



INTERNATIONAL LABOUR OFFICE

Governing Body

GB.302/PV  
302nd Session

Geneva, June 2008

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**Minutes of the 302nd Session  
of the Governing Body of the  
International Labour Office**

## **Minutes of the 302nd Session of the Governing Body of the International Labour Office**

The 302nd Session of the Governing Body of the International Labour Office was held in Geneva, on Friday, 13 June 2008, under the chairmanship of Mr Dayan Jayatilaka (Sri Lanka), and Mr Zdzislaw Rapacki (Poland).

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

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**MINUTES OF THE 302ND SESSION  
OF THE GOVERNING BODY OF THE  
INTERNATIONAL LABOUR OFFICE**

Geneva, Wednesday, 28 May and Friday, 13 June 2008

PROGRAMME AND BUDGET FOR 2006–07:

*Financial report and audited  
financial statements*

1. The Governing Body met briefly on the afternoon of the opening of the 97th Session of the International Labour Conference, to take a decision on a recommendation made to it by the Programme, Financial and Administrative Committee.

**Governing Body decision:**

2. *The Governing Body decided to adopt the recommendation of its Programme, Financial and Administrative Committee to submit the final accounts for the 70th financial period (2006–07) and the External Auditor’s report thereon to the Conference for consideration and adoption.* (GB.301bis/PFA/1, paragraph 3.)

**First item on the agenda**

ELECTION OF THE OFFICERS OF THE  
GOVERNING BODY FOR 2008–09  
(GB.302/1)

3. *The Regional Coordinator for Eastern Europe* announced the Government group’s nomination of Mr Zdzislaw Rapacki, Ambassador and Permanent Representative of Poland, for the post of Chairperson of the Governing Body for 2008–09. Mr Rapacki, a Doctor of Economics from Warsaw University, had worked for ten years as Foreign Policy Adviser to the President of Poland, and had held many high posts at the Ministry of Foreign Affairs. His diplomatic career had taken him to Japan and the Philippines, to Madrid and to London before being posted to Geneva. In 2006 he had presided over the Conference on Disarmament.
4. *A Government representative of Peru*, on behalf of the Governments of the Group of Latin American and Caribbean Countries (GRULAC); *a Government representative of Tunisia*, on behalf of the Africa group; and *a Government representative of Japan* supported the nomination of Ambassador Rapacki.

**Governing Body decision:**

5. *The Governing Body elected His Excellency, Ambassador Zdzislaw Rapacki of the Republic of Poland, as Chairperson of the Governing Body for the 2008–09 period.* (GB.302/1, paragraph 3.)
6. *Mr Dayan Jayatileka*, outgoing Chairperson of the Governing Body, said that his spirits, no matter how oppressed, always rose as he entered the ILO. He attributed this to the nature of the ILO and the truly representative nature of its Government, Employer and Worker constituents. There was, moreover, the complete transparency of the proceedings,

to which the work of the Programme, Financial and Administrative Committee bore witness. These characteristics bestowed a certain moral and ethical capital on the Organization, and it would be very difficult to imagine a situation in which a government might consider shutting down an ILO mission. This was not due to the matters addressed by the Organization, the work of which included tackling highly contentious human rights issues, but simply because the nature of the ILO was such that it did not attract the same criticism or political controversy as many other international organizations.

7. Any dilution of core ILO values as a result of the call for greater UN unity as part of the movement to promote “One UN” should be strongly resisted. The ILO was born before the United Nations, in an age of political giants – Woodrow Wilson and Lenin – and must retain its specificity. The UN should gravitate more towards the ILO and there should be no dissemination of ILO values in the system.
8. Finally, the ILO also had a very important role to play in the current global crisis. It had proved that through the involvement of the social partners, by engaging in dialogue democratically, synthesis and consensus were possible. This would ultimately prove to be the only way in which to solve the increasing inequities with which the world was riven.

*(Mr Zdzislaw Rapacki took his seat as Chairperson of the Governing Body.)*

9. *The Chairperson* said that his appointment was an honour for the Government of Poland, recalling that the last time a representative of the Central and Eastern European group had served as Chairperson of the Governing Body had been before his own birth. He thanked the European group, GRULAC, the Africa group and the Government of Japan for their support. He closed his words of acceptance by stressing that the only way of achieving a strengthened ILO in a globalizing world was through tripartite effort and pledged himself to dedicating the time and work required to find common ground on all the key questions that would come before the Governing Body.

#### **Governing Body decision:**

10. *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 2008–09 period.* (GB.302/1, paragraph 3.)

#### **Second item on the agenda**

APPROVAL OF THE MINUTES OF THE 301ST SESSION  
OF THE GOVERNING BODY  
(GB.302/2)

#### **Governing Body decision:**

11. *The Governing Body approved the minutes of its 301st Session, as amended.* (GB.302/2, paragraph 3.)

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**Third item on the agenda**APPOINTMENT OF GOVERNING BODY COMMITTEES AND OF VARIOUS BODIES  
(GB.302/3)

12. *A representative of the Office* announced the Government members of the Committee on Freedom of Association as follows: Australia, France, Japan, Kenya, Mexico and Peru.
13. *A representative of the Director-General* said that, although the Office paper had anticipated that the Working Group on the International Labour Conference (WG/ILC) would continue its interim role, the situation had changed when, a few days previously, at its 97th Session (May–June 2008), the International Labour Conference had adopted the ILO Declaration on Social Justice for a Fair Globalization and the resolution on strengthening the ILO's capacity to assist its Members' efforts to reach its objectives in the context of globalization. The resolution provided for the establishment of a steering committee. It was therefore proposed that the Governing Body should constitute a temporary steering committee in place of the WG/ILC, which could be composed of 15 Government members, five Employer members and five Worker members. The greater number of Government members reflected the need to address various concerns expressed by governments, and the proposed equal numbers of Employer members and Worker members had resulted from the consultations that had been held. The steering committee would meet at the same time as the Governing Body in November 2008 and, if necessary, in March 2009, and as it would replace the WG/ILC, it would not entail additional costs. In mid-September, the groups would hold informal consultations on the issues relating to the activities of the steering committee and to the Strategic Policy Framework, and it was hoped that at that time it would be possible to define the exact composition of the steering committee. He proposed amending paragraph 7(d) of the reference document to read as follows: "to reconstitute a temporary steering group responsible for the follow-up to the ILO Declaration on Social Justice for a Fair Globalization, which would be composed of 15 Government members, five Employer members and five Worker members".
14. *The Worker Vice-Chairperson* said that the list of Worker members of the various bodies would be subject to some changes in the interests of a better geographical balance.
15. *A representative of the Asia-Pacific group* expressed concern regarding the outcome of the most recent Governing Body elections. In the alphabetical list of deputy members for the Asia-Pacific group, Viet Nam had been placed in an unfavourable light because it was last in the list, and therefore only delegates who knew it was necessary to read the list through to the end had seen that it was included. This led to a misinterpretation of the number of votes and did not reflect the true international situation of Viet Nam. He requested the Office to examine the way in which elections were carried out in order to avoid this type of problem.
16. *The Employer Vice-Chairperson* said that his group would also have to make some alterations to its list of members for reasons of geographical representativeness. The Employers defended the transparency of the ILO's electoral processes and urged the Office to adopt the measures necessary to address the concern expressed by the Asia-Pacific group. The Employers supported the point submitted for decision with the amendment proposed by the Office.
17. *A Government representative of Belgium* said that the group of industrialized market economy countries (IMEC) had planned to make a statement regarding the steering committee during the discussion of the fourth item on the agenda. IMEC did not entirely agree with the Office proposal regarding the steering committee. He wished to know

whether the matter would be examined under the third item or later on, under the fourth item on the agenda.

18. *The Chairperson* said that the discussion would take place under the fourth item on the agenda.
19. *A Government representative of South Africa* asked whether, from a procedural point of view, it was possible to examine, under the fourth agenda item, an issue on which a decision had already been adopted when it had been examined under the third item.
20. *A representative of the Director-General* proposed the following text for paragraph 7(d): “to constitute a temporary steering committee responsible for the follow-up to the Declaration on Social Justice for a Fair Globalization”. He said that the steering committee would meet at least in November 2008 and March 2009, during the sessions of the Governing Body, and its composition and activities would be determined through discussions and consultations.

**Governing Body decision:**

**21. *The Governing Body:***

- (a) *confirmed the establishment, apart from the Programme, Financial and Administrative Committee (PFAC), of the Committee on Freedom of Association (CFA), the Committee on Legal Issues and International Labour Standards (LILS), the Committee on Employment and Social Policy (ESP), the Committee on Sectoral and Technical Meetings and Related Issues (STM) and the Committee on Technical Cooperation (TC) for the 2008–11 period;*
- (b) *reconstituted the Subcommittee on Multinational Enterprises and confirmed its composition, that is, eight regular and eight substitute members from each group;*
- (c) *approved the reconstitution of the Building Subcommittee and the Information and Communications Technology Subcommittee of the Programme, Financial and Administrative Committee, as described in paragraph 3 of document GB.302/3 and authorized the Officers of the Programme, Financial and Administrative Committee to proceed to the appointment of the members of these Subcommittees;*
- (d) *constituted on a temporary basis a steering committee which would be responsible for the follow-up to the Declaration on Social Justice for a Fair Globalization.*

(GB.302/3, paragraph 7.)

**Board of the International Institute for Labour Studies**

22. *The Governing Body appointed 12 of its members, four from each of the three groups, as members of the Board of the International Institute for Labour Studies, for a period of three years.* (GB.302/3, paragraph 9.)

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**Board of the International Training Centre  
of the ILO, Turin**

23. *The Governing Body appointed 24 of its members – 12 from the Government group (including six from among the representatives of the ten Members of the International Labour Organization of chief industrial importance), six from the Employers' group and six from the Workers' group – as members of the Board of the International Training Centre of the ILO, Turin, for a period of three years.* (GB.302/3, paragraph 11.)

**Fourth item on the agenda****QUESTIONS ARISING OUT OF THE 97TH SESSION OF THE INTERNATIONAL LABOUR  
CONFERENCE REQUIRING IMMEDIATE ATTENTION**

24. *The Worker Vice-Chairperson* recalled that after the discussion of the situation in Burma/Myanmar by the Conference Committee on the Application of Standards, the Workers had called for support for ILO programmes for the populations affected in the Irrawaddy delta, following the devastation caused by cyclone Nargis, to enable them to rebuild their lives in their homeland, and not be relocated far from their family and cultural origins. This proposal had been endorsed by the Employers. All efforts in this connection should be coordinated by the ILO Liaison Office in Yangon, in cooperation with other international agencies and in accordance with core labour standards. The Liaison Office should be provided with greater human and financial resources. A high-level international meeting of the ILO's constituents, involving the Governments of the Association of South-East Asian Nations (ASEAN), should be convened urgently in the region, to consider a reconstruction process that integrated fundamental rights and freedoms. The ILO had considerable expertise in the labour-intensive reconstruction that should be deployed in this case. The Office should report to the 303rd Session of the Governing Body (November 2008) on all measures adopted as a result of decisions taken since the 87th Session of the Conference (June 1999), one of which had been to consider the possibility of requesting an advisory opinion from the International Court of Justice.
25. *The Employer Vice-Chairperson* said his group was in entire agreement with the position of the Workers in respect of Myanmar. The Employers particularly appreciated the subjects discussed at the 97th Session of the Conference, as well as the degree of tripartite consensus achieved. Such consensus was always a firm basis for the most sustainable solutions. The Conference had covered subjects of critical importance and relevance to concrete problems facing the world today. This continued a trend established at the 96th Session of the Conference (2007) with the discussion on sustainable enterprises. The questions of rural employment and of developing skills, because they involved issues of employability, productivity and competitiveness, were of vital concern to the employers. The group attached great importance to training, skills-building, training for new technological and work-organization challenges. The creation and strengthening of enterprises within a formal framework allowing competitiveness, and promoting workers' development and work skills would make possible a better world where globalization would be fair for all. For this reason, implementation should begin forthwith of the Declaration on Social Justice for a Fair Globalization and the resolution on strengthening the ILO's capacity to assist its members' efforts to reach its objectives in the context of globalization. A document should be drawn up, taking account of the consultations to be held before the next Governing Body, setting out very concrete proposals as to how this shared vision of an ILO at the service of its constituents might be achieved, with reinforced and improved systems of governance, increased technical capacities and ability to deliver assistance.



26. The High-level Panel on the Food Crisis, Production, Investment and Decent Work had been very useful. However, the Employers disapproved, both in the panel, as well as in the Global Report discussion and in the Standards Committee, of levelling accusations at specific companies. Proper, transparent parliamentary procedure should be maintained, and specific references should be avoided where the entities accused were unable to express their point of view in return. A tripartite decision had been taken to promote panel discussions, but the participants of these panels should be instructed to maintain parliamentary style and avoid making accusations that might afterwards be taken up by the media as a reflection of the debate that took place.
27. In respect of the Committee on the Application of Standards, the Employers felt that the Workers' concerns were adequately reflected in the list of cases, while their own concerns were not. The Employers' group was absolutely committed to the defence of freedom of association, and in this connection had grave concerns in respect of the cases of the Islamic Republic of Iran and of the Bolivarian Republic of Venezuela regarding FEDECAMARAS. The speaker called on the Government of Venezuela to open up dialogue that would permit direct contact with the Office, such that freedom of association, of expression, protection of the right to property and of free initiative, might be guaranteed.
28. In closing, the Employer Vice-Chairperson commented that there had been problems regarding the translation of Conference documents, in particular in respect of the French and Spanish versions, as well as a practical problem when the drafting committees were working at the same time as the technical committees. Finally, he wished to recognize the gesture made by the Minister of Labour and Social Security of Uruguay, who had announced in his speech that, due to steps taken by the Employer Vice-Chairperson and by the International Organization of Employers, the chapter of a draft law which, in their understanding, went beyond the meaning of Conventions Nos 87 and 98, had been withdrawn.
29. *A Government representative of the Bolivarian Republic of Venezuela* said that the attempt by the Employers' group, announced in the Venezuelan press, to force the inclusion of the Bolivarian Republic of Venezuela on the definitive list of cases for consideration by the Committee on Standards by rejecting any list that did not include the country, was nothing short of blackmail.
30. *The Employer Vice-Chairperson* raised a point of order, objecting that the word "blackmail" (Spanish: *chantaje*), was not a term appropriate to parliamentary language.
31. *The Government representative of the Bolivarian Republic of Venezuela* withdrew the term, but reiterated that his Government was concerned at accusations that it was exerting a pressure that negated the autonomy and seriousness of discussions within the Workers' group. This debate had distinct political overtones. The Government was going to reply to the requests for information made by the Committee on Freedom of Association within the established deadlines, and had recently emitted very positive signals as proof of its wish to cooperate. Information on the case of Ms Albis Muñoz had been supplied to the Office the week before the present meeting; the case against Ms Muñoz had been dismissed in December 2007, and President Chávez had approved legal amnesty. It was regrettable that the report did not fully recognize the positive steps being taken by the Government. The situation surrounding the FEDECAMARAS complaint had arisen as a consequence of an attempted coup d'état, in which the entrepreneurial sector had participated. The Government now wished to turn the page and open up dialogue. It called on the entire business sector, without exclusion, and on all workers, to enter into this dialogue and work together to build a united country, based on the Constitution and on law.

32. *A Government representative of Canada*, speaking on behalf of IMEC, acknowledged the efforts made by the secretariat in running the Conference this year, particularly with regard to booking meeting rooms. To avoid committee evening sessions, which had been scheduled from the first week at this session, the Office should limit issues and discussion points so the work could be completed without extended sittings. IMEC appreciated earlier availability of Conference reports and the web-posting of the draft committee reports. IMEC welcomed the outcomes of the discussions on rural employment and skills development, as well as the Declaration adopted by the Conference, and looked forward to cooperating on implementation of the resolution on strengthening the ILO's capacity.
33. IMEC approved the fact that there were fewer guest speakers, panels and side-events than the previous year, and that the *Provisional Records* were published in English, French and Spanish. Time management continued to be problematic, and speaking time should be strictly limited in plenary and for the presentation of reports. The President should insist on greater decorum in the room and should possibly be assisted in this by ushers. Consideration should be given to allotting two plenary sittings within regular hours for report adoption. The scheduling of the adoption of the Finance Committee's report at 7.30 p.m. was unacceptable. To make planning possible for ministers and senior government officials attending the Conference, information concerning the scheduling of guest speakers, panels and side-events or the timing of plenary work should be available well in advance and posted on the Internet. Unannounced changes to the workplan impeded full participation by delegates. Information on progress in work and upcoming discussions should be posted on screens in the *Palais*. Two hours of plenary time had been wasted on a vote on arrears of contributions invalidated by lack of quorum, perhaps as a result of insufficient notice. A solution to this problem might be to install central voting stations at which delegates could vote during extended hours without interrupting the work of the plenary. This might entail amendments to the Standing Orders. The Global Report discussions were again lengthy and not interactive. The Assembly Hall was not a venue conducive to exchange of dialogue. Alternative formats should be considered for review of the implementation of the Declaration on Social Justice for a Fair Globalization.
34. IMEC again urged that time management be improved in the Committee on the Application of Standards, the meetings of which systematically started late; 14-hour working days were unacceptable and could not do justice to the issues under discussion. The Working Group on the International Labour Conference should consider solutions to this recurrent problem, and the Office should reflect on the Committee's smooth functioning. At the next Conference, IMEC requested that a regularly updated programme of work be provided to all members for each Committee session; this would enable delegations to plan their interventions better. IMEC again appreciated the early distribution of the preliminary list of cases; the Employers' and Workers' groups should try to produce this list as early as possible. Use of technology in committees and drafting groups was helpful and should perhaps be expanded, for example to include online availability of amendment forms.
35. IMEC noted steps to improve document distribution and reduce wastage. Further efforts should be made in this sense, and the ILO should take a lead in adopting environmentally friendly policies at all its venues. The ILO document publication and production policy should be reviewed to reduce wastage. She stressed that Conference participants should be responsible for supporting ecological policies.
36. *A Government representative of Belgium*, also speaking on behalf of IMEC, said that the group attached great importance to the implementation of the recently adopted Declaration. The resolution adopted at the same time provided for modalities of implementation for the Declaration, and it was important that this started as soon as possible. IMEC believed that a steering committee could be useful in overseeing an integrated follow-up. The steering

committee would be a coordinating, not a decision-making body; it would not take any responsibilities from the Governing Body or its committees and would report to the Governing Body on its activities in a transparent manner. It could be established immediately, for a limited period, so as to be functional for the 303rd Session in November 2008. Its future could then be decided by the March 2009 session. IMEC proposed a format of 16 Government members and eight each from the two other groups, stressing that a government membership of 16 was important to the group. Given that the first cycle of reporting on the Declaration would take place at the 99th Session of the Conference, in 2010, the November Governing Body would have to make transitional arrangements. IMEC member States on the Governing Body, and those holding present and future European Union presidencies, were willing to participate in the steering committee.

37. *The Worker Vice-Chairperson* noted that there had been total support in the Governing Body for the position he had outlined with respect to Burma/Myanmar. The resolution made it clear that an implementation plan for the Declaration should be submitted to the November 2008 session of the Governing Body with, if necessary, a set of final proposals for its consideration at the next session thereafter. Many of the suggestions made by IMEC were fair and reasonable, in particular the need to obtain a quorum in the plenary room for voting, and to achieve greater audience respect for the speakers during the debates. The Global Report discussion had again failed to be interactive. Other formats, for example involving a selected panel to lead discussions – a system that had proved effective elsewhere – should be considered. With planning, interactivity was possible, notwithstanding government representatives' need to seek guidance from their administrations. Regarding time management, the Workers' group did not like extended sittings any more than the other groups, but recognized that they would inevitably be needed on occasions, especially given the present, shorter format of the Conference.
38. In respect of the situation in Zimbabwe, the Worker Vice-Chairperson stated without equivocation that it was unacceptable in terms of human rights and social justice. The group therefore called for a commission of inquiry, under article 26 of the ILO Constitution, to be instigated in respect of Zimbabwe.
39. Regarding the discussion on rural employment, the Workers understood that the Committee, in its resolution concerning the ILO's and the tripartite constituents' role in tackling the global food crisis, had decided that there should be a tripartite technical workshop on the global food crisis. The Office should take swift action in this connection.
40. One of the major successes of the 97th Session of the Conference had been the marked spirit of tripartism that had prevailed. There had been general recognition that social justice and development could only be attained through tripartism. The very strong stand taken by the Committee to eradicate child labour in the agricultural sector was also highly commendable and should be supported.
41. In response to the Employer Vice-Chairperson's comments regarding the list of cases for consideration by the Standards Committee, the Worker Vice-Chairperson said that discussion should take place among those responsible for drawing up this list, as soon as possible. Finally, the speaker wished to know whether the Government representative of the Bolivarian Republic of Venezuela in the Committee on the Application of Standards had said that his country would be very willing to be on the list at the 2009 Conference.
42. *A Government representative of the Bolivarian Republic of Venezuela* commented that the past few days had been rich in anecdotes, but assured the Governing Body that no member of his country's delegation had made that comment. The previous day, President Chávez had announced a number of very interesting measures of which the Office would be fully informed. The Government was eager to overcome the situations of conflict mentioned,

which prompted the Governing Body to continue to discuss its case. Improvements were being made, and the speaker was confident his country would not figure on the Standards Committee list in 2009.

43. *The Worker Vice-Chairperson* extended apologies to the Government representative of Venezuela, agreeing that he must either have misheard what had happened in the Standards Committee, or the intervention in question had been wrongly translated.
44. *A representative of the Director-General* said that the Working Group on the International Labour Conference had discussed many of the issues that had been raised concerning the organization of the Conference, and would doubtless continue its discussions thereon. Careful note would be taken of the suggestions, particularly with regard to vote taking. The Global Report discussion would have been in a smaller room, had this been available. The ILO was obliged to live with the constraints imposed by the *Palais des Nations*. Regarding the composition of the Declaration steering committee, the Office was in the Governing Body's hands. The Government group clearly felt that a representation of 16 members would suit their needs. If the Employers and Workers wished to have eight, six or five members each, the Office did not see a problem. The important point was to confirm a decision.
45. The Worker Vice-Chairperson had called for the opening of an article 26 procedure in respect of Zimbabwe. The documents would therefore be prepared to enable the November 2008 Governing Body to take a decision on sending a commission of enquiry to that country.
46. The November Governing Body agenda would include an item on the follow-up to the resolutions that came out of the discussion on rural employment, under the item on matters arising out of the work of the 97th Session of the Conference.
47. Some other issues raised by the Workers' group had the support of the Employers' group, including the question of action to be taken in respect of Myanmar. The Liaison Officer had been present throughout the Conference, and had discussed issues of reconstruction and relief work, as well as the issues before the Standards Committee. Members of the ILO Crisis Response team had already been granted visas, and would join the ASEAN-led assessment team in Myanmar immediately. They would work with the ILO Liaison Officer in finding responses to the assessments, including deployment of labour-intensive local economic recovery strategies, naturally respecting core labour standards. Discussions with the Government of Myanmar had taken place during the Conference in this connection. The Office noted, and concurred with, the call for increased resources for the Liaison Officer. A donors' meeting on recovery and reconstruction was planned in July in Yangon. This meeting was connected to the UN ASEAN work, and the ILO would ensure that its constituents' expectations were brought to the table, and would remain continuously available to discuss these matters with the different groups. The Office noted a call to hold a high-level constituent conference in the region, and would examine the financial implications of this; it would depend on whether there were donors available, or whether funding was required from the regular budget. The November Governing Body would receive a report from the Liaison Officer dealing with the functioning of the complaint mechanism under the Supplementary Understanding as usual, but also giving detailed information on reconstruction and relief work. An additional report, as requested, on all decisions taken since 1999 and on measures adopted in response to these decisions, would also be submitted to the November session.
48. *A Government representative of Spain* endorsed both statements made on behalf of IMEC. After briefly expressing a preference for concrete ideas over the anecdotal, and stressing the need for a sufficient period of reflection before formulating such concrete ideas, the

speaker said his delegation considered that the Conference had been extremely positive and congratulated the Director-General and the Office.

49. *A Government representative of South Africa* supported some of the ideas put forward by IMEC. Time management remained a serious problem at the Conference, and the five-minute speeches added little value either for the audience or for those making the presentations. Time should be given to seeking an innovative alternative to this sequence of speeches, which was more akin to story-telling than to ideas-sharing. Regarding the voting and adoption of reports, one approach might be to group all of these operations in one single day. This would ensure the attendance required for the quorum.

#### **Governing Body decision:**

50. *The Governing Body decided that the necessary documentation should be prepared to enable its 303rd Session (November 2008) to take a decision on the complaint submitted under article 26 of the Constitution alleging non-observance by the Government of Zimbabwe of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and Right to Organise and Collective Bargaining Convention, 1949 (No. 98).*
51. *The Governing Body took note of a set of proposals for action, presented by the Workers' group and supported by the Employers' group, concerning recovery and other activities in Myanmar and decided that, in addition to a report from the Liaison Officer, a document should be prepared for the 303rd Session (November 2008), covering the status of all relevant decisions by the International Labour Conference and the Governing Body since June 1999.*

#### **Fifth item on the agenda**

##### 350TH REPORT OF THE COMMITTEE ON FREEDOM OF ASSOCIATION (GB.302/5)

52. *The Chairperson of the Committee on Freedom of Association*, introducing the report, mentioned several cases in relation to which the Committee had requested the governments concerned to transmit their observations as a matter of urgency: Cases Nos 2318 (Cambodia); 2450 (Djibouti); 2571 (El Salvador); 2581 (Chad); 2582 (Bolivia); 2593 (Argentina); 2598 (Togo); 2599 (Colombia); 2603 and 2606 (Argentina); 2607 (Democratic Republic of the Congo); and 2608 (United States). Of the 39 cases on which governments had provided information on the measures adopted to follow up its recommendations, the Committee noted with satisfaction or interest the progress made in the six following cases: Cases Nos 2430 (Canada); 2176 (Japan); 2252 (Philippines); 2519 (Sri Lanka); 2466 (Thailand); and 2388 (Ukraine).
53. The Committee drew seven cases that it had examined on their merits to the special attention of the Governing Body because of the extreme seriousness and urgency of the matters dealt with therein. One of those cases was Case No. 2602, concerning the Republic of Korea, which referred to obstacles to the effective exercise of the rights to freedom of association and collective bargaining of subcontracted workers in the metalwork sector, rights which should be guaranteed by the applicable legislation. The Committee urged the Government, in particular, to align section 314 of the Criminal Code with the principle of freedom of association, and to have recourse to ILO technical assistance in order to develop, in consultation with the social partners, mechanisms to strengthen the protection of the aforementioned rights and to prevent any abuse of subcontracting to evade the

implementation of those rights. With regard to Case No. 2609, concerning Guatemala, the Committee deplored the murder of the leader of the Izabal Banana Workers' Union (SITRABI), and said it expected that the investigation under way would allow responsibilities for that act to be determined, and the perpetrators of the homicide to be identified, arrested and brought to justice. The Committee also formulated recommendations on alleged acts of anti-union harassment and discrimination. With regard to Case No. 2589, concerning Indonesia, the Committee deeply deplored the allegations that the army had had extensive involvement in the industrial dispute at PT Cigading Habean Centre. The Committee requested the Government to adopt the appropriate corrective measures with regard to the dismissals, to investigate the acts of intimidation and violence committed by the army and to punish those responsible. The Committee expressed its deep concern regarding the seriousness of the situation prevailing in the Islamic Republic of Iran, noted that many of the difficulties in Cases Nos 2323, 2508 and 2567, concerning that country, stemmed from the lack of a legislative framework to encourage trade union pluralism, and requested the Government to accept an ILO direct contacts mission. With regard to Case No. 2254, concerning the Bolivarian Republic of Venezuela, the Committee requested the Government to ensure the security of the Venezuelan Chambers of Commerce and of Manufacturers' Associations (FEDECAMARAS) head office and its leaders, and to guarantee freedom of expression, including that of the employers' organizations. The Committee urged the Government to establish a national, high-level joint committee responsible for examining the allegations in the case, and to request technical assistance from the ILO with a view to establishing a tripartite social dialogue committee.

54. The speaker expressed his thanks to the departing members of the Committee. He thanked, in particular, Ms Engelen-Kefer, who had been a member of the Committee for 18 years and spokesperson of the Workers' group of the Committee, for her collaboration and, in particular, for the firm and productive determination she had shown in striving for what in her view was the only way to achieve progress: consensus.
55. *The Chairperson* confirmed that Ms Engelen-Kefer was no longer a member of the Committee, but that, as she had been during the examination of the cases that were presented in the report under consideration, the Officers of the Governing Body had decided that she could take the floor on behalf of the Workers' group.
56. *Ms Engelen-Kefer* thanked the Chairperson for his kind words, and for the opportunity to speak on behalf of the Workers' group.
57. She unreservedly endorsed the report introduced by the Chairperson on the serious and urgent cases, and added a few observations, in particular on two of the five serious cases concerning Colombia. Case No. 2362 involved allegations of violations of trade union rights and collective bargaining in the AVIANCA group of companies. In its recommendations, the Committee had stated in very forthright terms its view that the associated labour cooperatives could not be considered in fact or in law to be "workers' organizations" responsible for promoting and defending workers' interests. Under the terms of Convention No. 87, "workers" did not include only dependent workers but also independent or autonomous workers, and workers associated in cooperatives should be able to establish and join the trade union organizations they deemed appropriate. Case No. 2554 concerned the serious consequences of transferring teachers against their will, threats against trade union leaders and the violent suppression of a demonstration by teaching staff. The Committee had examined the case without having received the information requested as a matter of urgency from the Government. The Workers' group unequivocally supported the recommendation that the Government should provide protection for the trade unionists who had been threatened and that the Committee should carry out the follow-up to the case within the framework of Case No. 1787.

58. With regard to Case No. 2602, concerning the Republic of Korea, the Committee urged the Government to adopt all necessary measures to promote collective bargaining on the conditions of employment of subcontracted workers in the metalwork sector.
59. The Committee also examined Case No. 2547, concerning the United States, in which it was alleged that graduate teaching and research assistants at private universities were denied the right of freedom of association and collective bargaining. The Committee requested the Government to take the necessary steps, including legislative, if necessary, to ensure that trade union rights were a reality at private universities and that they extended to the workers indicated.
60. The Committee examined three cases relating to Guatemala, two of which involved alleged acts of anti-union discrimination and persecution, while the third, considered serious and urgent, concerned the murder of a trade union leader. With regard to the three cases relating to the Islamic Republic of Iran, the Workers' group urged the Government to accept the direct contacts mission, as it was very alarmed by the serious violations of trade union rights committed in the country. The Workers' group expressly supported the recommendations formulated by the Committee with regard to all of those cases.
61. Cases Nos 2177 and 2183, concerning Japan, the examination of which seemed to be never-ending, contained allegations that the Government had developed new legislation without consulting the social partners and that it was continuing to impose restrictions on the basic trade union rights of public employees. Although the progress made as a result of the institutionalized discussions that had taken place with the social partners had been noted, the Committee called for full social dialogue and the recognition of the basic trade union rights of the workers concerned. The Committee recalled that the Government could have recourse to the technical assistance of the Office.
62. In Case No. 2478, concerning Mexico, allegations had been made regarding deaths of trade unionists, acts of violence, death threats and anti-union discrimination occurring nationwide. The Committee deplored the excessive length of the judicial procedures and requested the Government to guarantee expeditious justice in relation to the exercise of trade union rights.
63. Looking back over her 18 years on the Committee, with three sessions each year, at each of which 30 to 40 cases had been examined, she thanked her group colleagues for the spirit of teamwork with which they had carried out their tasks for the benefit of workers. She also expressed her thanks to the Employer and Government members of the Committee, and to the Office. She emphasized that the decisions taken in the Committee were always the result of a consensus and, even though that meant that each of the parties had to abandon what they considered to be the ideal position, the compromises they reached allowed progress to be made and the ILO's objectives to be promoted. It was well known that democracy could not thrive without trade unions and employers' organizations to consolidate the social dimension of globalization.
64. *The Employer spokesperson* said that, of the 39 cases examined by the Committee, 24 were from the Americas, four from Africa, three from Europe and eight from Asia. The Committee had also examined the admissibility of a complaint submitted to it.
65. The Employers' group considered that, at a time when new members of the Committee were assuming their new functions, the principle of reorganizing the ILO's activities, which had been examined and agreed in the Committee on Strengthening the ILO's Capacity at the 97th Session (2008) of the International Labour Conference, should also be applied to the Committee on Freedom of Association, and, in particular, to the way in which decisions were adopted. It was essential to keep always in mind that the worlds of

work and business were constantly changing. In that regard, the *Digest of decisions and principles of the Freedom of Association Committee* should be regarded as an important source of guidance but not a source of jurisprudence.

66. Turning to a number of specific serious cases before the Committee, the speaker referred to Case No. 2254 concerning the Bolivarian Republic of Venezuela. In order to find a way out of the stalemate in relations between the Government and some of the social partners, it was essential to implement the Committee's recommendations, namely, to set up tripartite bodies and accept a direct contacts mission from the ILO. The speaker emphasized that the Committee's recommendations did not come from the International Organisation of Employers (IOE) but from a tripartite body composed of representatives of governments, employers and workers.
67. With regard to Case No. 2567, concerning the Islamic Republic of Iran, the Employers' group considered that governments should not interfere in the activities of employers, a principle enunciated clearly in Article 3 of Convention No. 87, and endorsed the observations made by the Committee's Chairperson on Cases Nos 2589 (concerning Indonesia) and 2602 (concerning the Republic of Korea).
68. Case No. 2547 concerning the United States raised the important question of the definition of the term "worker". In the case in question, the Committee acknowledged the role of the courts in determining compliance with ILO Conventions. The Employers' group welcomed the fact that in its recommendations the Committee had, as it should always, left lawful procedures to take their course; the Committee was not an appeals body to which cases on which local courts had ruled should be referred. In a number of other cases, the question of mentioning company names had arisen; the Employers' group was opposed to doing so if an employer did not have the opportunity to present its own version of events.
69. With regard to Case No. 2583 concerning Colombia, the Employers' group endorsed the conclusion reached by the Committee on what its role should be in the interpretation of Convention No. 87 in cases of company restructuring, and recalled that "it can examine allegations concerning economic rationalization programmes and restructuring processes, whether or not they imply redundancies or the transfer of enterprises or services from the public to the private sector, only in so far as they might have given rise to acts of discrimination or interference against trade unions".
70. The speaker reviewed a number of issues of concern to the Employers' group. These included the conduct of trade union and government officials during peaceful demonstrations, the fact that some governments did not send their own observations on the allegations presented, or sent them late, and the fact that certain governments did not ratify ILO Conventions. Referring to the difficult situations in some countries such as Colombia and Guatemala, he urged the governments concerned to continue to apply laws from the perspective of Conventions Nos 87 and 98. The Employers' group wanted an exhaustive review of the approaches adopted by the Committee depending on whether or not governments had ratified the two Conventions.
71. The Employers' group considered that it was time to examine the definition of "essential services". The speaker recalled the words he had used at the March 2008 meeting, to the effect that the world of work was constantly changing and some services which in the past might not have been regarded as essential were so now. The Employers would continue to try to ensure that the cases before the Committee were resolved in a fair and equitable way. The use of the technical assistance offered by the ILO favoured the creation in different countries of a more positive climate, and the speaker said he felt obliged to ask governments requesting such assistance to make effective use of it. It was disconcerting to



hear governments saying time and again that they were not violating the provisions of the Conventions and would therefore not accept visits from direct contacts missions.

72. Lastly, the speaker thanked Ms Engelen-Kefer for the work she had done over many years. It had been a pleasure and an honour to work with someone who had been known as a firm but reasonable and fair negotiator, and he wished her success in her future activities. He welcomed Mr Edström as the new spokesperson of the Workers' group.
73. *A Government representative of Pakistan* said that improving labour standards in question was a priority for his Government, which had been re-elected in February 2008. The new administration was in favour of repealing the highly controversial Industrial Relations Ordinance and had lifted all restrictions on the exercise of trade union activities. Referring to Case No. 2242, the speaker said that new legislation would shortly be enacted taking into account the concerns expressed by the employees of the Pakistan International Airlines Corporation (PIAC). With regard to Case No. 2096, he said that the Banking Law Review Commission had finalized the new text, which would be adopted in the near future. He said that there were no restrictions on trade union activities in the country's export processing zones, where all relevant labour laws were applied without exception.

**Governing Body decision:**

74. *The Governing Body took note of the introduction to the report of the Committee, contained in paragraphs 1–217, and adopted the recommendations made in paragraphs 231 (Case No. 2563: Argentina); 255 (Case No. 2578: Argentina); 273 (Case No. 2570: Benin); 296 (Case No. 2584: Burundi); 315 (Case No. 2476: Cameroon); 325 (Case No. 2392: Chile); 340 (Case No. 2462: Chile); 349 (Case No. 2465: Chile); 436 (Case No. 2362: Colombia); 449 (Case No. 2384: Colombia); 486 (Case No. 2522: Colombia); 507 (Case No. 2554: Colombia); 570 (Case No. 2560: Colombia); 626 (Case No. 2583: Colombia); 703 (Case No. 2602: Republic of Korea); 731 (Case No. 2543: Estonia); 805 (Case No. 2547: United States); 841 (Case No. 2586: Greece); 857 (Case No. 2241: Guatemala); 872 (Case No. 2341: Guatemala); 884 (Case No. 2550: Guatemala); 912 (Case No. 2609: Guatemala); 929 (Case No. 2558: Honduras); 951 (Case No. 2589: Indonesia).*
75. *A Government representative of the Islamic Republic of Iran* questioned the veracity of the information given to the Committee and requested that the Committee, when referring to the Islamic Republic of Iran, a country where workers were not killed and only two had been imprisoned, refrain from referring to the country in the sort of alarmist and judgemental terms it applied to countries where dozens of people were murdered. With regard to Case No. 2567, the Government welcomed the idea of a direct contacts mission and of a visit to the country by the President of the IOE to examine the situation. The speaker was confident that an impartial delegation headed by members of the Committee or representatives of any other independent committee who visited the country could not fail to confirm that the most representative organization was still operational.

**Governing Body decision:**

76. *The Governing Body adopted the recommendations made in paragraphs 1002 (Case No. 2323: Islamic Republic of Iran); 1107 (Case No. 2508: Islamic Republic of Iran); 1166 (Case No. 2567: Islamic Republic of Iran); 1221 (Cases Nos 2177 and 2183: Japan); and 1241 (Case No. 2621: Lebanon).*

77. *A Government representative of Mexico*, referring to Case No. 2478 and in particular to subparagraph (a) of the Committee's recommendations, emphasized that the Government of Mexico considered that it had not violated the provisions of Article 3 of Convention No. 87. Indeed, it had promoted negotiation and dialogue and had offered to mediate in order to find a solution to the dispute on the basis of the principles of autonomy and freedom of association established by that instrument. The Government had in good faith registered the interim executive committee appointed by the complainant union's General Vigilance and Justice Council, after it had been dissolved for committing acts that were inconsistent with its own statutes. The labour authority annulled the registration in accordance with the ruling of a court, the only competent authority in the matter, and reinstated the former union leaders in their posts. While the Government considered that the case related to internal union matters and should not have been examined by the Committee, it nevertheless sent the Committee its observations in good time and informed the latter of the release of trade unionists who had been detained. Referring to subparagraph (c), the speaker said the appropriate procedures had been set in motion in accordance with the applicable laws, within the established deadlines and with due regard for the rights of the parties concerned to present evidence, allegations and objections. To disregard due process would have been contrary to the absolute respect that should exist between the executive and the judiciary. The Government would transmit detailed additional information for the Committee, through the Office, on specific aspects of the case.

**Governing Body decision:**

78. *The Governing Body adopted the recommendations formulated by the Committee on Freedom of Association and contained in paragraphs 1408 (Case No. 2478: Mexico); 1422 (Case No. 2317: Republic of Moldova); 1451 (Case No. 2601: Nicaragua); 1493 (Case No. 2533: Peru); 1516 (Case No. 2539: Peru); 1539 (Case No. 2553: Peru); 1588 (Case No. 2592: Tunisia); 1678 (Case No. 2254: Bolivarian Republic of Venezuela); 1701 (Case No. 2579: Bolivarian Republic of Venezuela); and adopted the 350th Report of the Committee on Freedom of Association as a whole.*

**Sixth item on the agenda**

REPORT OF THE DIRECTOR-GENERAL  
(GB.302/6)

*Obituaries*

79. The Governing Body paid tribute to the memory of three distinguished individuals who had been closely involved in the work of the International Labour Organization.

**Governing Body decision:**

80. *The Governing Body asked the Director-General to convey its condolences to the family of Mr Antti Suviranta, formerly Chief Justice of the Supreme Administrative Court of Finland and member of the ILO's Committee of Experts on the Application of Conventions and Recommendations, and to the Government of Finland; to the family of Mr Henri Katalay Muleli Sangol, formerly President of the National Workers' Union of Congo (UNTC) and Worker member of the ILO Governing Body, and to the UNTC; and to the family of Mr Ibrahim Mayaki, formerly General Secretary of the Confederation of*

*Workers' Trade Unions of Niger (USTN) and Worker member of the ILO Governing Body, and to the USTN.* (GB.302/6, paragraphs 6, 11 and 17.)

**Seventh item on the agenda**

REPORTS OF THE OFFICERS OF THE GOVERNING BODY

*Chairmanship of the Committee on Freedom of Association*  
(GB.302/7/1)

**Governing Body decision:**

- 81. *The Governing Body appointed Professor Paul van der Heijden as Chairperson of the Committee on Freedom of Association, until the expiry in June 2011 of the term of office of the current Governing Body.*** (GB.302/7/1, paragraph 5.)

**Eighth item on the agenda**

COMPOSITION AND AGENDA OF STANDING BODIES AND MEETINGS  
(GB.302/8(Rev.))

*Committee of Experts on the Application of Conventions and Recommendations*

*New appointment*

**Governing Body decision:**

- 82. *In order to fill one of the five current vacant seats in the Committee of Experts on the Application of Conventions and Recommendations, the Governing Body appointed as a member of the Committee of Experts, for a period of three years, Mr Raymond Ranjeva (Madagascar), Professor of Law and Senior Judge of the International Court of Justice.*** (GB.302/8(Rev.), paragraph 1.)

*Tripartite Meeting of Experts on the Measurement of Decent Work*  
(Geneva, 8–10 September 2008)

*Composition and agenda*

**Governing Body decision:**

- 83. *The Governing Body approved the composition formula and agenda proposed for this Meeting.*** (GB.302/8(Rev.), paragraphs 4 and 6.)

**Information notes**

PROGRAMME OF MEETINGS AS APPROVED BY THE OFFICERS OF THE GOVERNING BODY  
(GB.302/Inf.1)

APPROVED SYMPOSIA, SEMINARS, WORKSHOPS AND SIMILAR MEETINGS  
(GB.302/Inf.2)

- 84.** *The Worker Vice-Chairperson* requested that, at the Regional Workshop to Prepare a Network of Trade Union Focal Points for Human Trafficking in Source and Destination Countries to take place in the Republic of Moldova, Russian be considered one of the working languages, along with English.
- 85.** *The Chairperson* replied that the Office would consider the request.
- 86.** *The Governing Body took note of this information.*

## Annexe/Appendix/Anexo

**302<sup>e</sup> session – Genève – juin 2008**  
**302nd Session – Geneva – June 2008**  
**302.<sup>a</sup> reunión – Ginebra – junio de 2008**

### Liste des personnes assistant à la session

### List of persons attending the session

### Lista de las personas presentes en la reunión

Membres gouvernementaux titulaires Regular Government members Miembros gubernamentales titulares	20
Membres gouvernementaux adjoints Deputy Government members Miembros gubernamentales adjuntos	26
Membres employeurs titulaires Regular Employer members Miembros empleadores titulares	31
Membres employeurs adjoints Deputy Employer members Miembros empleadores adjuntos	32
Membres travailleurs titulaires Regular Worker members Miembros trabajadores titulares	33
Membres travailleurs adjoints Deputy Worker members Miembros trabajadores adjuntos	34
Représentants d'autres Etats Membres Representatives of other member States Representantes de otros Estados Miembros	35

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

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

**Mr Z. Rapacki (Poland)**

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**Afrique du Sud    South Africa**  
**Sudáfrica**

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Mr M. MDLADLANA, Minister of Labour.

*substitute(s):*

Mr S. NDEBELE, Minister Counsellor,  
 Ministry of Labour.

Mr S. MOROTOBA, Deputy Director-General,  
 Ministry of Labour.

Mr LETOABA, Manager, Technical  
 Cooperation, Ministry of Labour.

Mr N. PHASHA, Senior Executive Manager,  
 Ministry of Labour.

*accompanied by:*

Ms N. NONJONJO, Chief of Staff, Ministry of  
 Labour.

Mr A. MAKAPELA, Senior Executive  
 Manager, Ministry of Labour.

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**Allemagne    Germany**  
**Alemania**

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Ms F. FITTING, Counsellor, Permanent  
 Mission, Geneva.

*substitute(s):*

Ms B. ZEITZ, Deputy Head of Division, ILO  
 and UN Department, Ministry of Labour  
 and Social Affairs.

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**Argentine    Argentina**  
**Argentina**

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Sr. C. TOMADA, Ministro de Trabajo, Empleo  
 y Seguridad Social.

*suplente(s):*

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

*acompañado(s) de:*

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

Sra. S. CORRADETTI, Asesora del Ministro,  
 Ministerio de Trabajo, Empleo y Seguridad  
 Social.

Sr. A. NEGRO, Director de Ceremonial y  
 Relaciones Institucionales.

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**Australie    Australia**  
**Australia**

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Mr J. SMYTHE, Minister (Labour), Permanent  
 Mission, Geneva.

*substitute(s):*

Mr D. YARDLEY, Director A/g, International  
 Relations Branch, Department of Education,  
 Employment and Workplace Relations.

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**Autriche    Austria    Austria**

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

*substitute(s):*

Mr M. WEIDINGER, Second Secretary,  
 Permanent Mission, Geneva.

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## Bangladesh

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

*substitute(s):*

Mr A. RAHMAN, Joint Secretary, Ministry of  
Labour and Employment.

Mr M. MOWLA, Counsellor, Permanent  
Mission, Geneva.

*accompanied by:*

Mr S. GHOSH, Director, Labour Department.

Mr S. ALAM, Deputy Secretary and Permanent  
Secretary to the Adviser, Ministry of Labour  
and Employment.

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

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## Barbade Barbados Barbados

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Mr A. WALTERS, Minister of Labour and  
Civil Service.

*substitute(s):*

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

*accompanied by:*

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

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## Brésil Brazil Brasil

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Sr. C. LUPI, Ministro de Estado de Trabajo y  
Empleo.

*suplente(s):*

Sr. M. DOS SANTOS BARBOSA, Asesor  
Especial, Ministerio de Trabajo y Empleo.

Sr. S. PAIXÃO PARDO, Coordinador de  
Asuntos Internacionales, Ministerio de  
Trabajo y Empleo.

Sr. R. ESTRELA DE CARVALHO,  
Diplomático, Misión Permanente, Ginebra.

Sr. M. CARVALHO, Diplomático, Misión  
Permanente, Ginebra.

*Acompañado(s) de:*

Sr. L. MEDEIROS, Secretario de Relaciones de  
Trabajo.

Sr. F. BORGES DE ABREU, Asesor,  
Ministerio de Trabajo y Empleo.

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## Burundi

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

*suppléant(s):*

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

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## Chine China China

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Mr B. LI, Ambassador, Permanent Mission,  
Geneva.

*substitute(s):*

Mr M. JIANG, 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.

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

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## Etats-Unis United States Estados Unidos

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Ms C. PONTICELLI, Deputy Under Secretary  
for International Affairs and US  
Representative on the ILO Governing Body,  
Department of Labour.

*substitute(s):*

Ms A. CHICK, First Secretary and Labour attaché, Permanent Mission, Geneva.

Mr R. SHEPARD, Director, Office of International Relations and United States Substitute Representative on the Governing Body, Bureau of International Labour Affairs, Department of Labour.

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**France France Francia**


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

M. J. MATTEI, ambassadeur, représentant permanent, mission permanente, Genève.

*suppléant(s):*

M. M. BOISNEL, délégation aux affaires européennes et internationales (DAEI), ministère du Travail, des Relations sociales et de la Solidarité.

M. C. GUILHOU, représentant permanent adjoint, mission permanente, Genève.

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

*accompagné(s) de:*

M<sup>me</sup> P. RENOUL, conseillère financière, mission permanente, Genève.

M. R. ESPERON, chargé de mission, mission permanente, Genève.

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**Inde India India**


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

*substitute(s):*

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

Mr S.K. SRIVASTAVA, Joint Secretary, Ministry of Labour and Employment.

*accompanied by:*

Mr V.K. TRIVEDI, Counsellor, Permanent Mission, Geneva.

Mr VIKAS, Director, Ministry of Labour and Employment.

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**Italie Italy Italia**


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Ms F. GUARIELLO, Delegate from the Government of Italy to the ILO Governing Body.

*substitute(s):*

Ms M. BERGER, Government Vice Delegate, Ministry of Labour and Social Policy.

*accompanied by:*

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

Ms V. BEGHINI, Permanent Mission, Geneva.

Ms E. BUBOLA, Permanent Mission, Geneva.

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**Japon Japan Japón**


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Mr K. MATSUI, Assistant Minister, Minister's Secretariat, Ministry of Health, Labour and Welfare, Member of the ILO Governing Body.

*substitute(s):*

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

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

*Accompanied by:*

Ms T. MOCHIZUKI, First Secretary, Embassy of Japan in the Federal Republic of Germany.

Ms K. ROKUMOTO, Deputy Director, International Affairs Division, Minister's Secretariat, Ministry of Health, Labour and Welfare.

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

Mr S. KAWAMURA, Official, International Affairs Division, Minister's Secretariat, Ministry of Health, Labour and Welfare.

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**Jordanie Jordan Jordania**


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

*substitute(s):*

Mr H. ABU-NIJMEH, Ministry of Labour.



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

Mr B. ABU TALEB, Second Secretary,  
Permanent Mission, Geneva.

*accompanied by:*

Mr J. JADALLAH, Adviser, Ministry of  
Labour.

Mr F. AL JBOUR, Adviser, Ministry of  
Labour.

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## Mexique Mexico México

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

*suplente(s):*

Sr. J. RODRÍGUEZ CASTAÑEDA, Jefe de la  
Unidad de Asuntos Internacionales,  
Secretaría de Trabajo y Previsión Social,  
Misión Permanente, Ginebra.

Sra. M. GÓMEZ OLIVER, Embajadora,  
Representante Alterna, Misión Permanente,  
Ginebra.

Sra. G. MORONES LARA, Subcoordinadora  
de Política Laboral Internacional, Secretaría  
del Trabajo y Previsión Social.

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

Sr. J. LORENZO DOMÍNGUEZ, Primer  
Secretario, Misión Permanente, Ginebra.

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

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## Mozambique

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M<sup>me</sup> F. RODRIGUES, ambassadeur, mission  
permanente, Genève.

*suppléant(s):*

M. J. MAHOQUE, directeur général, Institut  
pour l'emploi et la formation  
professionnelle.

M<sup>me</sup> A. TAMELE, directrice générale, Institut  
national pour l'emploi et la formation  
professionnelle.

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

*accompagné(s) de:*

M. M. TUNGADZA, second secrétaire,  
mission permanente, Genève.

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## Nigéria Nigeria Nigeria

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Mr A. ABDULLAHI, Director, Federal  
Ministry of Labour.

*substitute(s):*

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

Ms T. BRAIMAH, Assistant Director, Federal  
Ministry of Labour.

Mr B. GIDADO, Director, Federal Ministry of  
Labour.

Mr U. BUKAR, Director, Federal Ministry of  
Labour.

*accompanied by:*

Mr P. OKWULEHIE, Director, Federal  
Ministry of Labour.

Mr J. OMINI, Assistant Director for Labour,  
Federal Ministry of Labour.

Mr E. TOMMY, Labour Officer II, Federal  
Ministry of Labour.

Mr G. MAMMAN, Assistant Director, Federal  
Ministry of Labour.

Mr H.O. NKWOCHA, Secretary to Permanent  
Secretary, Federal Ministry of Labour.

Mr O.C. ILLOH, Deputy Director, Federal  
Ministry of Labour.

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## Panama Panama Panamá

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Sr. E. SALAMÍN JAÉN, Ministro de Trabajo y  
Desarrollo Laboral, Ministerio de Trabajo y  
Desarrollo Laboral.

*suplente(s):*

Sr. J. CASTILLERO CORREA, Embajador,  
Misión Permanente, Ginebra.

Sra. L. LESCURE, Embajadora, Representante  
Alterna, Misión Permanente, Ginebra.

Sr. R. AGUILAR JAÉN, Asesor de Asuntos  
Internacionales, Ministerio de Trabajo y  
Desarrollo Laboral.

*acompañado(s) de:*

Sr. J. EPIFANIO HERRERA, Asistente,  
Ministerio de Trabajo y Desarrollo Laboral.

Sr. A. MENDOZA, Consejero, Misión  
Permanente, Ginebra.

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**Pologne    Poland    Polonia**

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Mr Z. RAPACKI, Chairperson of the ILO  
Governing Body and Ambassador,  
Permanent Representative, Permanent  
Mission, Geneva.

*substitute(s):*

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

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**Royaume-Uni  
United Kingdom  
Reino Unido**

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

*substitute(s):*

Mr N. WAPSHERE, Foreign and  
Commonwealth Office.

Mr P. RUSSELL, Senior Policy Adviser, Joint  
International Unit, Department for Work  
and Pensions and Department for Education  
and Skills.

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

*accompanied by:*

Mr D. DEWITT, Policy Adviser, International  
Relations Division, Joint International Unit,  
Department for Work and Pensions,  
Department for Education and Skills.

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

---

Mr V. LOSHCHININ, Ambassador  
Extraordinary and Plenipotentiary,  
Permanent Representative, Permanent  
Mission, Geneva.

*substitute(s):*

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

Mr A. BASHKIN, Senior Counsellor,  
Permanent Mission, Geneva.

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

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

Mr E. KALUGIN, Third Secretary, Permanent  
Mission, Geneva.

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

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**Singapour    Singapore  
Singapur**

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

*substitute(s):*

Mr C. NG, Divisional Director, Workplace  
Policy and Strategy Division, Ministry of  
Manpower.

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

*accompanied by:*

Ms B. ONG, Deputy Director, Workplace  
Policy and Strategy Division, Ministry of  
Manpower.

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

Mr T. LIM, Senior International Relations  
Manager, Workplace Policy and Strategy  
Division, Ministry of Manpower.

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

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

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Mr J. KAPUYA, Minister of Labour,  
 Employment and Youth Development.

*substitute(s):*

Mr L. KOMBA, Permanent Secretary, Ministry  
 of Labour, Employment and Youth  
 Development.

*accompanied by:*

Ms H. WENGA, Acting Labour Commissioner,  
 Ministry of Labour, Employment and Youth  
 Development.

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

Ms C. MELCHIOR, Labour Officer, Ministry  
 of Labour, Employment and Youth  
 Development.

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**République tchèque**  
**Czech Republic**  
**República Checa**

---

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

*substitute(s):*

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

Mr P. POKORNÝ, Department for European  
 Union and International Cooperation,  
 Ministry of Labour and Social Affairs.

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**Tunisie Tunisia Túnez**

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M. S. LABIDI, ambassadeur, représentant  
 permanent, mission permanente, Genève.

*suppléant(s):*

M<sup>me</sup> S. CHOUBA, directrice, Coopération  
 internationale des relations extérieures,  
 ministère des Affaires sociales, de la  
 Solidarité et des Tunisiens à l'étranger.

*accompagné(s) de:*

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

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

---

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

*suplente(s):*

Sr. G. MADRID, Consultor Jurídico,  
 Ministerio de Trabajo y Seguridad Social.

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

Sr. J. GALICIA, Coordinador de Asuntos  
 Internacionales, Ministerio de Trabajo y  
 Seguridad Social.

Sr. C. AGUILAR, Asesor del Despacho,  
 Ministerio de Trabajo y Seguridad Social.

*acompañado(s) de:*

Sr. L. LOBO RODRÍGUEZ, Asistente Técnico,  
 Misión Permanente, Ginebra.

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

**Belgique    Belgium    Bélgica**

M. F. VANDAMME, conseiller général de la Division des affaires internationales, Service public fédéral emploi, travail et concertation sociale.

*suppléant(s):*

M. A. VAN MEEUWEN, ambassadeur, mission permanente, Genève.

*accompagné(s) de:*

M. J. DE PRETER, premier secrétaire, mission permanente, Genève.

**Bénin    Benin    Benin**

M<sup>me</sup> M. KORA ZAKI LEADI, directrice générale du travail, ministère du Travail et de la Fonction publique.

*suppléant(s):*

M. G. ZINKPE, conseiller technique au travail.

*accompagné(s) de:*

M. J. TOSSAVI, secrétaire exécutif, ministère du Travail et de la Fonction publique.

M. N. AKIBOU, premier conseiller, chargé d'affaires, mission permanente, Genève.

**Bulgarie    Bulgaria    Bulgaria**

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

*substitute(s):*

Mr N. NAYDENOV, Head, European Integration and International Relations Directorate, Ministry of Labour and Social Policy.

Mr N. MARIN, Head of Unit, Ministry of Foreign Affairs.

Ms E. ANANIEVA, Attachée, Permanent Mission, Geneva.

**Cambodge    Cambodia  
Camboya**

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

*substitute(s):*

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

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

**Canada    Canada    Canadá**

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

*substitute(s):*

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

**Congo**

M. J. MEGOT, conseiller, chargé d'affaires *a.i.*, mission permanente, Genève.

*suppléant(s):*

M. J. ITOUA-YOCKA, conseiller au travail du ministre du Travail, de l'Emploi et de la Sécurité sociale.

*accompagné(s) de:*

M<sup>me</sup> M. WANDO SEMEDO, première secrétaire, mission permanente, Genève.

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

---

Mr J. CHOI, Director General, International Cooperation Division, Ministry of Labour.

*substitute(s):*

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

*accompanied by:*

Ms Y. KIM, Deputy Director, International Cooperation Division, Ministry of Labour.

Ms E. LEE, Deputy Director, International Cooperation Division, Ministry of Labour.

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**Cuba**

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

*suplente(s):*

Sr. J. FRÓMETA DE LA ROSA, Primer Secretario, Misión Permanente, Ginebra.

*acompañado(s) de:*

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

Sr. J. QUINTANILLA ROMÁN, Agregado Diplomático, Ministerio de Relaciones Exteriores.

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**Egypte Egypt Egipto**

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

*substitute(s):*

Ms S. EL ERYAN, Labour Counsellor, Permanent Mission, Geneva.

*accompanied by:*

Mr O. EL DANDARAWY, Second Secretary, Permanent Mission, Geneva.

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**El Salvador**

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

*suplente(s):*

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

Sra. E. ÁVILA DE PEÑA, Asesora del Despacho Ministerial, Ministerio de Trabajo y Previsión Social.

Sr. W. PALACIOS CARRANZA, Director, Relaciones Internacionales de Trabajo, Ministerio de Trabajo y Previsión Social.

Sr. M. CASTRO GRANDE, Ministro Consejero, Misión Permanente, Ginebra.

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**Espagne Spain España**

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Sr. L. GONZÁLEZ GALLARDO, Subsecretario de Trabajo e Inmigración, Ministerio de Trabajo e Inmigración.

*suplente(s):*

Sr. J. GARRIGUES FLORES, Embajador, Misión Permanente, Ginebra.

*acompañado(s) de:*

Sr. F. ARNAU NAVARRO, Consejero de Trabajo y Asuntos Sociales, Misión Permanente, Ginebra.

Sr. G. LÓPEZ MAC LELLAN, Consejero de Trabajo y Asuntos Sociales, Misión Permanente, Ginebra.

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**Ghana**

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Mr K. BAAH-DUODU, Ambassador, Permanent Mission, Geneva.

*substitute(s):*

Mr E. AKUFFO, Chief Director, Ministry of Manpower, Youth and Employment (MMYE).

Ms E. HAGAN, Chief Labour Officer, Ministry of Manpower, Youth and Employment (MMYE).

Mr A. ADAM, Director, Finance and Administration, Ministry of Manpower, Youth and Employment (MMYE).

*accompanied by:*

Mr P. CESAR-SOWAH, Deputy National Coordinator, Ministry of Manpower, Youth and Employment (MMYE).

Ms D. RICHTER, First Secretary, Permanent Mission, Geneva.

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## **Guinée    Guinea    Guinea**

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M. M. DOUMBOUYA, Inspecteur général du travail.

*suppléant(s):*

M<sup>me</sup> M. TOURE, directrice générale, Agence guinéenne pour la promotion de l'emploi (AGUIPE).

*accompagné(s) de:*

M. P. MONLMOU, conseiller chargé des affaires sociales et humanitaires, mission permanente, Genève.

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## **Hongrie    Hungary    Hungría**

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Ms M. LADÓ, Director-General for European Integration and International Affairs, Ministry of Social Affairs and Labour.

*substitute(s):*

Ms Á. FORGÓ, Attachée, Permanent Mission, Geneva.

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

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Mr H. NOURI, Director General for International Affairs, Ministry of Labour and Social Affairs.

*substitute(s):*

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

*accompanied by:*

Ms N. RAHGOZAR, Expert, International Relations, Ministry of Labour and Social Affairs.

Ms A. JAFARISARBANGHOLI, Chief, International Forums and Conferences Dept., Ministry of Labour and Social Affairs.

Mr S. ALAMIPOUR, Chief, International Studies Dept., Ministry of Labour and Social Affairs.

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## **Kenya**

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Ms B. WASIKE, Permanent Secretary, Permanent Mission, Geneva.

*substitute(s):*

Mr I. KIRIGUA, Ag. Labour Commissioner, Ministry of Labour and Human Resource Development.

Mr P. WAMOTO, Deputy Labour Commissioner, Ministry of Labour and Human Resource Development.

Ms E. OKOKI, Assistant Director of Employment, Ministry of Labour.

*accompanied by:*

Ms H. WASILWA, Registrar, Industrial Court.

Mr M. KIDENDA, Director, Directorate Industrial Training.

Mr G. OMONDI, Counsellor – Labour, Permanent Mission, Geneva.

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## **Liban    Lebanon    Líbano**

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

*suppléant(s):*

M<sup>me</sup> M. SAAB, chef, Section des relations internationales, ministère du Travail.

M. A. AHMAD, conseiller du ministre du Travail.

*accompagné(s) de:*

M. A. FAYAD, chef de Cabinet.

M. Y. KALLAS, conseiller du ministre du Travail.

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**Lituanie Lithuania Lituania**


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Mr E. BORISOVAS, Ambassador, Permanent Mission, Geneva.

*substitute(s):*

Ms R. KAZRAGIENE, Minister Counsellor, Permanent Mission, Geneva.

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**Pakistan Pakistan  
Pakistán**


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Mr M. HAYAT, Secretary, Ministry of Labour, Manpower and Overseas Pakistanis.

*substitute(s):*

Mr M. KHAN, Ambassador, Permanent Mission, Geneva.

*accompanied by:*

Mr S. NUSRAT, Joint Secretary (LW), Labour and Manpower Division.

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

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**Pérou Peru Perú**


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Sr. M. PASCO COSMÓPOLIS, Ministro de Trabajo y Promoción del Empleo.

*suplente(s):*

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

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

Sr. I. ZEVALLOS AGUILAR, Segundo Secretario, Misión Permanente, Ginebra.

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**Portugal**


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M. J. DE SOUSA FIALHO, conseiller, mission permanente, Genève.

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**Qatar**


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Mr A. AL-KHULAIIFI, Labour Adviser, Ministry of Labour and Social Affairs.

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**Soudan Sudan Sudán**


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Ms A. MAGAYA, Minister of Labour, Public Service and Human Resources Development.

*substitute(s):*

Mr M. HAMID, Director, Ministry of Labour, Public Service and Human Resources Development.

*accompanied by:*

Ms A. ACUEL, Minister, Ministry of Labour, Public Service and Human Resources Development, Government of Southern Sudan (GOSS).

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**Suède Sweden Suecia**


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

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**Thaïlande Thailand  
Tailandia**


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Mr M. PUNYAKARIYAKORN, Director-General, Department of Employment, Ministry of Labour.

*substitute(s):*

Mr V. THANGHONG, Minister Counsellor (Labour), Permanent Mission, Geneva.

Ms P. BHANDHUFALCK, Senior Labour Officer, Ministry of Labour.

*accompanied by:*

Mr K. BURAPHATANIN, Division Director, Ministry of Labour.

Ms P. WITHYACHUMNARNKUL, Senior Labour Officer, Ministry of Labour.

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## Uruguay

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

*suplente(s):*

Sra. S. WEISSEL, Encargada de Relaciones Internacionales, Ministerio de Trabajo y Seguridad Social.

*acompañado(s) de:*

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

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## Viet Nam

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Mr Q. DAO, Deputy Director, Ministry of Labour, Invalids and Social Affairs.

*substitute(s):*

Mr H. VU, Senior Official, Ministry of Foreign Affairs.

Mr X. NGUYEN, Counsellor, International Organisations, Officer in Charge, Permanent Mission, Geneva.

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## Zambia Zambia Zambia

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Mr R. MUKUMA, Minister of Labour and Social Security.

*substitute(s):*

Mr N. CHISUPA, Permanent Secretary, Ministry of Labour and Social Security.

Mr M. DAKA, Chargé d'affaires, Permanent Mission, Geneva.

Mr C. CHABALA, Acting Labour Commissioner, Ministry of Labour and Social Security.

*accompanied by:*

Ms E. SINJELA, Counsellor, Permanent Mission, Geneva.

Mr S. KAPILIMA, Assistant Labour Commissioner, Ministry of Labour and Social Security.

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

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

Ms E. MWANSA, Policy Analyst, Cabinet Office.



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

<b>Vice-président du Conseil d'administration:</b> <b>Vice-Chairperson of the Governing Body:</b> <b>Vicepresidente del Consejo de Administración:</b>	<b>Sr. D. FUNES DE RIOJA</b> <b>(Argentina)</b>
<b>Secrétaire du groupe des employeurs:</b> <b>Secretary of the Employers' group:</b> <b>Secretario del Grupo de los Empleadores:</b>	<b>Sr. A. PEÑALOSA (OIE)</b>
<b>Secrétaire adjoint du groupe des employeurs:</b> <b>Deputy Secretary of the Employers' group:</b> <b>Secretario adjunto del Grupo de los Empleadores:</b>	<b>Mr B. WILTON (IOE)</b>

Mr S. ALLAM (Egypt), Chairperson of Labour Committee, Federation of Egyptian Industries.

Mr P. ANDERSON (Australia), Director, Workplace Policy, Australian Chamber of Commerce and Industry.

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

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

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

Ms R. GOLDBERG (United States), Executive Vice President and Senior Policy Officer, United States Council for International Business.

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

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

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

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

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

Mr A. TABANI (Pakistan), President Employers' Federation of Pakistan Chairperson Seri Sugar Mills Limited.

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

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

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

- M<sup>me</sup> F. AWASSI ATSIMADJA (Gabon), représentante, Confédération patronale gabonaise.
- M. F. BALBOUL (Liban), membre, Association des industriels libanais.
- M. M. BARDE (Suisse), secrétaire général, Fédération des syndicats patronaux.
- Mr L. CHEN (China), Vice-President, China Enterprise Confederation.
- Ms J. COKE-LLOYD (Jamaica), Executive Director, Jamaica Employers' Federation.
- Mr V. GRYSCHENKO (Ukraine), General Director, Federation of Employers of Ukraine.
- Sr. A. LINERO MENDOZA (Panamá), Miembro, Comisión Laboral y Asesor, Consejo Nacional de la Empresa Privada (CONEP).
- Sr. J. MAILHOS (Uruguay), Asesor Jurídico, Cámara Nacional de Comercio y Servicios del Uruguay.
- Mr T. MAKEKA (Lesotho), Executive Director, Association of Lesotho Employers and Business.
- M. E. MEGATELI (Algérie), secrétaire général, Confédération générale des opérateurs économiques algériens.
- M. A. M'KAISSI (Tunisie), conseiller directeur central, Union tunisienne de l'industrie, du commerce et de l'artisanat (UTICA).
- Mr Y. MODI (India), Chairperson and CEO, Great Eastern Energy Corp. Ltd.
- Ms J. MUGO (Kenya), Executive Director, Federation of Kenya Employers.
- Mr B. PIRLER (Turkey), Secretary-General, Turkiye Isveren Sendikalari Konfederasyonu, TISK.
- Mr T. RAHMAN (Bangladesh), Third Secretary, Permanent Mission of the People's Republic of Bangladesh to the United Nations Office and other International Organizations in Geneva.
- M. A. SAVANÉ (Guinée), secrétaire général, Conseil national du patronat guinéen (CNP-Guinée).
- Mr P. TOMEK (Austria), Representative, Federation of Austrian Industry.
- Sr. A. URTECHO LOPEZ (Honduras), Asesor, Consejo Hondureño de la Empresa Privada (COHEP).

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Mr H. Matsui, accompanying Mr T. Suzuki.  
Mr B.P. Pant, accompanying Mr Modi.

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

<b>Vice-président du Conseil d'administration:</b> <b>Vice-Chairperson of the Governing Body:</b> <b>Vicepresidente del Consejo de Administración:</b>	<b>Sir R. TROTMAN (Barbados)</b>
<b>Secrétaire du groupe des travailleurs:</b> <b>Secretary of the Workers' group:</b> <b>Secretaria del Grupo de los Trabajadores:</b>	<b>Ms A. BIONDI (ITUC)</b>
<b>Secrétaire adjointe du groupe des travailleurs:</b> <b>Deputy Secretary of the Workers' group:</b> <b>Secretaria Adjunta del Grupo de los Trabajadores:</b>	<b>Sra. R. GONZÁLEZ (ITUC)</b>

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

Ms S. BURROW (Australia), President, Australian Council of Trade Unions.

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

M<sup>me</sup> R. DIALLO (Guinée), secrétaire générale, Confédération nationale des travailleurs de Guinée (CNTG).

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

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

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

M. A. SIDI SAÏD (Algérie), secrétaire général, Union générale des travailleurs algériens.

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

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

Mr S. STEYNE (United Kingdom), Worker Member of the ILO Governing Body, EU and International Relations Department, Trades Union Congress.

Ms T.L. SUNDNES (Norway).

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

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

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

- Mr H. ABDULLA (Bahrain), General Federation for Bahrain Workers' Trade Unions.
- Mr K. AHMED (Pakistan), General-Secretary, Pakistan Workers' Federation (PWF).
- Mr M. AL-MA'AYTA (Jordan), President, General Federation of Jordanian Trade Unions.
- Sra. H. ANDERSON NEVÁREZ (México), Secretaria de Acción Fémica del Comité, Confederación de Trabajadores de México.
- Mr F. ATWOLI (Kenya), General Secretary, Central Organisation of Trade Unions.
- Mr L. BASNET (Nepal), President, Nepal Trade Union Congress.
- Mr A. BENEDETTI (Brasil), Secretario de Relaciones Internacionales, Unión General de Trabajadores (UGT).
- Ms C. DEL RIO (Italy), UIL, International Department.
- Mr U. EDSTRÖM (Sweden), Head of International Department, Swedish Trade Union Confederation (LO-S).
- M<sup>me</sup> M. FRANCISCO (Angola), secrétaire, Relations internationales, UNTA-CS.
- M. B. HOSSU (Roumanie), président, Confédération nationale syndicale.
- Mr G. JIANG (China), Director-General, All-China Federation of Trade Unions.
- Sr. G. MARTÍNEZ (Argentina), Confederación General del Trabajo.
- Ms L. MATIBENGA (Zimbabwe).
- M. A. PALANGA (Togo), secrétaire général, Confédération nationale des travailleurs du Togo (CNTT).
- M. Y. VEYRIER (France), Confédération générale du travail-Force ouvrière (CGT-FO).
- Ms A. WOLENSKA (Poland).
- Ms H. YACOB (Singapore), Deputy Secretary-General, National Trade Unions Congress.
-

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

**Algérie    Algeria    Argelia**

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

**Colombie    Colombia  
Colombia**

- Sra. C. FORERO UCROS, Embajadora, Representante Permanente, Misión Permanente, Ginebra.  
Sr. R. QUINTERO CUBIDES, Primer Secretario, Misión Permanente, Ginebra.

**Equateur    Ecuador    Ecuador**

- Sr. T. PALMA CAICEDO, Viceministro de Trabajo.  
Sr. M. MONTALVO, Embajador, Misión Permanente, Ginebra.  
Sr. C. SANTOS, Consejero, Misión Permanente, Ginebra.  
Sr. J. THULLEN, Asesor, Ministerio de Trabajo y Empleo.

**Estonie    Estonia    Estonia**

- Ms E. KÄÄRATS, Head of the Working Life Development Department, Ministry of Social Affairs of the Republic of Estonia.  
Mr T. KAADU, Adviser of the Working Life Development Department, Ministry of Social Affairs of the Republic of Estonia.  
Ms K. SIBUL, Third Secretary, Permanent Mission, Geneva.

**Finlande    Finland    Finlandia**

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

**Grèce    Greece    Grecia**

- Ms F. TSILLER, Head of Directorate of International Relations, Ministry of Employment and Social Protection.  
Ms E. CHRYSSANTHOU, Head of Section, Ministry of Employment and Social Protection.  
Ms M. VOZIKI KOSMETOPOULOU, Adviser, Ministry of Employment and Social Protection.  
Ms M. GKOUVA, Ministry of Employment and Social Protection.  
Ms G. ANTONOPOULOU, Ministry of Employment and Social Protection.

**Guatemala**

- Sra. A. CHÁVEZ BIETTI, Ministro Consejero, Misión Permanente, Ginebra.  
Sr. I. MARTÍNEZ GALINDO, Primer Secretario, Misión Permanente, Ginebra.

**Indonésie    Indonesia  
Indonesia**

- Mr I. PUJA, Chargé d'Affaires, Deputy Permanent Representative, Permanent Mission, Geneva.  
Mr G. WITJAKSONO, Director for Center Administration and International Cooperation.  
Mr A. SOMANTRI, First Secretary, Permanent Mission, Geneva.

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## Iraq

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Mr K. EL-SOODANI, Director-General,  
Ministry of Labour and Social Affairs.  
Mr S. IBRAHEEM, Director General, Ministry  
of Labour and Social Affairs.  
Mr W. AL-QAISI, Third Secretary, Permanent  
Mission, Geneva.

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## Islande Iceland Islandia

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

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## Maroc Morocco Marruecos

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

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## Maurice Mauritius Mauricio

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Ms V. RAMSAMY, Permanent Secretary,  
Ministry of Labour, Industrial Relations and  
Employment.  
Mr J. NEERUNJUN, Director, Ministry of  
Labour, Industrial Relations and  
Employment.

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## Pays-Bas Netherlands Países Bajos

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Mr L. BEETS, Director for International  
Affairs, Ministry of Social Affairs and  
Employment.  
Ms M. KAPPEYNE VAN DE COPPELLO,  
Deputy Permanent Representative,  
Permanent Mission, Geneva.  
Mr W. BEL, Head of Department, Ministry of  
Social Affairs and Employment.  
Mr E. DRIESSEN, First Secretary, Permanent  
Mission, Geneva.  
Mr J. RUNHAAR, Policy Adviser, Ministry of  
Foreign Affairs.

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## Slovénie Slovenia Eslovenia

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Ms D. SARCEVIC, First Secretary, Permanent  
Mission, Geneva.  
Ms B. NOGUEIRA MARTINS, Adviser,  
Permanent Mission, Geneva.  
Ms K. RIHAR BAJUK, Senior Adviser,  
Ministry of Labour, Family and Social  
Affairs.  
Mr J. GASPARIC, Minister Plenipotentiary,  
Ministry of Foreign Affairs  
Ms M. DEISINGER, Adviser, Ministry of  
Labour, Family and Social Affairs.  
Mr M. HAM, Third Secretary, Permanent  
Mission, Geneva.

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## Suisse Switzerland Suiza

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M. J. ELMIGER, ambassadeur, chef des  
affaires internationales du travail, Secrétariat  
d'Etat à l'Economie.  
M<sup>me</sup> V. BERSET BIRCHER, Affaires  
internationales du travail, Secrétariat d'Etat  
à l'Economie.  
M. N. PLATTNER, troisième secrétaire,  
mission permanente, Genève.  
M<sup>me</sup> S. JACQUIER, mission permanente,  
Genève.