

## VI European Regional Meeting

Geneva, 12 - 15 December 2000

### Official list of Delegates

#### Albanie Albania Albania

*Minister attending the Conference*

ÇEÇO, Makhbule, Mrs., Deputy Prime Minister; Minister of Labour and Social Affairs.

#### Government Delegates

KRISAFI, Ksenofon, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

BARJABA, Kosta, Mr., Chief of Cabinet, Ministry of Labour and Social Affairs.

#### Advisers

JAUPI, Bilbil, Mr., Director, National Employment Service.

MUÇAJ, Gjergji, Mr., Director of Labour Relations.

MARA, Adrian, Mr., Second Secretary, Permanent Mission, Geneva.

XHANGOLLI, Gramoz, Mr., Directorate of Labour Relations.

ZOTO, Naim, Mr., Adviser and Spokesman, Ministry of Labour and Social Affairs.

PRENGA, Aleksander, Mr., Specialist, International Relations Department, Ministry of Labour and Social Affairs.

QULLI, Bedri, Mr.

#### Employers' Delegate

SALA, Bashkim, Mr., Chairman, Council of Employers' Organizations; Vice-Chairman, National Council of Labour.

#### Workers' Delegate

MUÇO, Kastriot, Mr., Chairman, Confederation of Syndicates.

## **Allemagne Germany Alemania**

*Minister attending the Conference*

TEGTMEIER, Werner, Mr., Secretary of State, Federal Ministry of Labour and Social Affairs.

### **Government Delegates**

METSCHER, Klaus, Mr., Minister, Permanent Mission, Geneva.

WILLERS, Dietrich, Mr., Head, Section for ILO Affairs, Federal Ministry of Labour and Social Affairs; Substitute Government Representative, Governing Body of the ILO.

*Advisers and substitute delegates*

KLOTZ, Valentin, Mr., Permanent Mission, Geneva.

LEMMER, Andreas, Mr., Deputy Head of Section, European and International Social Policy Department, Federal Ministry of Labour and Social Affairs.

### **Employers' Delegate**

THÜSING, Rolf, Mr., Executive Board, Confederation of German Employers' Associations (BDA); Vice Chairman, Governing Body of the ILO.

*Adviser and substitute delegate*

HEINZEMANN, Bernd, Mr., BDA.

### **Workers' Delegate**

EHRKE, Michael, Mr., Executive Board Administration, German Metal Workers' Union.

*Adviser and substitute delegate*

SCHULZE-BUSCHOFF, Karin, Ms., Federal Executive Board Administration, German Confederation of Trade Unions (DGB).

## **Autriche Austria Austria**

### **Government Delegates**

MELAS, Heinz-Michael, Mr., Director, Federal Ministry for Economic Affairs and Labour.

DEMBSHER, Iris, Ms., Federal Ministry for Economic Affairs and Labour.

*Adviser*

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

**Employers' Delegate**

ARBESSER-RASTBURG, Max, Mr., Professor; Manager, Herz Armaturen AG; Substitute Member, Governing Body of the ILO.

**Workers' Delegate**

ORSOLITS, Angela, Ms., National Economy Division, Austrian Confederation of Trade Unions.

**Azerbaïdjan Azerbaijan Azerbaiyán  
Government Delegates**

VAHABZADA, Isfandiyar, Mr., Ambassador, Permanent Mission, Geneva.

SATTARZADE, Sevil, Ms., Head, International Cooperation Department, Ministry of Labour and Social Protection of Population.

*Advisers*

GAMZAYEV, Yashar, Mr., Senior Adviser, International Cooperation Department, Ministry of Labour and Social Protection of Population.

ASADOV, Ismayil, Mr., Third Secretary, Permanent Mission, Geneva.

**Employers' Delegate**

MAMMADOV, Alekper, Mr., President, Confederation of Employers.

**Workers' Delegate**

ALIYEV, Ilyas, Mr., Deputy Chairman, Confederation of Trade Unions.

*Adviser*

YUSIFOV, Bakir, Mr., Chairman, Committee of the Trade Unions of the Aviation Workers.

**Belarus  
Government Delegates**

PAVLOV, Valeri, Mr., First Deputy Minister of Labour.

MALEVICH, Vladimir, Mr., Deputy Permanent Representative, Permanent Mission, Geneva.

#### *Advisers*

ANANICH, Irina, Ms., Third Secretary, Permanent Mission, Geneva.

KRASSOUTSKI, Igor, Mr., First Deputy Head, Economic Department, Office of the Prime Minister.

#### **Employers' Delegate**

STRELTSOV, Nikolai, Mr., First Deputy Chairman, Director General, Belorussian Confederation of Industrialists and Entrepreneurs.

#### *Advisers*

SEVROUKEVICH, Vitali, Mr., Deputy Director General, Director on Law and Information, Belarussian Confederation of Industrialists and Entrepreneurs.

PUCHOK, Alla, Ms., Belarussian Confederation of Industrialists and Entrepreneurs.

#### **Workers' Delegate**

HANCHARYK, Vladimir, Mr., Chairman, Trade Unions Federation Belorusskaya.

#### *Adviser*

PODOLINSKI, Oleg, Mr., Head, International Department, Trade Unions Federation Belorusskaya.

#### **Belgique Belgium Belgique**

#### **Délégués gouvernementaux**

PEIRENS, Willy, M., Président honoraire, Confédération des Syndicats chrétiens.

ROMBOUTS, Jan, M., Administrateur général, Administration des Relations collectives de Travail, Ministère de l'Emploi et du Travail.

#### *Conseiller technique et délégué suppléant*

NOIRFALISSE, Jean-Marie, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.

#### *Conseillers techniques*

CLOESEN, Joseph, M., Conseiller adjoint, Division des Affaires internationales, Ministère de l'Emploi et du Travail.

BELLENS, Willy, M., Conseiller adjoint, Division de l'Etude des Problèmes du Travail, Ministère de l'Emploi et du Travail.

ZIKMUNDOVA, Jana, Mme, Conseillère, Mission permanente, Genève.

### **Délégué des employeurs**

VAN HOLM, Jan, M., Directeur, Fédération des Entreprises.

### *Conseillers techniques*

DA COSTA, Jacques, M., Directeur honoraire, Fédération pétrolière belge.

STORM, Marie Louise, Mme, Conseiller, FABRIMETAL.

### **Délégué des travailleurs**

CORTEBEECK, Luc, M., Président, Confédération des Syndicats chrétiens.

### *Conseillers techniques*

HAAZE, Guy, M., Président, Centrale générale des Syndicats libéraux.

AERTS, Thierry, M., Conseiller, Fédération générale du Travail.

DEREYMAEKER, Jan, M., Chef, Service Relations internationales, Confédération des Syndicats chrétiens.

## **Bosnie-Herzégovine Bosnia and Herzegovina Bosnia y Herzegovina Government Delegates**

DUTINA, Todor, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

LJUBIC, Ozana, Ms., Counsellor, Permanent Mission, Geneva.

### *Adviser*

AVDIC, Sancla, Ms., Second Secretary, Permanent Mission, Geneva.

## **Bulgarie Bulgaria Bulgaria**

*Minister attending the Conference*

NEYKOV, Ivan, Mr., Minister of Labour and Social Policy.

**Government Delegates**

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

EVTIMOV, Alexander, Mr., Director, European Integration, International Relations and International Programmes, Ministry of Labour and Social Policy.

*Adviser*

KOLAROV, Peter, Mr., Minister plenipotentiary, Permanent Mission, Geneva.

**Employers' Delegate**

DANEV, Bojidar, Mr., President, Bulgarian Industrial Association.

**Workers' Delegate**

MANOLOV, Dimitar, Mr., Vice-President, Confederation of Labour "Podkrepa".

**Chypre Cyprus Chipre***Minister attending the Conference*

MOUSHOUTTAS, Andreas, Mr., Minister of Labour and Social Insurance.

**Government Delegates**

KOLOKOTRONIS, Charalambo, Mr., Acting Director, Industrial Relations Service

SAMUEL, Lenia, Ms., Director of Administration, Ministry of Labour and Social Insurance.

*Advisers and substitute delegates*

VIKIS, Alexandros, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

WILLIAMS, Frances-Galatia, Ms., Counsellor, Deputy Permanent Representative, Permanent Mission, Geneva.

**Employers' Delegate**

PIERIDES, Antonis, Mr., Director General, Employers and Industrialists Federation.

*Adviser and substitute delegate*

PILIKOS, Michael, Mr., Assistant Director-General, Cyprus Employers and Industrialists Federation.

*Advisers*

ROLOGIS, Vassilis, Mr., Chairman, Chamber of Commerce and Industry.

LOIZIDES, Panayiotis, Mr., General Secretary, Chamber of Commerce and Industry.

**Workers' Delegate**

KITTENIS, Dimitris, Mr., General Secretary, Workers' Confederation.

*Advisers*

FELLAS, Soteris, Mr., Deputy General Secretary, Pancyprian Federation of Labour.

KALOS, Chrysostomos, Mr., Labour Adviser, Pancyprian Federation of Labour (PEO).

DIOMIDOUS, Diomides, Mr., Democratic Labour Federation - DEOK

**Croatie Croatia Croacia**

*Minister attending the Conference*

VIDOVIC, Davorko, Mr., Minister of Labour and Social Welfare.

**Government Delegates**

BABIC, Vera, Ms., Assistant of the Minister, Ministry of Labour and Social Welfare.

CEK, Spomenka, Ms., Ambassador, Permanent Representative, Permanent Mission, Geneva.

*Advisers*

MUSULIN, Marina, Ms., Head, Department for Cooperation with International Organizations, Ministry of Labour and Social Welfare.

KOS, Vesna, Ms., First Secretary, Permanent Mission, Geneva.

**Employers' Delegate**

HORVATIC, Lidija, Ms., Head, International Cooperation, Croatian Employers' Association.

*Adviser*

IVANCEVIC, Zeljko, Mr., General Manager, Croatian Employers' Association.

**Workers' Delegate**

HANZEVACKI, Marija, Ms., General Secretary, Independent Trade Unions.

**Danemark Denmark Dinamarca  
Government Delegates**

ADLER, Lone, Ms., Special Adviser on International Affairs to the Minister of Labour.

HESS, Soren, Mr., Head of Section, Ministry of Labour.

*Adviser*

EKMANN JENSEN, Helle, Ms., Minister Counsellor, Permanent Mission, Geneva.

**Employers' Delegate**

RONNEST, Jorgen, Mr., Director, Danish Employer's Confederation.

**Workers' Delegate**

FOLDBERG, Preben, Mr., International Advisor, Danish Confederation of Trade Unions.

*Adviser*

BENDIXEN, Annette, Ms., International Secretary, Federation of the Danish Public Servants and Salaried Employees' Organizations.

**Espagne Spain España  
Delegados gubernamentales**

PEREZ-VILLANUEVA Y TOVAR, Joaquín, Sr., Embajador, Representante Permanente, Misión Permanente, Ginebra.



MARTINEZ-SICLUNA, Luis, Sr., Secretario General Técnico, Ministerio de Trabajo y Asuntos Sociales.

*Consejeros técnicos y delegados suplentes*

LOPEZ MONIS, Carlos, Sr., Consejero Laboral, Misión Permanente, Ginebra.

CONSARNAU GUARDIOLA, José L., Sr., Consejero, Misión Permanente, Ginebra.

GARCIA-CONDE Y LLANO, Rodrigo, Sr., Consejero Laboral Adjunto, Misión Permanente, Ginebra.

VICENTE SANZ, Pilar, Sra., Directora de Programas de ETT, Dirección General del Trabajo, Ministerio de Trabajo y Asuntos Sociales.

**Delegado de los empleadores**

LACASA ASO, José M., Sr., Relaciones Internacionales, CEOE.

*Consejero técnico y delegado suplente*

SUAREZ GARCIA, Roberto, Sr., Secretario General, FELE (CEOE).

**Delegado de los trabajadores**

BONMATI, Manuel, Sr., Secretaría de Relaciones Internacionales, UGT.

*Consejero técnico y delegado suplente*

GONZALEZ ZAMORA, Miguel, Sr., Adjunto a la Secretaría de Política Internacional, CC.OO.

**Estonie Estonia Estonia**

**Government Delegates**

LILLEVÄLI, Piret, Ms., Deputy Secretary General, Ministry of Social Affairs.

HINDOV, Eike, Ms., Head, ILO Bureau, Ministry of Social Affairs.

*Adviser*

LUMI, Rasmus, Mr., Third Secretary, Permanent Mission, Geneva.

**Employers' Delegate**

PÄÄRENDSON, Eve, Ms., Adviser, International Affairs, Estonian Confederation of Employers and Industry.

### **Workers' Delegate**

PÄRNITS, Kadi, Mr., President, Estonian Confederation of Trade Unions.

## **Finlande Finland Finlandia Government Delegates**

SALMENPERÄ, Matti, Mr., Director, Working Environment Policy Department, Ministry of Labour.

LOPPI, Heikki, Mr., Ministerial Adviser, Ministry of Social Affairs and Health.

### *Advisers*

VUORINEN, Anneli, Ms., Minister-Counsellor, Permanent Mission.

HÄIKIÖ, Kristiina, Ms., Counsellor, Permanent Mission, Geneva.

### **Employers' Delegate**

HUTTUNEN, Martti, Mr., Head, International Affairs, Employers' Confederation of Service Industries.

### **Workers' Delegate**

VALKONEN, Marjaana, Ms., Development Manager, Central Organization of Finnish Trade Unions (SAK).

### *Adviser*

AHOKAS, Heli, Ms., Head, Collective Bargaining, LLM, Finnish Confederation of Salaried Employees (STTK).

## **France France Francia Délégués gouvernementaux**

JOIN-LAMBERT, Marie-Thérèse, Mme, Inspectrice générale des Affaires sociales; Représentante, Conseil d'administration du BIT.

PETIT, Philippe, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.

### *Conseillers techniques*

BOCCOZ, Michèle, Mme, Conseiller des Affaires étrangères, Mission permanente, Genève.

GARNIER, Didier, M., Chargé de mission, Directeur adjoint du Travail, Délégation aux Affaires européennes et internationales.

PETITGUYOT, Marie-Christine, Mme, Chargée de mission, Division Synthèse, Délégation générale à l'Emploi et à la Formation professionnelle, Ministère de l'Emploi et de la Solidarité.

VILLEY, Olivier, M., Sous-Directeur, Délégation aux Affaires européennes et internationales.

GUERRE, Michel, M., Chargé de mission, Direction des Relations du Travail, Ministère de l'Emploi et de la Solidarité.

### **Délégué des employeurs**

BOISSON, Bernard, M., Conseiller social, Mouvement des Entreprises (MEDEF).

#### *Conseiller technique et délégué suppléant*

ROILAND, Marie-Paule, Mme, Directeur des Affaires européennes et internationales, Union des Industries métallurgiques et minières (UIMM).

#### *Conseillers techniques*

DUMONT, Alain, M., Directeur de la Formation, MEDEF.

HAUSER, Louis, M.

DE NAVACELLE, Henri, M., Directeur, Service de Gestion des Ressources humaines - Formation, IUMM.

SAIDI, Silham, Mme, Chargée de mission, MEDEF.

### **Délégué des travailleurs**

RETUREAU, Daniel, M., Collaborateur, Bureau confédéral; Membre, Comité économique et social de l'UE; Chargé des activités de l'OIT, CGT.

#### *Conseiller technique et délégué suppléant*

LE BRIS, Mariannick, Mme, CGT.

#### *Conseillers techniques*

BRUNEL, Huguette, Mme, Responsable, Département international et Europe, CFDT.

BLONDEL, Marc, M., Secrétaire général, CGT-FO.

VALLADON, René, M., Secrétaire confédéral, CGT-FO.

FORMOSA, Patrick, M., Chef, Service Affaires européennes et internationales, CFE-CGC.

GOURMELON, Armel, M., Vice-Président pour les questions internationales, CFTC.

TRICOICHE, Jean-Claude, M., Délégué général, UNSA.

MARTINS FERREIRA, Manuel, M., Secrétaire confédéral, CFTC.

## **Grèce Greece Grecia**

### **Délégués gouvernementaux**

LATIOU SPANOPOULOU, Maria, Mme, Directrice, Direction des Relations internationales, Ministère du Travail et de la Sécurité sociale.

YPSILANTIS, Angelos, M., Premier secrétaire, Mission permanente, Genève.

#### *Conseillers techniques*

CHRYSANTHOU, Endokia, Mme, Chef de section, Direction des Relations internationales, Ministère du Travail et de la Sécurité sociale.

KARAYANNI, Estelle, Mme, Fonctionnaire, Direction des Relations internationales, Ministère du Travail et de la Sécurité sociale.

### **Délégué des employeurs**

TSOUMANI-SPENTZA, Eugénie, Mme, Avocat, FIG.

#### *Conseiller technique*

KOUTSIVITOU, Anastasie, Mme, Conseiller, FIG.

### **Délégué des travailleurs**

KOLLAS, Andreas, M., Membre de la Direction, CGT.

#### *Conseillers techniques*

KRATIMENOU, Vassiliki, Mme, Relations internationales, CGT.

PSAROYANNI, Kyriaki, Mme, Relations internationales, CGT.

## **Hongrie Hungary Hungría**

### **Government Delegates**

ÖRY, Csaba, Mr., Political Secretary of State, Prime Minister's Office.

JOÓ, Rudolf, Mr., Ambassador, Permanent Representative, Geneva.

#### *Advisers and substitute delegates*

VARGA, Zoltán, Mr., Counsellor, Permanent Mission, Geneva.

HERCZOG, László, Mr., Deputy Secretary of State, Ministry of Economics.

#### *Advisers*

BIHARY, Pál, Mr., Director, Ministry of Education.

FÁRI, László, Mr., Chief of Section, Ministry of Economics.

PAPP, József, Mr., Head of Department, Ministry of Economics.

KLEKNER, Péter, Mr., Head of Department, Ministry of Social and Family Affairs.

### **Employers' Delegate**

RESZLER, Ákos, Mr., Vice-President, Hungarian Association of IT Companies (Confederation of Hungarian Employers and Industrialists).

#### *Adviser and substitute delegate*

G. TÓTH, Károly, Mr., Consultant, National Confederation of Companies for Strategic Services and Public Utilities.

#### *Advisers*

NÉMETH, László, Mr., International Director, Entrepreneurs and Employers.

KOROMPAY, Gyöző, Mr., Secretary General, Confederation of Hungarian Employers' Organisations for International Cooperation.

### **Workers' Delegate**

CZUGLERNÉ-IVÁNY, Judit, Ms., Vice-President, National ILO Council.

#### *Adviser and substitute delegate*

GYÖRGY, Károly, Mr., Member, Executive Board, National Confederation of Hungarian Trade Unions.

*Adviser*

TÓTH, Attila, Mr., Adviser, Trade Union Group of Professionals.

**Irlande Ireland Irlanda**  
*Minister attending the Conference*

KITT, Tom, Mr., Minister for Labour, Trade and Consumer Affairs.

*Person accompanying the Minister*

HUGHES, John, Mr., Private Secretary.

**Government Delegates**

WALSH, John, Mr., Assistant Secretary, Department of Enterprise, Trade and Employment.

ANDERSON, Anne, Ms., Ambassador, Permanent Representative, Permanent Mission, Geneva.

*Advisers*

BENNETT, Paul, Mr., Deputy Permanent Representative, Permanent Mission, Geneva.

MAC AODHA, Éamonn, Mr., First Secretary, Permanent Mission, Geneva.

REILLY, Michael, Mr., Third Secretary, Permanent Mission, Geneva.

MOLLAGHAN, Patricia, Ms., Permanent Mission, Geneva.

**Employers' Delegate**

ANDERSON, Geraldine, Ms., Irish Business and Employers' Confederation.

**Workers' Delegate**

MRKWICKA, Lenore, Ms.

**Islande Iceland Islandia**

**Government Delegate**

GUNNSTEINSDÓTTIR, Hanna Sigridur, Ms., Legal Adviser.

**Employers' Delegate**

KRISTINSSON, Kristófer M., Mr., Managing Director, SA Office in Brussels.

**Workers' Delegate**

NORÓDAHL, Magnús, Mr., Attorney.

**Israel****Government Delegates**

LEVY, Yaakov, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

SABAH, Yekutiel, Mr., Director, Planning Department, Ministry of Labour and Social Affairs.

*Adviser*

WAXMAN, Haim, Mr., Counsellor, Permanent Mission, Geneva.

**Employers' Delegate**

GATTEGNO, Yoseph, Mr., Head, Labour and Human Resources Division, Israel Manufacturers' Association.

**Workers' Delegate**

KARA, Youssef, Mr., Member, Executive Bureau, Histadrut.

**Italie Italy Italia****Délégués gouvernementaux**

SALIMEI, Marcello, M., Ambassadeur, Ministère des Affaires étrangères.

FERRARA, Raffaele, M., Directeur général adjoint des Rapports du Travail, Ministère du Travail.

*Conseillers techniques*

COLELLA, Alberto, M., Conseiller diplomatique du Ministre du Travail.

BETTI BERUTTO, Massimo, M., Ministère des Affaires étrangères.

CAPPELLERI, Rosario, M., Ministère du Travail.

TRENTO, Luigi, M., Ministère du Travail.

FADDA, Giuseppina, Mme, Ministère du Travail.

RUBINI, Sandra, Mme, Ministère du Travail.

### *Autres personnes assistant à la Réunion*

NEGROTTO CAMBIASO, Andrea, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.

LEGGERI, Massimo, M., Ministre Conseiller, Mission permanente, Genève.

QUINTAVALLE, Natalia, Mme, Conseiller, Mission permanente, Genève.

DE CHIARA, Luigi, M., Premier Secrétaire.

### **Délégué des employeurs**

RAGOSA, Agostino, M., Telecom Italia.

### *Conseiller technique et délégué suppléant*

SASSO MAZZUFFERI, Lucia, Mme, Confindustria.

### *Conseillers techniques*

CATAPANO, Claudio, M., ConfCommercio.

FERRARA, Giancarlo, M., ABI.

D'ANDREA, Filippo, M., Confederazione Nazionale dell'Artigianato e della Piccola e Media Impresa.

CARRETTA, Melania, Mme, Confederazione Italiana della Piccola e Media Industria.

BUATIER, Marco, M., Telecom Italia.

### **Délégué des travailleurs**



COLETTI, Carla, Mme, C.G.I.L.

*Conseillers techniques*

BRIGHI, Cecilia, Mme, C.I.S.L.

DEL RIO, Cinzia, Mme, U.I.L.

FLORIO, Susanna, Mme

IULIANO, Giuseppe, M.

TOPPETTA, Diana, Mme

**Kazakhstan Kazakhstan Kazakhstán**

*Minister attending the Conference*

BAIMENOV, Alikhan M., Mr., Minister of Labour and Social Protection.

**Government Delegates**

DANENOV, Nurlan Zh., Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

ZHUSSUPOV, Erik, Mr., Second Secretary, Permanent Mission, Geneva.

**Employers' Delegate**

URKUMBAEV, Mars F., Mr.

**Workers' Delegate**

MOLDAZHANOV, Rizakmet K., Mr.

*Adviser*

SOLOMIN, Leonid Z., Mr.

**Lettonie Latvia Letonia**

*Minister attending the Conference*

POZARNOVS, Andrejs, Mr., Minister of Welfare.

**Government Delegates**

PAVELSONS, Martins, Mr., Third Secretary, Permanent Mission, Geneva.

KARKLINS, Janis, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

**Employers' Delegate**

GAVRILOVS, Vitalijs, Mr., President, Latvian Employers' Confederation.

**Workers' Delegate**

RADZEVICS, Juris, Mr., President, Free Trade Union Confederation.

**Lituanie Lithuania Lituania  
Government Delegates**

KAIRELIS, Rimantas, Mr., Vice-Minister, Ministry of Social Security and Labour.

KAZLAUSKIENE, Rita, Ms., Head, European Integration Division, Ministry of Social Security and Labour.

*Advisers*

GAILIUNAS, Arturas, Mr., First Secretary, Permanent Mission, Geneva.

BORISOVAS, Edvardas, Mr., Chargé d'affaires a. i., Permanent Mission, Geneva.

**Employers' Delegate**

ZENONAS KAMINSKAS, Antanas, Mr., Vice-President, Confederation of Lithuanian Industrialists.

*Adviser*

KUDZMANAS, Kestutis, Mr., Confederation of Lithuanian Industrialists.

**Workers' Delegate**

SYSAS, Algirdas, Mr., Chairman, Lithuanian Trade Union Unification.

**Luxembourg Luxembourg Luxemburgo**

## **Délégués gouvernementaux**

ZAHLEN, Jean, M., Premier Conseiller de Gouvernement.

FABER, Joseph, M., Conseiller de direction première classe.

### *Conseiller technique*

KUGENER, Jeannot, M., Inspecteur principal premier en rang.

### *Autre personne assistant à la Réunion*

PRANCHÈRE-TOMASSINI, Michèle, Mme, Ambassadeur, Représentante permanente, Mission permanente, Genève.

## **Délégué des employeurs**

SANTER, Georges, M., Attaché, Fédération des Industriels luxembourgeois.

### *Conseiller technique et délégué suppléant*

SCHEUREN, Jean-Paul, M., Conseiller, Fédération des Artisans.

## **Délégué des travailleurs**

PIZZAFERRI, René, M., Secrétaire général, Confédération générale du travail.

### *Conseiller technique et délégué suppléant*

GOERGEN, Viviane, Mme, Secrétaire générale adjointe, Confédération luxembourgeoise des syndicats chrétiens.

## **Malte Malta Malta Government Delegates**

PULLICINO, Frank, Mr., Director, Industrial and Employment Relations.

TUFIGNO, Robert, Mr., Chairman, Employment and Training Corporation.

### *Advisers*

BARTOLO, Michael, Mr., Permanent Representative, Permanent Mission, Geneva

MIFSUD, Annabel, Ms., First Secretary, Permanent Mission, Geneva.

### **Employers' Delegate**

MALLIA MILANES, Alfred, Mr., Director General, Malta Employers' Association

*Adviser*

SCICLUNA, Victor, Mr., President, Malta Employers' Association.

### **Workers' Delegate**

CUTAJAR, Mario, Mr., Deputy Secretary General, General Workers' Union.

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

### **Délégué gouvernemental**

REVENCO, Valerian, M., Ministre du Travail, de la Protection sociale et de la Famille.

### **Délégué des employeurs**

AXENTI, Adrian, M., Directeur exécutif général, Confédération nationale du Patronat.

### **Délégué des travailleurs**

GODONOGA, Ion, M., Président, Fédération générale des Syndicats.

## **Norvège Norway Noruega**

### **Government Delegates**

BRUAAS, Odd, Mr., Adviser, Ministry of Local Government and Regional Development.

YTTERDAL, Grete, Ms., Adviser, Ministry of Local Government and Regional Development.

*Adviser*

CHRISTIANSEN, Ottar T., Mr., Counsellor, Permanent Mission, Geneva.

### **Employers' Delegate**

HOFF, Erik, Mr., Director, NHO.

*Adviser*

OYNA, Dag Kjetil, Mr., Attorney-at-law, Federation of Norwegian Food and Drink Industry.

### **Workers' Delegate**

PEDERSEN, Evy Buverud, Ms., First Secretary, LO.

*Adviser*

SMITH-LARSEN, Kine, Ms., Secretary, LO.

*Other person attending the Meeting*

MARSTRANDER, Toril, Ms., Adviser, Confederation of Vocational Unions (YS).

## **Pays-Bas Netherlands Países Bajos Government Delegates**

HEINEMANN, Hans J., Mr., Permanent Representative, Permanent Mission, Geneva.

SCHRAMA, Henk, Mr., Director for International Affairs, Ministry of Social Affairs and Employment.

*Advisers*

DE KAM, Jessica, Ms., Policy Adviser, Ministry of Social affairs and Employment.

NOTEBOOM, Mariana, Ms., First Secretary, Permanent Mission, Geneva.

### **Employers' Delegate**

HUNTJENS, Ton M., Mr., Director, International and Social Affairs, Confederation of Netherlands Industry and Employers (VNO-NCW); Deputy member, Governing Body of the ILO.

### **Workers' Delegate**

ETTY, Tom, Mr., Adviser, International Affairs, Netherlands' Trade Union Confederation (FNV).

*Adviser*

LIMMEN, Maurice, Mr., Executive Adviser, Services Union, National Federation of Christian Trade Unions (CNV).

**Pologne Poland Polonia**  
**Government Delegates**

BORUTA, Irena, Ms., Under-Secretary of State, Ministry of Labour and Social Policy.

JAKUBOWSKI, Krzysztof, Mr., Ambassador, Permanent Representative, Permanent, Mission, Geneva,

*Advisers and substitute delegates*

CIENIUCH, Stanislaw, Mr., Director, Non European Countries and United Nations System Department, Ministry of Foreign Affairs.

CIECHANSKI, Jerzy, Mr., Director, European Integration and International Cooperation Department, Ministry of Labour and Social Policy.

*Adviser*

KASSANGANA, Margareta, Ms., Expert, European Integration and International Cooperation Department, Ministry of Labour and Social Policy.

*Other person attending the Meeting*

SOBOTKA, Elzbieta, Ms., Under-Secretary of State, Ministry of Labour and Social Policy.

**Employers' Delegate**

MUSIOL, Pawel, Mr., Member of the Presidium, Confederation of Polish Employers.

*Adviser and substitute delegate*

ZAJKO, Krzysztof, Mr., Expert, Confederation of Polish Employers.

*Advisers*

JANKOWSKI, Waldemar, Mr., Expert, Confederation of Polish Employers.

OSKWAREK, Rafal, Mr., Expert, Confederation of Polish Employers.

RUDKA, Andrzej, Mr., Expert, Polish Confederation of Private Employers.

SULKOWSKI, Tadeusz, Mr., Expert, Polish Confederation of Private Employers.

## **Workers' Delegate**

WÓJCIK, Tomasz, Mr., Member of the Presidium, of the National Commission, Independent Self-Governing Trade Union "Solidarnosc"; Deputy Member, Governing Body of the ILO.

### *Adviser and substitute delegate*

SUDOL, Andrzej, Mr., Head, International Unit, All-Poland Trade Union Alliance.

### *Advisers*

KULESZA, Czeslaw, Mr., Expert, All-Poland Trade Union Alliance.

OLSZEWSKI, Bogdan, Mr., Expert, Independent Self-Governing Trade Union "Solidarnosc".

FRASZCZAK, Irena, Ms., Secretary, Board, National Union of Farmers and Farmers' Organizations.

### *Other person attending the Meeting*

GLUCHOWSKI, Krzysztof, Mr., Expert, Independent Self-Governing Trade Union of Individual Farmers "Solidarnosc".

## **Portugal**

### **Délégués gouvernementaux**

DE MENDONCA E MOURA, Álvaro, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.

LEITÃO, Josefina Seabra, Mme, Sous-Directeur général des Conditions du Travail.

### *Conseillers techniques et délégués suppléants*

BARCIA, Paulo, M., Conseiller pour les Affaires du Travail et l'Emploi, Mission permanente, Genève.

ROBERT LOPES, Maria Helena, Mme, Assesseur principal, Direction générale des Conditions du Travail.

### **Délégué des employeurs**

FERNANDES SALGUEIRO, Heitor, M., Directeur général adjoint, Confédération de l'Industrie portugaise.

### *Conseiller technique et délégué suppléant*

VIEIRA, Ana, Mme, Secrétaire adjointe, Confédération du Commerce et des Services.

*Conseiller technique*

NAGY MORAIS, Cristina, Mme, Expert, Confédération des Agriculteurs.

**Délégué des travailleurs**

GOMES PIRES, João de Deus, M., Secrétaire national permanent, Union Générale des Travailleurs (UGT).

*Conseillers techniques*

GARCIA DA ROSA, Eugénio Óscar, M., Gestionnaire, Institut Bento de Jesus Caraça, Confédération Générale des Travailleurs Portugais - Intersyndicale Nationale (CGTP-IN).

BERNARDO, Ana Paula, Mme, Expert, UGT.

**Roumanie Romania Rumania****Délégués gouvernementaux**

FILIP, Anda, Mme, Ambassadeur, Représentant permanent, Mission permanente, Genève.

LIMBIDIS, Silvia, Mme, Directeur, Ministère du Travail et de la Protection sociale.

*Conseiller technique et délégué suppléant*

DUMITRIU, Petru, M., Ministre conseiller, Représentant permanent adjoint, Mission permanente, Genève.

*Conseillers techniques*

MAGHERUSAN, Camelia, Mme, Chef de service, Ministère du Travail et de la Protection sociale.

TRUFASILA, Silvia, Mme, Conseiller, Ministère du Travail et de la Protection sociale.

NAPAR, Grigorita, Mme, Directeur, Inspection du Travail.

TOMA, Gheorghe, M., Directeur général, Ministère du Travail et de la Protection sociale.

VOINOIU, Nicolae, M., Directeur, Inspection du Travail.

PATRASCU, Andreea, Mme, Inspecteur du Travail, Inspection du Travail.

DUMITRESCU, George, M., Inspecteur du Travail, Inspection du Travail.

BOBULET, Mariana, Mme, Conseiller.



NICULESCU, Luminita, Mme, Directeur, Direction Législation, Inspection du Travail.

STAMATE, Florin, M., Directeur, Direction des politiques, programmes dans le domaine des revenus salariaux sur le marché du travail.

FILIP, Simona, Mme, Directeur, Division de contrôle.

BUGA, Iulian, M., Directeur, Ministère des Affaires étrangères.

PACURETU, Anton, M., Deuxième secrétaire, Mission permanente, Genève.

CIUBREAG, Adrian, M., Deuxième secrétaire, Mission permanente, Genève.

### **Délégué des employeurs**

DUMITRESCU, Marian, M., Vice-Président, Conseil national des petites et moyennes Entreprises privées.

### *Conseillers techniques*

COSTACHE, Florian, M., Président, Patronat national roumain (PNR).

PETROVICI, Alexandru, M., Vice-Président, PNR.

MEDINTU, Gheorghe, M., Président, PNR Arad.

NITU, Vasile, M., Président, PNR Arges.

NEGREANU, Alexandru, M., Vice-Président, PNR Arges.

AMUZA, Stefan, M., Président, PNR Dambovita.

TRIF, Ioan Marius, M., Président, PNR Cluj.

CHELARIU, Stefan, M., Président, Union nationale du Patronat roumain (UNPR).

MITROI, Florea, M., Vice-Président, UNPR.

VANA, Speranta, Mme, Vice-Président, UNPR Gorj.

MARIN, Nicolae, M., Secrétaire général, Union générale des Industriels (UGIR).

CEACALOPOL, Gabriel Aristide Radu, M., Directeur général, Conseil national du Patronat roumain (CNPR).

RAMBA, Mircea, M., Directeur, CNPR.

RADU, Roxana, Mme, Chef, Département des Relations de Travail, CNPR.

### **Délégué des travailleurs**

STAN, Sorin, M., Secrétaire confédéral, Confédération nationale des Syndicats libres.

### *Conseillers techniques*

ALBU, Ion, M., Secrétaire général, CS-Meridian.

BACIU, Iacob, M., Président, Confédération des Syndicats démocratiques (CSDR).

BAROI, Constantin, M., Secrétaire général, CSDR.

IONESCU, Carmen, Mme, Chef, Relations internationales, CSDR.

POPESCU, Corneliu, M., Secrétaire général, Bloc national syndical.

NITA, Romulus, M., Vice-Président, CNS-Cartel Alfa.

RADI, Aurel, M., Conseiller, CNS-Cartel Alfa.

POPESCU, Ovidiu, M., Conseiller, CNS-Cartel Alfa.

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

NIVEN, Marie, Ms., Head, International Relations Division, Department for Education and Employment.

WARRINGTON, Guy, Mr., First Secretary, Permanent Mission, Geneva.

### *Advisers*

RICHARDS, Stephen, Mr., Policy Adviser, Department for Education and Employment.

BRATTAN, Sara, Ms., Policy Adviser, Department for Education and Employment.

BRADLEY, Joe, Mr., Second Secretary, Permanent Mission, Geneva.

### *Other person attending the Meeting*

GARN, Carl, Mr., Policy Adviser, United Nations Department, Foreign and Commonwealth Office.

**Employers' Delegate**

LAMBERT, Mel, Mr., Director, FIAT.

*Adviser*

BEST, Sarah, Ms., Policy Adviser, Confederation of British Industry.

**Workers' Delegate**

BRETT, Bill, Mr., Member, General Council of the Trades Union Congress (TUC); Vice President, Governing Body of the ILO.

*Adviser*

STEYNE, Simon, Mr., International Officer, TUC.

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

YANVAREV, V. A., Mr., Deputy Minister of Labour and Social Development.

PIROGOV, A. V., Mr., Deputy Director, Department of Economic Cooperation, Ministry of Foreign Affairs.

*Advisers*

PANKOV, V.I., Mr., Deputy Director, Division of International Cooperation, Ministry of Labour and Social Development.

SHAKHMURADOV, K.F., Mr., Senior Counsellor, Permanent Mission, Geneva.

MUSIKHIN, M.V., Mr., Attaché, Permanent Mission, Geneva.

**Employers' Delegate**

EREMEEV, O.V., Mr., Director-General, Coordinating Council of Employers' Union (KSORR).

*Advisers*

VORONOV, O.K., Mr., Director, International Social and Labour Policy, KSORR.

LUKONIN, S.V., Mr., Adviser, KSORR.

SISOEV, A. V., Mr., President, Association of Mining Complex Industrialists (AMROS).

RUDAKOV, V. S., Mr., Executive Director, AMROS.

LAPTEV, A. N., Mr., Member of the Board, AMROS.

### **Workers' Delegate**

SHMAKOV, M.V., Mr., President, Federation of Independent Trade Unions (FNPR).

### *Advisers*

SIDOROV, E.A., Mr., Secretary, FNPR.

EFREMENKO, A.L., Mr., President, Council of the All Russia Confederation of Labour (VKT).

### **Saint-Marin San Marino San Marino Délégués gouvernementaux**

BIGI, Federica, Mme, Chargée d'affaires a.i., Mission permanente, Genève.

INNOCENTINI, Raphaël, M., Mission permanente, Genève.

### **Slovaquie Slovakia Eslovaquia Government Delegates**

MAGVASI, Peter, Mr., Minister of Labour, Social Affairs and Family.

PETÖCZ, Kálmán, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

### *Advisers*

MOLNÁR, L'udovit, Mr., Rector, Slovak University of Technology.

MÁJEK, Milan, Mr., Second Secretary, Permanent Mission, Geneva.

VAVRO, Boris, Mr., Senior Officer, Foreign Relations and Protocol Department, Ministry of Labour, Social Affairs and Family.

### **Employers' Delegate**

L'ACH, Michal, Mr., President, Federation of Employer's Unions and Associations.

*Adviser*

HRDINA, Daniel, Mr., Director, Department of International Relations, Training and Operation, Federation of Employers' Unions and Associations.

**Workers' Delegate**

GAJDOS, Peter, Mr., Vice-President, Confederation of Trade Unions.

*Adviser*

ANCICOVÁ, Margita, Ms., Expert, International Department, Confederation of Trade Unions.

**Slovénie Slovenia Eslovenia  
Government Delegates**

ZORE, Gregor, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

MIKSA, Franc, Mr., Deputy Permanent Representative, Permanent Mission, Geneva.

*Adviser*

JEREB, Urska, Ms., Advisor.

**Employers' Delegate**

BELOPAVLOVIC, Natasa, Ms.

**Workers' Delegate**

MIKLIC, Gregor, Mr.

*Adviser and substitute delegate*

TOREJ, Drago, Mr.

**Suède Sweden Suecia  
Government Delegates**

JONZON, Björn, Mr., Director, Ministry of Industry, Employment and Communications.

WIKLUND, Kerstin, Mrs., Counsellor, Ministry of Industry, Employment and communications.

*Adviser*

STAVAS, Pia, Ms., First Secretary, Permanent Mission, Geneva.

**Employers' Delegate**

TIBELL, Björn, Mr., Director General, Swedish Energy Employers' Association.

*Advisers*

WALLSTÉN, Margit, Ms., Director, Swedish Employers' Confederation.

ELIASSON, Anna, Ms., Legal Adviser, ALMEGA.

**Workers' Delegate**

EDSTRÖM, Ulf, Mr., Head, International Department, Swedish Trade Union Confederation.

*Adviser*

HAMSKÄR, Ingemar, Mr., Chief Legal Adviser, Swedish Confederation of Professional Employees.

**Suisse Switzerland Suiza**

*Ministre assistant à la Conférence*

COUCHEPIN, Pascal, M., Conseiller fédéral; Chef, Département fédéral de l'Economie.

**Délégués gouvernementaux**

NORDMANN, Jean-Luc, M., Directeur, Département fédéral de l'Economie (DFE), Secrétariat d'Etat à l'Economie (SECO), Direction du Travail.

ELMIGER, Jean-Jacques, M., Ambassadeur, Chef des Affaires internationales du Travail, SECO.

*Conseillers techniques et délégués suppléants*

BRUPBACHER, Stefan, M., Affaires internationales du Travail, SECO.

PACHOUD, Gérald, M., Affaires internationales du Travail, SECO.

*Conseiller technique*

VONOVIER, Raffael, M., Mission permanente, Genève.

**Délégué des employeurs**

BARDE, Michel, M., Secrétaire général, Fédération des syndicats patronaux (FSP).

*Conseiller technique*

WEISS, Pierre, M., Secrétaire, FSP.

**Délégué des travailleurs**

PRINCE, Jean-Claude, M., Secrétaire, Union syndicale suisse.

**République tchèque Czech Republic República Checa  
Government Delegates**

RYCHLÝ, Ludek, Mr., Deputy Minister of Labour and Social Affairs.

SOMOL, Miroslav, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

*Advisers and substitute delegates*

FUCHS, Miroslav, Mr., Director of Department, Ministry of Labour and Social Affairs.

PINTÉR, Ivan, Mr., Counsellor, Permanent Mission, Geneva.

GROLLOVÁ, Ivana, Ms., Ministry of Foreign Affairs.

**Employers' Delegate**

PRIOR, Pavel, Mr., Vice-President, Union of Industry and Transport.

*Advisers and substitute delegates*

PÍSKOVSKÁ, Helena, Ms., President, Trade Association; President, Confederation of Entrepreneurial and Employers' Union.

SVOBODA, Jiri, Mr., Director, Prague Office, Union of Czech and Moravian Producer Cooperatives.

BUCKI, Jan, Mr., Director, Department of Social and Law Policy and Education, Union of Industry and Transport.

### **Workers' Delegate**

FALBR, Richard, Mr., Chairman, Czech-Moravian Confederation of Trade Unions.

### *Advisers and substitute delegates*

BERAN, Vlastimil, Mr., Head, International Division, Czech-Moravian Confederation of Trade Unions.

SAMEK, Vít, Mr., Czech-Moravian Confederation of Trade Unions.

## **Turquie Turkey Turquía Government Delegates**

SAHIN, Fikri, Mr., Undersecretary, Ministry of Labour and Social Security (MLSS).

ÜNVER, O. Can, Mr., Director-General, MLSS.

### *Advisers*

ISCAN, Erdogan, Mr., Deputy Permanent Representative, Permanent Mission, Geneva.

OYMAN, Halit, Mr., Counsellor, Permanent Mission, Geneva.

ISIK, Rüçhan, Mr., Academic, Bilgi University.

### **Employers' Delegate**

PIRLER, Bülent, Mr., Secretary-General, Turkish Confederation of Employer Associations (TISK).

### *Advisers*

BÖLÜKBASI, Ahmet Nedim, Mr., Deputy Secretary-General, Employers' Association of Metal Industries.

CENTEL, Tankut, Mr., Dean, Faculty of Law, University of Istanbul.

### **Workers' Delegate**

KARAKOÇ, Hüseyin, Mr., Secretary-General, Confederation of Turkish Trade Unions (TURK-IS).



*Adviser*

KOÇ, Yildirim, Mr., Adviser to the President, TURK-IS.

**Ukraine Ukraine Ucraina  
Délégés gouvernementaux**

SKURATOVSKYI, Mykhailo, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.

ZOZULIA, Vladyslav, M., Deuxième secrétaire, Mission permanente, Genève.

*Conseiller technique et délégué suppléant*

MARKINA, Ivanna, Mme, Deuxième secrétaire, Mission permanente, Genève.

**Délégué des employeurs**

KINAH, Anatoliy, M., Président, Union ukrainienne des Employeurs.

**Délégué des travailleurs**

STOYAN, Olexandre, M., Président, Fédération des Syndicats.

**Yougoslavie Yugoslavia Yugoslavia***Minister attending the Conference*

KOVAC, Miodrag, Mr., Federal Minister for Health and Social Policy.

*Persons accompanying the Minister*

BRANKOVIC, Branko, Mr., Ambassador, Permanent Mission, Geneva.

TANJEVIC, Budimir, Mr., Chief of Cabinet.

ROSIC, Marija, Ms., Interpreter.

**Government Delegates**

ZIVULJ, Zoran, Mr., Counsellor to the Federal Minister.

STOJANOVIC, Ljiljana, Ms., Counsellor to the Federal Minister.

*Advisers*

RADOVANOVIC, Aleksandar, Mr., Counsellor, Permanent Mission, Geneva.

JEVTIC, Milan, Mr., Senior Adviser.

BOSKOVIC PRODANOVIC, Suzana, Ms., Attaché, Permanent Mission, Geneva.

**Employers' Delegate**

CULIBRK, Ratko, Mr., Secretary, Yugoslav Chamber of Commerce and Industry.

**Workers' Delegate**

ILIC, Radoslav, Mr., President, Confederation of Autonomous Trade Unions.

*Advisers*

RADULOVIC, Dragan, Mr., Secretary, Confederation of Autonomous Trade Unions.

LUKOVIC, Slavoljub, Mr., International Department, Confederation of Autonomous Trade Unions.

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**OBSERVATEURS OBSERVERS OBSERVADORES**

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

*Représentants*

BERTELLO, Guiseppe, Mgr., Nonce apostolique, Observateur permanent, Mission permanente, Genève.

DE GREGORI, Massimo, M.

SALINA, Giorgio, M.

GUTIÉRREZ, Plácido, M.

COLANDRÉA, Anne-Marie, Mlle

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

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

**REPRESENTANTES DE LAS NACIONES UNIDAS, DE LOS ORGANISMOS  
ESPECIALIZADOS Y DE OTRAS ORGANIZACIONES OFICIALES**

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

DESSALEGNE, Dantew, Mr., Senior Policy Officer, Bureau for Europe.

**Centre des Nations Unies pour les établissements humains  
United Nations Centre for Human Settlements**

**Centro de las Naciones Unidas para los Asentamientos Humanos**

LUDVIGSEN, Lars, Mr., Head, Liaison Office, Geneva.

**Organisation mondiale de la santé  
World Health Organization  
Organización Mundial de la Salud**

BARANSKI, Boguslaw, Mr., Regional Adviser, Healthy Workplaces, WHO European Centre for Environment and Health.

**Fonds monétaire international  
International Monetary Fund  
Fondo Monetario Internacional**

SCOTT, Norman, Mr., Consultant.

**Organisation des Nations Unies pour le développement industriel  
United Nations Industrial Development Organization  
Organización de las Naciones Unidas para el Desarrollo Industrial**

MERZ, Elisabeth, Mrs., Liaison Officer, Liaison Office, Geneva.

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

GAMBOA-ALDER, Alejandro, Mr., Counsellor, Trade and Environment Division.

**Organisation internationale pour les migrations  
International Organization for Migration  
Organización Internacional para las Migraciones**

SCHATZER, Peter, Mr., Director, Department for External Relations; Senior Regional Adviser for Europe.

BAERTEN, Ginette, Mrs., Migration Migrant Services Officer.

**Organisation internationale de la francophonie**

MICHEL, Xavier, M., Observateur permanent, Genève.

COULIBALY LEROY, Sandra, Mme, Adjointe du Directeur, Représentation permanente, Genève.

**Union européenne  
European Union  
Unión Europea**

DEVONIC, Fay, Mme, Chef d'unité, Direction générale de l'Emploi et des Affaires sociales.

CONINSX, Marie-Anne, Mme, Ministre conseiller, Délégation permanente de la Commission européenne, Genève.

ELING, Kim, M., Administrateur, Direction générale de l'Emploi et des Affaires sociales.

EYBEN, Diane, Mme, Direction générale Emploi et Affaires sociales, Unité "Société de la connaissance".

DUFOUR, Christian, M., Attaché, Délégation permanente de la Commission européenne, Genève.

**Organisation pour la sécurité et la coopération en Europe**

**Organisation for Security and Cooperation in Europe  
Organización para la seguridad y la cooperación en Europa**

SCHOLZ, Stefan, Mr., Representative, OSCE Chairpersonship, Permanent Mission of Austria, Geneva.

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**REPRÉSENTANTS D'ORGANISATIONS INTERNATIONALES NON  
GOUVERNEMENTALES**

**REPRESENTATIVES OF NON-GOVERNMENTAL ORGANIZATIONS**

**REPRESENTANTES DE ORGANIZACIONES NO GUBERNAMENTALES**

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**Confédération internationale des syndicats libres  
International Confederation of Free Trade Unions  
Confederación Internacional de Organizaciones Sindicales Libres**

CANAK, Branislav, Mr., President, Nezavisnost (Serbia).

MAKARCHUK, V., Mr., Congress of Democratic Trade Unions of Belarus.

BUKHOVOSTAU, Alexander, Mr., President, Belarus Automobile and Agricultural Machinery Workers' Union.

OULATAR, Anna, Ms., Secretariat.

CUNNIAH, Dan, Mr., Director, ICFTU Geneva Office.

BIONDI, Anna, Ms., Assistant Director, Geneva Office.

BELLAMY, Marie-Thérèse, Ms., Assistant, Geneva Office.

ZELLHOEFER, Jerald, Mr.

**Confédération mondiale du travail  
World Confederation of Labour  
Confederación Mundial del Trabajo**

FAUCHÈRE, Béatrice, Mme, Représentante permanente.

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

ALIGISAKIS, Maximos, Mr., All Workers Militant Front (P.A.M. E).

AVELLA, Aida, Ms., Permanent Representative, Geneva.

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

PEÑALOSA, Antonio, Mr., Secretary-General.

FRANCE, Deborah, Ms., Deputy Secretary-General.

OECHSLIN, Eric, Mr., Adviser.

**Confédération panafricaine des employeurs  
Pan-African Employers' Confederation  
Confederación Panafricana de Empleadores**

M'KAISSI, Ali, Mr., Membre du Conseil de la CPE; Union tunisienne de l'Industrie, du Commerce et de l'Artisanat.

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

HOSKINS, Dalmer D., Mr., Secretary-General.

**Confédération européenne des syndicats  
European Trade Union Confederation  
Confederación Europea de Sindicatos**

CARLSLUND, Erik, Mr., Deputy General Secretary.

SJÖSTRAND, Roger, Mr., Adviser.

GRADEV, Grigor, Mr., Coordinator of Stability Pacts.

COCHET, Antoine, Mr., Education Officer.

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

SHCHERBAKOV, Vladimir, M., Président.

POTAPOV, Albert, M., Vice-Président.



KRAVTSOV, Valery, M., Chef du Département international, Comité exécutif.

**Fédération internationale des femmes diplômées des universités  
International Federation of University Women  
Federación Internacional de Mujeres Universitarias**

PONCINI, Conchita, Ms., Coordinator of UN/ILO Representatives.

PRIVAT, Christiane, Ms.

HANSEN, Eva, Ms.

**Internationale des services publics  
Public Services International  
Internacional de Servicios Públicos**

LEATHER, Alan, Mr., Deputy General Secretary.

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**MOUVEMENT DE LIBERATION**

**LIBERATION MOVEMENT**

**MOVIMIENTO DE LIBERACION**

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