



## NINTH ITEM ON THE AGENDA

**Report of the Special Representative of  
the Director-General for Cooperation  
with Colombia**

1. At its 278th Session (June 2000), the Governing Body requested the Director-General to appoint a Special Representative of the Director-General for cooperation with Colombia in order to assist in and verify the actions taken by the Government and the employers' and workers' organizations to implement the conclusions of the direct contacts mission and the recommendations of the Committee on Freedom of Association in the pending cases concerning Colombia. For this purpose, the Governing Body requested the Director-General to consider favourably the technical cooperation needs that may be required by constituents. The Special Representative would report through the Director-General to the Governing Body at its March and November sessions on the general situation in the country as it affects trade union rights and the security of trade unionists and on progress achieved in the implementation of the above recommendations. The Special Representative would advise on any other steps that could be taken by the Governing Body. The Governing Body requested the Director-General to establish with the Government the appropriate conditions for the Special Representative to carry out his or her mission. The Governing Body decided to review all pending questions at its session in June 2001.<sup>1</sup>
2. Following the Governing Body session the Director-General decided to appoint Mr. Rafael Alburquerque, former Minister of Labour of the Dominican Republic, as his Special Representative for Cooperation with Colombia.
3. Mr. Alburquerque visited Colombia from 30 September to 6 October 2000. His report on the mission is appended.
4. Submitted for information.

Geneva, 9 November 2000.

<sup>1</sup> Governing Body, Minutes of the 278th Session (June 2000), First sitting, p. I/22; see also GB.278/3/2 and GB.278/4.



## Appendix

### Report of the Special Representative of the Director-General for cooperation with Colombia

**Mr. Juan Somavia**  
**Director-General**

Sir,

In accordance with my mandate as your Special Representative for cooperation with Colombia I now present to you my report for the session of the Governing Body that will take place in November 2000.

My mandate is to assist in and verify the actions taken by the Government and the employers' and workers' organizations to implement the conclusions of the direct contacts mission of February 2000 and the recommendations of the Committee on Freedom of Association. These refer to cases concerning Colombia that were pending at the time of the request made to you by the Governing Body at its 278th Session in June 2000.

My first visit to Colombia as your Special Representative took place between 30 September and 6 October 2000. I was accompanied by Mr. Horacio Guido, from the ILO's Freedom of Association Branch, Mr. Daniel Martínez, Director of the Andean Multidisciplinary Advisory Team based in Lima, and my assistant, Mr. Marcelo A. Castro Fox, who will continue in that capacity when he takes up his post at the ILO desk in Bogotá as from November 2000.

In interviews with Government authorities, representatives of the social partners, United Nations agencies and non-governmental organizations,<sup>1</sup> I explained the scope of my mandate and was briefed on the general situation with regard to trade union rights and the safety of trade unionists in the country in the light of the conclusions of the direct contacts mission and the recommendations of the Committee on Freedom of Association.

#### **A. Information regarding the recommendations of the Committee on Freedom of Association concerning pending cases**

##### **Case No. 1787**

Measures taken to clarify the divergences in the figures given by the Government, the central trade union organizations and NGOs for trade union officials and members murdered in recent years

1. During the course of my mission, the **Minister of Labour**, Mr. Angelino Garzón, appointed a subcommission within the Ministry of Labour's Inter-institutional Commission for the Promotion and Protection of Workers' Human Rights. The subcommission comprises one representative each from the central trade union organizations, the Office of the Procurator-General, the Attorney-General's Office, the Office of the Ombudsman, the Catholic Church and the NGOs, and is coordinated by a representative of the Vice-President's Office, in keeping with the Vice-President's overall responsibility for human rights issues. The subcommission will collate data available from various government departments, non-governmental institutions such as the National Trade Union

<sup>1</sup> See the list of the principal persons interviewed and institutions visited (in the Annex).

School in Medellín and workers' organizations, and will submit its first report on 30 November 2000. The ILO desk in Bogotá will be in permanent contact with the subcommission with a view to monitoring progress made in consolidating the lists kept by different bodies, organizations and institutions.

Measures adopted to initiate an urgent and global inquiry at the institutional level and with a view to imposing appropriate sanctions in the matter of the participation by public officials (especially members of the armed forces) in the creation of self-defence or paramilitary groups and the passivity, connivance or collaboration of such officials by deed or omission vis-à-vis such groups resulting in the violation of human rights in general

Radical and systematic steps to disband the self-defence groups wherever they operate and to neutralize and punish all their leaders, members and financial backers, especially in the case of the United Self-Defence Units of Colombia whose disbanding shows no sign of having made any real progress

2. The **Ministry of Labour** has produced a report according to which the authorities have made progress in combating the outlawed armed groups. The report includes statistics showing that in the period 1998-99, 484 members of the self-defence groups were captured and another 72 were killed in combat. With regard to action taken against agents of the State accused of human rights violations, the statistics show that in 1999 the Office of the Procurator-General prosecuted 78 individuals, most of them members of the police and armed forces.
3. During a visit to the **Ministry of National Defence**, I was received by the Minister, Mr. Fernando Ramírez Acuña, who told me that the wave of violence unleashed by the self-defence groups had increased over the past year, and that for the first time in the country's history more people had fallen victim to the paramilitary groups than to the guerrilla groups. According to a Ministry publication, two out of every three people murdered in 1999 were killed by the self-defence groups and one by the guerrilla groups. The Minister said that the paramilitary and self-defence groups had grown in membership by comparison with the guerrilla groups. He said that 761 paramilitary group members had been captured and a substantial amount of equipment belonging to those groups had been destroyed. He also confirmed that it was drug trafficking that provided the funds needed by the armed groups and that some members of the United Self-Defence Forces of Colombia (AUC) had acknowledged that 60 per cent of their funds are derived from such activities. In some regions, paramilitary and guerrilla groups worked together to cultivate poppy and coca crops even though they fought one another elsewhere. The Minister also said that the "Coordination Centre for Combating the Self-Defence Forces and Other Outlawed Armed Groups", which was established under Legislative Decree No. 324 of 25 February 2000, would be an effective tool in combating human rights violations, especially those perpetrated by the paramilitary groups.<sup>2</sup> The Minister concluded by giving me copies of Ministry publications containing numerous statistical charts supporting the information given on the activities of the illegal armed groups. These will be analysed in greater detail in the next report.
4. The **Office in Colombia of the United Nations High Commissioner for Human Rights (OHCHR)** told me that the proposals and decisions adopted by the Government had yet to be implemented in practice. It was recognized that, while the judicial branch wanted to make headway in the inquiries into the murder attempts which were generally politically motivated, there was very little cooperation from the police and armed forces, and arrest orders were not carried out. I was given reports and publications on the critical situation in various areas of the country where violations of civil and political rights and international humanitarian law continued to be perpetrated, mainly by the paramilitary groups, without any disciplinary or judicial sanctions being

<sup>2</sup> The NGOs interviewed stated that this decree was adopted the day before the meeting of the Inter-American Commission on Human Rights of the OAS.

applied against senior officials implicated in acts of violence. The OHCHR noted that there was a large number of displaced persons but no adequate response to the problem by the State. It was noted that community and trade union leaders were among the most vulnerable groups, and that attacks were now also directed at rank-and-file trade union members, seriously weakening the movement.

5. I attended a meeting with trade union leaders from the CUT, CGTD and CTC, as well as representatives of SINTRACREDITARIO, the Federación Gráfica and the USO.<sup>3</sup> During the meeting, I was informed that the paramilitary groups continued to become established in economically important areas but the Government had not taken any firm decision to dismantle them. The trade union representatives said that the military were currently seeking to dissociate themselves publicly from the paramilitary groups, but while statements to the press by the civil authorities and senior military commanders constantly referred to their intention to “combat” the paramilitary groups, they never mentioned any measures to “dismantle” them. The union representatives emphasized the need for a firm political decision along these lines by the Government. The union leaders stressed that there was a systematic and generalized anti-union campaign. The sectors worst affected by this were teachers – officials and members of FECODE – and cement workers. They indicated that 70 per cent of all victims of anti-union violence were public service employees. One of the union representatives mentioned the existence of a political-paramilitary agenda to combat union activity, and said that some trade union officials had been held in detention for more than four years without being brought to trial. The representative of USO said that the current wave of violence greatly limited what could be achieved through union action, particularly with regard to trade union leaders active in the Barrancabermeja and el Magdalena Medio regions, who had been forced to leave those areas together with many union members with the result that operations at a number of oil wells in those areas had been paralysed. The representatives of the central trade union organizations reported that during the year so far, 54 union officials and members had been murdered, and 90 per cent of the victims had been killed by the self-defence or paramilitary groups; a similar figure (60) was given by representatives of the NGOs in a separate meeting.
6. This was only my first visit and the time available for examining and evaluating the information received was limited. More information will be obtained by the ILO desk in Bogotá through its permanent contacts with the country’s various authorities and institutions over the coming months, and I shall be in a better position next March to report on progress.

Steps taken to increase the budgetary allocation that the Government has earmarked for a programme of protection of trade union officials, and to adopt additional measures in consultation with trade union organizations

7. During my visit to the **Ministry of the Interior**, I met Dr. Claudia Cáceres, the Director-General for Human Rights. I was given a detailed briefing on the mechanisms established for the purpose of protecting threatened trade unionists and trade union premises. Dr. Cáceres said that currently, protection continued to be given to trade unionists under the Special Protection Programme for Witnesses and Threatened Persons, who were given bulletproof vests, cars and round-the-clock protection. She explained that to date, 113 trade union premises had been provided with shielding and that the consent of the trade unions was required for any measures proposed. Dr. Cáceres said that there was a Committee for the Regulation and Evaluation of Risks, which examined requests for protection and sought to remedy any shortcomings found in the protective measures adopted. Her own department also gave relocation assistance, including financial help, to threatened persons. Those who left the country did so of their own free will, and such a step was in no way compulsory. In the case of displaced persons the duration of assistance was limited to three months, which in many cases was considered too short, and an extension of that period was planned. In the case of persons sent to live abroad, one approach to the problem would be to conclude international cooperation agreements with a view to helping such individuals to become integrated in their new environment and ensure that, when they returned, the country would benefit from the experience

<sup>3</sup> See Annex for organization titles.

which they had acquired during their stay abroad. I was also told that the department ran a training course for companies to boost their protection measures and that some employers earmarked resources for that purpose. I was told that as part of an initiative by the Director of the Human Rights Department of the Single Confederation of Workers of Colombia (CUT) regional “détente meetings” had been organized to enable trade union leaders to talk to members of the security forces. A programme of protection for public officials had also been set up. Lastly, I was informed that almost half of a budget of 8,000 million pesos had been earmarked for the Department of Administration and Security (DAS). It was explained that an increase of 1,737 million pesos had been earmarked exclusively for the use of the Ministry of the Interior in implementing “soft” protection measures. A representative of the Vice-President of the Republic, Mr. Reynaldo Botero, said that the Investment for Peace Fund would set aside US\$5.7 million for immediate improvements in protection measures for trade unionists.

8. The leaders of the principal **central trade union organizations** whom I met said that the Government lacked the political will to adopt concrete measures to guarantee their safety, although the authorities talked of a lack of budgetary resources. The union officials also complained of the Government’s failure to implement measures to which it had committed itself in a document presented to the Inter-American Commission on Human Rights of the OAS. The trade union representatives complained of a number of problems with regard to the security measures undertaken to date, including the following:
  - The slowness of the “risk assessment studies” undertaken by the security authorities. For example, following one such technical risk assessment study for 30 threatened trade unionists, the proposed measures (provision of bodyguards, bulletproof vests and vehicles) had still not been implemented.
  - Some organizations found it impossible to pay for fuel for vehicles intended for the transport of officials who had been given protection.
  - The difficulty of actually using the vehicles owing to administrative rules according to which vehicles had to be requested three days in advance.
  - The ineffectiveness of the security measures that had been implemented at some trade union premises. One example cited was that of the armoured door which gave way within a month of being fitted.
9. Officials of the **CUT** showed me a request for protection submitted to the Ministry of the Interior on 9 March 2000 on behalf of the trade union official Ricardo Herrera. A prompt response to this request had not been forthcoming, and an attack on 19 September 2000 left Mr. Herrera wounded and one of his companions killed.
10. The leaders of the **central trade union organizations** made clear their determination to reject any protection financed under the “Plan Colombia”. They justified this on ethical grounds in view of the negative public image that they would acquire if they were to become associated with a plan that had been repudiated by most of that part of society that sustains the trade union movement. They also expressed their concern that the Plan Colombia was not intended as a means of developing social programmes but largely as a cover for purely military objectives.
11. At the invitation of the National Trade Union School in Medellín, the ILO’s representative in Bogotá will travel to the School’s premises to inspect the security measures that have been adopted there. I hope in the next report to be able to give new information on progress made in implementing measures for the benefit of persons covered by the protection scheme.

### Measures to combat the extremely serious and intolerable situation of impunity

12. In order to gather information on this point, I visited the **Office of the Procurator-General** where I met Dr. Clara Inés Vargas Hernández, who undertook to update the report presented to the direct contacts mission that took place between 7 and 16 February 2000 on cases currently before the Office. Dr. Vargas Hernández said that a process of restructuring was under way to improve the

efficiency of services, especially in the area of human rights, and 25 agents had been appointed to conduct investigations in the human rights field. Although these agents were based in Bogotá for security reasons, they travelled into the interior periodically in order to carry out their mission. A specific case in point was the effort to determine responsibility for the genocidal mass murder of members of the *Unión Patriótica*. I was told that preventive measures were being implemented, as well as initiatives to provide guidance and help for persons driven from their homes by threats. Dr. Vargas Hernández also said that a bill might be adopted in the coming months based on the concept of *politically motivated genocide* – a novel concept in terms of international law.

13. I also visited the **Office of the Attorney-General**, where I spoke to the Director of International Affairs and former Vice-Chancellor of the Nation, Dr. Pilar Gaitán de Pombo, and to the Head of the Human Rights Unit, Dr. Pedro Elías Díaz. They informed me that 26 special investigation units had been created throughout the country in the course of the current year for the purpose of investigating offences committed against trade unionists, determining appropriate judicial action, shedding light on the circumstances in which the attacks occurred and identifying those who were morally and materially responsible. These units prepared two-monthly reports on any progress made in their area of competence, thus making it possible to centralize the information received. I was told during the interview that the Ministry of Labour and Social Security had been notified of 321 investigations by June 2000. I must emphasize the spirit of cooperation shown by the Office of the Attorney-General, which has just sent me a detailed report of its activities and undertaken to send more information on a regular basis to the ILO desk in Bogotá. I should point out in this context that in only one out of 92 current investigations that come within my mandate is there a specific reference implicating members of self-defence groups in a crime (homicide). During the meeting, I was told that the police and military did not always contribute to the investigations. However, the Office of the Attorney-General is preparing an annual report which will be sent to me at the end of this year. The Director of International Affairs said that the **Plan Colombia** would help to strengthen the department and improve the efficiency of the investigative process. I subsequently had a long conversation with the Attorney-General, who endorsed the information I had been given.
14. At the meeting of the **Inter-Institutional Commission for the Promotion and Protection of Workers' Human Rights** which I attended on 2 October 2000, I was told of the Government's failure to investigate cases of attacks or threats against trade union members and officials. Representatives of the **USO** reported that 60 trade unionists had been killed and at least 600 had been displaced since the beginning of the current year, and trade union premises had been dynamited. During the meeting, the Minister of Labour asked representatives of the Attorney-General's Office to provide information on current legal proceedings. At a meeting with representatives of the employers' organizations, I was told that between January and September 2000, 1,200 employers had been victims of attacks, as opposed to 108 in 1998.
15. At a meeting with the **NGOs**, I was told that there had been an increase in the number of victims but no success in identifying those responsible. Mention was made of an increase in the number of members of the illegal armed groups. The Colombian Committee of Jurists stated that the impunity rate was 97 per cent, although estimates by the Attorney-General's Office put it at 70 per cent. The National Trade Union School in Medellín reported that at least 60 trade unionists had been murdered during the current year, and that in 1999 many trade union officials and members had been forced to move following threats (678 threats were reported). The School drew attention to the importance of adequate funding for relocating threatened individuals abroad, in keeping with the recommendations made by the **Office in Colombia of the United Nations High Commissioner for Human Rights**. The representative of the National Trade Union School gave me a list of 700 trade union officials and ordinary members who had been murdered between 1995 and 2000, and of 60 others who had been kidnapped between 1996 and 2000. The Colombian Committee of Jurists reported that the number of political killings had grown from 100 in 1980 to more than 4,000 in 1999, while the number of kidnappings had increased from 1,200 on average in previous years to the current figure of 2,800. The *País Libre* Foundation reported that the impunity rate reached 94 per cent in 1998, and stated that according to its statistics, there had been 1,753 kidnappings during the current year, 57 per cent of which had been perpetrated by guerrilla or self-defence groups and 43 per cent had resulted from ordinary criminal activity. The **Association for Excellence in the Justice System** informed me that the state machinery, with only 3,500 prosecutors, was totally inadequate for dealing with more than one million criminal prosecutions. The Association complained of "selective" progress in the investigations and of a marked degree of negligence in cases where the involvement of agents of the State in criminal actions was suspected.

16. As regards the gravity of the situation, I believe it is appropriate to draw attention to the view of the **Minister of Labour and Social Security**. Referring to the wave of violence that has swept the country, he said that a “dirty” war was being waged, hence the importance of the peace talks with the guerrilla groups initiated by the Government. The Minister observed that the state of insecurity was such that a section of civil society might stop supporting the peace process if no concrete progress was made in the near future.

Investigations into alleged acts of violence  
against trade union officials and members  
mentioned in Case No. 1787

17. On my arrival in Bogotá, the Ministry of Labour presented me with a report containing replies to most of the cases involving trade union members and officials mentioned by the Committee on Freedom of Association at its meeting in June 2000. Subsequently, I held a meeting with Ministry officials for a supplementary briefing on points that had not been answered.

**Cases Nos. 1948, 1955, 1962, 1964, 1973,  
2015, 2046 and 2051**

18. The Government has provided me with a document that was also sent to the Committee on Freedom of Association replying to most of the recommendations made within the framework of these cases.

**B. Information concerning the ratification of  
Conventions Nos. 151 and 154**

19. According to information given to me by the **Minister of Labour**, Conventions Nos. 151 and 154 were ratified following their approval by Congress and by the Constitutional Court. Both instruments were sent to the Ministry of Foreign Affairs, which was supposed to return them to Geneva for deposition. However, the **Minister of Foreign Affairs**, Mr. Guillermo Fernández de Soto, ordered the Government’s technical departments to carry out a new examination of the instruments with regard to the possible legal and economic implications of implementation. In my interview with Mr. Fernández de Soto, I emphasized the importance of sending both instruments to the ILO promptly for deposition, in accordance with the recommendations of the Committee on Freedom of Association and the commitment made during the direct contacts mission that took place between 7 and 16 February 2000.

**C. Information on proposed legislation intended to  
bring certain aspects of national legislation into  
line with international labour standards**

20. At a meeting of the **Standing Negotiation Committee on Wages and Labour Policies**, which I attended on 2 October 2000, the employers emphasized that it was important to give priority to the bill concerning “essential public services”, a proposal which I supported on this and other occasions during the course of my mission. On 5 October, at the request of the **Minister of Labour**, discussions with the social partners began in a subcommittee of the Standing Negotiation Committee on Wages and Labour Policies, focusing on the proposed legislation prepared by the Government and by the direct contacts mission. This legislation includes the bill concerning essential public services in which strikes may be prohibited and bills concerning the right of public servants to engage in collective bargaining, the possibility of summary proceedings before the courts against an administrative decision that a strike is illegal, the right to strike of trade union federations and confederations, and the transformation of compulsory arbitration into arbitration that must be ratified by the parties in dispute after 30 days of strike action at the request of the Minister of Labour, in cases where a strike lasts for more than 60 days.

## Final observations

21. I should like to conclude by saying that in my view the mission was well received both by the social partners and government officials and by the representatives of the non-governmental organizations and United Nations agencies whom I met. In most of the meetings, the hope was expressed that my appointment and the establishment of an ILO desk in Bogotá would facilitate social dialogue between the different sectors with a view to adopting the measures requested by the direct contacts mission and the Committee on Freedom of Association. I believe it is appropriate in this context to quote the words of the General Secretary of the CUT during the meeting of the Standing Negotiation Committee on Wages and Labour Policies on 2 October 2000: "I welcome the ILO delegation on behalf of my organization, and I hope and expect that the mission will achieve its objectives as soon as possible, with all the parties involved using the opportunity to help overcome problems in the area of freedom of association".
22. With regard to the difficulties faced by the authorities in carrying through proposed solutions to various problems covered by my mandate, I was told by UNDP officials in my meeting with them that Colombia has an excessive number of monitoring and technical bodies and that turnover among investigative staff is high; all this tends to impede any progress in investigations.
23. I should emphasize that this is a preliminary report, based on my first visit to Colombia as your Special Representative. Consequently, supplementary reports will be produced in the light of developments over the coming months which I am able to observe myself or which may be reflected in the periodic reports on specific aspects of my mandate that I receive from the ILO's Bogotá desk, and in the light of the many reports, comments and publications received during my first visit. I should like to reiterate that it is the intention of the **Minister of Labour** to urge that the recommendations of the Committee on Freedom of Association be implemented and to cooperate in the search for solutions to the problems observed by the direct contacts mission, and that he is very anxious to promote social dialogue and consultation, a fact that has been acknowledged by the social partners themselves. In this regard, I must also mention the revival of tripartite consultations under the auspices of the Standing Negotiation Committee on Wages and Labour Policies and its subcommittees, which can all play a great part in ensuring that the ILO's proposals are effectively implemented, and which, according to representatives of the employers' organizations, have had virtually no productive activity in the last ten years. The **Minister of Labour** welcomed my proposal to set up a tripartite commission to examine complaints by the social partners before they are presented to the ILO's supervisory bodies; the purpose of this would be to examine disputes while retaining the option of bringing them before the ILO if no solution is found. Support for this initiative was also expressed at a meeting which I attended with representatives of the employers' organizations. It is to be hoped that the workers' organizations, which have also been consulted on the matter, will also respond favourably. It should be borne in mind that the Minister took up his duties only a few months ago and so it would be prudent to wait for a short time before attempting to assess his efforts to implement the recommendations of the Committee on Freedom of Association and the conclusions of the direct contacts mission that took place between 7 and 16 February 2000.
24. Finally, I should like to express my gratitude for the cooperation of most of the national authorities which I visited, especially the Minister of Labour, the leaders of the central trade union organizations, representatives of employers' organizations, officials of United Nations agencies and representatives of NGOs, who gave me valuable information. As the social partners and the Government unanimously stated at the final meeting of my visit, it is to be hoped that this new line of action by the ILO will enable tangible and lasting progress to be made in implementing a coordinated social policy that will remain in place after the government officials who now hold office – all too fleetingly and precariously, as the country's history has shown – have departed from the scene.

*(Signed)* Rafael F. Albuquerque

Santo Domingo, 17 October 2000.

## Annex

### Persons interviewed

#### Ministry of Labour and Social Security

Angelino Garzón, Minister of Labour

Javier H. Parga Coca, Secretary-General

Orlando Rodríguez, Ministry Adviser

Jorge Villada, Head, Human Rights Office

Jorge Giraldo, Ministry Adviser

Hernán Ulloa, Chief, Labour Inspection, Monitoring and Supervision Unit

Ligia Cáceres, Human Rights Coordinator

Diana Muñoz, Head of the Advisory Office for International Affairs

MarianTeresa Lozada Isaza, Advisory Office for International Affairs

Alberto Orguloso, Coordinator, Technical Secretariat, Standing Negotiation Committee on Wages and Labour Policies, member of the COL-ILO programme

#### Ministry of National Defence

Fernando Ramírez Acuña, Minister of Defence

Carlos Castillo Beltrán, Colonel

#### Ministry of Foreign Affairs

Guillermo Fernández de Soto, Minister of Foreign Affairs

Patricia Klein, Second Secretary, Office for Multilateral Agencies

#### Ministry of the Interior

Claudia Cáceres, General Human Rights Directorate

#### Office of the Attorney-General

Alfonso Gómez Méndez, Attorney-General

Pilar Gaitán de Pombo, Director, International Affairs

Pedro Elías Díaz Romero, Director, National Human Rights Unit

#### Office of the Prosecutor General

Dr. Clara Inés Vargas Hernández (Legal Affairs)

Dr. Jesús Orlando Gómez López (Human Rights)

Dr. Marta Giraldo (Preventive Action)

#### Single Confederation of Workers of Colombia (CUT)

Luis Eduardo Garzón (President)

Héctor Fejardo Abril, General Secretary

Jesús A. González, Director, Human Rights Department

Domingo Tovar Arrieta, Director, Organization Department

**Confederation of Workers of Colombia (CTC)**

Apecides Alvis, President

Miguel Morantes, General Secretary

**General Confederation of Democratic Workers (CGTD)**

Julio Roberto Gómez, General Secretary

**Petroleum Industry Workers' Trade Union (USO)**

Fabio Díaz

**National Federation of Merchants (FENALCO)**

Augusto Zuluaga

**National Federation of Graphics, Paper and Allied Workers (FENALGRAP)**

Julio C. Gonzáles R., President

**National Association of Manufacturers (ANDI)**

Dr. Alberto Echevarría, Legal Vice-President

**Colombian Committee of Jurists**

Gustavo Gallón Giraldo, Director

**National Trade Union School**

**Association for Excellence in the Justice System**

**País Libre Foundation**

Juan Bernardo Rosado, Human Rights and Workers' Legal Defence Coordinator

**Office in Colombia of the Office of the United Nations High Commissioner for Human Rights**

Anders Kompass, Director

Liliana Valiña, Human Rights Officer

Miguel Angel Sánchez Vicente, Human Rights Officer

**United Nations Development Programme (UNDP)**

Francesco Vincenti, Resident Representative

Freddy Justiniano, Assistant Resident Representative

Roberto Lippi, Head, Information Management and Analysis Programme

**Embassy of the United States of America**

Mari Dieterich, Labour and Human Rights Attaché

**Andean Multidisciplinary Advisory Team**

Daniel Martínez, Director.