



10th  
EUROPEAN  
REGIONAL MEETING  
**2-5 Oct. 2017**  
ISTANBUL, TURKEY

10<sup>e</sup>  
RÉUNION RÉGIONALE  
EUROPÉENNE  
**2-5 oct. 2017**  
ISTANBUL, TURQUIE

International  
Labour  
Organization  
Organisation  
internationale  
du Travail

# Final list of Delegations

# Liste finale des délégations

Thursday, 5 October 2017  
Jeudi, 5 octobre 2017

The list of delegations is presented in bilingual form. It contains the delegations of the member States represented at the Meeting in the French alphabetical order, followed by the representatives of the intergovernmental organizations and international non-governmental organizations accredited to the Meeting.

The names of the countries and organizations are given in English and French. Any other information (title and functions of participants) is given in the language used for official correspondence between the ILO and the country in question.

The names and designations appearing in the final list of delegations are those given in the official credentials received up to Wednesday 4 October at 17.00.

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La liste des délégations est présentée en format bilingue. Elle contient d'abord les délégations des Etats membres de l'Organisation représentés à la réunion par ordre alphabétique français. Figurent ensuite les représentants des organisations inter-gouvernementales et des organisations internationales non-gouvernementales accréditées par la réunion.

Les noms des pays et des organisations assistant à la réunion apparaissent en anglais et en français. Toute autre information (titre et fonctions des participants) est indiquée dans la langue officielle de correspondance entre l'OIT et le pays en question.

Les noms et désignations figurant dans la liste finale des délégations sont ceux indiqués dans les pouvoirs reçus au mercredi 4 octobre 2017 à 17 heures.

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La lista de delegaciones se presenta en formato bilingüe. En primer lugar figuran los Estados miembros de la Organización en orden alfabético en francés. Seguidamente aparecen las delegaciones de las organizaciones intergubernamentales y organizaciones internacionales no gubernamentales accreditadas a la reunión.

Los nombres de los Estados y organizaciones asistentes a la reunión figuran en inglés y francés. Los demás datos (títulos y cargos de los participantes) aparecen sólo en el idioma utilizado por la Oficina Internacional del Trabajo para sus comunicaciones oficiales con el correspondiente Estado.

Los nombres, títulos y cargos que figuran en la lista final de delegaciones son los que constan en los poderes oficiales recibidos hasta el miércoles 4 de octubre de 2017 a las 17 horas.

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## **Albanie    Albania**

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### **Government Delegates**

HYSENLLARI, Entela, Ms, Deputy Head Inspector, Labour Inspectorate and Social Services.  
KRASTA, Luljeta, Ms, Specialist, Department of Inspection, Labour Relations and Social Dialogue.

#### *Adviser*

FRASHËRI, Vjolica, Ms, Specialist, Department of Inspection, Labour Relations and Social Dialogue.

### **Workers' Delegate**

KALAJ, Gëzim, Mr, President, Union of the Independent Trade Unions (BSPSH).

#### *Advisers*

XHETANI, Jonuz, Mr, Deputy President, BSPSH.  
ALIKA, Arjola, Ms, Specialist, International Department, BSPSH.

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## **Allemagne    Germany**

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### **Government Delegates**

GUENTHER, Klaus, Mr, Counsellor, Permanent Mission, Geneva.  
GELIÇ, Sevinç, Ms, Embassy of Germany, Ankara.

### **Employers' Delegate**

HORNUNG-DRAUS, Renate, Ms, Managing Director, European and International Affairs, Confederation of German Employers' Associations (BDA).

#### *Adviser and substitute delegate*

CLEVER, Peter, Mr, Executive Board, BDA.

#### *Adviser*

STIEFEL, Michael, Mr, Senior Adviser, BDA.

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## **Autriche    Austria**

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### **Government Delegates**

DEMBSHER, Iris, Ms, Head, International Social Policy Unit, Federal Ministry of Labour, Social Affairs and Consumer Protection.  
ZIERING, Valerie, Ms, International and EU Social Policy Unit, Federal Ministry of Labour, Social Affairs and Consumer Protection.

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## **Azerbaïdjan    Azerbaijan**

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#### *Minister attending the Meeting*

MUSLUMOV, Salim, Mr, Minister of Labour and Social Protection of Population.

## **Government Delegates**

ALIZADE, Fuad, Mr, Chief, State Labour Inspection, Ministry of Labour and Social Protection of Population.  
SULEYMANOV, Elnur, Mr, Head, Employment Policy and Demography Department, Ministry of Labour and Social Protection of Population.

### *Advisers*

ABDULLAYEVA, Rana, Ms, Deputy Head, Employment Policy and Demography Department, Ministry of Labour and Social Protection of Population.

ANSARI, Elnara, Ms, Deputy Head, International Relations Department, Ministry of Labour and Social Protection of Population.

## **Employers' Delegate**

ZEYNALOV, Vugar Eldar Oğlu, Mr, Vice-President.National Confederation of Entrepreneurs.

### *Advisers*

HUMMATZADE, Khagan, Mr, Head, Legal and Labour Relations Department, National Confederation of Entrepreneurs Organizations.

GURBANOV, Adil, Mr, Senior Consultant, National Confederation of Entrepreneurs Organizations.

MAMMADOVA, Natavan, Ms, Executive Director, American Chamber of Commerce of Azerbaijan.

## **Workers' Delegate**

MOHBALIYEV, Sattar, Mr, Chairman, Azerbaijan Trade Unions Confederation.

### *Advisers*

ALIYEV, Ilyas, Mr, First Deputy Chairman, Azerbaijan Trade Unions Confederation.

DADASHOV, Agil, Mr, Deputy Chairman, Azerbaijan Trade Unions Confederation.

JAFAROV, Hasan, Mr, Secretary, Head of Apparatus, Azerbaijan Trade Unions Confederation.

MAMMADOVA, Asmar, Ms, Consultant, International Relations Department, Azerbaijan Trade Unions Confederation.

ALIYEV, Jahangir, Mr, Chairman, Azerbaijan Oil and Gaz Industry Workers Trade Union Republican Committee.

SATTAROVA, Jamila, Ms, Chairwoman, Azerbaijan Culture Workers Trade Union Republic Committee.

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# **Bélarus Belarus**

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## **Government Delegates**

STAROVOYTOV, Igor, Mr, Deputy Minister of Labour and Social Protection, Ministry of Labour and Social Protection.  
MIRONOVICH, Vladimir, Mr, Consul General, Consulate General, Istanbul.

## **Employers' Delegate**

SHARAMET, Mikalai, Mr, Chairperson of the Board, Union of Construction Workers.

### *Adviser and substitute delegate*

SHULIAKOUSKI, Vasil, Mr, First Deputy Chairperson, Director-General, Republic-Level Agro-Industrial Union, BelAPS.

### *Adviser*

MISIUK, Henrykh, Mr, Deputy Chairperson, Minsk Regional Agro-Industrial Union.

## **Workers' Delegate**

VARFALAMEYEVA, Hanna, Ms, Secretary, International Affairs, Federation of Trade Unions of Belarus (FTUB).

### *Adviser and substitute delegate*

USOLTSEV, Andrei, Mr, Head, Directorate of International Cooperation, FTUB.

*Adviser*

SVIATOKHO, Anton, Mr, Chief Specialist, Directorate of International Cooperation, FTUB.

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## **Belgique    Belgium**

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### **Délégué gouvernemental**

DE SMEDT, Sophie, Mme, Consul générale, Consulat, Istanbul.

### **Délégué des employeurs**

DE MEESTER, Kris, M., Premier Conseiller, Fédération des Entreprises de Belgique.

*Conseiller technique et délégué suppléant*

VAN DAMME, Ivo, M., Directeur, Département social, Fédération des entreprises de Belgique.

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## **Bosnie-Herzégovine    Bosnia and Herzegovina**

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### **Government Delegates**

DIZDAREVIC, Damir, Mr, Assistant Minister, Ministry of Civil Affairs.  
SALIC, Kemal, Mr, Adviser, Ministry of Civil Affairs.

### **Employers' Delegate**

PANDUREVIC, Mladen, Mr, Director, Association of Employers of Bosnia and Herzegovina.

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## **Bulgarie    Bulgaria**

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*Minister attending the Meeting*

ROUSINOVA, Zornitsa, Ms, Deputy Minister of Labour and Social Policy.

### **Government Delegates**

DIMITROVA, Elka, Ms, Director of Labour Market Policy and Labour Migration, Ministry of Labour and Social Policy.  
PARAPUNOVA, Stanimira, Ms, Chief Expert, European Affairs and International Cooperation Directorate, Ministry of Labour and Social Policy.

*Adviser and substitute delegate*

ANGELOV, Angel, Mr, Consul General, Consultate General, Istanbul.

*Advisers*

TONEV, Dimiter, Mr, Counsellor, Consulate General, Istanbul.  
PARUSHEVA, Dessislava, Ms, Head, Department Human Rights Directorate, Ministry of Foreign Affairs.

### **Employers' Delegate**

DETACHEV, Teodor, Mr, Director, Industrial Policies, Bulgarian Industrial Capital Association.

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## **Chypre Cyprus**

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### **Government Delegate**

KASOULIDES, Georgios, Mr, Ambassador, Permanent Representative, Permanent Mission, Geneva.

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## **Croatie Croatia**

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### **Government Delegates**

IVANKOVIĆ KNEZEVIĆ, Karatina, Ms, State Secretary, Ministry of Labour and Pension System.  
CVITANOVIĆ, Martina, Ms, Head, Service for European Affairs and International Cooperation, Ministry of Labour and Pension System.

### **Employers' Delegate**

KOSANOVIĆ, Milka, Ms, Director, Membership Relations, Croatian Employers' Association.

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## **Danemark Denmark**

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### **Government Delegates**

EKMANN JENSEN, Helle, Ms, Senior Adviser, Ministry of Employment.  
LORENTZEN, Torben, Mr, Special Adviser, Ministry of Employment.

### **Employers' Delegate**

DREESEN, Flemming, Mr, Senior Counsellor, Employment Protection Law, Danish Employers' Confederation.

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## **Espagne Spain**

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### **Delegados gubernamentales**

MENDÍVIL PEYDRO, Rafael, Sr., Embajador, Embajada, Ankara.  
CANO SOLER, Diego, Sr., Consejero de Empleo y Seguridad Social, Misión Permanente, Ginebra.

### **Delegado de los empleadores**

LACASA ASO, José, Sr., Presidente, Fundación CEOE.

#### *Consejero técnico*

SCHWEINFURTH ENCISO, Álvaro, Sr., Director Adjunto, Relaciones Internacionales, CEOE.

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## **Estonie Estonia**

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### *Minister attending the Meeting*

HOLM, Janar, Mr, Deputy Secretary-General, Labour and Employment Policy, Ministry of Social Affairs.

### **Government Delegates**

TREIER, Thea, Ms, Head, Working Life Development Department, Ministry of Social Affairs.  
MALVET, Merle, Ms, Head, Cross Border Social Security, Ministry of Social Affairs.

### *Advisers and substitute delegates*

MOTTUS, Marin, Ms, Ambassador, Republic of Estonia.  
PROOS, Mariliis, Ms, Head, Employment Relations, Ministry of Social Affairs.  
TÕNISMAA, Liis, Ms, Adviser, Ministry of Social Affairs.  
KAILAS, Arne, Mr, Head, Work Ability Policy, Ministry of Social Affairs.  
SOOMETS, Elina, Ms, Adviser, Ministry of Social Affairs.  
KOKS, Monika, Ms, Adviser, Ministry of Social Affairs.  
LUMISTE, Taavo, Mr, Second Secretary, Permanent Mission, Geneva.

### **Employers' Delegate**

METS, Victoria, Ms, Lawyer, Association of Estonian International Road Carriers.

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## **ex-Rép. yougoslave de Macédoine      The former Yug. Rep. of Macedonia**

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### *Minister attending the Meeting*

CAROVSKA, Mila, Ms, Minister of Labour and Social Policy.

### *Person accompanying the Minister*

MUCUNSKI, Zvonko, Mr, Ambassador, Embassy of the former Yugoslav Republic of Macedonia, Turkey.

### **Government Delegates**

SHKRIJELJ, Sanela, Ms, Head, Cabinet of the Minister, Ministry of Labour and Social Policy.  
ALEKSEVSKA, Mirjanka, Ms, Head of Department, Ministry of Labour and Social Policy.

### *Adviser and substitute delegate*

ABAZ, Zerin, Mr, Consul General, Consulate General of the former Yugoslav Republic of Macedonia, Istanbul.

### **Employers' Delegate**

DIMITROV, Angel, Mr, President, Organization of Employers of Macedonia (ORM).

### **Workers' Delegate**

DIMOVSKI, Darko, Mr, President, Federation of Trade Unions of Macedonia (SSM).

### *Adviser and substitute delegate*

NEDELKOV, Jakim, Mr, President, Independent Trade Union of Education, Science and Culture (SONK).

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## **Finlande      Finland**

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### *Minister attending the Meeting*

VIRTANEN, Samuli, Mr, State Secretary.

### **Government Delegates**

HEINONEN, Liisa, Ms, Government Counsellor, Ministry of Economic Affairs and Employment.  
NÄRHINEN, Antti, Mr, Counsellor Senior Specialist, Permanent Mission, Geneva.

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## France

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### Délégués gouvernementaux

JEANNEROT, Claude, M., Ambassadeur, Relations sociales internationales, Délégué du Gouvernement français au Conseil d'administration du Bureau international du Travail.

DEDIEU, Thierry, M., Conseiller aux Affaires sociales, Mission permanente, Genève.

### *Conseiller technique*

DENIS, Martin, M., Chargé de mission, Action internationale, Délégation aux affaires européennes et internationales.

### Délégué des employeurs

VAUCHEZ, Anne Marie, Mme, Directrice, Affaires sociales internationales européennes, Mouvement des entreprises de France (MEDEF).

### *Conseiller technique*

RUDELLI, Delphine, Mme, Union des Industries et des Métiers de la Métallurgie (UIMM).

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## Grèce    Greece

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### Government Delegate

GKOUVA, Myrto, Ms, Official, Directorate of International Relations, Ministry of Labour, Social Security and Social Solidarity.

### Employers' Delegate

MANOUSI, Nikoletta, Ms, Adviser, Social Affairs, Hellenic Federation of Enterprises and Industries (SEV).

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## Hongrie    Hungary

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### Government Delegate

KISSNÉ BENCZE, Katalin, Ms, Head of Unit, Director, Ministry for National Economy.

### Employers' Delegate

BOROSNÉ BARTHA, Terézia, Ms, International Director, Confederation of Hungarian Employers and Industrialists (MGYOSZ).

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## Irlande    Ireland

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### Government Delegate

ROCHFORD, Patrick, Mr, First Secretary, Permanent Mission, Geneva.

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## Israël    Israel

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### Government Delegate

AMRANI, Avner, Mr, Senior Research Director, Ministry of Labour and Social Affairs.

## **Employers' Delegate**

CATARIVAS, Dan, Mr, Director-General, Foreign Trade and International Relations, Manufacturers' Association of Israel.

## **Italie Italy**

### **Government Delegate**

DE CAMILLIS, Romolo, Mr, Director-General, Labour and International Relations, Ministry of Labour and Social Policies.

### **Employers' Delegate**

ROSSI, Stefania, Ms, COFININDUSTRIA.

### *Advisers*

ALBINI, Pierangelo, Mr, CONFINDUSTRIA.  
ANTONILLI, Fabio, Mr, CONFARTIGIANATO.

## **Kazakhstan**

### **Government Delegates**

NURYMBETOV, Birzhan, Mr, Vice-Minister of Labour and Social Protection of the Population.  
ALIMBAYEV, Yerlan, Mr, Minister Counsellor, Permanent Mission, Geneva.

### **Workers' Delegate**

TUREKOZHA, Tlemissov, Mr, Deputy Secretary-General, Kazakhstan Confederation of Labour.

### *Adviser and substitute delegate*

URALBAYEVA, Lida, Mrs, Chair, Territorial Association of Trade Unions of the Aktobe Province, Kazakhstan  
Confederation of Labour.

## **Lituania Lithuania**

### **Government Delegates**

RADIŠAUSKIENĖ, Eglė, Mrs, Vice-Minister of Social Security and Labour.  
DULKINAITĖ, Neringa, Ms, Adviser, International Law Division, Ministry of Social Security and Labour.

### **Employers' Delegate**

GUZAVIČIUS, Jonas, Mr, Vice-President, Lithuanian Confederation of Industrialists.

## **Luxembourg**

### **Délégué gouvernemental**

BIEVER, Frank, M., Chef de Mission adjoint, Consul, Ambassade, Ankara.

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## **Malte Malta**

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### **Government Delegates**

GATT, Alexandra, Ms, Director, Department of Industrial and Employment Relations.  
MARSH, Claude, Mr, Policy Officer, Department of Industrial and Employment Relations.

### **Employers' Delegate**

FARRUGIA, Joseph, Mr, Director-General, Malta Employers' Association.

#### *Adviser*

SAMMUT BONNICI, Dolores, Ms, President, Malta Employers' Association.

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## **République de Moldova Republic of Moldova**

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### **Government Delegate**

GRIGORAS, Stela, Ms, Minister of Health, Labour and Social Protection.

### **Employers' Delegate**

CERESCU, Leonid, Mr, President, National Confederation of Employees of the Republic of Moldova.

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## **Monténégro Montenegro**

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### **Government Delegates**

ŠOĆ, Vjera, Ms, Senior Adviser I, Labour Directorate, Ministry of Labour and Social Welfare.  
ZORONJIĆ, Larisa, Ms, Senior Adviser II, Labour Directorate, Ministry of Labour and Social Welfare.

### **Employers' Delegate**

MULEŠKOVIĆ, Mirza, Mr, Head, Department for International Affairs and Projects, Montenegro Employers Federation (MEF).

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## **Norvège Norway**

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### **Government Delegates**

GEDE VIDNES, Charlotte, Ms, Senior Adviser, Ministry of Labour and Social Affairs.  
MEILSOM, Kristin, Ms, Minister Counsellor, Ministry of Foreign Affairs.

### **Employers' Delegate**

MUNTHE, Henrik, Mr, Attorney at Law, Confederation of Norwegian Enterprises.

#### *Adviser*

KVALHEIM, Tore Eugen, Mr, Director, Employers Association.

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## Ouzbékistan      Uzbekistan

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### Government Delegates

KHAITOV, Aktam, Mr, Minister of Employment and Labour Relations.

FAYZIEV, Azamat, Mr, Head of Department, Agency for Foreign Labour Migration Affairs.

### *Adviser*

SHUKHRAT, Aminov, Mr, Consul General, Consulate, Istanbul.

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## Pays-Bas      Netherlands

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### Government Delegates

GANS, Roel, Mr, Director, International Affairs, Ministry of Social Affairs and Employment.

POST, Manon, Ms, First Secretary, Permanent Mission, Geneva.

### Employers' Delegate

SCHOENMAECKERS, Antoine, Mr, Director, International Social Affairs, Confederation of Netherlands Industry and Employers, VNO-NCW.

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## Pologne      Poland

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### Government Delegates

ZIELENIECKI, Marcin, Mr, Undersecretary of State, Ministry of Family, Labour and Social Policy.

WYSOCKA-MADEJ, Magdalena, Ms, Head of Unit, Social Dialogue and Partnership Department, Ministry of Family, Labour and Social Policy.

### *Adviser and substitute delegate*

SZOSTAK, Monika, Ms, Director, Department of International Cooperation, Ministry of Family, Labour and Social Policy.

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## Portugal

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### *Minister attending the Meeting*

VIEIRA DA SILVA, José António, Mr, Minister of Labour, Solidarity and Social Security.

### *Persons accompanying the Minister*

RIBEIRO, Sandra, Mrs, Chief of Cabinet of the Minister of Labour, Solidarity and Social Security.

SERUYA, Vasco, Mr, Counsellor, Embassy of Portugal, Ankara.

### Government Delegates

JOSÉ, Fernando Catarino, Mr, Deputy Director-General for Employment and Labour Relations, Ministry of Labour, Solidarity and Social Security.

PARDAL, Paulo Alves, Mr, Counsellor, Permanent Mission, Geneva.

### *Adviser*

CLAUDINO DE OLIVEIRA, Luís Fernando, Mr, Director of Working Conditions, Directorate-General for Employment and Labour Relations.

## **Employers' Delegate**

DA PENA COSTA, Manuel Marcelino Peralta, Mr, Vice-President, Portuguese Commerce and Services Confederation.

### *Adviser*

BISCAYA, Nuno, Mr, Deputy-Director, Department of Legal Affairs and Labour Affairs, Portuguese Business Confederation.

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## **Roumanie Romania**

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### *Minister attending the Meeting*

SEPI, Marius-Nicolae, Mr, Secretary of State, Ministry of Public Consultation and Social Dialogue.

## **Government Delegates**

TACHE, Cristian, Mr, Counsellor, Ministry of Labour and Social Justice.

BUTUZA, Claudia, Ms, Counsellor, Ministry of Public Consultation and Social Dialogue.

## **Employers' Delegate**

COSTACHE, Florian, Mr, President, PNR.

### *Advisers*

VLĂSCEANU, Silvia, Ms, Vice-President, Employers' Confederation Concordia.

OLTEANU, Costel, Mr, President, UNPCPR.

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## **Royaume-Uni United Kingdom**

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## **Government Delegate**

STEIGER, Shelley, Ms, Global Engagement Lead, Department for Work and Pensions.

### *Adviser*

PATEL, Mina, Ms, International Policy, Department of Work and Pensions.

## **Employers' Delegate**

CARBERRY, Neil, Mr, Managing Director, Confederation of Business Industry.

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## **Fédération de Russie Russian Federation**

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### *Minister attending the Meeting*

TOPILIN, Maxim, Mr, Minister of Labour and Social Protection.

### *Persons accompanying the Minister*

DUBOV, Ivan, Mr, Assistant to the Minister, Ministry of Labour and Social Protection.

AZIZOVA, Regina, Ms, Deputy Director, Department of Law and Cooperation, Ministry of Labour and Social Protection.

## **Government Delegates**

GORBARETS, Sergey, Mr, Deputy Director of Department, Ministry of Labour and Social Protection.

STEPAKOV, Stanislav, Mr, Deputy Head of Section, Ministry of Labour and Social Protection.

## **Employers' Delegate**

SHOKHIN, Alexander, Mr, President, Russian Union of Industrialists and Entrepreneurs.

### *Adviser and substitute delegate*

MOSKVINA, Marina, Ms, Managing Director, Russian Union of Industrialists and Entrepreneurs.

### *Advisers*

PIKHTOVNIKOV, Yuri, Mr, Head of Department, Oil Company, LUKOIL.  
ROMANOVSKIY, Oleg, Mr, Head of Department, Oil Company, LUKOIL.

## **Workers' Delegate**

SHATOKHIN, Nikolay, Mr, Chairman, Trade Union of Industrial Engineers.

### *Adviser*

PANYCHEV, Alexander, Mr, Secretary for PR and International Cooperation, Trade Union of Industrial Engineers.

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## **Serbie    Serbia**

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## **Government Delegates**

CVEJIĆ, Srbislav, Mr, State Secretary, Ministry of Labour, Employment, Veterans and Social Affairs (MoLEVSA).  
MARKOVIC, Zoran, Mr, Consul General, Consulate General, Istanbul.

### *Adviser and substitute delegate*

BAMBIĆ, Nada, Ms, Junior Adviser, International Relations, MoLEVSA.

### *Adviser*

KOROĆKIN, Tatjana, Ms, Interpreter/Translator, MoLEVSA.

## **Employers' Delegate**

STOILJKOVIĆ, Jovana, Ms, Legal Adviser, Employers' Union of Serbia.

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## **Slovénie    Slovenia**

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### *Minister attending the Meeting*

POGAČAR, Peter, Mr, State Secretary, Ministry of Labour, Family, Social Affairs and Equal Opportunities.

## **Government Delegates**

ŠTEPIĆ, Mojca, Ms, State Secretary, Head, Unit for Social Entrepreneurship, Ministry of Economic Development and Technology.

DRAKSLER, Urška, Ms, Adviser, Ministry of Labour, Family, Social Affairs and Equal Opportunities.

### *Adviser and substitute delegate*

KOVAČIĆ, Tatjana, Ms, Minister Plenipotentiary, Embassy, Ankara.

## **Employers' Delegate**

LAMPERGER, Danijel, Mr, Director, Chamber of Craft and Small Business.

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## Suède Sweden

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### Government Delegates

JANSON, Thomas, Mr, Deputy Director, Ministry of Employment.  
SKOGLUND, Pär, Mr, Desk Officer, Ministry of Employment.

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## Suisse Switzerland

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### *Ministre assistant à la Réunion*

ZÜRCHER, Boris, M., Secrétaire d'Etat, Chef de la Direction du Travail (DA), Secrétaire d'Etat à l'Economie (SECO).

### Délégués gouvernementaux

BERSET BIRCHER, Valérie, Mme, Suppléante du Chef des Affaires internationales du Travail, Département de l'Economie, de la Formation et de la Recherche (DEFR).  
MEIER, Andri, M., Collaborateur scientifique, DEFR.

### Délégué des employeurs

MATTHEY, Blaise, M., Directeur, Fédération des Entreprises romandes.

### *Conseiller technique et délégué suppléant*

TADDEI, Marco, M., Membre de la Direction, Union patronale suisse.

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## République tchèque Czech Republic

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### Government Delegates

JANEČEK, Pavel, Mr, Head of Unit, Ministry of Trade and Social Affairs.  
ONDŘEJKA, Jan, Mr, Deputy Counsellor General, Consulate General, Istanbul.

### Employers' Delegate

DRBALOVĀ, Vladimīra, Ms, Adviser to the President, Confederation of Industry and Transport.

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## Turquie Turkey

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### *Minister attending the Meeting*

SARIEROĞLU, Jülide, Ms, Minister of Labour and Social Security.

### *Persons accompanying the Minister*

YEGIN, Orhan, Mr, Deputy Minister, Ministry of Labour and Social Security (MoLSS).  
TARIKDAROĞLU, Zafer, Mr, Chief of Staff, MoLSS.  
AKBABA, Yunus, Mr, Adviser to the Minister, MoLSS.  
AKSANOĞLU, Yavuz, Mr, Adviser to the Minister, MoLSS.  
TAŞ, Melike, Ms, Adviser to the Minister, MoLSS.  
KARAKURT, Talha, Mr, Adviser to the Minister, MoLSS.  
UZAR, Emrah, Mr, Advisor to the Minister, MoLSS.  
KÖKSAL, Salih, Mr, Press and Public Relations Counsellor, MoLSS.  
TOPAL, Güray, Mr, Head of Protocol to the Minister, MoLSS.

## **Government Delegates**

ERDEM, Ahmet, Mr, Undersecretary, MoLSS.  
ARAT, Kürşad, Mr, Deputy Undersecretary, MoLSS.

### *Advisers and substitute delegates*

KORU, Ali Naci, Mr, Ambassador, Permanent Representative, Permanent Mission, Geneva.  
TUNCAY, Oğuz, Mr, Director-General, MoLSS.  
ÖNAY, Ali Riza, Mr, Deputy Director-General, MoLSS.  
BATUR, Erhan, Mr, Counsellor, Permanent Mission, Geneva.

### *Advisers*

AYDIN, Bilge, Mr, Deputy Undersecretary, MoLSS.  
BAĞLI, Mehmet Selim, Mr, President, Social Security Institution.  
ÖNDER, Nurcan, Ms, Director-General, MoLSS.  
KOÇ, Orhan, Mr, Director-General, MoLSS.  
AKYIL, Sadettin, Mr, Director-General, MoLSS.  
UZUNKAYA, Cafer, Mr, Director-General, Turkish Employment Agency.  
POLAT, Enes, Mr, President, State Personnel Department, MoLSS.  
BAYAR, Fırat, Mr, Counsellor, Permanent Mission, Geneva.  
TUTAR, Gizem Yaşar, Ms, Research Assistant, Gazi University.  
ÖNDEROL, Yusuf, Mr, Director of Labour, MoLSS.  
ŞENEL, Selmin, Ms, Expert, MoLSS.  
ÖZMEN, Özkan Suat, Mr, Expert, MoLSS.  
EKINCI, Serdar, Mr, Expert, MoLSS.  
KUŞLU, Göksel, Mr, Expert, MoLSS.  
AKTAŞ, Asuman, Ms, Expert, MoLSS.  
YURDAKUL, Fatih Bahadir, Mr, Expert, MoLSS.  
ÖZ, Hakan, Mr, Expert, MoLSS.  
SARA, Kivilcim Sanem, Ms, Expert, MoLSS.  
ACAR, Fatih, Mr, Expert, Permanent Mission, Geneva.  
DALDAL, Zeynep, Ms, Expert, MoLSS.  
YÜKSEL, Dilek, Ms, Expert, MoLSS.  
OKUR, Hillmet, Mr, Expert, MoLSS.  
UZ, Necla, Ms, Expert, MoLSS.  
TUNÇ, Uğur, Ms, Expert, MoLSS.  
YILDIZ, Emre, Mr, Expert, MoLSS.

### *Other persons attending the Meeting*

AYDIN, Hüseyin Tarık, Mr  
TIMUR, Hikmet, Mr  
ALAYBEYOĞLU, Mert Can, Mr

## **Employers' Delegate**

ÖNEN, Kudret, Mr, President, Turkish Confederation of Employer Associations (TISK).

### *Adviser and substitute delegate*

KIRESEPI, Erol, Mr, Member of the Board, TISK.

### *Advisers*

KOÇ, Akansel, Mr, Secretary-General, TISK.  
CENTEL, Tankut, Mr, Professor, Koç University, Faculty of Law.  
ŞARDAN, H. Serdar, Mr, Secretary-General, Cement Industry Employers' Association (ÇEIS).  
BARUT, Özgür, Mr, Secretary-General, Turkish Employers' Association of Metal Industries (MESS).  
TOKATLI, Fatih, Mr, External Relations Director, MESS.  
YILDIZ, Z. Ulaş, Mr, Lawyer, TISK.  
ARSLAN, Ayşe Öykü, Ms, Lawyer, ÇEIS.  
AKTEKİN, Şeyda, Ms, Lawyer, MESS.

KAYNAK, Ömer Emre, Mr, Lawyer, Turkish Textile Employers' Association (TTSIS).  
ERSOY, H. Necati, Mr, Secretary-General, Turkish Employers' Association of Construction Industries (INTES).  
KAYHAN, Muharrem Hilmi, Mr, President, TTSIS.  
GÜRSEL, Özgür Doğaç, Mr, External Relations Expert, TISK.  
AZAR, Hazal, Ms, Assistant Expert, TISK.

### **Workers' Delegate**

ATALAY, Ergün, Mr, President, Confederation of Turkish Trade Unions (TÜRK-İŞ).

### **Advisers**

ARSLAN, Mahmut, Mr, President, Confederation of Turkish Real Trade Unions (HAK-İŞ).  
KONCUK, Ismail, Mr, President, Confederation of Public Employees' Unions of Turkey (KAMU-SEN).  
YILDIZ, Osman, Mr, Secretary-General, HAK-İŞ.  
DEMIRCI, Ahmet, Mr, External Relations Secretary-General, KAMU-SEN.  
TİMURTAŞ, Osman, Mr, Coordinator, External Relations, MEMUR-SEN.  
SÜKÜN, Hakan, Mr, External Relations Expert, TÜRK-İŞ.  
GÖK, Ugraş, Mr, External Relations Expert, TÜRK-İŞ.  
YALÇIN, Ali, Mr, President, Confederation of Public Servants Trade Unions (MEMUR-SEN).

### *Other persons attending the Meeting*

TONBUL, Haci Bayram, Mr, Vice-President, MEMUR-SEN.  
MEMİŞ, Metin, Mr, Vice-President, MEMUR-SEN.  
ESEN, Mehmet Emin, Mr, Vice-President, MEMUR-SEN.  
BAYRAKTUTAR, Mehmet, Mr, Vice-President, MEMUR-SEN.  
KAYA, Günay, Mr, Vice-President, MEMUR-SEN.  
USLU, Levent, Mr, Vice-President, MEMUR-SEN.  
AKYÜZ, Hüseyin Rahmi, Mr, Adviser to the Confederation, MEMUR-SEN.  
GÜNENÇ, Ahmet, Mr, Lawyer, MEMUR-SEN.  
AKSEN, Nihat, Mr, External Relations Expert, MEMUR-SEN.  
RRAPAJ, Jonilda, Ms, External Relations Expert, MEMUR-SEN.  
MÜFTÜOĞLU, Ugur, Mr, External Relations Expert, MEMUR-SEN.  
BAHJAT, Hussein, Mr, External Relations Expert, MEMUR-SEN.  
ÖZCAN, Osman, Mr, External Relations Expert, MEMUR-SEN.  
CESAR, Nuran, Ms, External Relations Expert, MEMUR-SEN  
YILMAZ TÜRKMEN, Semra, Ms, Adviser to the Confederation, MEMUR-SEN.  
DOĞAN, Egemen, Mr, Adviser, MEMUR-SEN.  
TUFANOĞLU, Soner Can, Mr, President, Bayindir, MEMUR-SEN.  
YANBAZ, Vecdi, Mr, President, Büro, MEMUR-SEN.  
TURBAY, Müsel, Mr, President, Bem Bir-Sen, MEMUR-SEN.  
BUDAK, Ömer, Mr, President, Birlik Haber-Sen; MEMUR-SEN.  
CANKESEN, Can, Mr, President, Ulaştırma Memur-Sen, MEMUR-SEN  
ERDOĞAN, Macit, Mr, President, Kültür Memur-Sen; MEMUR-SEN.  
SELVİ, Latif, Mr, Acting President, Eğitim-Bir Sen, MEMUR-SEN.  
BEYHAN, Eyüp, Mr, President, Genç Memur-Sen; MEMUR-SEN.  
ÖÇAL, Habibe, Ms, Head, Women Commission, MEMUR-SEN.  
ŞENVER, Emin, Mr, President, Emekli Memur-Sen; MEMUR-SEN.  
UĞURLU, Elvan, Mr, Head, Disabled Commission, MEMUR-SEN.  
KAVLAK, Pevrul, Mr, Secretary-General, TÜRK-İŞ.  
AĞAR, Ramazan, Mr, Secretary-General, Finance, TÜRK-İŞ.  
IRGAT, Nazmi, Mr, Secretary-General, Education, TÜRK-İŞ.  
ALEMDAR, Eyüp, Mr, Secretary-General, Organization, TÜRK-İŞ.  
EKMEKÇIOĞLU, Burak, Mr, External Relations Expert, TÜRK-İŞ.  
IYIAYDIN, Bariş, Mr, Social Securitiy Expert, TÜRK-İŞ.  
BAĞDADİOĞLU, Enis, Mr, Advisor, TÜRK-İŞ.  
KÜÇÜKBALKAYA, Gökhan, Mr, Expert, TÜRK-İŞ.  
ERDOGAN, Uğur, Mr, Press, TÜRK-İŞ.  
POLAT, İlhami, Mr, President, TARIM-İŞ Trade Union; TÜRK-İŞ.  
YÜKSEL, Baki, Mr, President, ORMAN-İŞ Trade Union; TÜRK-İŞ.  
GÖK, Isa, Mr, President, ŞEKER-İŞ Trade Union; TÜRK-İŞ.  
AKÇUL, Nurettin, Mr, President, TÜRKİYE MADEN-İŞ Trade Union; TÜRK-İŞ.

DEMİRÇİ, Ahmet, Mr, President, GENEL MADEN-İŞ Trade Union; TÜRK-İŞ.  
YAŞAR, Ali Ufuk, Mr, President, PETROL-İŞ Trade Union; TÜRK-İŞ.  
SERVI, Musa, Mr, President, DERITEKS Trade Union; TÜRK-İŞ.  
TAŞÇI, Müsel, Mr, President, AĞAÇ-İŞ Trade Union; TÜRK-İŞ.  
ALSAN, Ergin, Mr, President, SELÜLOZ-İŞ Trade Union; TÜRK-İŞ.  
SOLAK, Veli, Mr, President, HABER-İŞ Trade Union; TÜRK-İŞ.  
NİGAR, Savaş, Mr, President, BASIN-İŞ Trade Union; TÜRK-İŞ.  
DURMUŞ, Gökhan, Mr, President, TGS (Journalists Union of Turkey); TÜRK-İŞ.  
TİRYAKIOĞLU, Metin, Mr, President, BASİSEN Trade Union; TÜRK-İŞ.  
YILMAZ, Turgut, Mr, President, BASS Trade Union (Bank, Finance and Insurance Employees Union); TÜRK-İŞ.  
ÖZDEMİRÖĞLU, Hasan, Mr, President, TEZKOOP-İŞ Trade Union; TÜRK-İŞ.  
NAZLIM, Zekeriya, Mr, President, TÜRKİYE ÇİMSE-İŞ Trade Union; TÜRK-İŞ.  
ÇETİNDAŞ, Bilal, Mr, President, KRİSTAL-İŞ Trade Union; TÜRK-İŞ.  
ŞAHİN, Mustafa, Mr, President, TES-İŞ Trade Union; TÜRK-İŞ.  
TATLIBAL, Ali Kemal, Mr, President, HAVA-İŞ Trade Union; TÜRK-İŞ.  
ÖZTÜRK, Kenan, Mr, President, TÜMTİS; TÜRK-İŞ.  
NALBANTOĞLU, Necip, Mr, President, DOKGEMİ-İŞ Trade Union; TÜRK-İŞ.  
PEKDEMİR, Hasan, Mr, President, Seafarer's Union of Turkey; TÜRK-İŞ.  
ÖZTÜRK, Hasan, Mr, President, SAĞLIK-İŞ Trade Union, TÜRK-İŞ.  
BAKİNDİ, Cemal, Mr, President, TOLEYİS Trade Union, TÜRK-İŞ.  
BOZAL, Bayram, Mr, President, TÜRK HARB-İŞ Trade Union; TÜRK-İŞ.  
ÇAĞRICI, Omer, Mr, President, GÜVENLİK-İŞ Trade Union; TÜRK-İŞ.  
ÇALUDA, Ahmet, Mr, President, HÜR-İŞ Trade Union, TÜRK-İŞ.  
BİRİCİK, Recep, Mr, Police Officer, TÜRK-İŞ.  
KILIÇ, Cem, Mr, Professor, Academic, Gazi University, TÜRK-İŞ.  
UYAR, Adnan, Mr, Regional Representative, TÜRK-İŞ.  
BAYGIN, Ismail, Mr, Legislation Secretary, DEMİRYOL-İŞ Trade Union, TÜRK-İŞ.  
ŞENGÜL, Fevzi, Mr, Secretary-General, ŞEKER-İŞ Trade Union, TÜRK-İŞ.  
BOZKURT, Hakan, Mr, Secretary-General, TEZ-KOOP İş Trade Union, TÜRK-İŞ.  
KUTLU, Yusuf, Mr, Vice President, TOLEYİS Trade Union; TÜRK-İŞ.  
HACISALİHOĞLU, Aziz, Mr, İstanbul Branch Chair, KOO-İŞ; TÜRK-İŞ.  
ÇELİMLİ, Selabattin, Mr, Haydarpaşa Branch Chair, DEMİRYOL-İŞ Trade Union; TÜRK-İŞ.  
YAMAN, Cemal, Mr, Adapazarı Branch Chair, DEMİRYOL-İŞ Trade Union; TÜRK-İŞ.  
ATALAY, Mehmet Fatih, Mr, Lawyer, YOL-İŞ Trade Union; TÜRK-İŞ.  
KAÇAR, Mustafa, Mr, İstanbul Branch Chair, DEMİRYOL-İŞ Trade Union; TÜRK-İŞ.  
ŞAHİN, Mehmet, Mr, Vice-President, HAK-İŞ.  
TORUNTAY, Mustafa, Mr, Vice-President, HAK-İŞ.  
GÜL, Ali Cengiz, Mr, Vice-President, HAK-İŞ.  
ÖZ, Hüseyin, Mr, Counsellor, Acting President, Hizmet-İŞ Trade Union; HAK-İŞ.  
YAVUZ, Fatma, Ms, Head, Women Committee, HAK-İŞ.  
GÜNER, Eda, Ms, Deputy Head, Women Committee, HAK-İŞ.  
SÜRÜCÜ, Mustafa Sema, Mr, Expert, HAK-İŞ.  
HALFAYA, Ahmed, Mr, External Relations Expert, HAK-İŞ.  
YILDIZ, Burhan, Mr, External Relations Expert, HAK-İŞ.  
SAYILAN, Onur, Mr, External Relations Expert, HAK-İŞ.  
TÜRKAY, Muhammed Nurbaki, Mr, Vice-President, ÖZ İnşaat-İş Trade Union, Legal Counsellor; HAK-İŞ.  
DEMİRYÜREK, Rukiye, Ms, Lawyer, HAK-İŞ.  
ŞİŞMAN, Mustafa, Mr, Head, İstanbul Province, HAK-İŞ.  
ODABAŞI, Ersin, Mr, Press Counsellor, HAK-İŞ.  
INANIR, Tamer Inanç, Mr, Head, Disabled People Committee, HAK-İŞ.  
BILGIN, Buğrahan, Mr, Legal Counsellor, HAK-İŞ.  
ASLAN, Mehmet Göktürk, Mr, Hizmet-İŞ Trade Union, Legal Counsellor, HAK-İŞ.  
ATAN, Metin, Mr  
KARADERİLİ, Eyüp, Mr, President, Öz Ağaç-İŞ Trade Union; HAK-İŞ.  
ÖZBEN, Metin, Mr, President, Öz Toprak- İŞ Trade Union; HAK-İŞ.  
BÖKE, Vedat, Mr, President, Oleysis Trade Union; HAK-İŞ.  
GÜLLÜOĞLU, Mehmet Nur, Mr, President, Öz İletişim-İş; HAK-İŞ.  
ÇUKUTLI, Halil, Mr, Vice-President, Öz Gida-İş Trade Union; HAK-İŞ.  
ÖZCAN, Fulya Pınar, Ms, External Relations Expert, HAK-İŞ.  
DENİZ, Şerafettin, Mr, Secretary, Social Affairs, KAMU-SEN.  
AYDIN, Abdulsamet, Mr, Private Secretary to President of MEMUR-SEN.  
BEDÜK, Ali Sait, Mr, Secretary-General, Confederation of Public Servants Trade Unions (MEMUR-SEN).

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## **Ukraine**

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### **Government Delegates**

IVANKEVYCH, Viktor, Mr, State Secretary, Ministry of Social Policy.  
CHERNEHA, Roman, Mr, Head; State Labour Service.

*Adviser*

GRYNEVETSKYI, Yuriy, Mr, Consul, Consultate General, Istanbul.

### **Employers' Delegate**

YAVORSKYI, Oleksandr, Mr, Head, Department of Business Competitiveness, Federation of Employers of Ukraine.

*Adviser*

TSIVKACH, Sergiy, Mr, Chair, Strategic Partnership and Institutional Development Committee, Federation of Employers of Ukraine.

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**REPRÉSENTANTS DES NATIONS UNIES, DES  
INSTITUTIONS SPÉCIALISÉES ET D'AUTRES  
ORGANISATIONS INTERNATIONALES OFFICIELLES**

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**REPRESENTATIVES OF THE UNITED NATIONS,  
SPECIALIZED AGENCIES AND OTHER OFFICIAL  
INTERNATIONAL ORGANIZATIONS**

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**Fonds des Nations Unies pour l'Enfance      United Nations Children's Fund**

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MUNA, Maha Elaine, Mr, Regional Gender Adviser; Regional Office for Europe and Central Asia (ECARO).

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**ONU Femmes      UN Women**

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MIYEGOMBO, Enkhtsetseg, Ms, Programme Specialist, UN Women Regional Office for Europe and Central Asia.

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**Banque mondiale      World Bank Group**

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CHRISTIAENSEN, Luc, Mr, Legal Agriculture Economist, World Bank Group Office, Brussels.

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**Fonds monétaire international      International Monetary Fund**

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BLAVY, Rodolphe, Mr, Deputy Director, IMF Office in Europe (Paris).

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**Organisation des Nations Unies pour le Développement industriel  
United Nations Industrial Development Organization**

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YILMAZ, Süleyman, Mr, Director, UNIDO Centre for Regional Cooperation.

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**Union européenne      European Union**

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THYSSEN, Marianne, Ms, European Commissioner for Employment, Social Affairs, Skills and Labour Mobility, European Commission.

BERGER, Christian, Mr, Ambassador, Head, Delegation of the European Union to Turkey.

BEGEOT, François, M., Counsellor, Head of the Economic and Social Development Section, Delegation of the European Union to Turkey.

DE BACKER, Raf, Mr, Personal assistant to Commissioner Ms Thyssen, European Commission, Brussels.

DELARUE, Rudi, Mr, Deputy Head, International Unit, Directorate-General for Employment, Social Affairs and Inclusion, European Commission, Brussels.

PICHOT, Evelyne, Ms, Team Leader for ILO Relations, Directorate-General for Employment, Social Affairs and Inclusion, European Commission.

AYDEMIR-KOYUNCU, Zeynep, Ms, Sector Manager for Social Policy and Employment, Delegation of the European Union to Turkey.

DIALLO, Lamine, Mr, Policy Officer, International Unit, Directorate-General of Employment, Social Affairs and Inclusion, European Commission, Brussels.

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**European Foundation for the Improvement of Living and Working Conditions**

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FODEN, David, Mr, Adviser, Industrial Relations.

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**Banque européenne d'investissement      European Investment Bank**

---

D'EUFEMIA, Massimo, Mr, Head, European Investment Bank (EIB).

SANLI, Gonca, Ms, Business Analyst, EIB.

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**Communauté des Etats indépendants    Commonwealth of Independent States**

---

EVDOKIMOV, Dmitry, Mr, Deputy Consul General, Consultate General of the Russian Federation, Istanbul.

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**Commission économique eurasienne    Eurasian Economic Commission**

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SUIUMBAEVA, Paiza, Ms, Director, Labour Migration and Social Protection Department, Eurasian Economic Commission.

SARYBAEV, Chingiz, Mr, Deputy Head, Division of Labour Resources, Labour Migration and Social Protection Department.

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**REPRÉSENTANTS D'ORGANISATIONS  
INTERNATIONALES NON GOUVERNEMENTALES**

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**REPRESENTATIVES OF NON-GOVERNMENTAL  
ORGANIZATIONS**

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**Organisation internationale des Employeurs    International Organization of Employers**

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KROMJONG, Linda, Ms, Secretary-General, International Organization of Employers (IOE).

SUAREZ SANTOS, Roberto, Mr, Deputy Secretary-General.

ASSENZA, Alessandra, Ms, Senior Adviser.

BOSKOV, Mile, Mr, Executive President, Business Confederation of Macedonia.

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**Confédération générale des syndicats    General Confederation of Trade Unions**

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POTAPOV, Albert, Mr, Deputy General Secretary.

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**OFFICERS OF THE MEETING**

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**BUREAU DE LA RÉUNION**

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## **Officers of the 10th European Regional Meeting**

## **Bureau de la 10ème Réunion régionale européenne**

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### **Chairperson Présidente**

SARIEROĞLU, Jülide, Ms (Turkey)

### **Government Vice-Chairperson Vice-présidente gouvernementale**

CAROVSKA, Mila, Ms (The former Yugoslav Republic of Macedonia)

### **Employer Vice-Chairperson Vice-présidente Employeur**

HORNUNG-DRAUS, Renate, Ms (Germany)

### **Worker Vice-Chairperson Vice-présidente Travailleur**

SHATOKHIN, Nikolay, Mr (Russian Federation)

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**SECRETARIAT OF THE MEETING**

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**SECRETARIAT DE LA REUNION**

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## **Secretariat of the Meeting**

## **Secrétariat de la Réunion**

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**Secretary-General**  
**Secrétaire général**

RYDER, Guy, Mr.

**Deputies of the Secretary-General**  
**Assistants du Secrétaire général**

KOLLER, Heinz, Mr.  
VINES, Greg, Mr.  
GREENFIELD, Deborah, Ms  
PERRIN, Christophe, Mr.

**Legal Adviser**  
**Conseiller juridique**

POLITAKIS, Georges, Mr.

**Head of Secretariat Services**  
**Chef des Services du Secrétariat**

LLOBERA, Juan, Mr.

**Clerk of the Meeting**  
**Gréffière de la Réunion**

DIMITROVA, Dimitrina, Ms