



## **Governing Body**

318th Session, Geneva, 21 June 2013

**GB.318/PV**

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### **Minutes of the 318th Session of the Governing Body of the International Labour Office**



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International Labour Office**

The 318th Session of the Governing Body of the International Labour Office was held in Geneva, on Friday, 21 June 2013, with Ambassador Victoria Marina Velásquez de Avilés of El Salvador as Chairperson.

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



## Table of contents by order of item on the agenda

<i>Item No.</i>	<i>Document No.</i>	<i>Title</i>	<i>Page</i>	<i>Decision paragraph No.</i>
1	GB.318/INS/1	Election of the Officers of the Governing Body for 2013–14	1	<b>3, 13</b>
2	GB.318/INS/2	Approval of the minutes of the 317th Session of the Governing Body	3	<b>14</b>
3		Questions arising out of the 102nd Session of the International Labour Conference requiring immediate attention	3	<b>28</b>
4	GB.318/INS/4	Follow-up to the resolution on the trade union situation in Fiji, adopted by the Governing Body at its 316th Session in November 2012	6	<b>39</b>
5	GB.318/INS/5/1	368th Report of the Committee on Freedom of Association	8	<b>66</b>
	GB.318/INS/5/2	369th Report of the Committee on Freedom of Association	13	<b>68</b>
6	GB.318/INS/6	Report of the Director-General	16	<b>70</b>
	GB.318/INS/6/1(Rev.)	<i>First Supplementary Report:</i> Update on the internal reform: Establishing a central Research Department	16	<b>79</b>
	GB.318/INS/6/3	<i>Third Supplementary Report:</i> Financial implications of the revised composition formula for the 19th International Conference of Labour Statisticians (Geneva, 2–11 October 2013)	18	<b>80</b>
7		Reports of the Officers of the Governing Body	16	
	GB.318/INS/7/1	<i>First report:</i> Maritime Labour Convention, 2006: Establishing the Special Tripartite Committee for prompt and careful review of amendment proposals	18	<b>84</b>
	GB.318/INS/7/2	<i>Second report:</i> Arrangements for the 18th American Regional Meeting	19	<b>86</b>
8	GB.318/INS/8	Composition and agenda of standing bodies and meetings	20	<b>87–93</b>
		Information notes	23	
	GB.318/INF/1	Programme of meetings for the rest of 2013 and for 2014	23	
	GB.318/INF/2	Approved symposia, seminars, workshops and similar meetings	23	
		Terrorist attack of 24 May 2013, Kabul, Afghanistan	23	



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## First item on the agenda

### Election of the Officers of the Governing Body for 2013–14 (GB.318/INS/1)

1. *Speaking on behalf of the Group of Latin American and Caribbean Countries (GRULAC)*, the Ambassador and Permanent Representative of Colombia put forward the candidature of Her Excellency, Ambassador Victoria Marina Velásquez de Avilés of El Salvador as Chairperson of the Governing Body for 2013–14. She pointed out that while Ambassador Velásquez de Avilés would be only the fourth woman to hold the Chair of the Governing Body since the founding of the ILO in 1919, two of the remaining three women also came from the Latin American region.
2. *The Employer and Worker spokespersons* endorsed the candidature of Ms Velásquez de Avilés.

### Decision

3. *The Governing Body elected Dr Victoria Marina Velásquez de Avilés, Ambassador Extraordinary and Plenipotentiary, Permanent Representative of El Salvador to the United Nations Office in Geneva and other international organizations based in Switzerland, to the post of Chairperson of the Governing Body of the ILO for the period from June 2013 to June 2014.*

(GB.318/INS/1, paragraph 3.)

4. *The outgoing Chairperson*, Mr de Robien, thanked the Governing Body for its support throughout what had been a year of new hopes and challenges. The arrival of the new Director-General had initiated a vast programme of reform to make the ILO stronger still – an absolute requirement in these times of crisis. Informal tripartite consultations had been held and were ongoing regarding the supervisory system of the Committee on the Application of Standards (CAS). These consultations had made it possible for the CAS to do its job at the 102nd Session of the Conference, by adopting and covering a list of 25 cases. They had given an understanding of the work of the Committee of Experts and opened the door to possible ways of strengthening the system. The crisis in the system could even prove beneficial ultimately. The consultations would continue over the autumn, and the Governing Body would return to the question at its session in October.
5. There would shortly be an opportunity to review the reform of the Governing Body adopted in June 2010. The ILO could not become stronger without a Governing Body made stronger: a Governing Body that truly governed, the decisions of which were truly respected. The fact that one country should be brought before the Governing Body under an article 26 procedure in March, but then be also, for the same reason, included on the agenda of the CAS at the Conference, had the effect both of undermining the importance of the Governing Body decision and of reducing the credibility of the supervisory system. Mr de Robien cited Guatemala as a recent example of this duplication, suggesting that the member State must have felt doubly penalized.

6. He pointed out that the Chairperson of the Governing Body, issuing generally from the Government benches, was at a disadvantage compared to the Vice-Chairpersons, in that her or his mission was limited to one year. The Governing Body should consider the idea of increasing this time span to two years. This would allow rotation between the regions to continue, and would provide a certain stability. The outgoing Chairperson concluded by quoting Jean Jaurès: “there should be no regrets for the past, no remorse for the present, and an unshakeable confidence in the future”.
7. *The Director-General* thanked Mr de Robien for his contribution as President of the Conference in 2010, as Chairperson of the Governing Body, but also as leader of the French delegation to the Governing Body for the past six years. Mr de Robien had been a close ally to the ILO, in particular during the French Presidency of the G20, where he had given the Organization a voice. During the period of election of the Director-General, Mr de Robien and he had been rivals. Despite this, no doubt due to the Chairperson’s personality, generosity and open-mindedness, they had remained friends who shared the values of the ILO: social justice and fraternity.
8. *The Employer and Worker spokespersons* joined the Director-General in thanking Mr de Robien for his rational and pragmatic approach, his availability and initiative. He had been unstinting in placing his political experience at the service of tripartism.
9. *A Government representative of France*, on behalf of his country, congratulated the outgoing Chairperson, evoking his tact and skilful diplomacy and pledging the Government’s support to the incoming Chairperson.
10. *Speaking on behalf of the Africa region*, a Government representative of Niger and, *speaking on behalf of the European region*, a Government representative of Lithuania, thanked Mr de Robien for all that he had brought to the role of Chairperson. They welcomed the incoming Chairperson, wishing her equal success.
11. *The outgoing Chairperson received the gavel of the Governing Body.*
12. *Ambassador Velásquez de Avilés, Chairperson of the Governing Body for 2013–14*, thanked GRULAC for putting forward her candidature, as well as other regional groups and the Employers’ and Workers’ groups. Special thanks were due to the Colombian delegation and to her colleagues at the Permanent Mission of El Salvador. She congratulated Mr de Robien for his success as Chairperson. Over its near century of existence the ILO had accumulated a vast experience in the world of work. It had devoted almost a hundred years to promoting social justice, and to protecting labour rights. The efforts it had exerted to this end had made it the irrefutable leader in its line of work. She would build on the efforts of her predecessors, each of whom had stamped their approach with their individual attributes, to fortify the objectives of the Organization: employment, social protection, social dialogue, and fundamental principles and rights at work. The work engaged on the internal and institutional reform should likewise go ahead, to improve governance as well as research capacity. Increased vigour should be imparted to the Declaration on Social Justice for a Fair Globalization, which stated that “the Organization should review and adapt its institutional practices to enhance governance and capacity building in order to make the best use of its human and financial resources and of the unique advantage of its tripartite structure and standards system”. This was the task of the Governing Body, counting on the support of all members of the ILO staff.



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**Decision**

- 13. *The Governing Body re-elected Mr Daniel Funes de Rioja (Employer, Argentina) as Employer Vice-Chairperson of the Governing Body, and Mr Luc Cortebeek (Worker, Belgium) as Worker Vice-Chairperson of the Governing Body, for the 2013–14 period.***

(GB.318/INS/1, paragraph 3.)

**Second item on the agenda****Approval of the minutes of the 317th Session of the Governing Body**

(GB.318/INS/2)

**Decision**

- 14. *The Governing Body approved the minutes of its 317th Session, as amended.***

(GB.318/INS/2, paragraph 2.)

**Third item on the agenda****Questions arising out of the 102nd Session of the International Labour Conference requiring immediate attention**

- 15. *The Employer Vice-Chairperson*** stressed the high quality of the Director-General's Report to the Conference, *Towards the ILO centenary: Realities, renewal and tripartite commitment*. The Report was a call to action. Almost 300 speakers had taken the floor to address the central points raised in the Report. It was now for the Governing Body to reflect on these inputs and undertake a deeper analysis in October. The ILO had lived through a century where the world was divided, by war, for economic, political or ideological reasons. Now, the apparent divisions were being viewed with more realism, with a view to finding solutions, especially on the part of the ILO. The Employers, with the support of the Bureau for Employers' Activities (ACT/EMP) and the group's secretariat would reflect on the positions that had been set out in the Employer Vice-Chairperson's presentation to the Conference of 12 June 2013.
- 16.** The Director-General, in his closing remarks to the Conference, had referred to ongoing reforms. The reform of the Governing Body had resulted in an executive organ that was becoming a true instrument of governance. This process should be highlighted and should continue, to enhance further the management role of the Governing Body: discussion of key questions, specific objectives at the heart of governance that would ensure a full Governing Body Room, and agreement.
- 17.** The Director-General had also stressed the need for a more pertinent and visible Conference, shorter, without affecting its values, reformed so as to have greater impact as the highest executive organ of the ILO, and allowing sufficient time for the discussions to take place. The 102nd Session had held very important discussions in the committees. The

Employer Vice-Chairperson stressed in particular the recurrent discussion on the strategic objective of social dialogue. It was essential that a culture of social dialogue be nurtured in member States. The problems facing the modern world called for a new paradigm, shifting away from confrontation towards cooperation, striving together to understand the new realities, to adapt the rules of work to the necessities of labour and employment. For the Employers, the key question was that of sustainable enterprise; this required active policies from States to remove barriers caused by bureaucracy, taxes on work or complexities in contracting that only served to reduce employment. Over the course of the coming 12 months, the Employers would reflect on a connected theme to be discussed at the 2014 Conference: the question of informality.

- 18.** The group approved the Appendix to the Director-General's Report on the occupied Arab territories, and supported the Programme and Budget for 2014–15. The resolution concerning remaining measures on the subject of Myanmar adopted under article 33 of the ILO Constitution was the culmination of major action undertaken by the ILO with the full support of the constituents. The application of article 33 had been an exceptional measure. Today, the progress in Myanmar had allowed the Conference to validate the initiative of the Governing Body and lift the remaining restrictions in place. This did not mean that the work was completed in the country: a plan had been put in place for the effective elimination of forced labour, which remained the absolute priority. The legal system had to be capable of sanctioning persons who had made use of forced labour.
- 19.** Regarding the CAS, following the frustrations of the 2012 Conference, the Employers and Workers had agreed that the Governing Body should follow up on the issue, as it was doing. The subject was technically complex, with points of great sensitivity: the mandate of the Experts, the scope of the right to strike. The Employers had agreed, in good faith, to a solution for the 102nd Session – a list of cases had been adopted and dealt with. The group was committed to continue working and to finding solutions. Social dialogue would find the way forward.
- 20.** In conclusion, the group was satisfied with the Conference, though continuing to think that it should be shorter, but have greater impact. It should be oriented towards specific goals, with a high level of participation throughout its duration. The group believed that a roadmap towards an improved Conference was becoming visible, and that the Governing Body should have sufficient time in October to face this challenge.
- 21.** *The Worker Vice-Chairperson* supported the conclusions of all three technical committees and welcomed the resolution concerning Myanmar. While pleased at the work of the CAS, a solution had to be found to the underlying problem facing the Committee before the 2014 Conference. The group believed that any reform of the Conference should take account of the procedures that had to be respected in the work of the CAS, together with the standard-setting items that were on the Conference agendas of the next two years. Attempting to shorten the Conference, which was said to last three weeks but was in fact just over two weeks long, did not appear realistic under these circumstances. He requested the Office to prepare the necessary documentation for the article 26 complaint concerning alleged violation by Fiji of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), which had been submitted by a number of Workers' delegates at the Conference.
- 22.** *On behalf of the group of industrialized market economy countries (IMEC)*, a Government representative of Canada welcomed the outcomes of the committees on employment and social protection in the new demographic context; sustainable development, decent work and green jobs; and social dialogue. These provided guidance in three key areas. High-quality reports had been prepared for the committee discussions – especially the evaluation report for the recurrent discussion which facilitated evaluation of ILO activities and

constituent needs. IMEC welcomed the agreement that had allowed the CAS to perform its supervisory role this year. Progress had been made, and the group hoped that the same cooperation and commitment would continue; it was willing to participate in further tripartite consultations.

23. The reforms introduced on a trial basis at this year's Conference should be evaluated at the 319th Session of the Governing Body. Additional measures should be assessed to add efficiency and value, and the Office should develop more comprehensive proposals for October. Reports for the Conference had been well distributed in timely fashion. However, the Office should conduct a survey to identify which member States still wished to receive printed copies. The apparent reduction in quantities of distributed documents was welcome: the Office should report on savings gained. More documents should be distributed to governments electronically through the regional coordinators. IMEC did not consider acceptable the decision to use screens displaying text in committee rooms only in cases of standard setting. There was no apparent diminution in side events this year. Information could be better disseminated to Governments; for example, the content of pre-Conference briefing sessions should be emailed to the regional coordinators so as to be easily shared. The draft programme of the Conference should be web-posted much earlier, with earlier communication of programme changes and voting procedures. Draft reports should be distributed to Government meeting rooms.
24. This year's Conference supported IMEC's view that reform should be more ambitious. Apart from the CAS, there had been few night or Saturday sittings and committees had completed their work ahead of schedule, proving that good planning, time management and the support of the Office allowed faster progress. Shorter, more focused draft conclusions, less than four pages, should allow further improvements. All committee conclusions should be shorter and concentrate on guidance, leaving contextual analysis to the report.
25. Overcrowding in the Governing Body room, generated by interest in the CAS this year, was a problem. Committee members and presenters should be given priority for seats in the room; others should be seated in the gallery or in room II. IMEC welcomed the fact that the CAS finished its work on time. Evening hours could have been further reduced by stricter time management.
26. In respect of plenary and the World of Work Summit, IMEC noted the difficulty for delegates to attend addresses by Heads of State and others during the first two weeks of the Conference while the committees were meeting. These addresses should be scheduled during one high-level session coinciding with ministers' attendance. Invitations to Heads of State should be sent by January preceding the Conference. Speeches made to an empty plenary did not make for efficient use of resources. The adoption of committee reports should be shortened. The Summit had shared interesting information, but was on a subject already discussed at previous Conferences, sometimes by the same panellists. A strong theme should be identified, to yield a more dynamic and interactive discussion. IMEC remained committed to participation in the reform of the Conference.
27. *Speaking on behalf of the Asia and Pacific group (ASPAG)*, a Government representative of Australia thanked Mr de Robien, the outgoing Chairperson, and welcomed the new Chairperson. He thanked his colleagues from the Hashemite Kingdom of Jordan, who had played key roles in the Conference, Professor Nidal Katamine, Minister for Labour and Transport of Jordan as its President, and Ambassador Sukayri of Jordan as Chairperson of the Selection Committee which had agreed to the historic step of discontinuing the remaining measures taken in respect of Myanmar. ASPAG strongly endorsed the Director-General's Report and noted the institutional changes proposed, including the suggestion that the Conference, at three weeks, was too long. ASPAG would work to move

the reform forward, ensuring that the Conference remained effective, efficient and relevant. ASPAG believed that the supervisory system should be in line with the challenges confronting the world of work. It risked being irreparably damaged if the issues regarding Convention No. 87 were not addressed. A temporary solution had been found this year, but the outstanding issues must be resolved. ASPAG supported the World of Work Summit initiative: thoughts on future arrangements for the event could be shared in the Working Party on the Functioning of the Governing Body and of the International Labour Conference.

## **Decision**

### **28. The Governing Body:**

- (a) decided to place on the agenda of its 319th Session (October 2013) the examination of the complaint concerning non-observance of Fiji of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), made by delegates at the 102nd Session (2013) of the International Labour Conference under article 26 of the ILO Constitution;*
- (b) noted the suggestions put forward by members for improving the functioning of the International Labour Conference, which would be taken into account by the Working Party on the Functioning of the Governing Body and of the International Labour Conference, when it convened during the 319th Session (October 2013) of the Governing Body.*

## **Fourth item on the agenda**

### **Follow-up to the resolution on the trade union situation in Fiji, adopted by the Governing Body at its 316th Session in November 2012 (GB.318/INS/4)**

- 29.** *The Worker Vice-Chairperson* recalled that the Governing Body had requested the Government to accept a direct contacts mission first in November 2012; it had repeated its call in March 2013, to allow the mission to take place before the 102nd Session of the Conference; the Director-General had written to the Government in April. In a reply of 26 May, the Government had postponed the mission until later in the year. During discussions of the case in the CAS, the Government suggested the mission returned to the country in December this year, despite the CAS conclusions requesting that the mission take place before the 319th Session of the Governing Body. Contrary to the Government's claims in its letter of 26 May, the situation in law and practice in the country had worsened since November 2012, with constitutional amendments that threatened workers' fundamental rights. The Government's obvious shilly-shallying explained the submission of the article 26 complaint against it.
- 30.** *The Employer Vice-Chairperson* expressed surprise at the Government's reply, delaying the mission. A direct contacts mission should take place before the Governing Body debated this question further. The group therefore strongly supported the point for decision: the allegations were profoundly disturbing and must be further investigated. It urged the Government to accept the mission before the October session.

31. *Speaking on behalf of the European Union (EU) and its Member States*, a Government representative of Lithuania said the following countries aligned themselves with the statement: Croatia, Turkey, the former Yugoslav Republic of Macedonia, Montenegro, Iceland, Serbia, Ukraine and Republic of Moldova. The EU and its Member States attached great importance to human rights, including freedom of association. They recognized the important role of the ILO in promoting and supervising international labour standards and called on all States to ratify and implement the core Conventions. The Government of Fiji should respect its commitments to human rights, freedoms, democracy and rule of law. They noted the numerous grave allegations of violations of civil liberties of trade unions in this case and urged the Government to ensure that freedom of expression and assembly were respected. They again urged the Government to accept a direct contacts mission as suggested by the CAS, before October 2013, and supported the decision point.
32. *A Government representative of the United States* expressed his Government's deep concern regarding the labour rights situation in Fiji and at the Government's prevarication at accepting the return of the direct contacts mission. In behaving thus, the Government was squandering a chance to clarify the facts and assist in finding appropriate solutions to the issues. The mission should take place as soon as possible, and its terms of reference must be those based on well established procedures such that all parties and views would be heard objectively. He supported the decision point.
33. *A Government representative of Australia* expressed concern at the ongoing violations of human and labour rights in Fiji, referring to his Government's statement in the CAS calling on the Fiji interim Government to accept a mission as soon as possible. Progress must be made before the October Governing Body; the ILO and the international community were ready to help Fiji align its law and practice with its international obligations. Acceptance of a mission would facilitate this, and also follow through on interim Prime Minister Bainimarama's commitment to protect and promote the rights of all Fijian workers. Australia supported the decision point.
34. *A Government representative of Switzerland* endorsed the statement made on behalf of the EU and its Member States.
35. *The Minister for Labour, Industrial Relations and Employment of Fiji* said that the Government had engaged substantial reforms, which explained its preference for the return of the direct contacts mission in December rather than October. A draft Constitution had been circulated to allow Fijians to submit suggestions in April and May 2013. Over 1,000 amendments were received and after consultations a new draft prepared which would be promulgated by August 2013. The text contained an extensive chapter on fundamental human rights and freedoms, including freedom of association, the right to work and to a just minimum wage, guaranteeing socio-economic rights for all Fijian workers for the first time. Fiji was making progress towards true democratic elections, on the basis of proportional representation, which the Constitution stipulated would be held before September 2014. Provisions had been made in the national budget for the holding of these elections. Out of a voting population of 850,000, more than 500,000 voters had already been registered under the registration programme. The Government was determined that the electoral process should be impeccable, and a number of Fiji's development partners had committed technical and financial assistance to this end. An international coordinating committee had been convened in Fiji to discuss assistance to the country for the electoral process. The Committee was composed of representatives of the United States, Australia, New Zealand, Indonesia, Republic of Korea, Japan, India, France and United Kingdom, as well as representatives from the EU, the United Nations Development Programme and the Commonwealth secretariat. The priority was that the elections should be conducted according to best practice.

36. The Government had introduced a number of reforms to preserve and create jobs, sustain industries essential to the economy and improve living conditions for Fijians. These included a substantial reduction in income and corporate taxes paid by almost all Fijians, workers, employers and enterprises. Government wages had been increased by 10 per cent, with sizeable increases for lower paid civil servants. Senior citizens without pensions now had access for the first time to State-funded pension benefits. Labour laws, practices and policies were also being modernized, to ensure harmony with the large number of ILO instruments recently approved by Fiji for ratification. The Government was assisting Papua New Guinea and Kiribati in the design and implementation of labour reforms.
37. Regarding freedom of association and movement, the public emergency regulations had been cancelled in January 2012. All persons and entities were now able to associate, organize and meet. Many trade unions and political parties had regularly been holding public meetings and expressing themselves in the media without censorship. These were the main reforms set in motion by the Government, in its calendar up to November 2013. The Government therefore looked forward to receiving the direct contacts mission in December.
38. *The Employer Vice-Chairperson* drew a distinction between the exercise of a right and a draft Constitution, stressing that concrete action was more important than a piece of paper, no matter how praiseworthy the text in question. The Government should accept the direct contacts mission in October: it would facilitate constructive dialogue.

### **Decision**

39. *The Governing Body decided, in the light of the discussions held in the International Labour Conference Committee on the Application of Standards concerning the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), to:*
- (a) *urge the Government of Fiji to accept the return of the direct contacts mission before its 319th Session (October 2013), to assist the Government and the social partners in finding solutions to the outstanding matters in relation to freedom of association;*
- (b) *place this item on the agenda of its 319th Session (October 2013).*

(GB.318/INS/4, paragraph 5.)

## **Fifth item on the agenda**

### **Reports of the Committee on Freedom of Association**

#### **368th Report (GB.318/INS/5/1)**

40. *The Chairperson of the Committee on Freedom of Association (CFA)* informed the Governing Body of the current situation in which the Committee had 163 pending cases, and at the present session had examined 38 cases on their merits. Urgent appeals had been made to Governments that had still failed to send in observations regarding the following

Cases Nos: 2318 (Cambodia); 2951 (Cameroon); 2946, 2945, 2974 and 2993 (Colombia); 2975 and 2992 (Costa Rica); 2963 (Chile); 2712 and 2714 (Congo); 2928 (Ecuador); 2871, 2923, 2957 and 2985 (El Salvador); 2723 (Fiji); 2003, 2948, 2967 and 2989 (Guatemala); 2807 (Islamic Republic of Iran); 2794 (Kiribati); 2961 (Lebanon); 2973 (Mexico); 2902 (Pakistan); 2648 and 2937 (Paraguay); 2988 (Qatar) and 2994 (Tunisia). These Governments should transmit their observations urgently.

41. Governments had kept the Committee informed of measures taken to implement its recommendations in 37 cases before it. The report contained seven cases of satisfaction and seven of interest. In Case No. 2355 (Colombia), the special Committee for the handling of conflicts (CETCOIT), with ILO assistance, had enabled the parties to reach agreement. The Government reported that this was the case also for 28 out of 52 cases before the CETCOIT, including ten out of 14 cases before the CFA. Two cases were resolved by the CETCOIT in such a manner that the workers' organizations concerned decided not to file a complaint with the CFA. These events were welcomed.
42. The CFA noted with satisfaction the certification of the collective bargaining agent and a ratification of a collective agreement for the transport security administration workers in Case No. 2292 (United States). Equally satisfying was the registration of the Bank of Punjab Employees Union of Pakistan, in Case No. 2864, though further action, including reinstatement of dismissed bank trade union officials, was required. However, a reinstatement had taken place in another Pakistan bank case; seven trade unionists had been reinstated in a case filed against Peru; one trade union reinstatement had been made in Poland; the CFA also welcomed the release from prison of Mr Urusov, Case No. 2758 (Russian Federation).
43. The Committee had a number of serious and urgent cases, going back to 2005, concerning Guatemala (Cases Nos 2445, 2609 and 2978). These included murder, assault, death threats, kidnapping, anti-union harassment and intimidation, blacklisting and system failure resulting in impunity. The CFA noted with interest the Memorandum of Understanding signed between the Workers' group of the Governing Body and the Government, in which the Government committed firstly to institute independent inquiries to determine responsibilities and punish those concerned; and, secondly, to guarantee the safety of workers and trade union officials. The CFA hoped that these commitments would yield results and urged the Government to fight impunity: the Public Prosecutor's office should be reinforced, with additional resources and training.
44. Longstanding Case No. 2508 (Islamic Republic of Iran) concerned repression and harassment of trade union officials, including that of Reza Shah, recently returned to prison after temporary release for health reasons. The CFA requested the Government to investigate independently the serious allegations of ill-treatment of Mr Shah, and compensate him accordingly. It made a similar request in respect of Mr Madadi.
45. Case No. 2254 (Bolivarian Republic of Venezuela) was brought before the CFA in 2003 by the International Organisation of Employers (IOE) and the Venezuelan Federation of Chambers of Commerce and Production (FEDECAMARAS) and concerned the assault and temporary abduction of three FEDECAMARAS officers. The Government should do all possible to make the necessary arrests, convict and sentence the perpetrators, and keep the CFA informed of developments. The CFA again highlighted the need for a tripartite national forum for social dialogue and stressed that draft legislation affecting collective bargaining on conditions of employment must be preceded by consultations with the most representative independent employers' and workers' organizations. It deplored the lack of action on these recommendations and felt that the high-level tripartite mission approved by the Governing Body in March 2011 should take place soon.

46. In its 369th Report, the CFA again reviewed the measures taken by the Government of Belarus to implement the recommendations of the Commission of Inquiry dating from 2004. It noted that the legal address requirement continued to complicate the registration of trade unions, and urged the Government to register the Belarusian Independent Trade Union at “Granit” Enterprise; to amend Presidential Decree No. 2 in line with the recommendations of the Commission of Inquiry; to conduct independent investigations into the alleged cases of refusal for the holding of pickets and meetings: workers should be guaranteed the right to demonstrate peacefully to defend their occupational interests. The Government should intensify its cooperation with the ILO, and its social dialogue with all partners to implement fully the recommendations of the Commission of Inquiry.
47. *An Employer member from Mexico, on behalf of the Employer spokesperson on the CFA*, expressed satisfaction as to the functioning of the Committee, both in terms of the partnership established with the Worker and Government benches, the Chairperson and of support from the Office. There continued to be an imbalance of cases from the Latin American region, and the Employers would review this when assessing their working methods in October. He drew attention to Cases Nos 2917, 2968 and serious and urgent Case No. 2254, all relating to the Bolivarian Republic of Venezuela. The grave breaches of freedom of association inflicted on FEDECAMARAS, most representative association of employers of the country, had still not been rectified. Indeed, Case No. 2254 contained further complaints, upheld by the CFA, that compounded threats, intimidation, confiscations, abduction and the attempted shooting of Ms Albis Muñoz. This showed, firstly, that there were governments, and occasionally employers’ and workers’ organizations that did not respect fundamental rights in national law and practice; secondly, that such rights could only be enjoyed in a climate free of violence, intimidation and fear; and, thirdly, that the CFA would carry through its work objectively, without being bullied by insulting, defiant, self-serving or incomplete replies from governments. Cases Nos 2917 and 2968 contained allegations of similar breaches of respect for social dialogue with representatives of trade unions by the Government.
48. In Case No. 2918 (Spain), the Committee affirmed the principle that negotiated collective agreements could only be modified through genuine collective dialogue. The Employers noted that the Government referred to economic circumstances of extraordinary gravity necessitating urgent action, as with the cases of Canada and Greece, discussed in the past.
49. In Case No. 2943 (Norway), which concerned the circumstances in which freedom of association and collective bargaining rights extended to the national police force, the CFA drew attention to the principle that this was a matter for national decision, within the framework of good faith collective bargaining.
50. In Case No. 2945 (Lebanon), the Committee recalled the importance of tripartite consultations prior to submission of a draft law to the Legislative Assembly, and regretted the absence of a reply from the Government. In Case No. 2740 (Iraq), the Employers were pleased that the Government had now allowed elections of the employers’ organization to proceed, and had lifted confiscation orders on its funds and property: the case was thus resolved.
51. Case No. 2508 (Islamic Republic of Iran) was serious and urgent. A trade union official remained in custody despite CFA calls for his release. He should be released and compensated forthwith.
52. Case No. 2980 (El Salvador) concerned unilateral State appointments of employer representatives to national institutions without consulting the most representative employers’ organization in the country. This was contrary to freedom of association principles and the Governing Body was requested to support the CFA’s call for redress.



- 53.** In Case No. 2912 (Chile), the right to collective bargaining and to demonstrate peacefully was recognized, but so was that of the State to impose laws protecting property in case of criminal or violent action. In the cases concerning Colombia mentioned by the Chairperson, the Employers noted the improvement and progress made and acknowledged the role played by the CETCOIT. They also acknowledged the many cases in which governments had cooperated with the Committee in providing replies. Slowness in replying meant that complaints were delayed, which was not in the interest of fair dealing for any parties concerned. The group urged early attention to the process of the Committee to allow relevant and up-to-date recommendations.
- 54.** *The Worker spokesperson for the Committee* welcomed the fact that the Conference had just adopted some important conclusions concerning social dialogue and recalled that social dialogue had a crucial role to play, especially in times of crisis, and was meaningful only if underpinned by respect for the principles of freedom of association and collective bargaining.
- 55.** Case No. 2918 (Spain) concerned a situation in which the Government had taken unilateral decisions, in disregard of social dialogue and claiming that the aim was to reduce public deficits – deficits that had actually increased following the measures. While the Committee was not in a position to examine the merits of decisions relating to economic and social policies, the Workers wished to emphasize that failing to engage in collective bargaining and therefore in social dialogue was economically inefficient. The opinions of workers’ and employers’ organizations were just as relevant as those of the financial and monetary institutions that were imposing futile austerity policies.
- 56.** Case No. 2990 (Honduras) provided another example of the importance of collective bargaining on wages. In Cases Nos 2912 (Chile), 2945 (Lebanon), 2920 (Mexico), 2883 (Peru), 2917 and 2968 (Bolivarian Republic of Venezuela), the Committee recalled the role of tripartite social dialogue based on the recognition of representative and independent trade union organizations. The registration and recognition of such organizations required swift procedures without any interference and the Committee had stressed that point in its conclusions and recommendations concerning Cases Nos 2765 (Bangladesh), 2991 (India), 2919 (Mexico), 2855 (Pakistan) and 2976 (Turkey).
- 57.** In Case No. 2884 (Chile), the Committee had examined the impact of using fixed-term contracts over several years on the effective exercise of trade union rights. The Workers were of the view that insecurity led to the erosion of the principles of freedom of association.
- 58.** Cases Nos 2786 (Dominican Republic), 2984 (the former Yugoslav Republic of Macedonia) and 2914 (Gabon) highlighted the importance of the effective and impartial operation of labour inspectorates in order to protect the rights of workers. The issue of anti-union discrimination was raised in Cases Nos 2796 (Colombia), 2855 (Pakistan) and 2972 (Poland). Such discrimination had resulted in the transfer or dismissal of union leaders or workers on the grounds that they had organized a strike. In Cases Nos 2445, 2609 and 2978 (Guatemala), discrimination had allegedly been the cause of violence and the murder of unionists. The Workers stressed the importance of efficient and impartial criminal investigations in order to combat any sense of impunity on the part of the perpetrators and those behind the murders.
- 59.** In Case No. 2508 (Islamic Republic of Iran), the Workers regretted that the Treasurer of the Syndicate of Workers of Tehran and Suburbs Bus Company had been sentenced to six years’ imprisonment, having sustained a beating following his arrest and being denied the necessary medical care. The Workers emphasized the need for the union to be recognized, an issue that had prompted the repression of trade unionists.

60. The Workers welcomed the fact that the information provided at the request of the Committee showed that there had been a positive outcome in a number of cases, including Cases Nos 2676 (Colombia), 2754 (Indonesia), 2575 and 2887 (Mauritius), 2268 (Myanmar) and 2533 and 2638 (Peru).
61. Regarding the report on Belarus, even though the Government had responded to some of the Committee's requests, many questions remained unanswered and the measures that had been requested repeatedly had not been implemented. As a result, the country's workers were still unable to exercise their right to organize and collective bargaining. The complaint dated back to 2003 and the Workers' group invited the Governing Body to monitor the situation in the country very closely.
62. *A Government representative of the Bolivarian Republic of Venezuela* congratulated the Officers of the Governing Body on their election. He welcomed a Latin American as Chairperson, and pointed to the under-representation of women in that post.
63. His Government had been mentioned a number of times in the discussions in particular with regard to Case No. 2254. Regrettably, this served to highlight certain incoherencies in the functioning of the CFA, which lacked the time to analyse each case before it objectively, resulting in contradictions, vagueness, lack of precision and even subjective conclusions and recommendations, short of what could be hoped of the ILO supervisory bodies. Case No. 2254 had again been declared serious and urgent, without recognizing, purposefully or through forgetfulness, progress that had been made. From the outset, the Government had condemned the alleged abduction and maltreatment of FEDECAMARAS leaders. The investigations were currently sub judice, with the presumed perpetrators in detention. He welcomed the fact that in its new analysis the CFA agreed with the Government's arguments, and that it had noted the falsity of certain arguments that had been advanced in this case and consequently would not be pursuing these, as indicated in paragraph 983 of its report. Presumably the Committee was acting thus to avoid becoming bemired; the Government was however willing for investigations to continue in this particular area, to elucidate who was responsible for falsifying the information. It would be replying in full to the report in due course.
64. The Government had consistently shown good faith in receiving the tripartite mission decided on by the Governing Body in March 2011 and had taken steps to facilitate its work in a climate of dialogue and objectivity. The speaker was grateful that the CFA took note that the postponements that had occurred were in no way imputable to the Government. In the context of frank and respectful dialogue, it remained only to clarify all aspects necessary for the fulfilment of this mission, which, he reiterated, had been delayed for reasons beyond the Government's control. If the CFA were coherent in its action, it would be conscious of the fact that serious and urgent matters are not postponed, and much less so where there were no clear explanations. It followed that this case was neither serious nor urgent.
65. *A Government representative of Colombia* congratulated the Chairperson on her election and wished her great success. She wanted to share with the Governing Body progress made by the Government of Colombia to strengthen freedom of association and collective bargaining in the country through the work of the CETCOIT, progress already noted by the CFA in successive reports. With the help of ILO technical assistance, especially over the past year, 52 cases had been dealt with, resulting in 30 agreements; more than ten of the cases had been before the Committee, including some that had not yet been given case numbers, pending admission by the Committee. Thanks to the goodwill, understanding and perseverance of the parties, agreements had been reached that allowed these complaints to be resolved. These important results encouraged the Government to strengthen social dialogue still more and showed that it was possible to resolve cases internally. Technical

cooperation and assistance was a key ILO activity and the Government thanked the Director-General and the Director of the International Standards Department for their support. She welcomed the upcoming review of the Committee's working methods and stressed her Government's commitment to continue promoting the workers' and employers' labour rights.

## **Decision**

**66. The Governing Body took note of the introduction to the report of the Committee, contained in paragraphs 1–176, and approved the recommendations made in paragraphs: 189 (Case No. 2942: Argentina); 201 (Case No. 2765: Bangladesh); 214 (Case No. 2884: Chile); 229 (Case No. 2912: Chile); 248 (Case No. 2796: Colombia); 261 (Case No. 2880: Colombia); 280 (Case No. 2933: Colombia); 290 (Case No. 2935: Colombia); 299 (Case No. 2786: Dominican Republic); 322 (Case No. 2980: El Salvador); 364 (Case No. 2918: Spain); 379 (Case No. 2984: the former Yugoslav Republic of Macedonia); 410 (Case No. 2914: Gabon); 424 (Case No. 2445: Guatemala); 496 (Case No. 2609: Guatemala); 506 (Case No. 2959: Guatemala); 520 (Case No. 2978: Guatemala); 544 (Case No. 2990: Honduras); 566 (Case No. 2991: India); 583 (Case No. 2508: Islamic Republic of Iran); 594 (Case No. 2740: Iraq); 610 (Case No. 2945: Lebanon); 653 (Case No. 2919: Mexico); 671 (Case No. 2920: Mexico); 686 (Case No. 2981: Mexico); 699 (Case No. 2916: Nicaragua); 761 (Case No. 2943: Norway); 769 (Case No. 2855: Pakistan); 787 (Case No. 2964: Pakistan); 798 (Case No. 2921: Panama); 810 (Case No. 2883: Peru); 826 (Case No. 2972: Poland); 847 (Case No. 2976: Turkey); 985 (Case No. 2254: Bolivarian Republic of Venezuela); 1023 (Cases Nos 2917 and 2968: Bolivarian Republic of Venezuela); and approved in full the 368th Report of the Committee on Freedom of Association.**

(GB.318/INS/5/1.)

## **369th Report**

(GB.318/INS/5/2)

**67. A Government representative of Belarus** said that his Government had not had time to study the report, but noted the Committee's recommendations. It noted also that these had not been able to take account of the information presented to the CAS by the Government on 19 June 2013. This information would be forwarded to the CFA. The Government questioned whether the financing of strikes from foreign sources was a universal practice; with respect to the holding of independent investigations into all outstanding allegations, he said that the Public Prosecutor was already undertaking this task. He also queried a perceived error in the title of the United Nations Special Rapporteur, included under paragraph 26(m).

## **Decision**

**68. The Governing Body approved the following recommendations of the Committee on Freedom of Association, as set out in paragraph 26 of the report:**

- (a) the Committee once again urges the Government to provide information in respect of the steps taken to ensure the immediate registration of:**
  - (i) the primary-level organizations that were the subject of the complaint;**

- (ii) REWU primary organizations in Mogilev, Gomel and Vitebsk; it further once again urges the Government to ensure that the workers in those enterprises where the primary-level organizations have been wound down are rapidly and duly informed of their right to form and join organizations of their own choosing without interference and that the registration of any such newly created organization is rapidly effectuated; the Committee requests the Government to keep it informed in this respect; it also requests the complainant organizations to provide all relevant information in this regard;*
- (b) with regard to the situation at “Granit” Enterprise, the Committee expects that: (i) the Belarusian Independent Trade Union (BITU) primary trade union will be registered without delay; (ii) the tripartite Council will examine the cases of dismissal of Mr Stakhaevich, Mr Karyshev and Mr Pavlovski and should it be found that they were dismissed for their activities in the BITU primary trade union, the Government will take the necessary measures to ensure their reinstatement; if reinstatement is not possible for objective and compelling reasons, the Committee requests the Government to take the necessary measures to ensure that the workers concerned are paid an adequate compensation which would represent a sufficiently dissuasive sanction for anti-union discrimination; the Committee requests the Government to keep it informed in this respect;*
- (c) the Committee requests the Government to examine the issue of effective protection against acts of anti-union discrimination in law and in practice in the framework of the tripartite Council and to keep it informed of the outcome;*
- (d) the Committee expects that the Government will take all necessary measures in order to ensure that the relevant authorities abstain from any action that would prevent trade unions and their representatives from exercising their right to express opinions on the situation of trade union rights in the country or the Government’s economic and social policies; it requests the Government to provide information on the concrete measures taken to that effect;*
- (e) the Committee once again urges the Government to take the necessary measures to amend Presidential Decree No. 2 in consultation with the social partners, so as to ensure that the right to organize is effectively guaranteed;*
- (f) the Committee once again urges the Government to take the necessary measures to amend Decree No. 24 so that national workers’ and employers’ organizations may receive assistance, even financial, from international workers’ and employers’ organizations in pursuit of their legitimate aims, including through means of strikes; it requests the Government to keep it informed of any measure taken in this respect;*
- (g) the Committee once again urges the Government to take the necessary measures to immediately amend the Law on Mass Activities so as to bring it in line with the right of employers’ and workers’ organizations to organize their activities;*

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- (h) *the Committee requests the Government to keep it informed of all developments in respect of legislative initiatives affecting trade union rights;*
- (i) *the Committee once again requests the Government to ensure that an independent investigation into all outstanding allegations of interference and pressure is carried out without delay by a body having the confidence of all parties concerned; if it is found that the above alleged measures were taken against trade unionists for having exercised their trade union rights or their participation in legitimate trade union activities, the Committee expects that those who suffered from anti-union measures will be fully compensated and that appropriate instructions will be given to the relevant authorities so as to avoid any recurrence of such acts;*
- (j) *the Committee continues to urge the Government to pursue more vigorously, on the one hand, the instructions to be given to enterprises in a more systematic and accelerated manner so as to ensure that enterprise managers do not interfere in the internal affairs of trade unions and, on the other, instructions to the Prosecutor-General, Minister of Justice and court administrators that complaints of interference and anti-union discrimination shall be thoroughly investigated. The Committee further requests the Government to ensure an independent investigation into all alleged instances of interference and anti-union discrimination at “Polymir”, “Grodno Azot”, “Frebor”, “Belarusneft-Osobino”, “Avtopark No. 1”, “Mogilev ZIV”, “Belaeronavigatsia”, “MLZ Universal”, “Belaruskaliy” and “Granit” companies, and at the Brest State Pedagogical University;*
- (k) *the Committee requests the Government to provide its observations on the BITU allegation concerning the detention of the Chairperson of its Soligorsk regional organization;*
- (l) *the Committee requests the Government to conduct independent investigations into the alleged cases of refusal to hold pickets and meetings and to bring the attention of the relevant authorities to the right of workers to peaceful demonstration to defend their occupational interests;*
- (m) *the Committee requests the Government to indicate the measures taken to implement the recommendations made by the United Nations Special Rapporteur on the independence of judges and lawyers;*
- (n) *the Committee requests the Government to examine the cases of alleged denial of facilities to trade unions and its leaders with a view to determining the violations of the legislation or any agreement concluded in this respect, and to take the necessary measures of redress; furthermore, when following this examination, it has been determined that no agreement with regard to allocation of premises had been concluded between a union and an employer, the Committee requests the Government to take the necessary measures in order to encourage the parties to find a mutually acceptable solution; the Committee requests the Government to keep it informed in this respect;*

- (o) *the Committee urges the Government to intensify its efforts to ensure that freedom of association is fully and effectively guaranteed in law and in practice and expects that the Government will intensify its cooperation with the Office, as well as social dialogue with all partners, including the trade unions outside of the Federation of Trade Unions of Belarus (FPB), to implement without delay all the recommendations of the Commission of Inquiry and ensure that any legislative changes will conform to this objective.*

**69.** *The Governing Body approved the 369th Report of the Committee on Freedom of Association in its entirety.*

(GB.318/INS/5/2, paragraph 26.)

## **Sixth item on the agenda**

### **Report of the Director-General**

(GB.318/INS/6)

#### **Decision**

- 70.** *The Governing Body paid tribute to the memory of Mr Vikas, Government delegate of India to the International Labour Conference and to the Governing Body and invited the Director-General to convey its condolences to the family of Mr Vikas and to the Government of India.*

(GB.318/INS/6, paragraph 5.)

### **First Supplementary Report: Update on the internal reform: Establishing a central Research Department (GB.318/INS/6/1(Rev.))**

- 71.** *The Employer Vice-Chairperson supported the document submitted, highlighting paragraph 8, which stressed the importance the Director-General attached to consulting the Governing Body on this matter. Indeed, issues relating to the International Institute for Labour Studies (IILS) fell within the prerogative of the Governing Body. He approved decision paragraph 12.*

- 72.** *The Worker Vice-Chairperson stated that his group very strongly supported making the ILO the incontrovertible centre of excellence in research on labour issues. Over the years, the Institute had gained international appreciation for its output, but improvements could be made. Strong research and analysis was an essential component of the ILO's mandate. The group understood that an internal report on the state of research activities at the ILO had been finalized and looked forward to sharing the information it contained. More information was needed regarding the proposed new structure, how it would achieve its objectives, and whether the dissolution of the IILS was necessary. Many constituents were deeply attached to the Institute and it must be shown that the new structure would not abandon the functions performed by it. At the meeting of the IILS Board, most members*

expressed a preference for maintaining the Institute. He supported decision paragraph 12: a fruitful and informed discussion should take place in October.

73. *Speaking on behalf of the Africa group*, a Government representative of Niger noted the proposed dissolution of the IILS in the report. She drew attention to the important capacity-building role played by the Institute in certain regions, questioning whether the new structure would improve the role and functions fulfilled by the old. Her group supported the decision point, but required more information.
74. *A Government representative of Canada* welcomed strengthening the ILO's research and statistical capacities by consolidating resources within a knowledge-resource centre. The ILO must continue to produce evidence-based research involving rigorous analysis. Thus, the intellectual independence of the IILS must be preserved in any new structure, including the independence of selection of experts and of publication of research. The Office should supply the elements needed for an informed discussion in October.
75. *A Government representative of Switzerland* supported reinforcing the ILO's research and analysis capacities. The approach should be pragmatic and devoid of administrative complexities. Before envisaging the integration of the IILS in a new department, detailed information on the organizational risks, the financial and legal consequences – especially those on contracts passed between member States and the Institute – should be made available. The Institute's independence meant that it could receive voluntary contributions. The implications regarding the services supplied to constituents should be made clear, including what might happen to the training programmes organized by the IILS.
76. *A Government representative of France*, Mr de Robien, stated that France fully supported the Director-General in this question of the future of ILO research. The Organization must become the centre of world excellence in research and analysis on all questions concerning work. This was crucial to the visibility and credibility of the ILO in the instances of world governance, particularly at the moment when post-2015 multilateral goals and indicators were being set. The method to arrive at more effective research capacities also met with the approval of France: consultation of officials, provision of information, and consultation with the constituents, could serve as a model to other multilateral institutions.
77. *A Government representative of Australia* supported the move to strengthen ILO research capacity and looked forward to further discussion in October.
78. *The Director-General* noted support for the common objective of upgrading the ILO's research and analysis capacities, as a major element of the reform process; he noted also the importance attached to the future of the IILS, which should be kept firmly in mind. The Office would provide the information to allow the Governing Body to take the necessary decisions in October.

## **Decision**

79. ***The Governing Body decided to include an item on the agenda of its 319th Session (October 2013) to discuss the future of the International Institute for Labour Studies (IILS).***

(GB.318/INS/6/1(Rev.), paragraph 12.)

**Third Supplementary Report: Financial implications of the revised composition formula for the 19th International Conference of Labour Statisticians**

(Geneva, 2–11 October 2013)

(GB.318/INS/6/3)

**Decision**

80. *The Governing Body decided that the incremental cost of the participation of six additional experts that would be nominated by the Employers' group and the Workers' group of the Governing Body respectively, estimated at US\$66,200, be financed in the first instance from savings in Part I of the budget or, failing that, through Part II, on the understanding that, should this subsequently prove impossible, the Director-General would propose alternative methods of financing at a later stage in the biennium.*

(GB.318/INS/6/3, paragraph 5.)

**Seventh item on the agenda**

**Reports of the Officers of the Governing Body**

**First report: Maritime Labour Convention, 2006: Establishing the Special Tripartite Committee for prompt and careful review of amendment proposals**

(GB.318/INS/7/1)

81. *The Worker Vice-Chairperson expressed concern regarding decision paragraph 8(b) of the report, pointing out that the Standing Orders of the Special Tripartite Committee provided that the number of representatives of shipowners and seafarers on the MLC Committee shall be equal to the number of Members that have ratified the Convention at the time of the Governing Body's appointment of the Shipowner and Seafarer representatives. As 30 member States had ratified the Maritime Labour Convention, 2006 (MLC, 2006), the numbers of Shipowner and Seafarer representatives to be appointed to the Special Tripartite Committee should be 30, rather than 15 as in the proposed decision point, with not all of them being paid for by the ILO.*
82. *A representative of the Director-General informed the Governing Body that the document before it was a preliminary decision, which would allow the Governing Body to return to the matter in October and take a decision on the composition of the Special Tripartite Committee in its entirety. The present document was principally to allow submissions to be made, and then processed by the Office, in compliance with the statutory six-month time limit within which member States may comment on any text going to the first sitting of the Special Tripartite Committee (7–11 April 2014). The Committee would of course be open to all countries that had ratified the Convention by the time the Committee met: this could amount to as many as 50. However, according to the arrangements made in March, the Office would fund the participation of 15 Shipowners and 15 Seafarers.*



83. *The Employer Vice-Chairperson suggested deleting the numbers 15 and 15 from decision paragraph 8(b).*

### **Decision**

84. *The Governing Body decided to:*

- (a) *establish the Special Tripartite Committee to give effect to Article XIII of the MLC, 2006, on the understanding that the Committee will not meet until a definitive decision is taken by the Governing Body at its 319th Session (October 2013);*
- (b) *appoint to the Committee, having consulted the Joint Maritime Commission in accordance with Article XIII, paragraph 2, of the MLC, 2006, the Shipowner representatives and the Seafarer representatives in accordance with Article 4, paragraph 3, of the Standing Orders of the Committee;*
- (c) *invite the Government of each Member that has ratified the MLC, 2006, to nominate two Government representatives to the Committee and to notify their names to the Director-General.*

(GB.318/INS/7/1, paragraph 8, as amended.)

### **Second report: Arrangements for the 18th American Regional Meeting (GB.318/INS/7/2)**

85. *Speaking on behalf of GRULAC, a Government representative of Colombia supported the choice of Lima as the venue, as well as the proposed dates for the 18th American Regional Meeting. The full group had met with the Regional Director during the Conference and had already begun to exchange ideas regarding the Meeting. It was awaiting information from the Regional Director on the final choice of themes to be addressed.*

### **Decision**

86. *The Governing Body, on the recommendation of its Officers, approved the holding of the 18th American Regional Meeting of the ILO in Lima, Peru, during the week of 13 October 2014, its precise date to be determined later.*

(GB.318/INS/7/2, paragraph 3.)

## **Eighth item on the agenda**

### **Composition and agenda of standing bodies and meetings**

(GB.318/INS/8)

#### ***Decision***

**19th International Conference of Labour Statisticians**  
(Geneva, 2–11 October 2013)

#### *Revised composition*

**87. *The Governing Body, on the recommendation of its Officers, approved increasing from three to six the number of experts from the social partners attending the 19th International Conference of Labour Statisticians, thus inviting six experts nominated by the Employers' group of the Governing Body and six nominated by the Workers' group of the Governing Body.***

(GB.318/INS/8, paragraph 2.)

**Tripartite Technical Meeting on Labour Migration**  
(Geneva, 4–8 November 2013)

**88. *The Governing Body took note of this section of the document.***

(GB.318/INS/8, paragraph 3.)

**Workers' Symposium on Income Inequality, Labour Market Institutions and Workers' Power**  
(Geneva, 19–22 November 2013)

#### *Composition*

**89. *The Governing Body, on the recommendation of its Officers, approved the composition formula for this Symposium, which will be attended by 35 trade union representatives, nominated after consultation with the Workers' group of the Governing Body and coming from both industrialized and developing countries in Africa, the Americas, Asia and the Pacific, Europe and the Arab region. Efforts will be made to ensure that at least 30 per cent of the participants selected were women, in compliance with the Workers' group's policy on gender equality.***

(GB.318/INS/8, paragraph 6.)

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Agenda

**90. The Governing Body, on the recommendation of its Officers, approved the following agenda proposed for this Symposium:**

- *Inform trade union leaders about global trends in wage and income inequality and the concepts that are relevant when discussing and measuring income inequality.*
- *Discuss the various causes of widening income inequality including globalization, technological change and the weakening of labour market institutions.*
- *Develop policy proposals to promote the relevant international labour standards and strengthen labour market institutions such as collective bargaining systems and minimum wages.*
- *Review and expand upon policies designed to tackle precarious work and raise incomes.*
- *Consider strategies to expand union membership and strengthen the ability of workers and their organizations to influence the political decision-making process.*

*The Symposium will provide an opportunity for trade union leaders and legal experts to develop strategies to strengthen the capacity of trade unions to influence socio-economic policies and promote policy initiatives at national, regional and international levels.*

(GB.318/INS/8, paragraph 9.)

*Invitation of international non-governmental organizations*

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

- *Building and Woodworkers International (BWI);*
- *Education International (EI);*
- *European Trade Union Confederation (ETUC);*
- *IndustriALL Global Union;*
- *International Federation of Journalists (IFJ);*
- *International Transport Workers' Federation (ITF);*

- *International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF);*
- *Public Services International (PSI);*
- *Trade Union Advisory Committee to the OECD (TUAC);*
- *Union Network International (UNI);*
- *Union Syndicale des Travailleurs du Maghreb.*

(GB.318/INS/8, paragraph 11.)

**Employers' Symposium on the Future of Work: The impact of globalization, technology, demographics and climate change on how people earn livelihoods**  
(Geneva, 5–6 December 2013)

*Composition*

**92. *The Governing Body, on the recommendation of its Officers, approved the composition formula for this Symposium, which will be attended by 20 representatives of employers' organizations from both industrialized and developing countries in Africa, the Americas, Asia and the Pacific, Europe and the Arab region, nominated after consultation with the Employers' group of the Governing Body.***

(GB.318/INS/8, paragraph 13.)

*Agenda*

**93. *The Governing Body, on the recommendation of its Officers, approved the following agenda for this Symposium:***

- *The polarization of the labour market: Causes, trends and implications.*
- *The future of employment relationships and labour market regulations.*
- *The role of work in access to livelihoods and social mobility: Are there alternatives?*
- *Preparing for the future.*

(GB.318/INS/8, paragraph 15.)

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## Information notes

### Programme of meetings for the rest of 2013 and for 2014

(GB.318/INF/1)

### Approved symposia, seminars, workshops and similar meetings

(GB.318/INF/2)

94. The Governing Body took note of the information contained in the two documents presented.

### Terrorist attack of 24 May 2013, Kabul, Afghanistan

95. *The Worker Vice-Chairperson* referred to the attack by Taliban insurgents of the International Organization for Migration (IOM) rest house in Kabul, Afghanistan, on 24 May 2013. An off-duty Afghan policeman and a Nepalese Gurkha were killed and several international officials were injured, including the ILO Liaison Officer in Kabul, Mr Hervé Berger, in post since 2010. The group praised the rapid evacuation that had taken place and were relieved to hear the Mr Berger was recovering well. While mourning the dead and offering deep sympathy to those injured and to their families, the increasingly dangerous context in which some international officials were obliged to work could not be ignored. This included both internationally and locally recruited staff, the latter accounting for 80 per cent of civilian UN system staff killed in the line of duty since 1992. In 2012, more than 30 UN staff lost their lives; sometimes they were targeted because they worked for the UN. An attack against the UN had taken place as recently as 72 hours previously in Somalia. In some cases, the Governing Body called on the Office to be present in difficult locations and post-crisis environments. Everything possible should be done to reduce the danger to a minimum.
96. *A Government representative of Switzerland* echoed the Workers' statement, condemning all attacks against international organizations working for peace and human rights. The delegation felt particularly keenly for Mr Berger, a compatriot. All should be done to ensure the security of ILO employees, especially those working in difficult contexts.
97. *A Government representative of Italy* associated her delegation with the two previous speakers and informed the Governing Body that an Italian national serving in the IOM who had been injured in the Kabul attack had succumbed to her injuries the previous day, in Germany, to where she had been evacuated for hospital care.
98. *The Chairperson* joined her voice in regretting deeply any violence against those involved in humanitarian work.

99. *The Director-General* thanked the speakers for their expressions of support and sympathy, and offered condolences to the Government of Italy at the sad news the delegation had imparted. The ILO was called on to conduct its work in a number of locations and under circumstances which made security considerations a significant concern. The Organization had a primary responsibility for its employees' safety and well-being, but at the same time was obliged to be active in situations where conflict was a reality of life. He pledged that the ILO, with its multilateral partner-organizations, would continue to give very serious consideration to any issues that arose and would remain conscious of its duties and responsibilities.

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

*318<sup>e</sup> session - Genève - juin 2013*  
*318th Session - Geneva - June 2013*  
*318.<sup>a</sup> reunión - Ginebra - junio de 2013*

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

Membres gouvernementaux titulaires Titular Government members Miembros gubernamentales titulares	p. 26
Membres gouvernementaux adjoints Deputy Government members Miembros gubernamentales adjuntos	p. 31
Membres employeurs titulaires Titular Employer members Miembros empleadores titulares	p. 36
Membres employeurs adjoints Deputy Employer members Miembros empleadores adjuntos	p. 37
Membres travailleurs titulaires Titular Worker members Miembros trabajadores titulares	p. 38
Membres travailleurs adjoints Deputy Worker members Miembros trabajadores adjuntos	p. 39
Représentants d'autres Etats Membres Representatives of other member States Representantes de otros Estados Miembros	p. 40
Représentants d'organisations internationales gouvernementales Representatives of international governmental organizations Representantes de organizaciones internacionales gubernamentales	p. 43
Représentants d'organisations internationales non gouvernementales Representatives of international non-governmental organizations Representantes de organizaciones internacionales no gubernamentales	p. 44

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

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

**Sra. V.M. VELÁSQUEZ DE AVILÉS**  
**(El Salvador)**

**Allemagne Germany**  
**Alemania**

Mr W. SCHOLZ, Social Affairs Adviser,  
 Permanent Mission, Geneva.

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**Argentine Argentina**

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*acompañado(s) de:*

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**Brésil Brazil Brasil**

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## Colombie Colombia

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## Congo

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## Danemark Denmark Dinamarca

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## Egypte Egypt Egipto

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## El Salvador

---

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## Etats-Unis United States Estados Unidos

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## France Francia

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**Hongrie Hungary Hungría**


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**Inde India**


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


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**Italie Italy Italia**


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**Japon Japan Japón**


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**Lituanie Lithuania Lituania**


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**Niger Níger**


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## Fédération de Russie Russian Federation Federación de Rusia

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

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## Togo

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

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## **Zambia    Zambia**

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**Miembros gubernamentales adjuntos**

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**Algérie    Algeria    Argelia**

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**Botswana**

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**Bulgarie    Bulgaria**

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**Chypre    Cyprus    Chipre**


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**République de Corée  
Republic of Korea  
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**Costa Rica**


---

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**Emirats arabes unis  
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Emiratos Árabes Unidos**


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**Ghana**


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**Indonésie    Indonesia**


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## Kazakhstan Kazajstán

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## Kenya

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## Liban Lebanon Líbano

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M<sup>me</sup> N. RIACHI ASSAKER, Ambassadrice,  
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*suppléant(s):*

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M. H. CHAAR, Conseiller, Mission  
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## Malte Malta

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Mr G. CAMILLERI, First Secretary,  
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## Mexique Mexico México

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## Pakistan Pakistán

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Mr Z. AKRAM, Ambassador, Permanent  
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## Panama Panamá

---

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## Pays-Bas Netherlands Países Bajos

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**Roumanie   Romania  
Rumania**

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**Soudan   Sudan   Sudán**

---

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**Sri Lanka**

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**Suisse   Switzerland   Suiza**

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**Thaïlande   Thailand  
Tailandia**

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**Uruguay**

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**Venezuela (Rép. bolivarienne du)  
Venezuela (Bolivarian Rep. of)  
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## Zimbabwe

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Mr M. MDWABA (South Africa), Chairman and CEO, Tzoro Industries.

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Mr S. SHARAVA, accompanying Mr Otaredian.

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

M. R. DE LEEUW (Belgique), Président, Fédération générale du travail de Belgique.

M. F. DJONDANG (Tchad), Secrétaire général, Union des syndicats du Tchad.

Sra. E. FAMILIA (República Dominicana), Vicepresidenta, Confederación Nacional de Unidad Sindical.

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

Mr A. HUSSAIN (Bahrain), Assistant General-Secretary for Arab and International Relations, General Federation of Bahrain Trade Unions.

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

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

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M. R. LAMAS, accompagnant M. de Leeuw.

**Membres suppléants assistant à la session:****Substitute members attending the session:****Miembros suplentes que asisten a la reunión:**

Sra. R. FLÉREZ GONZÁLEZ (Colombia), Secretaria General, Confederación de Trabajadores de Colombia.

Mr G. MHOTSHA (Botswana), General Secretary, Botswana Federation of Trade Unions.

Ms R. MIKYUNG (Republic of Korea), Deputy Director of Women's Policy, Korean Confederation of Trade Unions.

**Autres personnes assistant à la session:****Other persons attending the session:****Otras personas que asisten a la reunión:**

Ms B. KÜHL (Germany), Policy Adviser, Labour Market and International Social Policy Department, C/- DGB Executive Board.

**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**

**Afrique du Sud South Africa  
Sudáfrica**

Mr L. KETTLEDAS, Deputy Director General,  
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Mr M. SKHOSANA, Director, International  
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**Cameroun Cameroon  
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M. F. NGANTCHA, Ministre conseiller,  
Mission permanente, Genève.  
M. E. NGOMPE KAPEN, Services du Premier  
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Ms I. DEMBSHER, Head of International  
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**Côte d'Ivoire**

M. T. MORIKO, Premier conseiller, Mission  
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M. K. SILUE, Conseiller, Mission permanente,  
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**Bélarus Belarus Belarús**

Mr M. KHVOSTOV, Ambassador, Permanent  
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Mr A. ANDREEV, Counsellor, Permanent  
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**Espagne Spain España**

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Sr. G. VEGA, Consejero, Misión Permanente,  
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Sr. P. CARBAJAL, Jefe de Sección, Secretaría  
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Sra. C. CAIROS, Experta, Misión Permanente,  
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M. P. BRONCHAIN, Premier secrétaire,  
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**Fidji Fiji**

Mr J. USAMATE, Minister for Labour,  
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Mr T. WAQA, Permanent Secretary for  
Labour, Industrial Relations and  
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Mr S. SHARMA, Acting Solicitor General.  
Ms S. DAUNABUNA, Acting Principal Legal  
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## Gabon Gabón

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- M. J. PAMBO, Directeur des relations internationales, Ministère de l'Economie, de l'Emploi et du Développement durable.
- M. B. MBODO MOUBAMBA, Chargé d'études au Cabinet du ministre, Ministère de l'Economie, de l'Emploi et du Développement durable.
- M. F. MANGONGO, Conseiller chargé des questions sociales et des relations avec l'OIT, Mission permanente, Genève.

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## Grèce Greece Grecia

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- Mr A. ALEXANDRIS, Ambassador, Permanent Representative, Permanent Mission, Geneva.
- Mr G. PAPADATOS, Minister Counsellor, Permanent Mission, Geneva.
- Ms E. CHRYSANTHOU, Head of Directorate, Directorate of International Relations, Ministry of Labour, Social Security and Welfare.
- Ms M. GKOUVA, Official, Directorate of International Relations, Ministry of Labour, Social Security and Welfare.

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## Guatemala

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- Sr. C. CONTRERAS SOLORZANO, Ministro de Trabajo y Previsión Social.
- Sra. C. RODRÍGUEZ MANCIA, Embajadora y Representante Permanente, Misión Permanente, Ginebra.
- Sra. A. CHÁVEZ BIETTI, Representante Permanente Alterno, Misión Permanente, Ginebra.
- Sr. L. SCHWANK, Director, Asuntos Internacionales, Ministerio de Trabajo y Previsión Social.

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## Iraq

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- Mr Q. MAHAL, Attaché, Permanent Mission, Geneva.

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## Irlande Ireland Irlanda

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- Ms S. O'CARROLL, Assistant Director, Department of Jobs, Enterprise and Innovation.
- Ms M. MCMAHON, Higher Executive Officer, Department of Jobs, Enterprise and Innovation.
- Ms E. O'CARROLL, First Secretary, Permanent Mission, Geneva.

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## Jordanie Jordan Jordania

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- Mr R. SUKAYRI, Ambassador, Permanent Representative, Permanent Mission, Geneva.
- Mr S. DAJANI, Counsellor (ILO Affairs), Permanent Mission, Geneva.

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## Lesotho

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- Mr L. MALOI, Minister of Labour and Employment.
- Ms M. MATSOSO, Labour Commissioner, Ministry of Labour and Employment.

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## Mozambique

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- M. P. COMISSARIO, Ambassadeur, Représentant permanent, Mission permanente, Genève.
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## Myanmar

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- Mr M. WAI, Ambassador and Permanent Representative, Permanent Mission, Geneva.
- Mr K. TUN, Minister Counsellor, Permanent Mission, Geneva.
- Ms S. NYO, First Secretary, Permanent Mission, Geneva.

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**Namibie Namibia**


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Ms S. NGHINAMUNDOVA, First Secretary,  
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Mr A. NGHIFITIKEKO, First Secretary,  
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Mr O. ILLOH, Permanent Secretary, Federal  
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Ms T. BRAIMAH, Director, Productivity  
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Mr A. ESSAH, Labour Attaché, Permanent  
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**Norvège Norway Noruega**


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**Pérou Peru Perú**


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**Soudan du Sud South Sudan  
Sudán del Sur**


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Ms H. LOTARA, Undersecretary of Labour  
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Mr A. DENG, Director-General, Multilateral,  
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Mr V. OHIDEI, Head, Labour Subcommittee,  
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**Représentants d'organisations internationales gouvernementales  
Representatives of international governmental organizations  
Representantes de organizaciones internacionales gubernamentales**

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**Union européenne**

**European Union**

**Unión Europea**

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Mr M. FERRI, First Counsellor, Permanent Delegation of the European Union in Geneva.

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

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

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Mr B. WILTON, Secretary-General.  
Mr R. SUAREZ SANTOS, Deputy Secretary-General.

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

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Mr L. OWEI, Secretary General.  
Mr A. DIALLO, Permanent Representative to the ILO and UN Offices in Geneva.

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**Confédération syndicale internationale  
International Trade Union Confederation  
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Ms R. GONZALEZ, Director, Geneva Office.  
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