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

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**326e session - Genève - mars 2016**  
**326th Session - Geneva - March 2016**  
**326.ª Reunión - Ginebra - marzo de 2016**

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**Final list of persons attending the session**  
**Lista final de las personas presentes en la reunión**

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**Membres gouvernementaux titulaires****Titular Government members****Miembros gubernamentales titulares**

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

**Ms M. KAJI (Japan)**

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**Algérie    Algeria    Argelia**

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M. B. DELMI, Ambassadeur, Représentant permanent, Mission permanente, Genève.

*suppléant(s):*

M. M. KHIAT, Secrétaire général, Ministère du Travail, de l'Emploi et de la Sécurité sociale.

M. F. ZAIDI, Directeur général de l'Emploi et de l'Insertion, Ministère du Travail, de l'Emploi et de la Sécurité sociale.

M. A. DROUA, Directeur des Relations de Travail, Ministère du Travail, de l'Emploi et de la Sécurité sociale.

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M. M. HABCHI, Conseiller, Mission permanente, Genève.

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M. H. KHELIF, Sous-Directeur, Ministère des Affaires étrangères.

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**Allemagne    Germany  
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Ms M. PIEPER, Permanent Mission, Geneva.

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**Angola**

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**Argentine Argentina**

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Sr. A. D'ALOTTO, Embajador, Representante Permanente, Misión Permanente, Ginebra.

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Sr. E. LEGUIZAMON, Jefe de Gabinete del Ministro de Trabajo, Ministerio de Trabajo, Empleo y Seguridad Social.

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Sr. L. ABBENANTE, Secretario de Embajada, Misión Permanente, Ginebra.

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**Brésil Brazil Brasil**

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**Cambodge Cambodia Camboya**

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Mr F. TIAN, First Secretary, Permanent  
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**République de Corée**  
**Republic of Korea**  
**República de Corea**

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**Arabes Unidos**

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## France Francia

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

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## **Italie Italy Italia**

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*suppléant(s):*

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Mme M. GOBBO, Mission permanente,  
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## **Japon Japan Japón**

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Mr Y. ISHIDA, First Secretary, Permanent Mission, Geneva.  
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## Kenya

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## Mexique Mexico México

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Sra. V. CUEVAS TREJO, Asesora, Misión Permanente, Ginebra.

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## Panama Panamá

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Sra. Z. SANTAMARÍA, Viceministra de Trabajo y Desarrollo Laboral.

*suplente(s):*

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**Roumanie Romania  
Rumania**

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**Royaume-Uni  
United Kingdom  
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Ms A. COLE, Specialised Agencies Team,  
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Ms D. GOULDING, Specialised Agencies  
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**Fédération de Russie  
Russian Federation  
Federación de Rusia**

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Mr G. GUBAREV, Deputy Director,  
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Mr A. BOGATYREV, Third Secretary,  
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Mr I. ZEMLIANSKIY, Consultant, legal and  
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**Soudan    Sudan    Sudán**

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Mr A. NIHAR, Minister of Labour and Administrative Reform.

*substitute(s):*

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Mr N. DRESA, Ministry of Labour and Administrative Reform.

Mr A. ARZON.

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

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Ms M. RAMPERSAD, Head, International Affairs Unit, Ministry of Labour and Small and Micro Enterprise Development.

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**Turquie    Turkey    Turquía**

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Mr E. BATUR, Deputy Under Secretary, Ministry of Labour and Social Security.

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

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Mr F. ACAR, Expert, Permanent Mission, Geneva.

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**Venezuela (Rép. bolivarienne  
du)    Venezuela (Bolivarian  
Rep. of)    Venezuela (Rep.  
bolivariana de)**

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Sr. J. RIVERO, Viceministro para el Sistema Integrado de Inspección Laboral y de la Seguridad Social.

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## Zimbabwe

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**Membres gouvernementaux adjoints Deputy Government members  
Miembros gubernamentales adjuntos**

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**Albanie Albania**

Ms F. KODRA, Ambassador, Permanent Representative, Permanent Mission, Geneva.

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Mr B. SALA, Adviser to the Minister, Ministry of Social Welfare and Youth.

*accompanied by:*

Ms B. ZOTO, Counsellor, Permanent Mission, Geneva.

Ms D. XHIXHO, Second Secretary, Permanent Mission, Geneva.

Mr H. GOGA, Minister Counsellor, Permanent Mission, Geneva.

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

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**Australie Australia**

Ms J. PITT, Minister Counsellor (Employment), Department of Employment.

*substitute(s):*

Ms M. KIDD, Group Manager, People and Communication Group, Department of Employment.

Ms K. LETTS, Director, International Labour Team, Participation and International Labour Branch, Department of Employment.

Ms R. DUNCAN, Assistant Director, International Labour Team, Participation and International Labour Branch, Department of Employment.

Mr J. QUINN, Ambassador, Permanent Representative, Permanent Mission, Geneva.

*accompanied by:*

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Ms T. BENNETT, Deputy Permanent Representative, Permanent Mission, Geneva.

Ms G. ALBLAS, First Secretary, Permanent Mission, Geneva.

Mr G. BOWAN, Adviser, Permanent Mission, Geneva.

Ms S. O'DONNELL, Executive Officer (Migration), Permanent Mission, Geneva.

Ms R. NANAYAKKARA, Acting Minister Counsellor (Immigration), Permanent Mission, Geneva.

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**Bahreïn Bahrain Bahrein**

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

*substitute(s):*

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*accompanied by:*

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Ms N. ALMANSOORI, Secretary, Permanent Mission, Geneva.

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**Bangladesh**

Mr M. HAQUE, Honourable State Minister, Ministry of Labour and Employment.

*substitute(s):*

Mr M. SHIPAR, Secretary, Ministry of Labour and Employment.

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

*accompanied by:*

Mr K. HOSSAIN, Joint Secretary, Ministry of Labour and Employment.

Mr A. BANIK, Deputy Secretary and PS to Honorable State Minister, Ministry of Labour and Employment.

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Mr S. SALEHIN, Counsellor, Permanent Mission, Geneva.  
Mr M. KABIR, Senior Assistant Chief (Labour), Ministry of Labour and Employment.

*accompanied by:*

Mr T. RATSHOSA, Principal Industrial Relations Officer, Ministry of Labour and Home Affairs.  
Ms S. SEEMULE, Labour Attaché, Permanent Mission, Geneva.

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## **Belgique Belgium Belgique**

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M. B. DE CROMBRUGGHE DE PICQUENDAELE, Ambassadeur, Représentant permanent, Mission permanente, Genève.

*suppléant(s):*

Mme T. BOUTSEN, Conseillère générale, Division des Affaires internationales, Service public fédéral Emploi, Travail et Concertation sociale.

*accompagné(s) de:*

M. S. THUIS, Conseiller, Mission permanente, Genève.  
M. H. MONCEAU, Haut Représentant de la Wallonie et de la Fédération Wallonie-Bruxelles pour les Droits de l'Homme, la Société de l'Information et l'Economie numérique à Genève.  
M. K. DIERCKX, Conseiller, Représentant du Gouvernement flamand à Genève.  
Mme S. KEPPENS, Attachée, Direction générale de la Coopération au Développement, Service public fédéral Affaires étrangères, Commerce extérieur et Coopération au développement.  
Mme A. MONCAREY, Attachée, Délégation Wallonie-Bruxelles à Genève.

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## **Botswana**

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Mr C. MOJAFI, Deputy Permanent Secretary, Ministry of Labour and Home Affairs.

*substitute(s):*

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

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## **Brunéi Darussalam Brunei Darussalam**

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Mr M. AIANI, Assistant Commissioner of Labour, Department of Labour, Ministry of Home Affairs.

*substitute(s):*

Mr P. PG KAMIS, Assistant Commissioner of Labour, Department of Labour, Ministry of Home Affairs.

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## **Burkina Faso**

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M. P. SAWADOGO, Ministre de la Fonction publique, du Travail et de la Sécurité sociale, Ministère de la Fonction publique, du Travail et de la Sécurité sociale.

*suppléant(s):*

Mme E. ILBOUDO, Ambassadeur, Représentant permanent adjoint, Chargée d'Affaires a.i., Mission permanente, Genève.  
M. T. NONGUIERMA, Directeur général du Travail, Ministère de la Fonction publique, du Travail et de la Sécurité sociale.  
M. W. SAWADOGO, Directeur des Relations et Normes internationales du Travail, Ministère de la Fonction publique, du Travail et de la Sécurité sociale.

*accompagné(s) de:*

M. A. OUEDRAOGO, Deuxième Conseiller, Mission permanente, Genève.  
M. Y. DABIRE, Deuxième Secrétaire, Mission permanente, Genève.  
M. F. OUEDRAOGO, Attaché, Mission permanente, Genève.

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**Canada    Canadá**

---

Mr A. GILES, Assistant Deputy Minister,  
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Social Development Canada.

*substitute(s):*

Ms R. MCCARNEY, Ambassador, Permanent  
Representative, Permanent Mission,  
Geneva.

Ms K. SANTOS-PEDRO, Director,  
Multilateral Labour Affairs, Employment  
and Social Development Canada.

Ms C. GODIN, Deputy Permanent  
Representative, Permanent Mission,  
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Mr A. BELZILE, Counsellor, Permanent  
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Mr S. GOUDREAULT, Deputy Director,  
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Program, Employment and Social  
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Ms L. FORREST, Junior Policy Officer,  
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**Colombie    Colombia**

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Sra. B. LONDOÑO, Embajadora,  
Representante Permanente, Misión  
Permanente, Ginebra.

*suplente(s):*

Sr. A. JATER, Ministro Plenipotenciario,  
Misión Permanente, Ginebra.

*acompañado(s) de:*

Sra. M. MANTILLA, Misión Permanente,  
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**Cuba**

---

Sra. A. RODRÍGUEZ CAMEJO, Embajadora,  
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Permanente, Ginebra.

*suplente(s):*

Sr. A. CASTILLO SANTANA, Consejero,  
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*acompañado(s) de:*

Sr. P. BERTI OLIVA, Primer Secretario,  
Misión Permanente, Ginebra.

Sra. B. ROMEU ÁLVAREZ, Tercer Secretario,  
Misión Permanente, Ginebra.

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**République dominicaine  
Dominican Republic  
República Dominicana**

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Sra. M. HERNÁNDEZ, Ministra de Trabajo,  
Ministerio de Trabajo.

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Encargada de Negocios a.i., Misión  
Permanente, Ginebra.

Sra. I. PADILLA ROMAN, Consejera, Misión  
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**Espagne    Spain    España**

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Sra. A. MENÉNDEZ PÉREZ, Embajadora,  
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*suplente(s):*

Sr. V. REDONDO BALDRICH, Embajador,  
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Sr. M. REMÓN MIRANZO, Consejero, Misión Permanente, Ginebra.  
Sr. X. BELLMONT ROLDÁN, Consejero, Misión Permanente, Ginebra.  
Sra. R. ROMEO GARCÍA, Consejera Económico y Comercial, Misión Permanente, Ginebra.  
Sra. E. ZÚÑIGA, Consejera Técnica, Subdirección General de Relaciones Internacionales Sociolaborales.  
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Sra. N. MARTÍ NIKLEWITZ, Asistente Consejería de Empleo y Seguridad Social, Misión Permanente, Ginebra.

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## **Ethiopie   Ethiopia   Etiopía**

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Mr A. HASSAN, Minister of Labour and Social Affairs.

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Ms Y. HABTEMARIAM, Second Secretary, Permanent Mission, Geneva.

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## **Indonésie   Indonesia**

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Mr T. WIBOWO, Ambassador, Permanent Representative, Permanent Mission, Geneva.

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Mr A. BANGKONA, Secretary General, Ministry of Manpower.  
Ms I. PUTERI, Head of International Cooperation Bureau, Ministry of Manpower.

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Ms S. JUNAEDAH, Director, Ministry of Manpower.  
Mr B. HARTAWAN, Director, Ministry of Manpower.  
Mr D. ABDI, Counsellor, Permanent Mission, Geneva.  
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Mr M. YUSUF, Head of Division for Labour Law, Ministry of Manpower.  
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Ms M. WULANDARI, Head of Section, Ministry of Manpower.  
Mr G. INDRADI, Third Secretary, Permanent Mission, Geneva.  
Mr E. MANGAJAYA, Second Secretary, Permanent Mission, Geneva.  
Mr W. PRAMONO, Director, Ministry of Manpower.

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**Jordanie Jordan Jordania**

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*accompanied by:*

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**Lesotho**

---

Mr T. MAHLAKENG, Minister of Labour and Employment.

*substitute(s):*

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*accompanied by:*

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Mr N. JAFETA, Minister Counsellor, Permanent Mission, Geneva.

Ms P. MOKHOSI.

Ms I. PHANGO, Ministry of Labour and Employment.

Ms S. MOTIKOE, First Secretary, Permanent Mission, Geneva.

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**Lituanie Lithuania Lituania**

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Ms N. DULKINAITÉ, Chief Specialist, International Law Division, Department of International Affairs, Ministry of Social Security and Labour.

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**Mali Malí**

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Mme D. TALLA, Ministre du Travail, de la Fonction publique, chargé des Relations avec les institutions.

*suppléant(s):*

M. B. MAHAMANE, Ministre de l'Emploi, de la Formation professionnelle et de la Construction citoyenne.

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M. D. TRAORE, Conseiller, Mission permanente, Genève.

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## **Mauritanie Mauritania**

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M. S. ALI OULD MOHAMED KHOUNA,  
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M. J. INALLA, Premier Conseiller, Mission  
permanente, Genève.

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## **Norvège Norway Noruega**

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

*substitute(s):*

Ms K. SOMMERSET, Minister, Deputy  
Permanent Representative, Permanent  
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Ms G. KVAM, Policy Director, Ministry of  
Labour and Social Affairs.

*accompanied by:*

Ms L. HASLE, Senior Adviser, Ministry of  
Foreign Affairs.

Ms C. VIDNES, Counsellor, Labour Affairs,  
Ministry of Labour and Social Affairs.

Ms C. ENGE, Permanent Mission, Geneva.

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## **Pakistan Pakistán**

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Mr K. KHAN, Federal Secretary, Ministry of  
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*substitute(s):*

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Representative, Permanent Mission,  
Geneva.

Mr A. QURESHI, Deputy Permanent  
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Geneva.

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Ms A. RAFFAT, Joint Secretary (HRD),  
Ministry of Overseas Pakistanis and Human  
Resource Development.

Mr B. SHAH, First Secretary, Permanent  
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## **Pays-Bas Netherlands Países Bajos**

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Mr R. GANS, Director for International  
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Employment.

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Mission, Geneva.

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Ms J. VERRIJZER, Policy Adviser, Ministry of  
Social Affairs and Employment.

Mr T. KRAP, Policy Adviser, Ministry of  
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**Pologne Poland Polonia**

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Mr P. STACHÁNCZYK, Ambassador,  
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Mr J. BAURSKI, Deputy Permanent  
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Ms M. NOJSZEWSKA-DOCHEV, First  
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**République-Unie de Tanzanie  
United Republic of Tanzania  
República Unida de Tanzania**

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Ms J. MHAGAMA, Minister of State, Prime  
Minister's Office for Policy, Parliamentary  
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*substitute(s):*

Mr E. SHITINDI, Permanent Secretary for  
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Mr M. MERO, Ambassador, Permanent  
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Ms L. MAUKI, Director of Compliance and  
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Minister's Office for Policy, Parliamentary  
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**Tchad Chad**

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M. M. BAMANGA ABBAS, Ambassadeur,  
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*suppléant(s):*

M. D. MBAIBARDOUM, Secrétaire général  
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*accompagné(s) de:*

M. A. MALLAYE, Deuxième Conseiller,  
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**Thaïlande Thailand  
Tailandia**

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Ms P. SMITI, Permanent Secretary, Ministry of  
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*substitute(s):*

Mr T. THONGPHAKDI, Ambassador  
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Ms P. BHANDHUFALCK, Director, Bureau of  
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Ms C. THONGTIP, Minister Counsellor  
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Ms P. THITAYANUN, Foreign Relations  
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Mr P. SRISUKWATTANA, First Secretary,  
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Ms P. THONGSOMJIT, Skill Development  
Technical Officer, Professional Level,  
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## Uruguay

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Sr. N. LOUSTAUNAU, Viceministro de  
Trabajo y Seguridad Social, Ministerio de  
Trabajo y Seguridad Social.

*suplente(s):*

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

*acompañado(s) de:*

Sra. D. PI, Ministro Consejero, Misión  
Permanente, Ginebra.

Sra. L. BERGARA, Segunda Secretaria,  
Misión Permanente, Ginebra.

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**Membres employeurs titulaires Titular Employer members  
Miembros empleadores titulares**

|  |                                   |
|--|-----------------------------------|
| <b>Vice-président du Conseil d'administration:<br/>Vice-Chairperson of the Governing Body:<br/>Vicepresidente del Consejo de Administración:</b>       | <b>Mr J. RØNNEST (Denmark)</b>    |
| <b>Secrétaire du groupe des employeurs:<br/>Secretary of the Employers' group:<br/>Secretario del Grupo de los Empleadores:</b>                        | <b>Ms L. KROMJONG (IOE)</b>       |
| <b>Secrétaire adjoint du groupe des employeurs:<br/>Deputy Secretary of the Employers' group:<br/>Secretario adjunto del Grupo de los Empleadores:</b> | <b>Sr. R. SUAREZ SANTOS (IOE)</b> |

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

Ms R. HORNUNG-DRAUS (Germany), Managing Director, Confederation of German Employers' Associations.

Mr H. MATSUI (Japan), Senior Adviser, International Cooperation Bureau, Nippon-Keidanren /Japan Business Federation.

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

M. E. MEGATELI (Algérie), Secrétaire général, Confédération générale des Entreprises algériennes.

Ms J. MUGO (Kenya), Executive Director, Federation of Kenya Employers.

Mr P. O'REILLY (New Zealand), Chief Executive, Business New Zealand.

Mme G. PINEAU (France), Directrice adjointe, Affaires sociales, européennes et internationales, Mouvement des Entreprises de France.

Mr E. POTTER (United States), Senior Counsel, United States Council for International Business.

Mr J. RØNNEST (Denmark), Vice-Chair of the ILO Governing Body, Confederation of Danish Employers.

Mr C. SYDER (United Kingdom), Partner, Penningtons Manches LLP.

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

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Mr B. PANT, accompanying Mr Modi.

Mr K. SCHATTENBERG, accompanying Mr Hornung-Draus.

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**Membres employeurs adjoints Deputy Employer members**  
**Miembros empleadores adjuntos**

- Mr O. ALRAYES (Bahrain), Board Member, Bahrain Chamber of Commerce and Industry.
- M. J. BELAHRACH (Maroc), Confédération générale des Entreprises du Maroc.
- Sr. M. CERETTI (Argentina), Director Ejecutivo, Cámara de Industriales de Productos Alimenticios.
- M. K. DE MEESTER (Belgique), Premier Conseiller, Fédération des Entreprises de Belgique.
- M. O. DIALLO (Côte d'Ivoire), Confédération générale des Entreprises de Côte d'Ivoire.
- Mr A. FRIMPONG (Ghana), Ghana Employers' Association.
- Sr. J. LACASA ASO (España), Secretario General, Confederación Española de Organizaciones Empresariales.
- Sr. A. LINERO (Panamá), Asesor y Miembro de la Comisión Laboral, Consejo Nacional de la Empresa Privada.
- Ms H. LIU (China), Deputy Director, China Enterprise Confederation.
- Sr. J. MAILHOS (Uruguay), Gerente, Asuntos Laborales, Cámara Nacional de Comercio y Servicios del Uruguay.
- Mr M. MDWABA (South Africa), Chairman, Tzoro.
- Ms M. MOSKVINA (Russian Federation), Russian Union of Industrialists and Entrepreneurs.
- Mr K. RAHMAN (Bangladesh), Adviser to the Executive Committee, Bangladesh Employers' Federation.
- Sr. J. ROIG (Venezuela (Rep. bolivariana de)), Federación de Cámaras y Asociaciones de Comercio y Producción de Venezuela.
- Ms S. ROMCHATTHONG (Thailand), Secretary General, Employers' Federation of Thailand.
- M. A. SAVANÉ (Guinée), Secrétaire général, Conseil national du Patronat guinéen.
- Sr. M. TERÁN (Ecuador), Coordinador IOE/OIT, Federación Nacional de Cámaras de Industrias del Ecuador.
- Mr A. WALCOTT (Barbados), Executive Director, Barbados Employers' Confederation.
- Mr P. WOOLFORD (Canada), Executive Director, Canadian Employers Council.

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Mr N. AL-MEER, accompanying Mr Alrayes.

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**Membres suppléants assistant à la session :**  
**Substitute members attending the session:**  
**Miembros suplentes presentes en la reunión:**

Mr B. PIRLER (Turkey), Secretary General, Turkish Confederation of Employer Associations.

**Autres personnes assistant à la session:**  
**Other persons attending the session:**  
**Otras personas presentes en la reunión:**

P. ROBINSON (United-States).

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**Membres travailleurs titulaires Titular Worker members  
Miembros trabajadores titulares**

|   |                                    |
|---|------------------------------------|
| <b>Vice-président du Conseil d'administration:<br/>Vice-Chairperson of the Governing Body:<br/>Vicepresidente del Consejo de Administración:</b>        | <b>M. L. CORTEBEECK (Belgique)</b> |
| <b>Secrétaire du groupe des travailleurs:<br/>Secretary of the Workers' group:<br/>Secretario del Grupo de los Trabajadores:</b>                        | <b>Sra. R. GONZÁLEZ (ITUC)</b>     |
| <b>Secrétaire adjoint du groupe des travailleurs:<br/>Deputy Secretary of the Workers' group:<br/>Secretario adjunto del Grupo de los Trabajadores:</b> | <b>Ms E. BUSSER (ITUC)</b>         |

Mr F. ANTHONY (Fiji), National Secretary, Fiji Trade Union Congress.

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

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

Ms A. BUNTENBACH (Germany), Deutscher Gewerkschaftsbund.

M. L. CORTEBEECK (Belgique), Vice-président du Conseil d'administration du BIT, Président d'honneur, Confédération des Syndicats Chrétiens de Belgique.

Sra. M. FRANCISCO (Angola), Secretaria para Relaciones Internacionales, Unión Nacional de los Trabajadores de Angola, Confederación Sindical.

Mr S. GURNEY (United Kingdom), Labour Standards and World Trade, Trade Union Congress.

Ms H. KELLY (New Zealand).

Sr. G. MARTINEZ (Argentina), Secretario internacional, Confederación General del Trabajo.

Mr K. ROSS (United States), Deputy Policy Director, American Federation of Labor and Congress of Industrial Organizations.

Mr T. SAKURADA (Japan), Takashimaya Labour Union.

Mr M. SHMAKOV (Russian Federation), President, Federation of Independent Trade Unions of Russia.

M. B. THIBAUT (France), Confédération générale du Travail.

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M. P. COUTAZ, accompagnant M. Thibault.

Ms M. HAYASHIBALA, accompanying Mr Sakurada.

Ms A. MARTENS, accompanying Ms Buntenbach.

Mme V. ROUSSEAU, accompagnant Mme Cortebecck.

Mr F. ZACH, accompanying Mr Buntenbach.

Mr A. ZHARKOV, accompanying Mr Shmakov.

---

**Membres travailleurs adjoints    Deputy Worker members  
Miembros trabajadores adjuntos**

- Mr M. AL MAAYTAH (Jordan), President, General Federation of Jordanian Trade Unions.
- Mr A. AMANCIO VALE (Brazil), Executive Director, Secretaria de Relações Internacionais, Central Única dos Trabalhadores.
- Mr Z. AWAN (Pakistan), General Secretary, Pakistan Workers' Federation.
- Ms S. CAPPuccio (Italy), Confederazione Generale Italiana del Lavoro.
- Sra. I. CARCAMO (Honduras), Secretaria de Educación, Confederación Unitaria de Trabajadores de Honduras.
- Ms M. CLARKE WALKER (Canada), Executive Vice-President, Canadian Labour Congress.
- Mr P. DIMITROV (Bulgaria), President, Confederation of Independent Trade Unions in Bulgaria.
- Mme A. EL AMRI (Maroc), Union marocaine du Travail.
- Sra. E. FAMILIA (República Dominicana), Vicepresidenta encargada de Política de Equidad de Género, Confederación Nacional de Unidad Sindical.
- Mr S. IQBAL (Indonesia), President, Konfederasi Serikat Pekerja Indonesia.
- Ms M. LIEW KIAH ENG (Singapore), SMOU General Secretary.
- M. E. MANZI (Rwanda), Secrétaire général, Centrale des Syndicats des Travailleurs du Rwanda.
- Mr B. NTSHALINTSHALI (South Africa), Deputy General Secretary, Congress of South African Trade Unions.
- Mr J. OHRT (Denmark), International Adviser, Landsorganisationen i Danmark.
- Ms B. PANDEY (Nepal), General Federation of Nepalese Trade Unions.
- Ms C. PASSCHIER (Netherlands), Vice President, Federatie Nederlandse Vakbeweging.
- Ms S. SIWELA (Zimbabwe), First Vice-President, Zimbabwe Congress of Trade Unions.
- Sra. M. TRIANA ALVIS (Colombia), Secretaria General, Confederación General del Trabajo.

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Ms S. CHOO, accompanying Ms Liew Kiah Eng.  
Mr F. HO, accompanying Mr Liew Kiah Eng.  
Ms A. VAN WEZEL, accompanying Ms Passchier.

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**Membres suppléants assistant à la session:**  
**Substitute members attending the session:**  
**Miembros suplentes presentes en la reunión:**

M. Y. VEYRIER (France), Secrétaire confédéral, Confédération générale du Travail - Force ouvrière.

**Autres personnes assistant à la session:**  
**Other persons attending the session:**  
**Otras personas presentes en la reunión:**

Mr C. DAORONG (China).  
Sr. J. LEJE (Venezuela (Rep. bolivariana de)).  
Sr. C. LOPEZ (Venezuela (Rep. bolivariana de)).  
Sra. M. MÁSPERO (Venezuela (Rep. bolivariana de)).  
Sr. R. PALACIOS (Venezuela (Rep. bolivariana de)).  
Ms R. RASMUSSEN (Norway).  
Mme C. SCHLACTHER (France).  
Mr N. SUZUKI (Japan).  
Mr Z. ZHENGWEI (China).



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**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**

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Sra. R. TINOCO, Consejera, Misión Permanente, Ginebra.

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**Côte d'Ivoire**

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M. A. EBAKOUÉ, Premier secrétaire, Mission permanente, Genève.

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**Croatie Croatia Croacia**

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**Egypte Egypt Egipto**

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**Fidji Fiji**

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Ms S. DAUNABUNA, Acting Permanent Secretary, Ministry of Employment, Productivity and Industrial Relations.

Ms N. SHAMEEM, Permanent Representative, Permanent Mission, Geneva.

Ms N. KHATRI, Counsellor and Deputy Permanent Representative, Permanent Mission, Geneva.

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

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**Finlande Finland Finlandia**

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## **Grèce Greece Grecia**

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## **Honduras**

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## **Israël Israel**

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**Lettonie Latvia Letonia**

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**Liban Lebanon Líbano**

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**Libye Libya Libia**

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

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**Luxembourg Luxemburgo**

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**Malaisie Malaysia Malasia**

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**Maroc Morocco Marruecos**

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Mr T. NAING, First Secretary, Permanent Mission, Geneva.

Ms T. TUN, First Secretary, Permanent Mission, Geneva.

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Ms M. MAN, Attaché, Permanent Mission, Geneva.

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**Népal Nepal**

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Mr L. KHANAL, Second Secretary, Permanent Mission, Geneva.

Ms R. DAHAL, Second Secretary, Permanent Mission, Geneva.

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## Nicaragua

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Sr. H. ESTRADA ROMÁN, Embajador,  
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Sr. L. VARGAS ROJAS, Representante  
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## Nigéria Nigeria

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Mr J. OCHOLI, Minister of State, Federal  
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Mr O. ILLOH, Permanent Secretary, Federal  
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Ms T. BRAIMAH, Director, Productivity  
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Mr E. IKPONG, SA to Hon. Minister of State,  
Federal Ministry of Labour and  
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Mr K. AKOR, Director-General (NPC), Federal  
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Mr H. USMAN, Chief Registrar (IAP), Federal  
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Mr O. OBAYAN, Ag. Director-General (NDE),  
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## Nouvelle-Zélande New Zealand Nueva Zelandia

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Mr M. HOBBY, Principal Adviser,  
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## Pérou Peru Perú

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Sr. L. CHÁVEZ BASAGOITIA, Embajador,  
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Sra. M. MASANA GARCÍA, Ministra,  
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## Philippines Filipinas

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Ms M. SY, Labour Attaché, Permanent  
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## Portugal

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M. P. PARDAL, Conseiller, Mission  
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## Qatar

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Mr E. AL-NAIMI, Minister of Administrative  
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Mr F. AL-HENZAB, Ambassador, Permanent  
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Mr S. AL-MARRI, Director of the International  
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Mr M. AL-QAHTANI, Director of Department  
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Mr M. AL-MEER, Director of Labour  
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### **Rwanda**

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Mr. J. NGANGO, Premier Conseiller, Mission  
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### **Slovénie Slovenia Eslovenia**

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Ms J. TRAVNIK, Deputy Permanent  
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### **Soudan du Sud South Sudan Sudán del Sur**

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### **Suède Sweden Suecia**

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### **Suisse Switzerland Suiza**

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**République tchèque  
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**Tunisie Tunisia Túnez**

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**Viet Nam**

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**Zambie Zambia**

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Ms V. LUBANGA, First Secretary, Permanent Mission, Geneva.

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**Représentants d'autres Etats Non Membres assistant à la session  
Representatives of non-member States present at the session  
Representantes de otros Estados No Miembros presentes en la reunión**

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**Bhoutan    Bhutan    Bután**

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Mr K. SINGYE, Ambassador, Permanent Representative, Permanent Mission, Geneva.

Mr T. DUKPA, Minister, Permanent Mission, Geneva.

Ms T. PELDON, First Secretary, Permanent Mission, Geneva.

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**Saint-Siège    The Holy See  
Santa Sede**

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Mgr. M. DE GREGORI, Attaché, Mission permanente, Genève.

M. P. GUTIÉRREZ, Mission permanente, Genève.



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**Représentants d'Organisations internationales gouvernementales  
Representatives of international governmental organizations  
Representantes de organizaciones internacionales gubernamentales**

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**Organisation des Nations Unies pour l'éducation, la science et la culture  
United Nations Educational, Scientific and Cultural Organization  
Organización de las Naciones Unidas para la Educación, la Ciencia y la Cultura**

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Mr A. ALMUZAINI, Director, Liaison Office in Geneva.

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**Nations Unies  
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Mr P. DUMITRIU, Inspector and Coordinator, Joint Inspection Unit.

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**Organisation arabe du travail  
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Mr F. AL-MUTAIRI, Director-General.

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Ms Z. KASBAOUI, Permanent Delegation in Geneva.

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**Union européenne  
European Union  
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Mr P. SØRENSEN, Ambassador, Head of the Permanent Delegation in Geneva.

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**European Public Law Organization**

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Mr G. PAPADATOS, Head of Delegation and Permanent Observer to the ILO in Geneva.

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**Organisation des Nations Unies pour l'alimentation et l'agriculture**  
**Food and Agriculture Organization of the United Nations**  
**Organización de la Naciones Unidas para la Agricultura y la Alimentación**

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**Organisation internationale pour les Migrations**  
**International Organization for Migration**  
**Organización Internacional para los Migraciones**

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**Conseil des Ministres du Travail des Etats du Conseil de Coopération du Golfe**  
**Labour Ministers' Council of the Gulf Cooperation Council States**  
**Consejo de Ministros de Trabajo de los Estados del Consejo de Cooperación del Golfo**

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Mr A. ALHAJRY, Director-General.  
Mr A. ALSUDEEHI, Acting Labour Director.

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**Union africaine**  
**The African Union**  
**Unión Africana**

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Mr J. EHOZOU, Permanent Observer, Permanent Delegation in Geneva.  
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**La Banque mondiale**  
**The World Bank**  
**El Banco Mundial**

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Ms L. HADJI.

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**Programme des Nations Unies pour le développement**  
**United Nations Development Programme**  
**Programa de la Naciones Unidas para el Desarrollo**

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**Haut-Commissariat des Nations Unies pour les réfugiés**  
**United Nations High Commissioner for Refugees**  
**Oficina del Alto Comisionado de la Naciones Unidas para los Refugiados**

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**World Economic Forum**

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**Organisation mondiale du commerce**  
**World Trade Organization**  
**Organización Mundial del Comercio**

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Mr S. MATHUR, Counsellor, Trade and Environment Division.

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**Représentants d'Organisations internationales non gouvernementales assistant à titre d'observateurs**  
**Representatives of international non-governmental organizations as observers**  
**Representantes de organizaciones internacionales no gubernamentales presentes con carácter de observadores**

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**Business Africa**  
**Business Africa**

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Ms J. MUGO, Secretary-General.

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**Organisation internationale des employeurs**  
**International Organisation of Employers**  
**Organización Internacional de los Empleadores**

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Ms L. KROMJONG, Secretary-General.  
Mr R. SUAREZ SANTOS, Deputy Secretary-General.

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**Association internationale de la sécurité sociale**  
**International Social Security Association**  
**Asociación Internacional de la Seguridad Social**

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Mr H. KONKOLEWSKY, Secretary-General.  
Ms D. LEUENBERGER, Head, Resources and Services Unit.

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**Confédération syndicale internationale**  
**International Trade Union Confederation**  
**Confederación Sindical Internacional**

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Ms S. BURROW, General Secretary.  
Mr W. CHIBEBE, Deputy General Secretary.  
Mr J. WIENEN, Deputy General Secretary.  
Ms R. GONZALEZ, Director, Geneva Office.  
Ms E. BUSSER, Assistant Director, Geneva Office.  
Mr M. DIALLO, Director HTUR Department.  
Ms C. KING, Director Equality Department.  
Mr T. NOONAN, Director Cam-Com.  
Ms M. SAHAN, Legal Unit.

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**Organisation de l'Unité syndicale africaine**  
**Organization of African Trade Union Unity**  
**Organización para la Unidad Sindical Africana**

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Mr A. MEZHOU, Secretary General.

Mr A. DIALLO, Permanent Representative to the ILO and UN Office in Geneva.

Mr E. BENMOUHOU.

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**Fédération syndicale mondiale**  
**World Federation of Trade Unions**  
**Federación Sindical Mundial**

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Mr N. GHIOKAS.

Mr E. MUNOZ.

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**Mouvement de libération  
Liberation movement  
Movimiento de liberación**

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**Palestine    Palestina**

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Dr I. KHRAISHI, Ambassador, Permanent Mission, Geneva.

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