



## **Governing Body**

315th Session, Geneva, 15 June 2012

**GB.315/PV**

---

### **Minutes of the 315th Session of the Governing Body of the International Labour Office**

**Minutes of the 315th Session  
of the Governing Body of the  
International Labour Office**

The 315th Session of the Governing Body of the International Labour Office was held in Geneva on Friday, 15 June 2012, with Mr Gilles de Robien of France 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/ outcome paragraph No.</i>
<b>Institutional Section</b>				
1	GB.315/INS/1	Election of the Officers of the Governing Body for 2012–13	1	<b>3, 7</b>
2	GB.315/INS/2	Approval of the minutes of the 313th Session of the Governing Body	4	<b>24</b>
3	GB.315/INS/3	Reports of the Committee on Freedom of Association	5	<b>57, 59</b>
4	GB.315/INS/4	Follow-up to the discussions in the Committee on the Application of Standards of the 101st Session of the International Labour Conference	10	<b>75</b>
5		Agenda of the 103rd Session (2014) of the International Labour Conference	13	
6	GB.315/INS/6 and GB.315/INS/6(Add.)	Report of the Director-General: Obituaries	13	<b>88</b>
	GB.315/INS/6/1	First Supplementary Report: Update on the headquarters building renovation project	15	<b>93</b>
	GB.315/INS/6/2	Second Supplementary Report: Appointment of Assistant Directors-General	16	<b>94</b>
	GB.315/INS/6/3	Third Supplementary Report: Documents submitted for information only	16	<b>95</b>
	GB.315/INS/6/4	Fourth Supplementary Report: Report form for preparing the General Survey on Convention No. 131 and Recommendation No. 135	17	<b>97</b>
7	GB.315/INS/7	Timing of the Governing Body sessions	17	<b>99</b>
8	GB.315/INS/8	Composition and agenda of standing bodies and meetings	18	
		Committee of Experts on the Application of Conventions and Recommendations: Reappointments	18	<b>100</b>
		Global Dialogue Forum on the Future Needs for Skills and Training in the Oil and Gas Industry (Geneva, 12–13 December 2012)	18	<b>101, 103</b>
		Global Dialogue Forum on the Effects of the Global Economic Crisis on the Civil Aviation Industry (Geneva, 20–22 February 2013)	20	<b>104, 106</b>
		Ninth European Regional Meeting (Oslo, 8–11 April 2013)	22	<b>109</b>
	Tunisia		24	
	Panama		24	

---

## Institutional Section

### First item on the agenda

#### **Election of the Officers of the Governing Body for 2012–13** (GB.315/INS/1)

1. *The Regional Coordinator for Western Europe* put forward the candidature of Mr Gilles de Robien, Government representative of France, as Chairperson of the Governing Body for 2012–13.
2. *The Employer and Worker spokespersons* endorsed the candidature of Mr de Robien.

#### **Decision**

3. *The Governing Body elected Mr Gilles de Robien, former Minister, Ambassador with responsibility for promoting social cohesion, Government representative of France, to the post of Chairperson of the Governing Body of the ILO for the period from June 2012 to June 2013.*
4. *The outgoing Chairperson* thanked the Governing Body for its support throughout the year. One of the year's major achievements had been the election of the next Director-General in a process that was a model of transparency and democracy, and one that would certainly be emulated by other international agencies holding such elections. A second achievement had been the implementation of the reform package adopted by the Governing Body in March 2011. The November 2011 and March 2012 sessions had been held since then, and members had greeted the new system enthusiastically. The Conference, in recognition of the remarkable changes taking place in Myanmar, had taken the very significant decision to lift or suspend the restrictions imposed on the country by the resolution on the widespread use of forced labour in Myanmar, 1999, and the resolution concerning the measures adopted by the Governing Body under article 33 of the ILO Constitution on the subject of Myanmar. This implied action on the part of the Governing Body, as the resolution lifting and suspending the restrictions requested the Director-General to prepare a report for the 316th Session of the Governing Body on ILO technical cooperation priorities for Myanmar as well as information on the implementation of the joint strategy for the full elimination of forced labour in Myanmar, the operation of the new labour legislation, including freedom of association, and on the impact of foreign investment on decent working conditions in the country – a point strongly stressed by Aung San Suu Kyi in her address to the Conference. The Conference had also asked the Governing Body to hold a discussion at its 317th Session, in March 2013, on arrangements for consideration of all relevant issues concerning Myanmar at the 102nd Session of the Conference (2013). The Governing Body thus had the means of ensuring that the ILO and the Government of Myanmar continued to work together constructively to make sure legislative improvements became reality. The outgoing Chairperson thanked the secretariat for its strong support. He reiterated his thanks to the Governing Body, with particular thanks for the backing he had received from the Asia and Pacific group.
5. *(The outgoing Chairperson received the gavel of the Governing Body, Mr Gilles de Robien took his place as Chairperson.)*

6. *The Chairperson of the Governing Body* expressed thanks for the honour bestowed on him, and congratulated his predecessor for the excellent work achieved during his tenure. He stressed that it was high time that the functions of the Governing Body assumed their true importance. The Governing Body was an essential governance body of the Organization: it had to manage the Office, in liaison with the Director-General, but it also had to define the policy of the institution. The year ahead held many difficult challenges, including the follow-up to the report of the Committee on the Application of Standards, the preparation of the budget for the next biennium, the reform of the Conference and the arrival of the new Director-General. The Chairperson would do all in his power to enable Mr Ryder to take up his post in the best possible conditions, with the full support of the Governing Body. He and Mr Ryder had been adversaries for the post of Director-General. Time had moved on and it was now the hour of unity. The Chairperson would now work to ensure that the Organization could find a new rhythm, with a new Director-General and a new team, to pursue the work of Juan Somavia. The world remained in crisis, and the ILO must answer the expectations placed on it by ensuring it had the means to do so: increased professionalism, excellence in analysis and greater effectiveness in its support to constituents. In closing, the Chairperson dedicated his period of tenure to Mr Philippe Séguin, former Chairperson of the Governing Body and Government representative of France. He asked the Director-General to share with the Governing Body the message that he would be transmitting to the G20 Summit at Los Cabos, in Mexico.

### **Decision**

7. *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 2012–13 period.*
8. *Speaking on behalf of the Group of Latin American and Caribbean Countries (GRULAC)*, a Government representative of Brazil congratulated Mr de Robien on his nomination as Chairperson. Mr de Robien's professional and ministerial experience, and his knowledge of the G20 process, made him an ideal candidate. He could count on the full support of the regional group. He also extended congratulations to the Employer and Worker Vice-Chairpersons. GRULAC wished to thank profoundly Mr Greg Vines for his work as Chairperson; he had overseen the implementation of the reform package. Such transitions were often delicate, but his calm leadership had been largely responsible for the success with which the reform had met. He had moreover contributed greatly to the election process of the new Director-General, and GRULAC was particularly grateful for the time Mr Vines had consecrated to consultations with the groups to discuss the modalities of the hearings and elections, such as to ensure equality between the candidates for the first time in 93 years.
9. *Speaking on behalf of the Africa group*, a Government representative of Niger praised the departing Chairperson's great professionalism and his ability to build consensus. She welcomed the nomination of Mr de Robien, laying stress on his political experience and his presidency of the 99th Session of the International Labour Conference. She extended congratulations to the two Vice-Chairpersons.
10. *A Government representative of Pakistan* congratulated the three elected Officers and pledged his Government's support to Mr de Robien. He thanked the outgoing Chairperson for his work.

11. *The regional coordinator for Western Europe* pledged the support of the group to Mr de Robien and congratulated the two Vice-Chairpersons. Mr Vines had been requested to address the Western European group on the challenges of chairing the Governing Body. Mr de Robien's candidature had emerged from this process.
12. *Speaking on behalf of the Asia and Pacific group (ASPAG)*, a Government representative of the Islamic Republic of Iran warmly welcomed Mr de Robien on behalf of the group. He thanked Mr Vines and congratulated the two other elected Officers.
13. *Government representatives of Hungary, India and China* joined their voices to those congratulating the elected Officers and the departing Chairperson.
14. *The Director-General* noted that the very warm applause that accompanied Mr Vines as he stepped down from the chair bore witness to the esteem in which he was held by the Governing Body.
15. Turning to the incoming Chairperson, he stressed the very strong impression he had of Mr de Robien's deep conviction of the values of the ILO during his time in the Governing Body and at the Cannes G20, where his voice had been central to the decisions taken. His unwavering desire had been to make the ILO stronger. The words he had just spoken bore witness to this desire. He was also a staunch defender of tripartism. His presidency of the Conference had been particularly impressive, where he had been obliged to an extent to stand in for the Director-General, who had been prevented from attending the Conference that year, due to a back problem.
16. The Director-General paid tribute to three staff members who would shortly be departing from the organization: Mr Assane Diop, Ms Maria Angelica Ducci and Mr Joe Thurman.
17. Mr Thurman was leaving the ILO after a career of 39 years at headquarters and in the regions. His contribution to strategic budgeting, results-based management and his profound institutional knowledge had been invaluable. He had latterly been responsible for Management and Administration Sector.
18. Mr Diop had led three ministries in Senegal prior to coming to the ILO: the Ministry of Health, the Ministry of Employment and then again the Ministry of Health. This experience had given him a deep knowledge of social security and occupational safety and health, and made him well acquainted with government and trade unions. He had proved the ideal Executive Director of the Social Protection Sector.
19. Ms Ducci had been with the ILO for 27 years, working at headquarters and in Latin America. She had been a pioneer of gender issues before they had become so important a subject. She had been the Director-General's right hand as the first woman to be Head of Cabinet, and had shown exemplary professionalism, while never losing her sense of humour.
20. In response to the Chairperson's question concerning the G20 Summit, the Director-General informed the Governing Body that the ILO had been participating in the meeting of Labour and Employment Ministers, in the Development Working Group and of course in the Sherpa meetings. The first step would be to present the *Conclusions on the youth employment crisis: A call for action* to the G20 and, as the G20 was already considering the issue of youth employment, there would be an immediate connection with the work of the Conference. The Summit had also already recognized the ILO's work on the social protection floor, and the unanimous adoption of the resolution concerning efforts to make social protection floors a reality worldwide would again feed into the G20 decisions.

21. The Cannes G20 (3–4 November 2011) had requested the ILO to prepare, with the International Monetary Fund (IMF), the World Bank and the Organisation for Economic Cooperation and Development (OECD) a report on boosting jobs and living standards in G20 countries. This was important for the ILO, as it showed that Finance Ministers at the G20 wished to hear the Organization's voice in the sphere of economic and employment policy. The report had been well received and would certainly influence the outcome documents of the Summit. Finally, Mexico had placed much importance on sustainable development, the environment and the green economy. The ILO had prepared a special report for the Summit giving a sectoral analysis of the implications of moving towards a greener economy, and showing how different sectors would be affected differently. One fundamental point was the impact that moving to a greener economy would have on job creation. Changing to green technologies would generate employment and would also affect jobs. There would be big pros, and some smaller cons: the ILO acknowledged this. There was a parallel with the positive and negative aspects of trade. For many years, it was felt that trade was good and should be promoted to the maximum – however, trade also led to delocalization and a number of other problems. It was essential that the role of the ILO should be understood from the outset in the move to a greener economy, and that social dialogue should be at the service of the transition, at company level and at sector level. These were the contributions that this ILO would be making to the Los Cabos Summit.
22. *The Worker Vice-Chairperson* stressed the importance of the G20 process, and the role the ILO was called to play in it. He congratulated the Chairperson and his Employer counterpart, and extended thanks to Mr Vines, whose balanced approach he had greatly appreciated. He associated his group with the Director-General's tributes to Mr Diop, Ms Ducci and Mr Thurman.
23. *The Employer Vice-Chairperson* joined in congratulating both the departing and incoming Chairpersons and his Worker colleague. He also offered his best wishes to Mr Diop, Ms Ducci and Mr Thurman. With regard to the G20, he noted that the Director-General had explained the almost imperceptible manner in which the ILO agenda had become the world's agenda. He also mentioned the B20 Business Summit and the L20 Labour Forum and the role of workers and employers in ensuring that policies adopted recognized the need for a virtuous circle of production and labour. It thus appeared to him essential that the ILO and the social partners maintain a voice in the G20 process, since the agenda of the G20 should be the agenda of the international community. The voice of the ILO would make it possible to exert influence on the major themes pertaining not only to the financial agenda but to the real economy agenda and their social effects. For this reason; it was important that the voice of labour and of employers should be heard at the upcoming session in Los Cabos.

## **Second item on the agenda**

### **Approval of the minutes of the 313th Session of the Governing Body (GB.315/INS/2)**

24. *The Governing Body approved the minutes of its 313th Session, as amended.*

(GB.315/INS/2, paragraph 2.)

---

## Third item on the agenda

### Reports of the Committee on Freedom of Association

(GB.315/INS/3)

#### 364th Report

25. *The Chairperson of the Committee* stated that, out of the 164 cases submitted to the Committee, 36 cases were examined on their merits. In some cases, despite the time that had elapsed since submission of the complaints, the Committee had not received the observations of the governments. It accordingly requested that these governments transmit their observations pertaining to the following cases as a matter of urgency: Cases Nos 2726 and 2817 (Argentina); 2318 (Cambodia); 2808 and 2812 (Cameroon); 2894 (Canada); 2814, 2885 and 2904 (Chile); 2796 and 2880 (Colombia); 2620 (Republic of Korea); 2871, 2878, 2879, 2896 and 2903 (El Salvador); 2723 (Fiji); 2708 and 2869 (Guatemala); 2794 (Kiribati); 2902 (Pakistan); 2648 (Paraguay); 2713 and 2797 (Democratic Republic of the Congo); and 2860 (Sri Lanka).
26. As regards the follow-up of its recommendations, the Committee examined 11 cases in which the governments had kept it informed of the measures taken to give effect to its recommendations and noted with satisfaction the positive developments in four cases. In particular, the resolution of Case No. 2423 (El Salvador) in relation to the security officers' right to organize, which had been pending for many years, through the granting of legal personality to a number of labour unions from the private security services. The Committee also noted with satisfaction that, in the case of the United Kingdom, mechanisms had been put into place to compensate for the strike prohibition of prison officers.
27. The Committee wished to draw the attention of the Governing Body to cases it considered serious and urgent: Cases Nos 2445 and 2859 (Guatemala); 2508 (Islamic Republic of Iran); 2528 and 2745 (Philippines); 2712 (Democratic Republic of the Congo); and 2727 (Bolivarian Republic of Venezuela).
28. Both Cases Nos 2445 and 2859 (Guatemala) involved allegations of murder, death threats and acts of violence against trade unionists and their families. Despite the time that had elapsed, the Government had not yet submitted all of its observations and the Committee requested that it do everything in its power to shed light on these murders, determine responsibilities and punish the guilty. It hoped that, in the near future, those responsible for carrying out planning and instigating these acts would be identified, tried and severely punished in order to dissuade any reoccurrence of such offences against trade unions.
29. Case No. 2712 (Democratic Republic of the Congo) was brought to the attention of the Governing Body as a result of the Government's lack of cooperation. In the absence of information, despite repeated urgent appeals, the Committee issued an appeal to the Government to accept a high-level mission in order to collect detailed information on all pending cases. It also urged the Government to hold an independent inquiry without delay and submit a report so that the facts could be examined on the basis of the necessary information.



- 30.** Case No. 2508 (Islamic Republic of Iran) was a long-standing case that concerned union leaders of the Tehran Vahed Bus Company (SVATH) union. The previous year, the speaker had been pleased to announce the release of Mr Mansour Osanloo, President of SVATH. This year, he was pleased to announce the release of Mr Madadi, Vice-President of SVATH. While welcoming these developments, the Committee regretted the time that had elapsed prior to the definitive release and commented that recently, another member of the SVATH had been sentenced to six years in prison for campaigning against the regime. At the legislative level, the Committee noted that, once again, amendments to labour legislation had been submitted to Parliament. It regretted that it had not had the chance to review the proposed amendments and hoped that they allowed union pluralism.
- 31.** Both Cases Nos 2528 and 2745 (Philippines) related, in particular, to allegations of violations of civil liberties, threats and intimidation, and killings of trade unionists. Regarding Case No. 2528, the Committee welcomed the measures taken by the Government and encouraged it to follow-up on its actions in order to ensure a climate of justice and security for trade unionists. However, it underlined that the absence of judgments against the guilty parties created a situation of impunity which reinforced the climate of violence and insecurity and was therefore extremely damaging to the exercise of trade union rights. The Chairperson was pleased with the fact that, since the Committee had reviewed this case, the Government had drawn attention to an important judgment that convicted four security guards for the murder of a trade unionist during a peaceful strike. This was the first major step taken to fight against a climate of impunity. Furthermore, the Government had recently adopted directives intended for the Minister of Labor and Employment, the Interior Minister, the Minister of Defence, the Minister of Justice as well as for the armed forces and the national police in relation to the exercise of workers' rights.
- 32.** The Chairperson drew the Governing Body's attention to serious and urgent Case No. 2727 concerning the Bolivarian Republic of Venezuela. The Committee urged the Government to encourage the initiation of investigations into the murders of a number of trade union leaders and delegates. It hoped that this information would be available before the next review of this case. As regards the six detained union leaders, the Committee urged the Government to take the necessary measures to ensure their immediate release and to reverse all proceedings.
- 33.** *Speaking on behalf of the Employers' group*, an Employer member said that he supported the serious and urgent cases that the Committee had brought to the attention of the Governing Body, including the cases concerning the Islamic Republic of Iran, Guatemala, the Philippines and the Democratic Republic of the Congo, as well as Case No. 2727 (Bolivarian Republic of Venezuela). While the Government did not respect trade union freedoms nor those of the employers' association FEDECAMARAS in previous cases, it did not respect workers' rights in the current case.
- 34.** The Employers urged the governments concerned to give effect to the conclusions and recommendations of the Committee or, at the very least, provide the necessary information to help improve the dialogue between the government and the Committee. They also encouraged the governments to be in contact with the employers' organizations, which could help establish the necessary link with enterprises.
- 35.** The Employers' group wished to bring a certain number of cases to the attention of the Governing Body. Specifically, Case No. 2847 (Argentina) which highlighted the principle that salary deductions for strike days did not give rise to objections from the point of view of freedom of association principles. Case No. 2873 (Argentina) exemplified the need for balance between trade union rights to demonstrate and the existence of other constitutional rights. This case underscored the need to protect the property and civil rights of people affected by labour disputes. Case No. 2882 (Bahrain) was a serious and urgent case

regarding workers' rights within the context of the Arab Spring. The Employers felt that the Committee had dealt with this case carefully and showed that respect of the principle of freedom of association was very important for restoring human rights following civil unrest. Case No. 2739 (Brazil) put forward an interesting matter regarding the collection of assistance contributions from non-unionized workers where union security clauses were authorized, regardless of whether those clauses were in conformity with the right not to unionize.

- 36.** In Case No. 2821 (Canada), the Committee reached conclusions related to the economic crisis. It reaffirmed that economic stability measures fell within the competence of governments but that existing collective agreements must be taken into account. In Case No. 2844 (Japan), the Committee indicated that it was not responsible for ruling on allegations related to restructuring plans, even when they involved collective terminations, unless they gave rise to acts of discrimination or anti-union interference.
- 37.** In Case No. 2823 (Colombia), the Committee underlined that issues related to the interpretation of the application of national legal standards related to workers fell within the competence of judicial authorities. In Case No. 2907 (Lithuania), it recalled that the solution to a legal conflict, as a result of a difference in interpretation of a legal text, should be left to the competent courts and that in this case the prohibition of strikes in such a situation did not constitute a breach of freedom of association. It was an important principle that should be kept in mind when reviewing future cases.
- 38.** The speaker drew the attention of the Governing Body to Case No. 2887 (Mauritius) that the Committee had extensively reviewed. The complaint was submitted by the employers, which showed that their freedoms were also protected by constitutional principles of freedom of association and collective bargaining. A very important principle was at stake which was that the governments must not interfere with collective bargaining in a way that would be detrimental to the autonomy of the negotiators or the terms of agreement concluded by private employers within a trade union.
- 39.** The Employer members welcomed the resolution of several significant cases by definitive reports. However, this was only possible if the governments provided pertinent information by the deadline and if the complaints submitted to the Committee clearly fell under the principle of freedom of association. The Employers continued to be concerned by the fact that certain cases either had little to do with freedom of association or dealt more with human resources matters within an enterprise or government, as was the case with Case No. 2861 (Argentina).
- 40.** The discussions held by the Conference Committee on the Application of Standards also had an impact on the work of the Committee on Freedom of Association. This year's discussions demonstrated that it was imperative to define in detail the role and mandate of the Committee on Freedom of Association as well as of the ILO's supervisory bodies. It seemed that there had been a misunderstanding regarding this point. More specifically, the Employers noted that, in this year's General Survey, the Committee of Experts had reinterpreted Convention No. 87 on the right to strike "essentially taking into consideration the principles established by the Committee on Freedom of Association". The Committee of Experts must base its explanations or interpretations of ILO provisions on interpretation methods, not on the results of work done by the Committee on Freedom of Association, thus transforming these results into legal obligations under Convention No. 87. The speaker hoped that the discussions and informal consultations that would take place within the Governing Body would enable clarification and increased transparency. He reiterated the Employers' group support for the Committee on Freedom of Association whose function of protecting and promoting the principle of freedom of association for ILO member States' employers and workers was of great importance.

41. *The Worker Vice-Chairperson*, on behalf of the Workers' group, acknowledged the spirit that drove the work of the Committee on Freedom of Association, characterized by its commitment to tripartite social dialogue and its role in dealing with complaints and reaching consensual decisions. He recalled that, during the previous term, the Committee had reviewed its procedures and brought about several changes.
42. Following a review of the governments' replies, in Case No. 2739 (Brazil), the Committee invited the Government to ratify the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and, in Case No. 2848 (Canada), it invited the Government to ratify the Right to Organise and Collective Bargaining Convention, 1949 (No. 98). The Workers felt that the ILO system of monitoring and supervising was also responsible for contributing to the promotion of the ratification and application of core labour standards related to freedom of association.
43. During the 101st International Labour Conference, the consequences of the policies implemented to deal with the crisis on labour standards were raised. Complaints submitted to the Committee on Freedom of Association were heading in the same direction. Case No. 2821 (Canada) focused on the calling into question of collective bargaining rights within the context of a law on monitoring budget expenditure.
44. During this session of the Conference, the right to organize and collective bargaining of terms of employment were reaffirmed as an integral part of human rights. Frequently, the Committee must recall that collective bargaining must take place in good faith in order to be genuine and constructive; otherwise, workers had no other option but to act collectively, by striking, which was inextricably linked to Convention No. 87 on the freedom of association. The Workers insisted that these rights had been hard won. The report contained a case related to the long-term imprisonment of trade union leaders who wanted to organize a strike in order to have their right to organize and bargain recognized. The Committee's relentlessness and tireless interventions resulted in the release of these workers. The right to strike was the last resort for workers who were refused collective bargaining and prohibiting it should be considered a violation of the principles of freedom of association and the right to collective bargaining; the Committee recalled this in Case No. 2908 (Lithuania).
45. In Case No. 2862 (Zimbabwe), the right to strike must be aligned with the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87).
46. The Committee examined the systems of collective bargaining originating from individual flexibility arrangements. The Workers recalled that collective protection should not be weakened by an attempt to protect employees from the influence exerted by an employer, citing Case No. 2698 (Australia). They also highlighted that Conventions Nos 87 and 98 were coupled with the Labour Relations (Public Service) Convention, 1978 (No. 151), and the Collective Bargaining Convention, 1981 (No. 154), which should be ratified as noted in Case No. 2823.
47. Cases Nos 2865 (Argentina), 2891 (Peru) and 2765 (Bangladesh) concerned the allegations of interference that undermined freedom of association when governments intervened in a trade union's internal election process.
48. In Case No. 2557 (El Salvador), the Workers welcomed the fact that the judicial dissolution of a trade union had led to a criminal conviction, but regretted that a trade union no longer existed in the enterprise concerned.

49. In Case No. 2822 (Colombia), negotiations led to the matter being settled. This was an opportunity to reaffirm, as underlined by the recurrent discussion of the Conference, that governments were not only responsible for ensuring that freedom of association and collective bargaining were respected, but also for ensuring their promotion. This was also reflected in the conclusions reached by the Committee in Case No. 2844 (Japan).
50. The Committee regretted that, once again, the Government of the Democratic Republic of the Congo had not responded to the Committee's requests.
51. Cases Nos 2855 and 2864 (Pakistan) concerned allegations of union discrimination, including the termination of employment of trade unionists and union leaders. It was the Government's responsibility to not only ensure the immediate reinstatement and the payment of adequate compensation to the persons concerned, but also to constitute sufficiently dissuasive national, swift, and impartial sanctions against such acts.
52. Respect for fundamental rights at work implied an environment that was exempt from violence and uncertainty. Unfortunately, the Committee was presented with several serious and urgent cases, for example Cases Nos 2445 and 2859 (Guatemala) concerning murder allegations, Case No. 2727 (Bolivarian Republic of Venezuela) where an immediate inquiry needed to be conducted to identify those responsible for the alleged murders, and Case No. 2508 (Islamic Republic of Iran) where the Committee welcomed the release of Mr Madadi, following the release of Mr Mansour Osanloo, but regretted that another leader had been sentenced.
53. Case No. 2528 (Philippines) was once again presented to the Committee due to allegations of killings, grave threats, harassment and militarization of the workplace. However, some progress had been made, such as the release of 19 workers, but the classification of too many murder cases must be deplored and the Committee insisted on the urgency of having procedures in place to fight against all climates of impunity.
54. Case No. 2745 (Philippines), concerning export zones, underscored the importance of the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy.
55. Case No. 2882 (Bahrain) dealt with grave allegations of discriminatory mass dismissals, as well as military intervention of peaceful demonstrations and arrests and acts of torture of trade unionists. The Workers' group hoped that the positive progress resulting from the social dialogue taking place among trade unions would be confirmed within the framework of the tripartite agreement concluded under the auspices of the ILO.
56. *Speaking on behalf of GRULAC*, a Government representative of Brazil underscored the importance that the group placed on the work of the Committee and on the respect for freedom of association and the right to collective bargaining. He recalled the declaration made by the group in March, which was still applicable.

## **Decision**

57. *The Governing Body took note of the introduction to the report of the Committee, contained in paragraphs 1–81; approved the recommendations made in paragraphs: 106 (Case No. 2847: Argentina); 163 (Case No. 2865: Argentina); 211 (Case No. 2873: Argentina); 231 (Case No. 2881: Argentina); 308 (Case No. 2882: Bahrain); 317 (Case No. 2765: Bangladesh); 334 (Case No. 2739: Brazil); 390 (Case No. 2821: Canada); 431 (Case No. 2848: Canada); 449 (Case No. 2822: Colombia); 484 (Case No. 2823: Colombia); 501 (Case No. 2835:*

*Colombia); 518 (Case No. 2203: Guatemala); 537 (Case No. 2445: Guatemala); 554 (Case No. 2859: Guatemala); 574 (Case No. 2899: Honduras).*

58. *A Government representative of the Islamic Republic of Iran reiterated his commitment to the ILO supervisory mechanisms. He underscored that the bodies concerned had the responsibility to check the veracity and reliability of the allegations against governments and in this way to restore the confidence of the constituents.*
59. *The Governing Body approved the recommendations made in paragraphs: 593 (Case No. 2508: Islamic Republic of Iran); 649 (Case No. 2844: Japan); 675 (Case No. 2907: Lithuania); 700 (Case No. 2887: Mauritius); 728 (Case No. 2901: Mauritius); 759 (Case No. 2694: Mexico); 771 (Case No. 2855: Pakistan); 788 (Case No. 2864: Pakistan); 828 (Case No. 2833: Peru); 875 (Case No. 2866: Peru); 896 (Case No. 2891: Peru); 912 (Case No. 2898: Peru); 970 (Case No. 2528: Philippines); 1008 (Case No. 2745: Philippines); 1018 (Case No. 2712: Democratic Republic of the Congo); 1059 (Case No. 2890: Ukraine); 1085 (Case No. 2727: Bolivarian Republic of Venezuela); 1124 (Case No. 2827: Bolivarian Republic of Venezuela); 1145 (Case No. 2862: Zimbabwe). The Committee adopted in full the 364th Report of the Committee on Freedom of Association.*

## Fourth item on the agenda

### Follow-up to the discussions in the Committee on the Application of Standards of the 101st Session of the International Labour Conference (GB.315/INS/4)

60. *The Chairperson said that the questions arising out of the 101st Session of the International Labour Conference included the following resolutions: the resolution concerning efforts to make social protection floors a national reality worldwide; the resolution concerning the youth employment crisis: A call for action; the resolution concerning the recurrent discussion on fundamental principles and rights; and the resolution concerning the measures on the subject of Myanmar adopted under article 33 of the ILO Constitution. There was also a document concerning the discussions that had taken place in the Committee on the Application of Standards, in particular with respect to the functioning of the Committee of Experts on the Application of Conventions and Recommendations and to the request that the Committee on the Application of Standards had made to the Director-General to refer certain questions to the Governing Body so that they could be considered during informal tripartite consultations prior to November 2012. The Chairperson indicated that the paragraphs referred to in paragraph 2 of the Office document were paragraphs 21, 54, 81–89, 99–103 and 133–224 of the report of the Committee on the Application of Standards.*
61. *The Employer Vice-Chairperson supported the point for decision. It was of utmost importance to reconcile all the diverging opinions and to reach agreement on certain points, such as the mandate of the Committee of Experts and the scope of the right to strike.*
62. *The Worker Vice-Chairperson accepted the point for decision and said that the support that the Office usually provided should be implicit in that decision.*

- 
63. *The Chairperson* approved that proposal without reservation.
  64. *A Government representative of Brazil* reiterated, on behalf of the Government group, the importance attached to the follow-up to the discussions of the Committee on the Application of Standards. She stressed that sufficient time would be needed to conduct essential consultations with capitals and in regional groupings. On that understanding, the Government group supported the point for decision.
  65. *Speaking on behalf of the group of industrialized market economy countries (IMEC)*, a Government representative of Canada expressed appreciation for the efforts that had been made to ensure that the Conference was a success. She highlighted the smooth functioning of the Committee on the Social Protection Floor, whose work had been facilitated by the balanced text prepared by the Office as a basis for discussion, respect for the agreed plan of work, a very competent Chairperson, the use of screens for the examination of amendments and the support provided to the three groups of constituents by the Office. She welcomed the adoption of an instrument on national social protection floors.
  66. IMEC would have preferred the results of the Committee on Youth Employment to be more concrete and focused. She trusted that in November a report on the Office's follow-up in that area would be submitted to the Governing Body. The technical difficulties experienced by that Committee gave the impression that some reforms that had already been agreed had not been fully rolled out across the Office. It had been decided by common accord that the technical committees would finish their work on the Friday of the second week. Due to a last-minute change to the original plan of work, many national experts had been unable to contribute to the final work of the Committee, such as the examination of 30 per cent of the amendments submitted.
  67. The question relating to the number of Government members on the Drafting Committee should not be revisited at each session of the Conference as it had already been decided that a multiple of four was needed to accommodate concerns relating to regional representation.
  68. Among the important outcomes of the Committee for the Recurrent Discussion on the Strategic Objective of Fundamental Principles and Rights at Work, the speaker highlighted the adoption of a framework for action for 2012–16, as well as the proposed follow-up and integrated action plan. She recalled, however, that the intention of the recurrent discussions was to assess the impact of the work of the ILO and to better understand the needs of the constituents. She trusted that future reports for the Conference would contain more information about concrete actions and results.
  69. Reiterating the statement made in plenary on behalf of IMEC, the speaker regretted that, for the first time in 86 years, the Committee on the Application of Standards had not examined individual cases. That was a very serious situation and one that must not be repeated.
  70. The speaker agreed with the point for decision. She stressed, however, that the aim of the informal tripartite consultations was to examine as precisely as possible the essential aspects of the questions that were on the table and to present the results of the consultations in November 2012. On that occasion, the Governing Body should define the modalities governing the follow-up to be given to consultations in March 2013 and, if necessary, at the 2013 session of the Conference, in order to find a solution that would be acceptable to all the constituents concerned. Throughout the process the regional coordinators should have adequate time to consult government members and national experts.

71. The speaker noted with satisfaction that the documents had been distributed on time and that the draft reports of the committees had been made available online. In order to reduce publication and distribution costs, constituents should be asked to indicate on a questionnaire whether they needed to receive advance hard copies of reports. It should be a priority to reduce the number of documents printed at the Conference. "D" documents and room documents should be published online. Committees should examine amendments using overhead projection screens. Votes should be scheduled at the beginning of the third week so that alternative methods could be used if the electronic voting system broke down; in future the lengthy roll-call vote experienced at the 101st Session should be ruled out. In the interests of simplifying the procedure, the names of the members of the Selection Committee should be submitted in writing during the opening sitting instead of being read out. The time saved would allow the committees to start their work earlier on the first day of the Conference. An exhaustive review should be undertaken of how procedural questions were resolved, and the Standing Orders of the Conference should be amended if necessary. The reason behind the decision to hold the plenary session in the third week was the need to reduce the cost of hiring the Assembly Hall and to ensure it did not coincide with committee sittings and unofficial events. Owing to the numerous guests of honour, at the 101st Session the plenary session had begun on the Wednesday of the second week, when the committees were still meeting. Many speakers, including guests of honour, had addressed a virtually empty Assembly Hall. The Conference should only invite one or two guests of honour each session and should organize just a few side events. A balance must be found between the number of guests and round tables, on the one hand, and completing the agenda of the Conference, including the adoption of committee reports, on the other. Scheduling the activities of the plenary for the last week would boost ministerial participation. Lastly, the fact that the Conference had completed its work on the Thursday was a positive development that should be repeated at future meetings.
72. The speaker announced that IMEC was ready to participate actively in the meetings of the Working Party on the Functioning of the Governing Body and the International Labour Conference, not only in order to achieve greater efficiency, but also in order for the Conference to promote full tripartite participation and the achievement of significant results, and to offer to the whole world a forum for open dialogue on topical labour issues.
73. *The Worker Vice-Chairperson* asked the Governing Body to put on the agenda of its November meeting an item on the complaint submitted by the Workers' group, under article 26 of the ILO Constitution, in relation to the failure by the Government of Guatemala to comply with the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87).
74. *A Government representative of Guatemala* regretted the presentation of that complaint. She explained that if the Committee on the Application of Standards had proceeded with the examination of cases, the Ministry of Labour of Guatemala would have been able to provide information about how the Ministry had been strengthened and about the status of the investigation into cases relating to offences committed against trade unionists, following the establishment of a special investigation group. It could also have highlighted: the improved quality and frequency of the replies submitted to the Committee on Freedom of Association; the strengthening of labour inspection, as a result of a budgetary increase of 36 per cent; the active role played by the Tripartite Committee; and the draft legislation under examination. The speaker noted that although the Government had lost its right to be heard, the information had been submitted to the Office in writing. She announced that Guatemala would continue to collaborate with the supervisory bodies and to report to them regularly on the actions undertaken in the country.

## Decision

### 75. *The Governing Body:*

- (a) *decided to include on the agenda of its 316th Session (November 2012) the decision taken by the Conference, reproduced below, to refer to the Governing Body certain matters arising out of the report of the Committee on the Application of Standards:*

The Committee noted that different views were expressed on the functioning of the Committee in relation to the reports of the Committee of Experts which were submitted for its consideration as found in paragraphs 21, 54, 81–89, 99–103 and 133–224 of this report.<sup>1</sup>

The Committee recommended that the Conference: (1) request the Director-General to communicate those views to the Governing Body; and (2) invite the Governing Body to take appropriate follow-up as a matter of urgency, including through informal tripartite consultations, prior to its November 2012 session.

- (b) *authorized the Chairperson of the Governing Body, assisted by the two Vice-Chairpersons, to undertake informal tripartite consultations with the Government, Employers' and Workers' groups for consideration by the Governing Body at its 316th Session.*

(GB.315/INS/4, paragraph 4.)

## Fifth item on the agenda

### Agenda of the 103rd Session (2014) of the International Labour Conference

76. There was no discussion under the agenda item.

## Sixth item on the agenda

### Report of the Director-General

#### Obituaries

(GB.315/INS/6 and GB.315/INS/6(Add.))

#### *Tribute to Lord Brett, Chairperson of the Governing Body for 2002–03 and Director of the ILO London Office*

77. *The Worker Vice-Chairperson* recalled that Bill Brett, or, to use his full title, Baron Brett of Lydd, was a big man, both in his physical presence and in his contribution to the British and international trade union movement. Politics ran through his veins. Born in Lancashire in the north of England, of Irish parents, Lord Brett began work at a young age on the railways; practically from his first day, he became a union activist. His strong negotiating

<sup>1</sup> ILO: *Provisional Record* No. 19, Part One, International Labour Conference, 101st Session, Geneva, 2012, para. 207.



skills saw him fill many union roles, notably as Secretary-General of the Association of Professionals, Managers and Specialists, one of the principal United Kingdom white collar unions. He also joined the General Council of the British Trades Union Congress (TUC) and the Executive of the Global Union Federation, Public Services International. His utter commitment to the international dimension of trade unionism found fertile ground at the ILO. As Chairperson of the Workers' group, he influenced the drafting of the Declaration on Fundamental Principles and Rights at Work of 1998, and the negotiations of the Worst Forms of Child Labour Convention, 1999 (No. 182). In 2002 he was elected Chairperson of the Governing Body, one of the very few Chairpersons not to come from the Government group.

78. In the United Kingdom, he raised the profile of the ILO by highlighting the fact that the Government of Margaret Thatcher was breaching ILO Conventions when preventing civil servants from joining unions. In 1997, this decision was reversed by the Labour Government, under which he was appointed as a Home Office Minister.
79. The speaker was certain that the Governing Body and the ILO staff would wish to join him in sending their deepest sympathy to the relatives of the deceased.
80. The TUC and Prospect invited all members of the Governing Body to a tribute to Lord Brett that was celebrated at Congress House, TUC headquarters, in London, on Wednesday, 20 June, at 4 p.m.
81. *The Employer Vice-Chairperson* much regretted Lord Brett's death. He recalled that he had had the opportunity of working with him in the Governing Body and in the preparatory work for the World Commission on the Social Dimension of Globalization.
82. *A Government representative of the United Kingdom* recalled Lord Brett's intense political and unionist career, which led him to high positions in all his fields of activity. She stressed in particular Lord Brett's success in ensuring that the problems of British civil servants became known to the international trade union movement. At the ILO, Lord Brett had many acquaintances and friends. The speaker conveyed her sincere condolences to them and to Lord Brett's family.

***Tribute to Mr Jean-Louis Cartier, former  
Chairperson of the Working Party on Policy  
regarding the Revision of Standards***

83. *A Government representative of France* recalled that Mr Jean-Louis Cartier had been a senior French civil servant who had qualified at the National School of Administration (ENA), with a true passion for public service. His career was marked by his commitment to social affairs and by his predilection for the multicultural riches of international life. A jurist of lucidity, excellent analyst, gifted diplomat and writer, Mr Cartier disguised beneath his protestant culture a keen sense of humour, allowed occasionally to emerge from a personality full of talents.
84. Between 1978 and 2002, Mr Cartier participated actively in the work of the principal organs of the ILO and was also a member of the French delegation. His activity scarcely ceased on retirement. His name has remained closely linked with the Working Party on Policy regarding the Revision of Standards, which he led and shaped, forging a consensus that is still valid. His vision made him a precursor of the integrated approach, of which the most notable example today is the Maritime Labour Convention, 2006.

85. The speaker recalled that on last meeting Mr Cartier, at the French Association of Friends of the ILO, they had discussed the standards supervisory mechanism. On this occasion, Mr Cartier had shown concern, tempered by a firm optimism. This was the message the speaker wished to convey to the Governing Body today. He requested the Governing Body to convey his deep sympathy to the family of Mr Cartier.
86. *The Employer Vice-Chairperson* recalled that he had been the Employer spokesperson in the Cartier Working Party. It had been an unprecedented experience, of great use to the Organization, and indeed the point of departure of all that had happened and would happen in respect of standards.
87. *A Worker member from France* paid tribute to the memory of a man who had worked tirelessly so that international labour standards combined legitimacy and pertinence. Mr Cartier's name was today associated with the Working Group over which he had presided and with all the International Labour Organization's work for justice. From recent debates at the ILO it appeared that Mr Cartier's action remained topical. Effectively, Mr Cartier showed that sincerity and the will to build and reinforce ILO instruments, that is, to promote social progress and social justice, made it possible to face the most difficult issues and to present solutions that could obtain the broad support of governments, employers and workers. The greatest tribute that could be paid to Mr Cartier and to those who participated in his work would consist precisely in applying the conclusions of the Cartier Working Group.

### **Decision**

88. *The Governing Body paid tribute to the memory of Lord Brett, Chairperson of the Governing Body from 2002–03 and Director of the ILO London Office, and to Mr Jean-Louis Cartier, who chaired the ILO Working Party on Policy regarding the Revision of Standards, and requested that the Director-General convey its condolences to Lord Brett's family and to the President of the professionals' trade union, Prospect, as well as to Mr Cartier's family and to the Government of the French Republic.*

(GB.315/INS/6, paragraph 6, and GB.315/INS/6(Add.), paragraph 6.)

### **First Supplementary Report: Update on the headquarters building renovation project (GB.315/INS/6/1)**

89. *The Chairperson* reminded the Governing Body that document GB.315/INS/6/1 on the headquarters building renovation project was submitted as a result of the request put forth by the Governing Body at the March session.
90. *An Employer member* said that the recruitment of a project manager was of key importance and should be completed as soon as possible. The group supported the establishment of a joint technical working group with the Swiss authorities, and requested more information on the objectives, composition and working methods of the working group. While satisfied that the first contract of the project pilot had been awarded, albeit seven months late, it wanted to know if the second contract, covering the division of work related to the refurbishment of floors 1–11, was on track for the first half of 2013. He acknowledged the information provided on asbestos and hoped that regular updates would be provided to

both the Governing Body and the ILO staff. The group asked that a comprehensive workplan on the building project be submitted at the November 2012 session.

91. *The Worker Vice-Chairperson* said that document GB.315/INS/6/1 was not extensive enough but was aware that the international bidding process for the project pilot had been taking place in conjunction with the writing of the paper. For the November 2012 session, the group requested additional information concerning the recruitment of the project manager as well as details on the comments and challenges that had been expressed during various information sessions. It regretted that the lack of overview of savings and costs, requested at the March session, had not been given. Appendices I and II were not detailed enough in this respect.
92. *The representative of the Director-General* stated that since only two months had passed since the last report, there was not much to update the Governing Body on during this session. He informed the Governing Body that the final selection of the project manager would take place in early July. The Swiss–Italian consortium contracted for the project pilot had already begun work, studying the original building plans and gathering information for the *avant projet*. This phase was likely to take longer than foreseen but the execution of the refurbishment of floors 1–11 would still be completed by the end of 2016, as originally foreseen, assuming of course that funds would become available for the second phase of the project in due course. The composition of the working group set up with the Swiss Government had not yet been decided, but more information would be provided in November.

### **Outcome**

93. *The Governing Body took note of the report.*

## **Second Supplementary Report: Appointment of Assistant Directors-General (GB.315/INS/6/2)**

### **Outcome**

94. *The Governing Body noted that, following due consultations with the Officers of the Governing Body, the Director-General had promoted Ms Susanne Hoffmann to the Assistant Director-General level, with effect from 1 May 2012, and appointed Ms Sandra Polaski as Executive Director of the Social Dialogue Sector (DIALOGUE) at the Assistant Director-General level, with effect from 15 May 2012.*

(GB.315/INS/6/2.)

## **Third Supplementary Report: Documents submitted for information only (GB.315/INS/6/3)**

### **Decision**

95. *The Governing Body took note of the information contained in the documents listed in the appendix to document GB.315/INS/6/3.*

(GB.315/INS/6/3, paragraph 4.)

---

**Fourth Supplementary Report: Report form for  
preparing the General Survey on Convention  
No. 131 and Recommendation No. 135  
(GB.315/INS/6/4)**

96. *The Chairperson* reminded the Governing Body that during the March session, the Governing Body had decided that the 2014 session of the Conference would address Convention No. 131 and Recommendation No. 135 on minimum wage fixing. However, the Governing Body had requested additional time in order to reach an agreement on the format of the report form.

***Decision***

97. *The Governing Body approved the report form concerning minimum wage fixing instruments contained in the appendix to document GB.315/INS/6/4.*

(GB.315/INS/6/4, paragraph 4.)

**Seventh item on the agenda**

**Timing of the Governing Body sessions  
(GB.315/INS/7)**

98. *The Chairperson* said that because of the proximity of the November and March sessions, it was difficult for the Office to respect document submission deadlines introduced as part of the Governing Body reform. After studying the possibility of changing the dates of the sessions and reviewing the schedules of other UN system organizations, it was recommended to move the autumn session forward to October.

***Decision***

99. *The Governing Body decided that, as from 2013, the autumn sessions of the Governing Body would be in October and that the 319th Session of the Governing Body would be held from 17 to 31 October 2013.*

(GB.315/INS/7, paragraph 8.)

## **Eighth item on the agenda**

### **Composition and agenda of standing bodies and meetings (GB.315/INS/8)**

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

##### **Reappointments**

##### ***Decision***

100. *The Governing Body, on the recommendation of its Officers, reappointed, for a period of three years, the following members of the Committee of Experts on the Application of Conventions and Recommendations:*

- *Mr James Brudney (United States);*
- *Mr Halton Cheadle (South Africa);*
- *Mr Pierre Lyon-Caen (France);*
- *Ms Elena Machulskaya (Russian Federation);*
- *Ms Rosemary Owens (Australia).*

(GB.315/INS/8, paragraph 1.)

#### **Global Dialogue Forum on the Future Needs for Skills and Training in the Oil and Gas Industry (Geneva, 12–13 December 2012)**

##### **Composition**

##### ***Decision***

101. *The Governing Body, on the recommendation of its Officers, approved the proposal that the Global Dialogue Forum be attended by eight Employer experts, nominated after consultation with the Employers' group, and eight Worker experts, nominated after consultation with the Workers' group of the Governing Body. All interested governments will also be invited to attend, at their own cost.*

(GB.315/INS/8, paragraph 3.)

## Invitation of intergovernmental organizations

**102.** The Governing Body noted that its Officers had authorized the Director-General to invite the following intergovernmental organizations to be represented at the Global Dialogue Forum as observers:

- United Nations Industrial Development Organization (UNIDO);
- Organisation for Economic Co-operation and Development (OECD);
- United Nations (UN) and specialized agencies:
  - United Nations Economic Commission for Europe (UNECE);
  - United Nations Conference on Trade and Development (UNCTAD);
  - UN Department of Economic and Social Affairs (UNDESA) as secretariat of UN Energy;
- Other organizations:
  - African Development Bank (AfDB);
  - Asian Development Bank (ADB);
  - European Commission (Directorate-General for Energy);
  - Energy Community;
  - European Bank for Reconstruction and Development (EBRD);
  - Inter-American Development Bank (IDB);
  - International Energy Agency (IEA);
  - International Monetary Fund (IMF);
  - Organization of the Petroleum Exporting Countries (OPEC);
  - World Bank.

## Invitation of international non-governmental organizations

### *Decision*

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

- *International Association of Drilling Contractors (IADC);*
- *International Association of Oil and Gas Producers (OGP);*

- *International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM);*
- *International Transport Workers' Federation (ITF);*
- *International Petroleum Industry Environmental Conservation Association (IPIECA);*
- *The Oil Companies' European Association for Environment, Health and Safety in Refining and Distribution (CONCAWE);*
- *Society of Petroleum Engineers (SPE).*

(GB.315/INS/8, paragraph 6.)

## **Global Dialogue Forum on the Effects of the Global Economic Crisis on the Civil Aviation Industry** (Geneva, 20–22 February 2013)

### **Composition**

#### ***Decision***

- 104.** *The Governing Body, on the recommendation of its Officers, approved the proposal that the Global Dialogue Forum be attended by ten Employer experts, nominated after consultation with the Employers' group, and ten Worker experts, nominated after consultation with the Workers' group of the Governing Body. All interested governments will also be invited to attend, at their own cost.*

(GB.315/INS/8, paragraph 8.)

### **Invitation of intergovernmental organizations**

- 105.** The Governing Body noted that the Director-General intended to invite the following intergovernmental organizations and institutions to be represented at the Global Dialogue Forum as observers:

- Arab Labour Organization (ALO);
- Organisation for Economic Co-operation and Development (OECD);
- World Trade Organization (WTO);
- UN and specialized agencies:
  - United Nations Economic Commission for Africa;
  - United Nations Economic Commission for Latin America and the Caribbean;

- United Nations Economic and Social Commission for Asia and the Pacific;
- United Nations Economic Commission for Europe;
- United Nations Economic and Social Commission for Western Asia;
- United Nations World Tourism Organization (UNWTO);
- Other organizations:
  - European Civil Aviation Conference;
  - European Commission;
  - International Civil Aviation Organization.

## Invitation of international non-governmental organizations

### *Decision*

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

- *Aircraft Engineers International;*
- *Airline Personnel Directors' Council;*
- *Airports Council International;*
- *Air Transport Action Group (ATAG);*
- *Civil Air Navigation Services Organization;*
- *International Air Cargo Association;*
- *International Air Carrier Association;*
- *International Air Transport Association;*
- *International Federation of Airline Pilots' Associations (IFALPA);*
- *International Federation of Air Traffic Controllers' Associations;*
- *International Federation of Air Traffic Safety Electronic Associations;*
- *International Federation of Business and Professional Women;*
- *International Federation of University Women;*
- *International Metalworkers' Federation;*
- *International Transport Workers' Federation;*



- *International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations;*
- *Public Services International;*
- *Trade Unions International of Transport Workers;*
- *Union Network International;*
- *World Travel & Tourism Council.*

(GB.315/INS/8, paragraph 11.)

## **Ninth European Regional Meeting** (Oslo, 8–11 April 2013)

### **Invitation of intergovernmental organizations**

**107.** The Governing Body took note of the invitation of the following intergovernmental organizations that have a standing arrangement of mutual representation with the ILO, to be represented at the meeting as observers:

- United Nations Organization (UN):
  - United Nations Development Programme (UNDP);
  - United Nations High Commissioner for Refugees (UNHCR);
  - UN Women;
  - Office of the High Commissioner for Human Rights (OHCHR);
  - United Nations Children's Fund (UNICEF);
  - United Nations Economic Commission for Europe (UNECE);
  - United Nations Permanent Forum on Indigenous Issues;
- Specialized agencies:
  - Food and Agricultural Organization (FAO);
  - United Nations Educational, Scientific and Cultural Organization (UNESCO);
  - World Health Organization (WHO);
- Regional organizations:
  - Council of Europe;
  - European Bank for Reconstruction and Development;
  - European Union:

- European Commission;
- European Parliament;
- Council of Ministers;
- European Economic and Social Committee;
- European Centre for the Development of Vocational Training (CEDEFOP);
- European Foundation for the Improvement of Living and Working Conditions;
- European External Action Service (EEAS);
- European Union Agency for Fundamental Rights;
- Other organizations:
  - Organisation for Economic Co-operation and Development (OECD);
  - International Organization for Migration (IOM).

**108.** In addition to the above intergovernmental organizations, the Officers of the Governing Body authorized the Director-General to invite the following intergovernmental organizations and institutions:

- Commonwealth of Independent States (CIS) (including Interparliamentary Assembly of CIS countries);
- European Training Foundation;
- International Monetary Fund (IMF);
- Organization for Security and Co-operation in Europe (OSCE);
- Regional Cooperation Council of South Eastern Europe;
- World Bank;
- World Trade Organization (WTO).

## Invitation of international non-governmental organizations

### *Decision*

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

- *European Trade Union Confederation;*
- *General Confederation of Trade Unions;*

- *Business Europe;*
- *Global March Against Child Labour;*
- *SOLIDAR;*
- *Network of European Environment and Sustainable Development Advisory Council (EEAC).*

(GB.315/INS/8, paragraph 16.)

## Tunisia

- 110.** *The Worker Vice-Chairperson* said that the Workers' group was closely following a situation taking place in Tunisia. According to the Vice-Chairperson, violence had been triggered by fundamentalist groups in an attempt to undermine the country's democratic values, targeting cultural and administrative centres, along with other institutions, including the Tunisian General Labour Union. The Workers' group aligned itself with the international trade union movement in condemning the attack on democracy in Tunisia and expressed great concern for the safety of trade union leaders in the country. It condemned the campaign led by extremists and fundamentalists, and called on the authorities to take measures to stop the violence forthwith.
- 111.** Furthermore, the Workers' group expressed solidarity with the Tunisian General Labour Union and the victims of these attacks. It called on the ILO to strongly condemn the violence and to take every measure within its competence to defend trade union rights and social justice and to promote a new social contract that guaranteed political stability and social and economic development within the framework of a democratic, political system.

## Panama

- 112.** *The Worker Vice-Chairperson* said that he had received information regarding a situation in Panama. According to this information, the Workers' delegates of Panama had encountered problems on return to their country. He stated that the Office should monitor the situation closely.
- 113.** *A Government representative of the Republic of Panama* expressed surprise at this statement. He was unaware of any action being taken in Panama against the Worker members. However, he pointed to the diffusion of misleading information via the media that had led to the belief that Panama was on the list of 25 cases that would be reviewed by the Committee on the Application of Standards. He continued by saying that, in the context of the technical assistance provided by the International Labour Standards Department in February 2012, a tripartite committee had been created to address complaints concerning freedom of association and collective bargaining; furthermore, another tripartite committee was established at the same time in order to address the issues commented on by the Committee of Experts. He thanked the Office, and in particular the International Labour Standards Department, for the technical assistance received. Furthermore, in line with the tripartite agreement signed in February 2012, bilateral meetings had been held, including two meetings with representatives of the Swiss Government, with the assistance of the International Labour Standards Department. The result of these meetings was an agreement that was being circulated for approval, which had already been signed by two Panamanian trade unions. A request had also been submitted to the International Labour Standards Department for further technical assistance. He underlined that the Government

---

was complying fully with the recommendations of the tripartite committee and wished to continue in this direction. Finally, he had met with the Panamanian Workers at the Conference and they had not voiced any complaints.

114. *The Employer Vice-Chairperson* noted that the Employers' group had not been aware of the Workers' decision not to attend the special session of the President of Panama. He reiterated that official visits should provide a mechanism for communication and consideration, not retaliation.
115. *An Employer member from Panama* supported the statement made by the Government representative of Panama. He confirmed that subsequent to ILO technical assistance, as determined by the Committee on the Application of Standards in 2011, two social dialogue forums had been created and were working together to find solutions. He drew attention to the bipartite organization called the Labour Foundation that had existed in Panama for over 18 years, which provided the basis for social dialogue in the country.
116. He stated that he was in close contact with the Panamanian workers and that discussions had been held to determine what actions should be taken within the forum on social dialogue. These discussions had given form to the two documents mentioned previously by the Government representative of Panama: a document requesting that the International Labour Standards Department maintain its technical assistance in order for progress to continue and a second document related to the two meetings held with the Swiss authorities, where information was shared regarding the social dialogue progress being made and the expertise that the Swiss Government could provide. Both Employer and Worker representatives were present at the meetings.
117. He was concerned at the misinformation that had been given to the Workers' group since none of the Workers had expressed any discontent when he met with them earlier. He also expressed concern that this information could distort and affect the dialogue taking place in Panama and that certain individuals within the Office might be responsible for diffusing it.
118. *The Worker Vice-Chairperson* replied that the information that he had received concerned an apparent court summons as a result of the action taken by the Workers. He duly noted the Government's statement that there would be no reprisals. In response to the Employer Vice-Chairperson, he stated that he himself had signed a letter giving prior notice to the President of the Conference regarding the Workers' boycott of the special session.

---

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

---

*315e session - Genève - 15 juin 2012*  
*315th session - Geneva - 15 June 2012*  
*315.ª reunión - Ginebra - 15 de junio de 2012*

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

Membres gouvernementaux titulaires Regular Government members Miembros gubernamentales titulares	2
Membres gouvernementaux adjoints Deputy Government members Miembros gubernamentales adjuntos	8
Membres employeurs titulaires Regular Employer members Miembros empleadores titulares	13
Membres employeurs adjoints Deputy Employer members Miembros empleadores adjuntos	14
Membres travailleurs titulaires Regular Worker members Miembros trabajadores titulares	15
Membres travailleurs adjoints Deputy Worker members Miembros trabajadores adjuntos	16
Représentants d'autres Etats Membres Representatives of other member States Representantes de otros Estados Miembros	17
Représentants d'Organisations internationales gouvernementales Representatives of international governmental organizations Representantes de organizaciones internacionales gubernamentales	19

---

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

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

**M. G. DE ROBIEN (France)**

---

**Allemagne Germany  
Alemania**

Mr W. SCHOLZ, Counsellor, Permanent Mission, Geneva.

*substitute(s):*

Ms L. STAUBACH, Permanent Mission, Geneva.

Ms C. GÖHLICH, Permanent Mission, Geneva.

---

**Argentine Argentina**

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

*suplente(s):*

Sra. M. FOGANTE, Primer Secretario, Misión Permanente, Ginebra.

Sr. M. ALVAREZ WAGNER, Segundo Secretario, Misión Permanente, Ginebra.

---

**Australie Australia**

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

*substitute(s):*

Mr D. GARNER, Senior Labour Adviser, Department of Education, Employment and Workplace Relations.

Ms J. ANDERSON, Branch Manager, Balanced Work and International Labour Branch, Department of Education, Employment and Workplace Relations.

Ms T. WILLIAMS, Director, International Labour Standards Section, Department of Education, Employment and Workplace Relations.

Ms K. LETTS, Director, International Labour Policy Section, Department of Education, Employment and Workplace Relations.

---

**Brésil Brazil Brasil**

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

*substitute(s):*

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

*accompanied by:*

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

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

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

---

**Canada Canadá**

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

*substitute(s):*

Ms A. LECLAIRE CHRISTIE, Deputy Permanent Representative, Permanent Mission, Geneva.

Ms S. ARMSTRONG, Counsellor, Permanent Mission, Geneva.

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

---

*accompanied by:*

Mr F. PORIRIER, Junior Policy Officer,  
Permanent Mission, Geneva.

---

## **Chine China**

---

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

*substitute(s):*

Ms Y. ZHANG, Director-General, Department  
of International Cooperation.

Mr S. GAO, Counsellor, Permanent Mission,  
Geneva.

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

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

*accompanied by:*

Mr S. RONG, Director, Department of  
International Cooperation, Ministry of Human  
Resources and Social Security.

Ms H. ZHAO, First Secretary, Permanent  
Mission, Geneva.

---

## **Colombie Colombia**

---

Sra. A. ARANGO, Embajadora, Representante  
Permanente, Misión Permanente, Ginebra.

*suplente(s):*

Sra. G. GAVIRIA, Jefe de la Oficina de  
Cooperación y Relaciones Internacionales del  
Trabajo, Ministerio del Trabajo.

Sra. A. MENDOZA, Ministro Plenipotenciario,  
Misión Permanente, Ginebra.

*acompañado(s) de:*

Sra. D. OJEDA, Procuradora Delegada,  
Procuraduría General de la Nación.

---

## **Congo**

---

M. B. MBEMBA, Conseiller d'Ambassade,  
Mission permanente du Congo.

*suppléant(s):*

M. T. MADZOU, Conseiller au Travail,  
Ministère du Travail et de la Sécurité Sociale.

M. J. ITOUA-YOCKA, Directeur général du  
Travail, Ministère du Travail et de la Sécurité  
Sociale.

*accompagné(s) de:*

Mme F. MVILA, Conseiller d'Ambassade,  
Mission permanente, Genève.

M. J. NKIAN, Attaché à la Sécurité sociale,  
Ministère du Travail et de la Sécurité Sociale.

---

## **Danemark Denmark Dinamarca**

---

Mr T. LORENTZEN, Counsellor, Ministry of  
Employment.

*substitute(s):*

Mr M. BERNER, Adviser, Permanent Mission,  
Geneva.

Mr J. BAVNSHOJ, Permanent Mission, Geneva.

---

## **Egypte Egypt Egipto**

---

Mr M. HASSAN, Undersecretary, Ministry of  
Manpower and Migration.

*substitute(s):*

Mr A. MOHAMED, Director-General,  
Organizations and Conferences Department,  
Ministry of Manpower and Migration.

*accompanied by:*

Mr A. NAZMY, Director of International  
Labour Standards Department, Ministry of  
Manpower and Migration.

---

---

**El Salvador**

---

Sra. R. MENÉNDEZ ESPINOZA, Encargada de Negocios a.i., Misión Permanente, Ginebra.

---

---

**Etats-Unis United States  
Estados Unidos**

---

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

*substitute(s):*

Ms W. BARTON, Labor Officer, Permanent Mission, Geneva.

---

---

**France Francia**

---

M. G. DE ROBIEN, Ambassadeur, Président du Conseil d'administration du BIT.

*suppléant(s):*

M. M. NIEMTCHINOW, Ambassadeur, Représentant permanent, Mission permanente, Genève.

M. M. BOISNEL, Délégation aux Affaires européennes et internationales, Ministère du Travail, de l'Emploi, de la Formation professionnelle et du Dialogue sociale.

*accompagné(s) de:*

M. J. PELLET, Représentant permanent adjoint, Mission permanente, Genève.

Mme F. AUER, Conseillère des Affaires étrangères, Ministère des Affaires étrangères.

M. B. DUPUIS, Conseiller pour les Affaires sociales, Mission permanente, Genève.

M. H. MARTIN, Mission permanente, Genève.

---

---

**Hongrie Hungary Hungría**

---

Mr I. MAJOR, Ambassador, Permanent Mission, Geneva.

*substitute(s):*

Ms K. PELEI, Expert, Ministry of National Economy.

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

---

---

**Inde India**

---

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

*substitute(s):*

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

Mr K.M.S. KHALSA, Under-Secretary, Ministry of Labour and Employment.

---

---

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

---

Mr A. BAGHERPOUR ARDEKANI, Ambassador, Deputy Permanent Representative, Permanent Mission, Geneva.

*substitute(s):*

Mr J. AGHAZADEH KHOEI, First Secretary, Permanent Mission, Geneva.

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

---

---

**Italie Italy Italia**

---

M. G. TRIA, Scuola Superiore della Pubblica Amministrazione.

*suppléant(s):*

Mme L. MIRACHIAN, Ambassadeur, Représentant permanent, Mission permanente, Genève.

Mme M. ARMELLIN, Premier Conseiller, Permanent Mission, Geneva.

Mme R. MARGIOTTA, Directeur, Relations internationales, Direction générale pour la Tutelle des Conditions de Travail, Bureau des Relations internationales, Ministère du Travail et des Politiques sociales.

*Accompagné(s) par:*

Mme M. GORI, Mission permanente, Genève.

Mme S. BAIOTTO, Mission permanente, Genève.



---

---

## **Japon Japan Japón**

---

Mr Y. OTABE, Ambassador Extraordinary and Plenipotentiary, Permanent Representative, Permanent Mission, Geneva.

*substitute(s):*

Mr Y. SENOO, Assistant Minister for International Affairs, Minister's Secretariat, Ministry of Health, Labour and Welfare.

Mr K. SUGANUMA, Ambassador, Deputy Permanent Representative, Permanent Mission, Geneva.

Mr S. AKIYAMA, Counsellor, Permanent Mission, Geneva.

*accompanied by:*

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

Mr T. OKI, Section Chief, International Affairs Division, Minister's Secretariat, Ministry of Health, Labour and Welfare.

---

---

## **Lituanie Lithuania Lituanía**

---

Mr R. PAULAUSKAS, Ambassador, Permanent Representative, Permanent Mission, Geneva.

*substitute(s):*

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

---

---

## **Niger Níger**

---

Mme F. SABO, Ministre de la Fonction publique et du Travail.

*suppléant(s):*

M. A. ILLO, Ambassadeur, Représentant permanent, Permanent de la République du Niger auprès de l'Office des Nations Unies et des autres organisations internationales à Genève.

M. H. SIDDO, Secrétaire général, Ministère de la Fonction publique et du Travail.

*accompagné(s) de:*

M. D. ISSA, Conseiller technique du Ministre, Ministère de la Fonction publique et du Travail.

M. D. ABDOU, Directeur général du Travail, Ministère de la Fonction publique et du Travail.

M. M. CHÉGOU KOCHI, Directeur général, Agence nationale pour l'Emploi.

M. A. BARINGAYE, Directeur général, Caisse nationale de Sécurité sociale.

M. B. LIMAN, Directeur du Travail, Ministère de la Fonction publique et du Travail.

Mme M. KOUNTCHÉ GAZIBO, Premier Secrétaire, Permanent de la République du Niger auprès de l'Office des Nations Unies et des autres organisations internationales à Genève.

---

---

## **Qatar**

---

Mr H. AL-MULLA, Undersecretary, Ministry of Labour.

*substitute(s):*

Mr M. AL-OBEIDLY, Director, Legal Affairs Department, Ministry of Labour.

Mr G. AL-MERRI, Chief, International Cooperation Unit, Ministry of Labour.

Mr S. AL-MERRI, Director, Labour Relations Department, Ministry of Labour.

Mr M. FALAMARZY, Legal Researcher, Ministry of Labour.

*accompanied by:*

Mr A. AL-MULLA, First International Relations Specialist, International Cooperation Unit, Ministry of Labour.

Mr I. AL-HAIL, Studies and Research Expert, Undersecretary's Office, Ministry of Labour.

Mr A. AL-ABDULLA, Second Translator, International Cooperation Unit, Ministry of Labour.

Ms E. MALALLAH, First Researcher Statistics, Unit of Research and Planning, Ministry of Labour.

---

---

## **Royaume-Uni United Kingdom Reino Unido**

---

Ms A. WARRICK, Programme Manager, International Institutions, International Unit, Department for Work and Pensions.

---

*substitute(s):*

Mr S. DENNISON, Second Secretary,  
Permanent Mission, Geneva.

---

**Fédération de Russie Russian  
Federation Federacion de  
Rusia**

---

Mr M. LEBEDEV, Deputy Permanent  
Representative, Permanent Mission, Geneva.

*substitute(s):*

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

*accompanied by:*

Mr S. KUZMENKOV, Counsellor, Permanent  
Mission, Geneva.

Mr A. BOGATYREV, Attaché, Permanent  
Mission, Geneva.

---

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

---

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

*substitute(s):*

Ms M. MCHA, Director of Employment,  
Ministry of Labour and Employment.  
Mr K. SIMBA, Labour Commissioner, Ministry  
of Labour and Employment.

*accompanied by:*

Mr M. AYUB, Labour Officer, Ministry of  
Labour and Employment.

---

**Togo**

---

M. E. AMOUSSOU-KOUEDETE, Directeur  
général du Travail, Ministère du Travail, de  
l'Emploi et de la Sécurité sociale.

*suppléant(s):*

Mme N. POLO, Ambassadeur, Représentant  
permanent, Monsieur le Représentant  
permanent de la République togolaise auprès  
de l'Office des Nations Unies et des autres  
Organisations internationales à Genève.  
M. C. AMOUSSOU, Directeur général, Agence  
nationale pour l'Emploi, Ministère du Travail,  
de l'Emploi et de la Sécurité sociale.  
M. E. AMEGNIGNON, Directeur des Normes et  
des Relations internationales, Ministère du  
Travail, de l'Emploi et de la Sécurité sociale.

*accompagné(s) de:*

M. C. BATCHEY, Directeur, Politique de  
l'Emploi, Ministère du Travail, de l'Emploi et  
de la Sécurité sociale.

---

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

---

Mr E. MCLEOD, Minister of Labour and Small  
and Micro Enterprise Development.

*substitute(s):*

Mr C. FRANCIS, Permanent Secretary, Ministry  
of Labour and Small and Micro Enterprise  
Development.

*accompanied by:*

Mr S. YOUNG, Chargé d'Affaires, Permanent  
Mission, Geneva.  
Ms M. RAMPERSAD, Head, International  
Affairs Unit, Ministry of Labour and Small  
and Micro Enterprise Development.

---

**Viet Nam**

---

Mr A. VU, Chargé d'Affaires, Permanent  
Mission, Geneva.

*substitute(s):*

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

---

---

## **Zambia    Zambia**

---

Mr F. SHAMENDA, Minister of Information,  
Broadcasting and Labour.

*substitute(s):*

Ms M. MUNDALE, Acting Labour  
Commissioner, Ministry of Information,  
Broadcasting and Labour.

Mr K. CHIVUNDA, Director, Occupational  
Safety and Health Services, Ministry of  
Information, Broadcasting and Labour.

*accompanied by:*

Mr O. MGEMEZULU, Chief Planner, Ministry  
of Information, Broadcasting and Labour.

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

---

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

---

**Algérie Algeria Argelia**

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

*suppléant(s):*

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

M. M. BOUKADOUM, Conseiller, Mission permanente, Genève.

Mme B. YEKKEN, Sous-Directeur, Coopération, Ministère du Travail, de l'Emploi et de la Sécurité sociale.

M. M. MOUHOUBI, Directeur, Organismes de Sécurité sociale, Ministère du Travail, de l'Emploi et de la Sécurité sociale.

---

**Angola**

M. A. CORREIA, Ambassadeur, Représentant permanent, Mission permanente, Genève.

*suppléant(s):*

M. A. CADETE, Ministre conseiller, Mission permanente, Genève.

*accompagné(s) de:*

M. G. DA SILVA, Conseiller, Mission permanente, Genève.

Mme. A. COSTA, Troisième Secrétaire, Mission permanente, Genève.

M. D. N'GOVE LUSSOKE, Directeur du Cabinet des Relations internationales, Ministère de l'Administration publique, de l'Emploi et de la Sécurité sociale.

M. T. GOURGEL, Attaché, Mission permanente, Genève.

---

**Botswana**

Mr E. BATSHU, Minister of Labour and Home Affairs.

*substitute(s):*

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

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

*accompanied by:*

Ms R. SENNANYANA, Commissioner of Labour, Ministry of Labour and Home Affairs.

Ms S. SEEMULE, Labour Attaché, Permanent Mission, Geneva.

---

**Bulgarie Bulgaria**

Mr I. PIPERKOV, Ambassador, Permanent Representative, Permanent Mission, Geneva.

*substitute(s):*

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

Mr D. ZAKOV, First Secretary, Permanent Mission, Geneva.

---

**Cambodge Cambodia**  
**Camboya**

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

*substitute(s):*

Mr K. IEM, Acting Director of National Competency Standards Department, Ministry of Labour and Vocational Training.

---

**Chypre Cyprus Chipre**

Mr L. PANTELIDES, Ambassador, Permanent Representative, Permanent Mission, Geneva.

*substitute(s):*

Ms M. SPATHI, Second Secretary, Permanent Mission, Geneva.

---

Ms N. ANDREOU PANAYIOTOU, Officer of International Affairs, Ministry of Labour and Social Insurance.

---

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

---

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

*substitute(s):*

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

Mr J. KIM, Labour Attaché, Permanent Mission, Geneva.

Ms K. CHO, Deputy Director, International Labour Affairs Division, Ministry of Employment and Labour.

---

**Costa Rica**

---

Sr. C. GUILLERMET-FERNÁNDEZ, Encargado de Negocios a.i., Embajador, Representante Permanente Alterno, Misión Permanente, Ginebra.

*suplente(s):*

Sr. N. LIZANO, Ministro Consejero, Misión Permanente, Ginebra.

Sr. M. VEGA, Ministro Consejero, Misión Permanente, Ginebra.

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

*acompañado(s) de:*

Sra. G. GAMBOA ACUÑA, Ministerio de Trabajo y Seguridad Social.

---

**Cuba**

---

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

*suplente(s):*

Sra. J. ROMÁN ARREDONDO, Segundo Secretario, Misión Permanente, Ginebra.

*acompañado(s) de:*

Sr. J. QUINTANILLA ROMÁN, Primer Secretario, Misión Permanente, Ginebra.

---

---

**Emirats arabes unis    United  
Arab Emirates    Emiratos  
Arabes Unidos**

---

Mr H. BIN DEEMAS, Assistant Undersecretary, Ministry of Labour.

*substitute(s):*

Mr M. BIN DEKHAIN, Director of Communication and Director a.i. of International Relations, Ministry of Labour.

---

**Ghana**

---

Ms N. DZAH, Chief Director, Ministry of Employment.

*substitute(s):*

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

*accompanied by:*

Ms E. HAGAN, Chief Labour Officer, Labour Department, Ministry of Employment and Social Welfare.

Ms V. ASEMPAPA, Minister Counsellor, Permanent Mission, Geneva.

---

**Indonésie    Indonesia**

---

Mr D. DJANI, Ambassador and Permanent Representative, Permanent Mission, Geneva.

*substitute(s):*

Mr G. WIJAKSONO, Official, Ministry of Manpower and Transmigration.

Mr D. KOMAR, Minister Counsellor, Permanent Mission, Geneva.

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

*accompanied by:*

Ms S. ERMINA, Official, Ministry of Manpower and Transmigration.

Mr R. SOEMIRAT, First Secretary, Permanent Mission, Geneva.

Ms E. YUSTISIANINGRUM, Third Secretary, Permanent Mission, Geneva.

Ms M. DHANUTIRTO, Third Secretary, Permanent Mission, Geneva.

---

---

---

**Kazakhstan Kazakhstán**

---

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

---

**Kenya**

---

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

*substitute(s):*

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

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

*accompanied by:*

Mr P. WAMOTO, Labour Attache, Permanent Mission, Geneva.

---

**Liban Lebanon Líbano**

---

Mme D. DAHROUJ, Chef des Relations internationales, Ministère du Travail.

---

**Malte Malta**

---

Ms A. CUTAJAR, Chargé d'Affaires a.i., Permanent Mission, Geneva.

*substitute(s):*

Mr N. VELLA, Director, Department of Industrial and Employment Relations, Ministry of Labour, Family and Social Affairs.

Mr A. AZZOPARDI, Assistant Director, Department of Industrial and Employment Relations, Ministry of Labour, Family and Social Affairs.

---

**Mexique Mexico México**

---

Sr. J. GÓMEZ CAMACHO, Embajador, Representante Permanente, Misión Permanente, Ginebra.

*suplente(s):*

Sra. C. AMERO COUTIGNO, Ministro de Asuntos Laborales en Europa, Misión Permanente, Ginebra.

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

Sra. S. CASADO GARCÍA, Directora de Asuntos Jurídicos Internacionales, Secretaría del Trabajo y Previsión Social.

---

**Pakistan Pakistán**

---

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

---

**Panama Panamá**

---

Sra. A. CORTÉS AGUILAR, Ministra de Trabajo y Desarrollo Laboral.

*suplente(s):*

Sr. A. NAVARRO BRIN, Embajador, Representante Permanente, Misión Permanente, Ginebra.

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

---

**Pays-Bas Netherlands Países Bajos**

---

Mr L. BEETS, Director for International Affairs, Ministry of Social Affairs and Employment.

*substitute(s):*

Mr R. VAN SCHREVEN, Ambassador and Permanent Representative, Permanent Mission, Geneva.

Mr J. VAN DER VELDEN, Acting Head of International Affairs, Ministry of Social Affairs and Employment.

Mr M. VISSER, Head of Economic Affairs, Minister Plenipotentiary, Permanent Mission, Geneva.

Mr E. DRIESSEN, First Secretary, Permanent Mission, Geneva.

---

**Roumanie Romania  
Rumania**

---

Mme A. SPANU, Deuxième Secrétaire, Mission permanente, Genève.

---

**Soudan Sudan Sudán**

---

Mr S. BABELKHAIR, Under-Secretary of Labour, Ministry of Labour.

*substitute(s):*

Mr A. DHIRAR, Ambassador and Permanent Representative, Permanent Mission, Geneva.

Mr M. MOHAMED AHMED, Director-General of External Relations Department, Ministry of Labour.

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

---

**Sri Lanka**

---

Mr R.P.A. WIMALAWEERA, Senior Assistant Secretary, Ministry of Labour and Labour Relations.

---

**Suisse Switzerland Suiza**

---

M. J. ELMIGER, Ambassadeur, Secrétariat d'Etat à l'économie (SECO), Affaires internationales du Travail.

*suppléant(s):*

Mme V. BERSET BIRCHER, Secrétariat d'Etat à l'économie (SECO), Affaires internationales du Travail.

Mme A. RUPPEN, Deuxième secrétaire, Mission permanente, Genève.

Mme L. CALDER, Mission permanente, Genève.

---

**Thaïlande Thailand  
Tailandia**

---

Mr P. AMORNCHWIN, Inspector General, Ministry of Labour.

*substitute(s):*

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

Ms S. TUPPASOOT, Senior Labour Specialist, International Affairs Division, Office of the Permanent Secretary, Ministry of Labour.

---

**Uruguay**

---

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

---

**Venezuela (Rép. bolivarienne)  
Venezuela (Bolivarian Rep.)  
Venezuela (Rep. bolivariana)**

---

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

*suplente(s):*

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

---

## Zimbabwe

---

Ms P. MPARIWA, Minister of Labour and Social Services.

*substitute(s):*

Mr L. MUSEKA, Permanent Secretary for Labour and Social Services, Ministry of Labour and Social Services.

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

Mr P. DZVITI, Director, Labour Administration, Ministry of Labour and Social Services.

Mr P. MUDYAWABIKWA, Deputy Director, International Relations, Ministry of Labour and Social Services.

*accompanied by:*

Mr L. NGORIMA, Chief Labour Officer, International Relations, Ministry of Labour and Social Services.

Mr M. PARAKOKWA, Principal Labour Officer, Ministry of Labour and Social Services.

Mr T. JONGWE, Principal Labour Officer, Ministry of Labour and Social Services.

Ms S. NCUBE, Ministry of Labour and Social Services.



---

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

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

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

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

Mr A. JEETUN (Mauritius), Director General, Mauritius Employers' Federation.

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

Sr D. LIMA GODOY (Brasil), Director y Presidente de las Relaciones Laborales, Confederación Nacional de la Industria (CNI).

Ms H. LIU (China), Deputy Director, China Enterprise Confederation (CEC).

Mr H. MATSUI (Japan), Co-Director, Nippon Keidanren.

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

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

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

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

Mr C. SYDER (United Kingdom), Davies Arnold Cooper LLP.

M. L. TRAORE (Mali), Secrétaire permanent, Conseil national du Patronat du Mali.

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

---

---

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

Mr A. ABU AL RAGHEB (Jordan), Administrative Council, Jordan Chamber of Industry.

Mr O. ALRAYES (Bahrain), Bahrain Chamber of Commerce and Industry.

Sr. G. ARTHUR ERRÁZURIZ (Chile), Presidente, Asociación Gremial de Administradoras de Fondos de Pensiones.

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

M. O. DIALLO (Côte d'Ivoire), Conseiller du Président, Confédération générale des Entreprises de Côte d'Ivoire.

Mr D. DJIMANTO (Indonesia), Deputy Chairman, The Employers' Association of Indonesia.

Sr. A. LINERO (Panamá), Consejo Nacional de la Empresa Privada (CONEP).

M. B. MATTHEY (Suisse), Directeur général, Fédération des Entreprises romandes Genève (FER-GE).

Sra. A. MUÑOZ (Venezuela (Rep. bolivariana)), Ex Presidenta, Federación de Cámaras y Asociaciones de Comercio y Producción de Venezuela.

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

M. A. SAVANÉ (Guinée), Secrétaire général, Conseil national du Patronat guinéen (CNP-Guinée).

---

---

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

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

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

Mme R. DIALLO SERAH (Guinée), Présidente d'honneur, Confédération nationale des Travailleurs de Guinée (CNTG).

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

Mme H. KADDOUS (Algérie), Membre de la Commission exécutive nationale, Union générale des travailleurs algériens (UGTA).

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

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

---

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

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

Ms C. DEL RIO (Italy), Head of the International Department, Unione Italiana del Lavoro (UIL).

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

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

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

Ms B. PANDEY (Nepal), General Federation of Nepalese Trade Unions.

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

---

**Membres suppléants assistant à la session:**

**Substitute members attending the session:**

**Miembros suplentes presentes en la reunión:**

Ms T. MOORE (Barbados), Senior Assistant General, Barbados Workers Union (BWU).

Sr. P. PARRA GAONA (Paraguay), Secretario General Adjunto, Central Nacional de Trabajadores.

---

**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**

---

**Arabie saoudite Saudi Arabia**  
**Arabia Saudita**

Mr W. ALORAINAN, Adviser, Ministry of Labour.

Mr A. KHALIL, Legal Expert, Ministry of Labour.

---

**Autriche Austria**

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

---

**Bahreïn Bahrain Bahrein**

Mr A. SAMET, Legal Advisor, Ministry of Labour.

---

**Espagne Spain España**

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

Sr. J. MEMBRADO, Agregado, Misión Permanente, Ginebra.

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

Sr. M. VECINO, Consejero, Misión Permanente, Ginebra.

---

**Ethiopie Ethiopia Etiopía**

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

Mr G. KASSAYE, Minister Counsellor, Permanent Mission, Geneva.

Mr A. HAILE, Director, Employment Service Promotion, Ministry of Labour and Social Affairs.

Mr S. DEMISSIE, Director, Harmonious Industrial Relations, Ministry of Labour and Social Affairs.

---

**Gabon Gabón**

M. D. MOULOMBA NZIENGUI, Secrétaire général adjoint du Ministre du Travail.

M. M. DOUMINGOU, Directeur général du Travail.

M. F. MAGONGO, Conseiller, Mission permanente, Genève.

---

**Grèce Greece Grecia**

Mr G. PAPADATOS, Minister Counsellor, Permanent Mission, Geneva.

---

**Guatemala**

Sr. C. MARTINEZ ALVARADO, Representante Permanente, Misión Permanente, Ginebra.

Sra. A. CHÁVEZ BIETTI, Representante Alterno, Misión Permanente, Ginebra.

---

**Haïti Haiti Haití**

M. J. ALEXANDRE, Ministre Conseiller, Mission permanente, Genève.

---

**Honduras**

Sr. R. FLORES BERMÚDEZ, Embajador, Representante Permanente, Misión Permanente, Ginebra.

Sra. M. BENNATON, Embajadora, Representante Permanente Alterna, Misión Permanente, Ginebra.

Sr. M. PÉREZ, Consejero, Misión Permanente, Ginebra.

---

**Irlande Ireland Irlanda**

---

Ms E. O'CARROLL, Assistant Principal,  
Permanent Mission, Geneva.

---

**Jordanie Jordan Jordania**

---

Mr R. SUKAYRI, Ambassador, Permanent  
Representative, Permanent Mission, Geneva.  
Mr S. DAJANI, Counsellor for ILO Affairs,  
Permanent Mission, Geneva.

---

**Mozambique**

---

M. J. DENGU, Premier Secrétaire, Mission  
permanente, Genève.

---

**Nigéria Nigeria**

---

Mr P. AJUZIE, Labour Attaché, Permanent  
Mission, Geneva.  
Ms U. OKPUNOH, Deputy Director (E &W),  
Ministry of Labour and Productivity.  
Ms T. BRAIMAH, Deputy Director  
(Productivity Measurement), Federal Ministry  
of Labour and Productivity.  
Mr A. ESSAH, Chief Labour Officer, Federal  
Ministry of Labour.  
Mr D. NEBURAGHO, Assistant Director,  
Federal Ministry of Labour.  
Mr E. ENAREGHA, Personal Assistant to  
Minister of Labour and Productivity.

---

**Norvège Norway Noruega**

---

Ms G. YTTERDAL, Senior Adviser, Ministry of  
Labour.

---

**Nouvelle-Zélande  
New Zealand  
Nueva Zelandia**

---

Mr M. HOBBY, Principal Adviser, International,  
Department of Labour.

---

**Pérou Peru Perú**

---

Sra. S. ALVARADO SALAMANCA, Segunda  
Secretaria, Misión Permanente, Ginebra.

---

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

---

**Union européenne**

**European Union**

**Unión Europea**

---

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