confederal Secretary, Norwegian Confederation of Trade Unions (LO-Norway).

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

Ms M. HAYASHIBALA, accompanying Mr Nakajima.

Mr F. ZACH, accompanying Mr Sommer.

Membres travailleurs adjoints Deputy Worker members
Miembros trabajadores adjuntos

Mr K. AHMED (Pakistan), General Secretary, Pakistan Federation of Trade Unions.

Mr M. AL-MA'AYTA (Jordan), President, General Federation of Jordanian Labour Unions.

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

Mr K. ASAMOAH (Ghana), Secretary-General, Ghana Trade Union Congress.

Mr F. ATWOLI (Kenya), General Secretary, Central Organisation of Trade Unions (COTU).

Mr A. BENEDETTI (Brazil), Secretario de Relaciones Internacionales, Unión General de Trabajadores (UGT).

M. R. DE LEEUW (Belgique), président, Fédération générale du travail de Belgique (ABVV-FGTB).

Mr K. GYÖRGY (Hungary), National Confederation of Hungarian Trade Unions.

Mr G. JIANG (China), Executive Committee Member, All China Federation of Trade Unions (ACFTU).

Sr. G. MARTÍNEZ (Argentina), Confederación General del Trabajo.

Mr D. NKOJJO (Uganda), Chairman, National Organization of Trade Unions.

Mr B. NTSHALINTSHALI (South Africa), Deputy General-Secretary, Congress of South African Trade Unions (COSATU).

M. A. PALANGA (Togo), Secrétaire général, Confédération Nationale des Travailleurs du Togo (CNTT).

M. V. PEDRINA (Suisse), secrétaire national, Union syndicale suisse (USS).

Mr H. SANDRASEKERA (Sri Lanka), Senior Vice-President, Ceylon Workers Congress.

Mr R. SILABAN (Indonesia), Chairman, Confederation of Indonesian Prosperity Trade Union (K-SBSI).

Mr S. SYED MOHAMUD (Malaysia), President, Malaysian Trade Union Congress (MTUC).

M. Y. VEYRIER (France), secrétaire confédéral, CGT-Force ouvrière.

Ms A. WOLANSKA (Poland), Head, International Department NSZZ "Solidarnosc".

M. S. GALON, accompagnant M. de Leeuw.

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. E. EL BEY, conseiller diplomatique, mission permanente, Genève.

**Arabie saoudite Saudi Arabia
 Arabia Saudita**

Mr A. AL-HUMAYD, Vice-Minister of Labour
 Mr M. AL HOQUBANI, Deputy Minister for Planning and Development, Ministry of Labour.
 Mr Y. ALYAHYA, Director-General, International Organizations, Ministry of Labour.
 Mr M. ALASMARI, Legal Adviser, International Organizations Directorate, Ministry of Labour.

Chypre Cyprus Chipre

Ms M. SPATHI, Second Secretary, Permanent Mission, Geneva.
 Ms N. ANDREOU, Administrative Officer, Ministry of Labour and Social Insurance of the Republic of Cyprus.

Colombie Colombia

Sra. A. ARANGO, Misión Permanente, Ginebra.
 Sra. A. MENDOZA, Ministra Plenipotenciaria, Misión Permanente, Ginebra.

Equateur Ecuador

Sr. M. MONTALVO, Embajador, Representante Permanente, Misión Permanente, Ginebra.

Sr. R. LOVATO FREIRE, Director de Trabajo, Ministerio de Relaciones Laborales.
 Sr. Á. JIJÓN PALOMEQUE, Subsecretario de Empleo, Ministerio de Relaciones Laborales.
 Sr. J. HOLGUIN FLORES, Ministro, Encargado de Negocios, Misión Permanente, Ginebra.
 Sr. C. SANTOS, Consejero, Misión Permanente, Ginebra.
 Sr. L. VAYAS, Primer Secretario, Misión Permanente, Ginebra.
 Sr. J. THULLEN, Asesor, Ministerio de Relaciones Laborales.

Estonie Estonia

Ms K. SIBUL, Second Secretary, Permanent Mission, Geneva.

Ethiopie Ethiopia Etiopía

Mr H. ABDELLA, Minister of Labour and Social Affairs.
 Ms Z. TADDESE, State Minister, Ministry of Labour and Social Affairs.
 Mr A. HAILE, Director, Employment Promotion, Ministry of Labour and Social Affairs.
 Mr S. DEMISIE, Director, Industrial Relations, Ministry of Labour and Social Affairs.

Finlande Finland Finlandia

Ms S. MODEEN, Ministerial Adviser, Ministry of Employment and the Economy.
 Mr V. LAHELMA, Second Secretary, Permanent Mission, Geneva.

Grèce Greece Grecia

Mr G. PAPADATOS, Minister Counsellor,
Permanent Mission, Geneva.
Ms M. GKOUVA, Official, Directorate of
International Relations, Ministry of Labour
and Social Protection.

Guatemala

Sr. C. MARTÍNEZ ALVARADO,
Representante Permanente, Misión
Permanente, Ginebra.
Sra. A. CHÁVEZ BIETTI, Ministra Consejera,
Misión Permanente, Ginebra.

Indonésie Indonesia

Mr D. DJANI, Ambassador, Permanent
Representative, Permanent Mission,
Geneva.
Mr D. PERCAYA, Ambassador, Deputy
Permanent Representative, Permanent
Mission, Geneva.
Mr D. KOMAR, Minister Counsellor,
Permanent Mission, Geneva.
Mr A. HABIB, First Secretary, Permanent
Mission, Geneva.

Malaisie Malaysia Malasia

Mr A. AMINUDDIN, Labour Attaché,
Permanent Mission, Geneva.

**Nouvelle-Zélande
New Zealand
Nueva Zelandia**

Ms N. CRENNAN, Acting Director,
International Services, Department of
Labour.

**Pays-Bas Netherlands
Países Bajos**

Ms L. BEETS, Director for International
Affairs, Ministry of Social Affairs and
Employment.
Mr E. DRIESSEN, First Secretary, Permanent
Mission, Geneva.

Philippines Filipinas

Mr E. GARCIA, Ambassador, Permanent
Representative, Permanent Mission,
Geneva.
Mr M. IMSON, Labour Attaché, Permanent
Mission, Geneva.
Ms V. EASTWOOD, Assistant Labour
Attaché, Permanent Mission, Geneva.

Suisse Switzerland Suiza

M. J. ELMIGER, ambassadeur, Secrétariat
d'Etat à l'Economie (SECO), Affaires
internationales du travail.
M^{me} V. BERSET BIRCHER, Secrétariat d'Etat
à l'Economie (SECO), Affaires
internationales du Travail.
M^{me} A. RUPPEN, deuxième secrétaire, mission
permanente, Genève.
M^{me} A. FLEURY, mission permanente,
Genève.
M. M. AMMANN, division politique III,
Section organisations internationales et
politique d'accueil, Département fédéral des
affaires étrangères.
M. D. LEDERGERBER, SECO-DA, Affaires
internationales du travail.