



INTERNATIONAL LABOUR OFFICE

GB.293/PV
293rd Session

Governing Body

Geneva, June 2005

Minutes of the 293rd Session

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The 293rd Session of the Governing Body of the International Labour Office was held in Geneva, on Friday, 17 June 2005, under the chairmanship of Mr. Philippe Séguin (France) and of Mr. Carlos Tomada (Argentina).

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

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**293RD SESSION OF THE GOVERNING BODY OF
THE INTERNATIONAL LABOUR OFFICE**

Geneva, Friday, 17 June 2005

First item on the agenda

ELECTION OF THE OFFICERS OF THE GOVERNING BODY FOR 2005-06
(GB.293/1)

1. *The Chairperson of the Government group* announced his group's proposal of Mr. Carlos Tomada, Minister of Labour, Employment and Social Security of Argentina, as Chairperson of the Governing Body of the ILO for 2005-06. Mr. Tomada was a lawyer with almost 30 years' experience in the area of labour relations. He had participated since 1978 as technical adviser or head of delegation in ILO Conferences and technical meetings. From 1986 to 2001, he was an ILO consultant on labour relations questions, and between 1989 and 1992 acted as a private arbitrator, appointed by employers and trade unions to resolve industrial conflicts in Argentina.
2. Mr. Tomada had participated in the 2003 High-level Meeting on the Social Dimension of Globalization organized by the ILO with Economic Commission for Latin America and the Caribbean (ECLAC) in Santiago de Chile, the first Common Market of the Southern Cone (MERCOSUR) Regional Conference on Employment in 2004 and in the Barcelona Forum the same year. The Minister was a professor at the University of Buenos Aires, and the author of a considerable body of research and of articles in the field of labour.
3. *The Employer and Worker Vice-Chairpersons* supported the candidature of Mr. Carlos Tomada as Chairperson of the Governing Body for 2005-06.

Governing Body decision:

4. *The Governing Body unanimously elected Mr. Carlos Tomada, Minister of Labour, Employment and Social Security of Argentina, Chairperson of the Governing Body for the 2005-06 period.* (GB.293/1, paragraph 3.)
5. *Mr. Philippe Séguin* stated his satisfaction that, during his period as Chairperson, the Governing Body had been able to express a clear opinion in respect of the strategic framework for 2006-09, the Programme and Budget for 2006-07, the follow-up to the Report of the World Commission on the Social Dimension of Globalization and on the question of the observance by Myanmar of the Forced Labour Convention, 1930 (No. 29).
6. He informed the Governing Body that the end of his mandate as Chairperson coincided with the end of his functions as Government representative of France, and he therefore expressed thanks to the three groups for their constant, attentive support. He extended particular thanks to the Employer and Worker Vice-Chairpersons and the Director-General.
7. The major challenge before the ILO was that of defining the framework indispensable for fair globalization. The ILO had a major role to play in construction of the peaceful, equitable and prosperous world desired by all. The Organization had opened up the debate on the social dimension of globalization and should continue using its tripartite capacities to assist its Members to conduct social policies in harmony with ILO objectives, taking account of the constraints and opportunities of globalization.

8. *The Employer and Worker Vice-Chairpersons* both congratulated and thanked Mr. Séguin for his dedication and skill as Chairperson.
9. *The Director-General* thanked Mr. Séguin for indicating the route the ILO should take. The ILO would build on his work as Chairperson, and he would always be welcome within its walls.

(Mr. Carlos Tomada took his seat as Chairperson of the Governing Body.)

10. *The Chairperson* thanked the Government group, and especially the Americas group of governments, for the honour of being nominated Chairperson. Argentina was a founding Member of the ILO, and the policies of Argentina, led by President Kirchner, were in close harmony with the principles of the Organization: decent work was not simply a variable of the economy, but central to political choices. Hence, the Fourth Summit of the Americas (Mar de Plata, 4-5 November 2005) had taken as its theme: “Creating jobs to fight poverty and strengthen democratic governance”. His experience as Minister of Labour in a country which had been through the worst political crisis of its history, and Argentina’s unconditional support of the values of the ILO, would set the tone of his mandate as Chairperson. He would do all in his power to ensure that the social dimension of globalization and the promotion of decent work remained central to the Governing Body’s agenda.

Governing Body decision:

11. *The Governing Body re-elected Mr. Daniel Funes de Rioja (Employer, Argentina) and Sir Roy Trotman (Worker, Barbados) Employer and Worker Vice-Chairpersons of their respective groups.* (GB.293/1, paragraph 3.)

Second item on the agenda

APPROVAL OF THE MINUTES OF THE 292ND SESSION OF THE GOVERNING BODY

Governing Body decision:

12. *The Governing Body approved the minutes of its 292nd Session, as amended.* (GB.293/2, paragraph 3.)

Third item on the agenda

GOVERNING BODY COMMITTEES AND VARIOUS BODIES

(a) Appointment of Governing Body committees and bodies
(GB.293/3/1)

13. *The Employer Vice-Chairperson* announced the Employer members of the Committee on Freedom of Association (CFA) as follows:

Regular members: Mr. Boisson (France)
Mr. De Regil (Mexico)
Mr. Van Vuuren (South Africa)

Deputy members: Mr. Anderson (Australia)
Mr. Ricci (Guatemala)
Mr. Suzuki (Japan)

14. *The Worker Vice-Chairperson* announced the Worker members of the CFA as follows:

Regular members: Ms. Engelen-Kefer (Germany)
Mr. Edström (Sweden)
Mr. Zellhoefer (United States)

Deputy members: Mr. Ahmed (Pakistan)
Mr. Oshiomhole (Nigeria)
Mr. Martinez (Argentina)

15. *A Government representative of Brazil* announced the Government members of the CFA as follows:

Regular members: Chile
France
Senegal

Deputy members: Finland
Japan
Bolivarian Republic of Venezuela

This composition had been arrived at after considerable discussion and, thanks to the decision by one of the regional groups to withdraw its nomination, it had achieved consensus.

16. *The Employer Vice-Chairperson* expressed his group's surprise and concern at the proposed Government composition of the CFA. Since 2000, the Bolivarian Republic of Venezuela had been cited in 12 cases before the Committee on Freedom of Association – Cases Nos. 2058, 2067, 2080, 2088, 2154, 2160, 2161, 2191, 2253, 2254, 2357 and 2411. The last few years had seen three cases concerning the Bolivarian Republic of Venezuela under discussion in the Conference Committee on the Application of Standards as well. Two direct contacts missions had been sent to the country, without satisfactory results. On both occasions the purpose of the missions was to determine conformity with the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87). It was therefore regrettable that the CFA, which should be part of the moral conscience of the Organization, should have Members with cases pending before the Committee themselves. If the Bolivarian Republic of Venezuela's membership of the CFA was a sign that the Government was willing to share fully the ideals of the Committee, that would be a positive outcome. If, however, its membership was simply used to undermine the work of the Committee, the credibility of the institution would be harmed.

17. *The Worker Vice-Chairperson* drew attention to the fact that Government nominees served on the CFA in their personal capacity, and not as representatives of their governments. They could therefore not be replaced by anyone other than the official deputy members. The Government of the Bolivarian Republic of Venezuela should recognize that the existence of the ILO was based on freedom of association, and that candidates for the CFA should fully endorse the ideals of the Organization. The number of cases concerning the Bolivarian Republic of Venezuela that had come before the CFA called the country's commitment to these principles into question. As the Employer Vice-Chairperson had said, there must be no attempt to undermine the work of the Committee.

18. *A Government representative of the Bolivarian Republic of Venezuela* stated that certain acts could not be considered democratic, and that coups d'état mounted by trade union leaders should be seen for what they were – acts against the democratic institutions – and not as legitimate trade union action. His Government fully supported the Governing Body's position in respect of such issues as the right to strike, essential public services and acute national crisis. The Government wished to bring to an end the exclusion and poverty which, unfortunately for the country, served the purposes of trade union organizations that did not fully respect human rights, and it was for this reason that it had put its name forward for membership of the CFA. Its aim was to achieve a globalization that was fair and inclusive of all sectors of the population: no one should apply a veto to this exercise of democracy by any country.
19. *The Employer Vice-Chairperson* said that his group had no power of veto over any country. The Employers would have liked to have heard the words “social dialogue” and “respect for freedom of association” from the Government representative of the Bolivarian Republic of Venezuela. Instead, it appeared that the country was going to participate in the CFA simply with a view to raising its own national problems, and not to following the specific aims of the Committee.
20. *A Government representative of the Bolivarian Republic of Venezuela* assured the Employer Vice-Chairperson that his country was not participating in the CFA simply to raise its own concerns, but to advance its vision of the world – an inclusive, democratic vision, in which all participated, with representation of the social partners in full freedom of association, which in particular was a freedom that did not encourage monopolies or single visions of the world. This vision would be put forward by voices that had previously, in the history of the Bolivarian Republic of Venezuela, been kept silent. Finally, he stressed the progress made by his country noted by the Conference Committee on the Application of Standards and the Committee of Experts on the Application of Conventions and Recommendations in the areas of inclusive social dialogue.

Governing Body decision:

21. *The Governing Body:*

- (a) *appointed the members of the standing committees for the 2005-08 period as described in paragraphs 1, 2 and 3 of the document;*
- (b) *reconstituted the Subcommittee on Multinational Enterprises as described in paragraphs 2 and 3 of the document, and appointed its members;*
- (c) *approved the reconstitution of the Building Subcommittee of the Programme, Financial and Administrative Committee, as described in paragraph 3 of the document, and authorized the Officers of the Programme, Financial and Administrative Committee to proceed to the appointment of the members of the Subcommittee;*
- (d) *approved the establishment of the Information and Communications Technology Subcommittee of the Programme, Financial and Administrative Committee, as described in paragraph 4 of the document, and authorized the Officers of the Programme, Financial and Administrative Committee to proceed to the appointment of the members of the Subcommittee.*

- 22.** *The Governing Body appointed 12 of its members, four from each of the three groups, as members of the Board of the International Institute for Labour Studies for a period of three years.*
- 23.** *The Governing Body appointed 24 of its members – 12 from the Government group (including six from among the representatives of the ten Members of the International Labour Organization of chief industrial importance) and six from each of the other two groups – as members of the International Training Centre of the ILO, Turin for a period of three years.*

(GB.293/3/1, paragraphs 6, 8 and 10.)

(b) Governing Body documentation and procedures
(GB.293/3/2)

- 24.** *The Worker Vice-Chairperson* noted that the document, although presented for information, announced a decision to close the 294th Session of the Governing Body on Thursday, 17 November 2005. While the 292nd (March 2005) Session had closed on a Thursday, this was because the Friday was a holiday, imposing the timetable. Furthermore, the speaker asked for clarification as to what the “volume guidelines of some 1,250 words per hour of discussion” meant in respect of in-session committee reports.
- 25.** *The Employer Vice-Chairperson* felt that the document should have been presented for debate and guidance, and not simply for information. Also, it was not clear where the distinction lay between a document for debate and guidance, and one for decision. Was a decision never to be taken after examining a document for debate and guidance? Regarding the volume guidelines for in-session committee reports, his primary concern was that debates were accurately reported.
- 26.** Electronic distribution of documents appeared useful. The Employer Vice-Chairperson volunteered to participate in the trial of this form of distribution. With regard to time management of the sessions, the March 2005 session, ending on the Thursday, had been a success: the Employers’ group considered that it might be possible to end the November 2005 session on the Thursday, but this should have no effect on the content of the session. The process of discussion on working methods should continue.
- 27.** *A representative of the Director-General* stressed that the document was indeed for guidance, and was not presenting hard and fast decisions. Documents for decision clearly had decision points. Documents for debate and guidance could be presented in committee, or to the Governing Body itself, and might contain policy questions and orientations, possibly with a decision point inviting the Office to follow a particular direction. Documents for information would provide supplementary details on items on the agenda, and would not carry decision points, and would for example serve to help committees, or the Governing Body, determine future agendas.
- 28.** The volume guideline should not be seen as a concrete rule. The limit of 1,250 words per hour of discussion might not prove sufficient to reflect complex debates of an important nature. The amount was set to facilitate internal planning and resource allocation for document production.
- 29.** In respect of the closure of the session on Thursday, 17 November, this was the date planned by the Office. However, the date naturally depended on the decisions by the Officers, and on the views expressed in the Governing Body, as to whether a different time plan should be adopted for the November session.

30. *The Worker Vice-Chairperson* said that the principal criterion for determining the length of a report should not be the time spent in a meeting.
31. *The Employer Vice-Chairperson* said the Employers' group fully supported improvements in Governing Body documents and procedures. It was understood that the 294th Session would close on Thursday, 17 November, only if this was reasonable and possible. Rather than set a word limit on reports, the rule should simply be to maintain as precise and concise approach as possible: sometimes a great deal could be said in one hour, and at others, little could be said in seven hours. Delegates should still be free to express their points of view clearly.
32. *A Worker member from France* endorsed the statements made by his group's spokesperson. However, it was not always possible to decide in advance on the nature of a document, where such decision conditioned the manner in which the document was treated by the Governing Body. It was not possible to say, whenever there was no point for decision in a document, that no discussion should take place. The proposal to distribute documents electronically, with a view to savings, could not be decided on without discussion: neither all countries nor all trade unions had access to the Internet. Equally, the labelling by the Office of a document for information, for debate and guidance, or for decision, could not prevent the Governing Body from intervening where it wished.
33. ***The Governing Body took note of the document.*** (GB.293/3/2)

Fourth item on the agenda

QUESTIONS ARISING FROM THE 93RD SESSION OF THE INTERNATIONAL LABOUR CONFERENCE

34. *The Employer Vice-Chairperson* said that improving the functioning of the International Labour Conference (ILC) was a question of great importance. The length of the Conference had been discussed on several occasions. The Workers and many Governments were against reducing the length, and other solutions should therefore be sought, for example, bringing the date of the Governing Body session forward in the last week of the Conference.
35. Regarding the ILC that had just ended, the Employers were very satisfied that the Conference had examined two subjects of genuine current interest: youth employment and occupational safety and health. However, much remained to be done to improve the discussion of the Global Report. In this connection, some means should be found of ensuring that governments, the social partners and also participating non-governmental organizations respected the parliamentary style expected in a debate of this sort.
36. As concerns plenary sittings and the discussion of the Director-General's Report, it would be useful if the Report could be sent out earlier, with a view to a more pertinent debate. The three days at the heart of the second week were too much given over to ministerial interventions, and the social partners should also be allowed to intervene if the tripartite nature of the assembly was to be properly respected. INGOs without consultative status should make combined statements.
37. Overall, work in the Committee on the Application of Standards had been more satisfactory, but improvements could be made through the punctual opening of meetings and in the time allocated to the various cases.

38. Finally, the important subject of work in the fishing sector should be dealt with through a realistic and applicable standard. This was why the Employers had accepted a third discussion in 2007. Nevertheless, before then, the Office, Governments, Employers and Workers must find a way of drafting a realistic, practical instrument.
39. In conclusion, this ILC had been better than others; but further efforts still needed to be deployed to increase the pertinence of the Conference and the Organization.
40. *The Worker Vice-Chairperson* regretted that it had not been possible for the Committee on the Fishing Sector to detect earlier the serious problems that had ultimately prevented the adoption of an instrument. The Workers stressed the need for a standard that guaranteed decent work for those in the fishing sector, as in other sectors.
41. Regarding the work of the Committee on Safety and Health, the Workers had a certain number of concerns in respect of the direction the draft Convention was taking. Safety and health questions had to be recognized and accepted by all.
42. The Workers noted the criticisms that had been made in respect of the Committee on the Application of Standards; however, it should be stressed that the quality of the work achieved had been acknowledged by all. The role of the Committee was important and should be universally recognized.
43. The discussion on the Global Report should be interactive, but unfortunately this was not the case in practice. Before the next ILC, an approach should be sought allowing better use of the available time and more substantive debates.
44. A certain number of voices had called for a shorter Conference. However, at the end of this session there had been a feeling of haste induced by lack of time. The problem arose partly because of the votes that were held on the last day, which were disproportionately lengthy. This was another area in which efforts towards greater efficiency should be made.
45. *A Government representative of Canada*, speaking on behalf of the governments of industrialized market economy countries (IMEC), expressed satisfaction at the improvements in the functioning of the Conference, in the availability of meeting facilities and services, in the distribution of documents, the use of new technologies and computers. She supported the working methods of the Committee on the Application of Standards, while calling for better use of available time.
46. Nevertheless, thought should be given to the functioning and structure of the Conference, to make it a high-level, cutting-edge event, where interactive exchange, dialogue and consensus were all possible. IMEC believed that committee work should start on the first day of the session, and the time available to the committees should be better managed. The Office should initiate informal tripartite consultations and submit a range of possible structures of the Conference to the 294th (November 2005) Session of the Governing Body. Better time management, together with a limited number of side events and a Global Report discussion reduced to a half-day, should make it possible to reduce the length of the Conference.
47. *A Government representative of Cameroon*, speaking on behalf of African governments, expressed satisfaction at the presence of two African Heads of State at the 93rd Session of the Conference; their participation bore witness to the African continent's support of ILO ideals.

48. *The Director-General* recalled the adoption of the Organization's Programme and Budget for 2006-07. It was highly satisfactory that the discussions had revealed general support for ILO programmes. In respect of budget reform, the ILO had been a pioneer in the field, by introducing the idea of a strategic budget as of 1999.
49. He endorsed the comments made regarding the need to reform the Conference and especially work in the committees. The Office would help in this, but could not take decisions; the constituents had to decide, in tripartite fashion, on the changes needed to make the Conference more attractive and more interactive.
50. *The Governing Body took note of the comments regarding the functioning of the International Labour Conference made by the Employer and Worker Vice-Chairpersons, the IMEC governments, the Government representative of Cameroon and by the Director-General.*

Fifth item on the agenda

SECTORAL ISSUES ARISING FROM THE 292ND SESSION (MARCH 2005)
OF THE GOVERNING BODY
(GB.293/5)

51. *The Employer Vice-Chairperson* supported the proposals in the document. The post-Multi-Fibre Agreement (MFA) Meeting would address a very delicate question, and should concentrate on the consequences for the world of work; participation by governments and the social partners should therefore be encouraged. If the results of this Meeting were presented to the Governing Body by its Chairperson, as was the case for the Working Party on the Social Dimension of Globalization, the Vice-Chairpersons should be consulted.
52. *The Worker Vice-Chairperson* noted that the United States and France were both on the list of countries to be invited to participate in the Meeting at the Office's expense, and queried whether it might not be possible to ask them to bear their own costs, in order to be able to invite developing countries directly concerned by this question.

Governing Body decision:

53. *The Governing Body approved:*
- (a) *the activities for food, drink and tobacco, mechanical and electrical engineering, telecommunications services, and commerce, proposed in paragraphs 7, 11, 14 and 18 of the document;*
 - (b) *the composition, purpose and outcome of the post-MFA Meeting as proposed in paragraphs 20 and 21 of the document;*
 - (c) *the publication by the IMO of the three documents proposed in paragraph 27(a), (b) and (c) of the document.*

(GB.293/5, paragraph 28.)

Sixth item on the agenda

REPORT OF THE TRIPARTITE MEETING OF EXPERTS TO DEVELOP JOINT
ILO/WHO GUIDELINES ON HEALTH SERVICES AND HIV/AIDS
(GENEVA, 19-21 APRIL 2005)
(GB.293/6)

Governing Body decision:

54. *The Governing Body:*

- (a) *noted the report of the Tripartite Meeting of Experts and authorized the Director-General to publish the joint ILO/WHO guidelines on health services and HIV/AIDS;*
- (b) *requested the Director-General to bear in mind, when drawing up proposals for the future work of the Office, the wishes expressed by the Meeting in the recommendations for follow-up action by the ILO.*

(GB.293/6, paragraph 6.)

Seventh item on the agenda

337TH REPORT OF THE COMMITTEE ON FREEDOM OF ASSOCIATION
(GB.293/7)

- 55. *The Reporter of the Committee* said that there were 120 cases before the Committee and that 35 had been examined in detail. The Committee repeated its urgent requests to the Governments of Cambodia, Côte d'Ivoire, Georgia, India, Iraq, Madagascar, the Republic of Moldova, Peru and Uganda to communicate the required information. Regarding cases that had been positively resolved, she highlighted those concerning South Africa and Thailand.
- 56. In Case No. 2327 on Bangladesh, the Committee requested the Government to revise forthwith the Associations and Industrial Relations Act so that it respected the trade union rights of workers in export processing zones (EPZs).
- 57. Examination of Case No. 2189 concerning China centred this time on intervention by the police force in various trade union demonstrations and on the detention of Mr. Yao Fuxin and Mr. Xiao Yunliang. The Committee repeated its request to the Government to communicate copies of the judgements handed down against these trade union leaders and, since there were no specific elements proving that these sentences were not connected to their trade union activities, urged the Government to release the prisoners immediately so they could receive medical attention. The Committee again called on the Government to accept a direct contacts mission.
- 58. The speaker drew the Governing Body's attention to the five cases below, which were all serious and urgent. In respect of Case No. 2318, on Cambodia, the Government should immediately instigate an independent inquiry into the assassinations of the trade union leaders, Mr. Chea Vichea and Mr. Ros Sovannareth.
- 59. Case No. 1787 on Colombia, which concerned murders and other acts of violence against trade union leaders, had been before the Committee since 1995. The Committee urged the Government in the strongest terms possible to adopt the measures necessary to allow the

investigations instituted to continue. At the 93rd (June 2005) Session of the International Labour Conference, the Government of Colombia had invited the Chairperson of the Committee to visit Colombia and meet with all the interested parties, authorities and institutions. In this way, the Committee looked forward to new light being shed on the situation.

- 60.** Regarding Case No. 2323 on the Islamic Republic of Iran, the Committee requested the Government to open an independent investigation on the circumstances surrounding the death of at least four workers and on the injuries suffered by some 40 workers during the strike called in January 2004. The Committee considered that the legal proceedings against Messrs. Salehi, Hosseini, Divangar, Abdlpoor, Hakimi, Khodkam and Tanoumand were clearly connected to the legitimate exercise of trade union activities. The Government was requested to drop all charges against these leaders in respect of the organization of the Labour Day march, to provide precise and detailed information on the specific charges made against them, and to communicate copies of the judgements, when pronounced.
- 61.** In Case No. 2268 on Myanmar, the Committee urged the Government to guarantee respect for freedom of association in law and practice for all workers, including seafarers, organizations operating in exile and employers, as well as to publish and diffuse widely throughout the country these laws. It should abolish Orders Nos. 2/88 and 6/88 to ensure that they were not used to undermine guarantees relating to freedom of association and collective bargaining. To this end the Government of Myanmar might avail itself of the possibility of ILO technical assistance.
- 62.** Case No. 2365 concerned Zimbabwe. The Committee considered that a trade union movement could legitimately seek advice and support from other established trade union movements in the region to assist in defending or developing national trade union organizations. It therefore asked the Government to allow trade union support missions in future, and ensure that approval for such missions should depend only on objective criteria. The Committee remained profoundly concerned at the very tense trade union climate in the country.
- 63.** *The Employer spokesperson* supported the report but had a series of comments. The work of the Committee depended on its timely receipt of complete reports, and, in this connection, he reiterated the request to governments to supply the required information. He endorsed the solution arrived at in Case No. 2197 on South Africa, but expressed deep concern at Cases Nos. 2254, on Venezuela, and 2258, on Cuba, which contained serious allegations of violations of freedom of association, as did Case No. 2189 on China. He noted that, in respect of Cuba and China, the proposal of a direct contacts mission had been made or reiterated, and he trusted that both Governments would accept this. He endorsed without reservation the Committee's request to governments to obtain information from national organizations of employers, where the cases directly concerned enterprises, such as in Case No. 2337 on Chile.
- 64.** The Employers' group had strong reservations concerning important questions that had been raised during the last discussions of the Committee. In its opinion, the Committee and the Committee of Experts on the Application of Conventions and Recommendations had adopted a restrictive position regarding the definition of essential services and minimum service. They failed to take account of the interdependence of the different sectors of a modern economy, the economic and social consequences of strikes within those sectors and the particular circumstances in which they took place. In this regard, he cited Cases Nos. 2327 (Bangladesh), 2355 (Colombia), 2244 (Russian Federation) and 2277 (Canada). The same comment applied to the Committee's interpretation of the right to strike, as exposed in Case No. 2327 on Bangladesh.

65. The Employers' group also expressed reservations as to whether reinstatement of a worker could be considered as a solution to a conflict involving the sacking of trade unionists. Where the employment relationship had been broken, or a significant time had elapsed since the sacking, reinstatement was inappropriate. This subject would no doubt be further discussed in the Committee.
66. *The Worker spokesperson* recalled that the Committee on Freedom of Association and its jurisprudence were fundamentally of a promotional nature, whose purpose was to secure respect in practice of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98).
67. The fact that the Committee's workload had increased in recent years was probably a reflection of increased awareness of the principles and rights enshrined in the Conventions, thanks to the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, to the annual reports and Global Reports. He recognized that, with the promotional aspects in mind, the Committee did not always pay sufficient attention to the efforts made by governments to respond to its recommendations. An example was the favourable development in Case No. 2197 on South Africa, and also Cases Nos. 2182 and 2305, which concerned the Canadian province of Ontario. In respect of the latter two cases, he informed members that, at the 93rd (June 2005) Session of the International Labour Conference, the Chairperson of the Committee and representatives of the Employers and Workers exchanged ideas with Canadian government officials. The Workers trusted that the Government would act on the measures proposed during this meeting.
68. The Committee was obliged to reiterate that the matters referred to in Case No. 2301 on Malaysia were extremely serious, and that the Government had been requested to send its comments on no less than seven occasions over a period of 15 years. The Committee called on the Government urgently to adopt legislation modifying the Trade Unions Act, 1959, so that workers could enjoy the right freely to form organizations, without obstacles to recognizing and registering such organizations.
69. In Case No. 2006 on Pakistan, the Committee urged the Government immediately to lift the ban on trade union activities at the Karachi Electric Supply Corporation (KESC), and to restore as soon as possible the rights of the KESC Democratic Mazdoor Union.
70. In Case No. 2327 on Bangladesh, the Committee noted that the legislation had been modified to mitigate some of the restrictions that had been imposed on freedom of association in EPZs, though numerous limitations and serious delays still persisted.
71. The speaker then referred to the cases that the Committee considered most serious and urgent. These included Case No. 1787 on Colombia, which the Committee had been examining for over 12 years. The situation of impunity continued to be deplorable in that country. However, among the important developments that had taken place since the Committee had formulated its conclusions and recommendations, most noteworthy was the invitation from the Government of Colombia to the Chairperson of the Committee and the spokespersons of the Employers' and Workers' groups of the Conference Committee on the Application of Standards to visit Colombia.
72. In respect of Case No. 2318 on Cambodia, which concerned the murder of two trade union officials, the Committee asked the Government to open an independent investigation.
73. In Case No. 2323 on the Islamic Republic of Iran, the Committee asked the Government to instigate an independent investigation into the detention of various trade union leaders, to supply more information on the circumstances surrounding the deaths of four persons, and

to abandon immediately all charges made against seven trade union leaders who had been involved in the organizing of the Labour Day march.

74. Regarding Case No. 2268 on Myanmar, the Committee strongly urged the Government to free Myo Aung Thant and Khin Kyaw without delay, and to convene a group of independent experts to investigate the circumstances of the death of Saw Mya Than.
75. In Case No. 2189 on China, the Committee called on the Government to free Yao Fuxin and Xiao Yunliang immediately and to refrain from applying the “re-education through labour” measure, which was nothing less than forced labour, in response to trade union activities. Finally, the Committee again recommended a direct contacts mission.
76. Case No. 2258 on Cuba referred in particular to the imposition of heavy prison sentences on leaders of independent trade unions. The Committee considered that, as a cornerstone of democracy, trade unions and labour movements must be free to determine for themselves the best means to defend and promote the economic and social objectives of their members and society at large. The Committee asked the Government to accept a direct contacts mission, and hoped that the current legislation would be amended in line with the provisions of Conventions Nos. 87 and 98, and to put an end to the climate of intimidation.
77. In Case No. 2249 on Venezuela, the Committee asked the Government to release the President of the Confederation of Venezuelan Workers (CTV), and vacate the detention orders against seven other trade union members and leaders. The Committee deplored the mass anti-union dismissals from the national enterprise *Petróleos de Venezuela S.A.* (PDVSA) and its subsidiaries, and again urged the Government to enter into negotiations with the most representative trade unions to find a solution to the unsettled dismissals.
78. Case No. 2365 on Zimbabwe was among those classified by the Committee as serious and urgent. The Government persisted in ignoring the recommendations of the Committee, and the climate of fear continued to worsen. The solidarity shown by the Congress of South African Trade Unions (COSATU) was commendable; the Zimbabwe Congress of Trade Unions (ZCTU) should not be subject to intimidation. The Committee again called on the Government to stop its campaign of interference, arrests and harassment of trade union members or leaders, and requested the Governing Body to pay special attention to this situation.
79. Case No. 2388 on Ukraine involved a pattern of government harassment and intimidation, in particular against the Confederation of Free Trade Unions of Ukraine. The Committee again called on the Government to carry out independent investigations into the allegations put forward. The Workers’ group trusted that the new Government would take these matters seriously and ensure that the provisions governing the registration of trade unions would be altered in line with Conventions Nos. 87 and 98, and the jurisprudence of the Committee.

Governing Body decision:

80. *The Governing Body took note of the introduction to the report of the Committee on Freedom of Association, contained in paragraphs 1 to 182 of document GB.293/7, and adopted the recommendations of the Committee in paragraphs 213 (Case No. 2327: Bangladesh), 240 (Case No. 2371: Bangladesh), 248 (Case No. 2294: Brazil), 263 (Case No. 2262: Cambodia), 342 (Case No. 2318: Cambodia), 360 (Case No. 2277: Canada), 407 (Case No. 2349: Canada), 424 (Case No. 2320: Chile) and 450 (Case No. 2337: Chile) of the report.*

81. *A Government representative of China*, referring to Case No. 2189, said that, according to the results of the in-depth investigation conducted by the Government, which had been communicated to the ILO, the sentences imposed on Yao Fuxin and Xiao Yunliang were not due to their trade union activities, but to the fact that these persons had broken national law. While serving their sentences, they had enjoyed the same rights as other prisoners, especially as regards the right to receive medical care. The Government did not believe a direct contacts mission was necessary, and asked for the case to be closed.

Governing Body decision:

82. *The Governing Body adopted the recommendations of the Committee on Freedom of Association contained in paragraphs 488 (Case No. 2189: China), 551 (Case No. 1787: Colombia), 595 (Case No. 2331: Colombia), 636 (Case No. 2355: Colombia), 715 (Case No. 2356: Colombia), 770 (Case No. 2362: Colombia) and 793 (Case No. 2367: Costa Rica) of the report.*

83. *A Government representative of Cuba* said that Cuba had ratified Convention No. 87 53 years ago, i.e. two years after its entry into force. He believed the report of the Committee on Freedom of Association was one-sided, lacked objectivity and was political in nature. The individuals that the Committee considered to be trade unionists were mercenaries working for the foreign power that had been trying to topple the Government for the past 45 years. The President of the United States had approved a sum of US\$59 million to finance mercenary activities supporting the blockade policy and to encourage international organizations, such as the ILO, to condemn Cuba. In earlier sessions of the Governing Body, a number of members had questioned the form in which this case had been approached and had requested that it be definitively closed. Clearly, these elements had also been unknown when the extreme step of recommending a direct contacts mission had been taken.

84. *The Employer Vice-Chairperson* asked the Government representative of Cuba to adhere to the use of parliamentary language, and avoid reopening in the Governing Body a discussion which belonged in the Committee on Freedom of Association. The Government could make a statement clarifying certain matters, but could not qualify or judge facts outside the scope of the debate. The Employers' group called on the Government representative of Cuba to show respect for the work of the Committee on Freedom of Association by using vocabulary and expressions proper to parliamentary language in his intervention.

85. *The Reporter of the Committee* asked the Governing Body to adopt the recommendations submitted by the Committee on Case No. 2258 on Cuba, which were the fruit of careful, impartial and independent examination of the allegations presented and of the Government's reply. The case concerned the detention of trade unionists and the imposition of sentences, in one case of 25 years.

86. *A Government representative of Cuba* said that his Government had sent seven notes containing its comments on Case No. 2258 to the International Labour Standards Department of the ILO, for transmission to the Committee on Freedom of Association. These had apparently been ignored. Several technical cooperation missions had been carried out in Cuba over the past decade, as part of the collaboration within government and trade union spheres, and these would shortly be expanded into the enterprise sphere. To ask the Government to accept a further direct contacts mission was tantamount to putting the supervisory machinery of the ILO at the service of the United States policy of aggression towards Cuba. Cuba therefore repudiated the conclusions and recommendations formulated by the Committee on Freedom of Association in respect of Case No. 2258.

- 87.** *The Employer Vice-Chairperson* said his group regretted the intervention made by the Government representative of Cuba, which politicized the debate and discredited the Committee on Freedom of Association, which was a fundamental ILO body. He pointed out that direct contacts missions were intended to facilitate the relations between the ILO and its member States, and solve serious problems through dialogue and collaboration. The Employer Vice-Chairperson stated that the Governing Body had a responsibility to prevent the politicization of freedom of association in cases. The Committee's recommendations regarding Case No. 2258 should be adopted.
- 88.** *A Government representative of the Bolivarian Republic of Venezuela* said that his Government appreciated the efforts made by the Government of Cuba to supply information to the Committee on Freedom of Association and to implement the provisions of Convention No. 87, thanks to ILO technical cooperation. He deplored any unilateral action designed to isolate or block off any country in the world. He stressed that the recommendations of the Committee should reflect in an integrated, objective and transparent manner the various aspects of the information presented and the development of each case.
- 89.** *A Government representative of China* noted that the Government of Cuba had made recent efforts to promote freedom of association in the country, in conformity with international labour standards. Unfortunately, the Committee's report did not fully reflect the reality in Cuba. It was not necessary to send a direct contacts mission to the country.
- 90.** *A Government representative of Belarus* stated that the Committee should reformulate its recommendations, taking account of the comments sent by the Government of Cuba. By accepting technical assistance and cooperation missions, the Government had showed its willingness to collaborate and open up dialogue. It would not be productive at this time to send a direct contacts mission to Cuba.
- 91.** *A Government representative of Viet Nam* recognized the efforts made by the Government of Cuba in respect of Conventions Nos. 87 and 98, and in the obligation to submit reports and send information to the relevant bodies. When examining individual cases, the ILO should take account of the historical, political, economic and cultural context of the country in question. The Government of Viet Nam trusted that the efforts towards cooperation between the Government of Cuba and the ILO would enable this case to be closed, in the interests of the Cuban people and of all parties concerned.
- 92.** *The Worker Vice-Chairperson* maintained that the Committee's recommendations on this case were based on facts which had nothing to do with any attempt to undermine the Cuban Government nor with the United States blockage. The recommendations affirmed, for example, that "for the third time the Government has failed to send the requested judgements containing these sentences", and that "the Committee urges the Government to take steps to ensure the immediate release of the trade unionists referred to in the complaint". The recommendations noted that an allegation had been made of excessive use of force by the political police, and interference in trade union activities; they did not assert this as a fact, but asked for the allegations to be investigated. The Committee also recalled its earlier conclusions on the imposition of a trade union monopoly by law. In this latter case, the reasons for the violation of the provisions of Convention No. 87 needed to be sought. The only members of the Governing Body that did not see the situation in this way appeared to be Cuba, Venezuela, China, Belarus and Viet Nam.

Governing Body decision:

93. *The Governing Body adopted the recommendations of the Committee on Freedom of Association contained in paragraphs 854 (Case No. 2258: Cuba), 872 (Case No. 2360: El Salvador), 893 (Case No. 2368: El Salvador) and 917 (Case No. 2241: Guatemala) of the report.*
94. *A Government representative of the Islamic Republic of Iran affirmed that his Government was committed to the respect of workers' rights. The authorities would spare no efforts to consult with all parties concerned by the incidents under examination, with a view to supplying more information to the Committee and to resolving the pending case.*

Governing Body decision:

95. *The Governing Body adopted the recommendations of the Committee on Freedom of Association contained in paragraphs 1046 (Case No. 2323: Islamic Republic of Iran), 1057 (Case No. 2346: Mexico), 1112 (Case No. 2268: Myanmar), 1123 (Case No. 2286: Peru), 1136 (Case No. 2293: Peru), 1149 (Case No. 2389: Peru), 1201 (Case No. 2395: Poland), 1222 (Case No. 2334: Portugal), 1273 (Case No. 2244: Russian Federation), 1377 (Case No. 2388: Ukraine) and 1389 (Case No. 2269: Uruguay) of the report.*
96. *A Government representative of the Bolivarian Republic of Venezuela, reiterating the commitment of his Government to the principles and values of freedom of association and social dialogue, endorsed the judgements and concepts enunciated at the 289th (March 2004) and 290th (June 2004) Sessions of the Governing Body in respect of Cases Nos. 2249 and 2254.*

Governing Body decision:

97. *The Governing Body adopted the recommendations of the Committee on Freedom of Association contained in paragraphs 1499 (Case No. 2249: Venezuela), 1603 (Case No. 2254: Venezuela) and 1632 (Case No. 2357: Venezuela) of the report.*
98. *A Government representative of South Africa, referring to Case No. 2365 on Zimbabwe, stated that the Government of South Africa was sure that the problems of Zimbabwe would be solved by the people of Zimbabwe through social dialogue. Contrary to what the report indicated, the meeting organized by the speaker was not aimed only at governments, but at the employers of both countries, who had agreed to attend. The Zimbabwe Congress of Trade Unions refused to do so. It was surprising that the recommendations did not state that the participation of all the social actors was of critical importance. The Committee also asked the Government to allow in future the entry of mutual support missions into Zimbabwe by neighbouring workers' organizations, subjecting any approval only to objective criteria. The speaker believed that such criteria must be defined by the government of the country concerned, and not by the trade unions of other countries.*

Governing Body decision:

99. *The Governing Body adopted the recommendations of the Committee on Freedom of Association contained in paragraph 1671 (Case No. 2365: Zimbabwe) of the report, and adopted the report in its entirety. (GB.293/7)*

Eighth item on the agenda

REPORT OF THE DIRECTOR-GENERAL

There was no discussion under this item.

Ninth item on the agenda

REPORTS OF THE OFFICERS OF THE GOVERNING BODY

*Chairmanship of the Committee on Freedom of Association
(GB.293/9)*

Governing Body decision:

- 100. *The Governing Body appointed Professor Paul van der Heijden as Chairperson of the Committee on Freedom of Association until the expiry, in June 2008, of the present mandate of the Governing Body. (GB.293/9, paragraph 5.)***

Representation alleging non-observance by Chile of the Old-Age Insurance (Industry, etc.) Convention, 1933 (No. 35), and the Invalidity Insurance (Industry, etc.) Convention, 1933 (No. 37), made under article 24 of the ILO Constitution by the Colegio de Profesores de Chile A.G.

Governing Body decision:

- 101. *The Governing Body decided that the committee established to examine this representation would be composed of Ms. Rovirosa (Government, Mexico), Mr. de Regil (Employer, Mexico) and Mr. Gomez Esquierra (Worker, Colombia).***

Representation alleging non-observance by Mexico of the Indigenous and Tribal Peoples Convention, 1989 (No. 169), made under article 20 of the ILO Constitution by the Authentic Workers Front (FAT) and the Union of Workers in the Metal, Steel, Iron and Affiliated and Similar Industries (STIMAHCS)

Governing Body decision:

- 102. *The Governing Body decided that the committee established to examine this representation would be composed of Mr. Varela (Government, Argentina), Mr. Ricci Muadi (Employer, Guatemala) and Mr. Martinez (Worker, Argentina).***

Tenth item on the agenda

COMPOSITION AND AGENDA OF STANDING BODIES AND MEETINGS
(GB.293/10 and GB.293/10(Add.))

*The Evolving Corporate Responsibility Debate:
Issues for Employers and their Organizations
(Geneva, 5-7 October 2005)*

Governing Body decision:

103. *The Governing Body approved the following composition: representatives of 24 employers' organizations from both industrialized and developing countries in Africa, the Americas, Asia and the Pacific, Europe and the Arab region, nominated after consultation with the Employers' group of the Governing Body. Enterprises which are interested in following the meeting will be invited to participate as observers, at their own cost.*

104. *The Governing Body approved the following agenda:*

- *review objectives and strategies of key non-business participants in the CSR debate, with a view to engaging with them on selected issues;*
- *develop strategies for employers and their organizations with respect to CSR, and examine ways in which the ILO and other international agencies can support them.*

(GB.293/10, paragraphs 2 and 4.)

*Fourteenth Asian Regional Meeting
(Busan, 10-13 October 2005)*

Governing Body decision:

105. *The Governing Body authorized the Director-General to invite the following intergovernmental organizations to be represented at the Meeting as observers:*

- *General Confederation of Trade Unions;*
- *Confederation of Asia-Pacific Employers (CAPE);*
- *International Confederation of Arab Trade Unions;*
- *ASEAN¹ Confederation of Employers (ACE);*
- *ASEAN¹ Trade Unions Council (ATUC);*
- *Brotherhood of Asian Trade Unionists (BATU);*
- *Education International (EI);*

¹ Association of South-East Asian Nations.

- *General Union of Chambers of Commerce, Industry and Agriculture for Arab Countries (GUCCIACC);*
- *ICFTU²-Asian and Pacific Regional Organisation (ICFTU-APRO);*
- *International Federation of Building and Wood Workers (IFBWW);*
- *International Transport Workers' Federation (ITF);*
- *International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco, and Allied Workers' Associations (IUF);*
- *Public Services International (PSI);*
- *South Asian Regional Trade Union Council (SARTUC);*
- *Union Network International (UNI).*

(GB.293/10, paragraph 7, and GB.293/10(Add.), paragraph 3.)

*Tripartite Meeting on Promoting Fair Globalization in Textiles and
Clothing in a Post-MFA Environment
(Geneva, 24-26 October 2005)*

Governing Body decision:

106. *The Governing Body authorized the Director-General to invite the following international non-governmental organizations to be represented at the Meeting as observers:*

- *European Apparel and Textile Organization (EURATEX);*
- *European Trade Union Federation for Textiles, Clothing and Leather (ETUF-TCL);*
- *International Apparel Federation;*
- *International Federation Textile and Clothing (IFTC-WCL);*
- *International Textile, Garment and Leather Workers' Federation.*

(GB.293/10, paragraph 10.)

*Tripartite Meeting of Experts on the ILO Multilateral
Framework on Labour Migration
(Geneva, 22-24 November 2005)*

107. *A Government representative of Peru, speaking as the current secretariat of the Andean Community, requested that the Community should be included on the list of intergovernmental organizations invited to be represented as observer at the Meeting.*

² International Confederation of Free Trade Unions.

Governing Body decision:

108. *The Governing Body approved the following composition: 20 experts from Africa, the Americas, Asia and Europe, nominated after consultation with the Governments, ten experts nominated after consultation with the Employers' group and ten experts nominated after consultation with the Workers' group of the Governing Body.*
109. *In order to obtain the Government nominations, the Director-General will approach the governments of the following countries: Africa: Kenya, Nigeria, Senegal, South Africa and Tunisia; Americas: Argentina, Canada, Ecuador, Mexico, Trinidad and Tobago; Asia: Australia, Japan, Republic of Korea and Philippines; Europe: Armenia, France, Russian Federation, Spain and the United Kingdom. The Governments of Bahrain and Brazil would be on a reserve list.*
110. *The Governing Body approved the following agenda:*
- (a) review the draft framework of principles and best practices in labour migration policy and identify areas of improvement;*
 - (b) prepare the draft framework for adoption and submission to the Governing Body in March 2006;*
 - (c) identify areas for follow-up.*
111. *The Governing Body authorized the Director-General to invite the following international non-governmental organizations to be represented at the Meeting as observers:*
- African Regional Organisation of the International Confederation of Free Trade Unions (AFRO-ICFTU);*
 - Asian and Pacific Regional Organisation of the International Confederation of Free Trade Unions (APRO-ICFTU);*
 - Churches Commission for Migrants in Europe (CCME);*
 - European Trade Union Confederation (ETUC);*
 - International Catholic Migration Commission (ICMC);*
 - Migrant Forum in Asia (MFA);*
 - Organization of American States;*
 - Union of Industrial and Employers' Confederation of Europe (UNICE);*
 - United Nations Conference on Trade and Development;*
 - United Nations Office on Drugs and Crime.*

(GB.293/10, paragraphs 14, 16 and 19.)

*Meeting of Experts on Updating the List of Occupational Diseases
(Geneva, 13-20 December 2005)*

Governing Body decision:

112. *The Governing Body approved the following composition: ten experts nominated after consultation with the Governments, ten experts nominated after consultation with the Employers' group and ten experts nominated after consultation with the Workers' group of the Governing Body.*
113. *In order to obtain the Government nominations, the Director-General will approach the governments of the following countries: Australia, Chile, China, France, Italy, Russian Federation, Senegal, South Africa, Thailand and the United States. Should any of these countries fail to nominate a participant, the Director-General will approach the Governments of Belgium, Canada, Ecuador, Ethiopia, India, Jordan, Lesotho, Malaysia, Poland and Spain.*
114. *The Governing Body approved the following agenda:*
- *examination and adoption of an updated list of occupational diseases which will replace the list of occupational diseases included in the Annex to the List of Occupational Diseases Recommendation, 2002 (No. 194).*
115. *The Governing Body authorized the Director-General to invite the following international non-governmental organizations to be represented at the Meeting as observers:*
- *International Commission on Occupational Health (ICOH);*
 - *International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM);*
 - *International Ergonomics Association (IEA);*
 - *International Occupational Hygiene Association (IOHA);*
 - *International Association for Agricultural Medicine and Rural Health (IAAMRH);*
 - *International Maritime Health Association (IMHA);*
 - *International Council of Nurses (ICN);*
 - *International Social Security Association (ISSA).*

(GB.293/10, paragraphs 23, 25 and 28.)

Information notes

PROGRAMME OF MEETINGS FOR THE REMAINDER OF 2005 AND FOR 2006
(GB.293/Inf.1)

APPROVED SYMPOSIA, SEMINARS, WORKSHOPS AND SIMILAR MEETINGS
(GB.293/Inf.2)

116. *The Governing Body took note of the information presented in these two documents.*

Annexe / Appendix / Anexo

293^e session – Genève – juin 2005
293rd session – Geneva – June 2005
293.^a reunión – Ginebra – junio de 2005

Liste des personnes assistant à la session

List of persons attending the session

Lista de las personas presentes en la reunión

Membres gouvernementaux titulaires

Regular Government members

Miembros gubernamentales titulares

Président du Conseil d'administration: Chairperson of the Governing Body: Presidente del Consejo de Administración:	Sr. C. Tomada (Argentina)
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Afrique du Sud South Africa **Sudáfrica**

Mr. M.M.S. MDLADLANA, Minister of Labour.

substitute(s):

Mr. V. MKOSANA, Director-General, Department of Labour.

Mr. S. NDEBELE, Executive Manager, International Relations, Department of Labour.

Ms. L. LUSENGA, Counsellor (Labour), Permanent Mission, Geneva.

accompanied by:

Ms. T. MOTHEOHANE, Private Secretary to the Minister of Labour.

Allemagne Germany **Alemania**

Ms. M. SCHLEEGER, Head of Division for ILO and UN Affairs, Federal Ministry of Economic Affairs and Labour.

substitute(s):

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

Arabie saoudite Saudi Arabia **Arabia Saudita**

Mr. Y. ALYAHYA, Director-General, International Organizations, Ministry of Labour.

substitute(s):

Mr. K. ALNAHIT, Legal Advisor,
International Organizations, Ministry of
Labour.

Mr. A. AL-GHORRI, Legal Adviser,
International Organizations, Ministry of
Labour.

Argentine Argentina

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

suplicante(s):

Sr. A. DUMONT, Embajador, Misión
Permanente, Ginebra.

acompañado(s) por:

Sr. J. ROSALES, Coordinador de
Relaciones Internacionales, Ministerio
de Trabajo, Empleo y Seguridad Social.

Sr. E. VARELA, Consejero, Misión
Permanente, Ginebra.

Australie Australia

Mr. S. EVANS, Director, International
Relations Section, Department of
Employment and Workplace Relations.

substitute(s):

Ms. S. SADAUSKAS, Employment
Counsellor, Australian Delegation to the
Organisation for Economic Cooperation
and Development.

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

Бéларус Belarus Belarús

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

substitute(s):

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

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

Ms. I. VASILEUSKAYA, First Secretary,
Permanent Mission, Geneva.

Brésil Brazil Brasil

Sr. C. ROCHA PARANHOS, Embajador,
Representante Permanente Alterno,
Misión Permanente, Ginebra.

Acompañado por:

Sr. A. NASCIMENTO PEDRO, Ministro
Consejero, Misión Permanente, Ginebra.

Sr. P. CASTRO SALDANHA, Segundo
Secretario, Misión Permanente, Ginebra.

Sr. S. PAIXÃO PARDO, Jefe de la
División de Organizaciones
Internacionales, Ministro de Trabajo y
Empleo.

**Cameroun Cameroon
Camerún**

M. L. NOAH MANGA, directeur du
travail, ministère de l'Emploi, du Travail
et de la Sécurité sociale.

Suppléants:

M^{me} S. NGONO, chef de cellule, Division
des normes.

M. F. NGANTCHA, ministre conseiller,
Mission permanente, Genève.

Canada Canadá

Ms. D. ROBINSON, Director, International
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Human Resources and Skills
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substitute(s):

Mr. D. MACPHEE, Counsellor and
Consul, Permanent Mission, Geneva.

accompanied by:

Ms. L. L'HEUREUX, Deputy Director,
International Labour Affairs.

Chine China

Mr. D. WANG, Vice-Minister of Labour
and Social Security.

substitute(s):

Ms. Y. ZHANG, Deputy Director-General,
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accompanied by:

Ms. X. LU, Counsellor, Ministry of Labour
and Social Security.

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

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

Cuba

Sr. J. MORA GODOY, Embajador, Misión
Permanente, Ginebra.

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Sra. M. LAU, Directora de Relaciones
Internacionales.

Sr. P. FANEGO SEA, Primer Secretario,
Ministerio de Relaciones Exteriores.

Sra. G. HERNÁNDEZ OLIVA,
Especialista Principal de Relaciones
Internacionales.

Sr. M. SÁNCHEZ OLIVA, Tercer
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Sra. M. HERRERA CASEIRO, Consejera,
Misión Permanente, Ginebra.

Sr. C. HURTADO LABRADOR,
Consejero, Misión Permanente, Ginebra.

Sr. O. LEÓN GONZÁLEZ, Segundo
Secretario, Misión Permanente, Ginebra.

El Salvador

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

suplente(s):

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

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

acompañado(s) por:

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Relaciones Internacionales de Trabajo,
Ministerio de Trabajo y Previsión
Social.

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

Espagne Spain España

Sr. J. MARCH PUJOL, Embajador, Misión
Permanente, Ginebra.

suplente(s):

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

Sr. G. LÓPEZ MACLELLAN, Consejero
Diplomático, Misión Permanente,
Ginebra.

**Etats-Unis United States
Estados Unidos**

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

substitute(s):

Mr. J. CHAMBERLIN, First Secretary and Labor Attaché, Permanent Mission, Geneva.

France Francia

M. P. SÉGUIN, premier président de la Cour des comptes, ancien ministre, ancien président de l'Assemblée nationale.

Suppléants:

M. B. KESSEDJIAN, Ambassadeur, Mission permanente, Genève.

M. M. THIERRY, inspecteur général des affaires sociales.

M^{me} F. AUER, conseillère, Mission permanente, Genève.

accompagnés de:

M^{me} C. PARRA, Délégation aux affaires européennes et internationales, ministère du Travail, de l'Emploi et de la Cohésion sociale.

M^{me} A. LE GUEVEL, deuxième secrétaire, Mission permanente, Genève.

M. J. CONNAN, Mission permanente, Genève.

M. J. TROGRIC, observateur.

Inde India

Mr. K.M. SAHNI, Secretary (Labour and Employment), Ministry of Labour.

substitute(s):

Mr. H.S. PURI, Ambassador, Permanent Mission, Geneva.

accompanied by:

Mr. D. SAHA, Deputy Permanent Representative, Permanent Mission, Geneva.

Mr. A. SINGH, Director, Ministry of Labour.

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

Italie Italy Italia

Prof. G. TRIA, délégué du gouvernement italien au Conseil d'administration du BIT.

accompagné de:

M^{me} C. COLETTI, Confederazione Generale Italiana del Lavoro.

Japon Japan Japón

Mr. I. FUJISAKI, Ambassador and Permanent Representative, Permanent Mission, Geneva.

substitute(s):

Mr. S. ENDO, Ambassador and Deputy Permanent Representative, Permanent Mission, Geneva.

Mr. H. SOBASHIMA, Minister, Permanent Mission, Geneva.

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

Mr. T. MURAKI, Assistant Director-General, International Affairs Division, Minister's Secretariat, Ministry of Health, Labour and Welfare.

accompanied by:

Mr. M. HIRASHIMA, Deputy Director, International Affairs Division,

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

Kenya

Mr. P. OWADE, Ambassador, Permanent Mission, Geneva.

substitute(s):

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

accompanied by:

Mr. J. MWANZIA, Senior Labour Officer (ILO Duties), Ministry of Labour and Human Resource Development.

Malawi

Mr. L. CHIKUNI, Principal Secretary, Ministry of Labour and Vocational Training.

substitute(s):

Mr. Z. KAMBUTO, Labour Commissioner, Ministry of Labour and Vocational Training.

accompanied by:

Mr. H.K.K NYANGULU, Director, Occupational Safety and Health, Ministry of Labour and Vocational Training.

Maroc Morocco Marruecos

M. A. FARHANE, conseiller, Mission permanente, Genève.

Suppléantes:

M^{me} S. BOUASSA, ministre plénipotentiaire, Mission permanente, Genève.

M^{me} S. FAHEM, chef du Service des organismes internationaux du travail, ministère de l'Emploi, de la Formation professionnelle, du Développement social et de la Solidarité.

Nigéria Nigeria

Mr. H. LAWAL, Minister of Labour and Productivity.

substitute(s):

Ms. T. KORIPAMO-AGARY, Permanent Secretary, Federal Ministry of Labour and Productivity.

Pérou Peru Perú

Sra. E. ASTETE RODRÍGUEZ, Embajadora, Misión Permanente, Ginebra.

suplente(s):

Sr. J. SALINAS, Ministro, Representante Permanente Alterno, Misión Permanente, Ginebra.

Srta E. BERAUN ESCUDERO, Primera Secretaria, Misión Permanente, Ginebra.

Philippines Filipinas

Mr. B. BITONIO, Undersecretary, Department of Labor and Employment.

substitute(s):

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**Roumanie Romania
Rumania**

M. C. DANILA, Secrétaire d'Etat,
Département du dialogue social et des
relations avec le Parlement, ministère du
Travail, de la Solidarité sociale et de la
Famille.

Suppléante:

M^{lle} A. STOINEA, inspectrice expert,
Direction des relations externes et des
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du Travail, de la Solidarité sociale et de
la Famille.

accompagnés de:

M^{me} G. CONSTANTINESCU, première
secrétaire, Mission permanente, Genève.

**Royaume-Uni
United Kingdom
Reino Unido**

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

substitute(s):

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

accompanied by:

Ms. P. TARIF, Second Secretary,
Specialised Agencies, Permanent
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Mr. D. DEWITT, Policy Adviser,
International Relations Division, Joint
International Unit, Department for Work
and Pensions and the Department for
Education and Skills.

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

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

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Mr. N. LOZINSKIY, Senior Counsellor,
Permanent Mission, Geneva.

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

Sri Lanka

Mr. M. MADIHAHEWA, Secretary,
Ministry of Labour Relations and
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Ms. S. FERNANDO, Ambassador,
Permanent Mission, Geneva.

Mr. U. ATHUKORALA, Senior Assistant
Secretary, Ministry of Labour Relations
and Foreign Employment.

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

Membres gouvernementaux adjoints Deputy Government members
Miembros gubernamentales adjuntos

Barbade Barbados

Ms. S. FARNUM, Permanent Secretary,
Ministry of Labour and Social Security.

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Burundi

M. N. NKUNDWANABAKE, premier
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Chili Chile

Sr. C. PASCAL CHEETHAM,
Subsecretario de Trabajo de Chile.

suplente(s):

Sr. J. MARTABIT SCAFF, Embajador,
Misión Permanente, Ginebra.

Sr. B. DEL PICÓ, Segundo Secretario,
Misión Permanente, Ginebra.

Sr. E. CHIHUAILAF, Tercer Secretario,
Misión Permanente, Ginebra.

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

Mr. I. PARK, Deputy Permanent
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Ms. J. PAIK, Counsellor, Permanent
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Mr. H. KWON, Labour Attaché, Permanent
Mission, Geneva.

accompanied by:

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Cooperation Division, Ministry of
Labour.

Côte d'Ivoire

M. O. HUBERT, ministre de la Fonction
publique et de l'Emploi.

Suppléant:

M. B. N'GUESSAN, conseiller, Mission
permanente, Genève.

accompagnés de:

M. B. KIESSEY LOBA, directeur,
réglementation du travail, ministère de la
Fonction publique et de l'Emploi.

M. B. JOEL, chargé du protocole, Mission
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Ethiopie Ethiopia Etiopía

Mr. H. ABDELLA, Minister of Labour and Social Affairs.

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Mr. F. YIMER ABOYE, Ambassador, Permanent Mission, Geneva.

Mr. S. BEKELE, Head, International Relations Team, Ministry of Labour and Social Affairs.

Finlande Finland Finlandia

Mr. M. SALMENPERÄ, Director, Ministry of Labour.

accompanied by:

Ms. S. MODEEN, Ministerial Adviser, Ministry of Labour.

Grèce Greece Grecia

Mr. T. KRIEKOUKIS, Ambassador, Permanent Mission, Geneva.

substitute(s):

Mr. A. CAMBITSIS, Minister-Counsellor, Permanent Mission, Geneva.

Ms. S. KYRIAKOU, Attaché, Permanent Mission, Geneva.

Honduras

Sr. B. ZAPATA, Embajador, Misión Permanente, Ginebra.

suplente(s):

Sra. G. BU FIGUEROA, Consejera, Misión Permanente, Ginebra.

Sra. E. CARDONA, Magistrada, Corte Suprema de Justicia.

Sr. J. ARRIAGA, Magistrado, Corte Suprema de Justicia.

Sr. M. PÉREZ, Segundo Secretario, Misión Permanente, Ginebra.

Hongrie Hungary Hungría

Mr. D. HORVÁTH, Chargé d'Affaires, Permanent Mission, Geneva.

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**Iran, République islamique
Islamic Republic of Iran
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Mr. M. SALAMATI, Deputy Minister, Ministry of Labour and Social Affairs.

substitute(s):

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

Mr. S. HEFDAHTAN, Director-General for International Relations, Ministry of Labour and Social Affairs.

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

Ms. S. TASDIGHI, Director, International Labour Studies, Ministry of Labour and Social Affairs.

Mr. B. SHEIKH, Deputy Director-General, International Relations Department, Ministry of Labour and Social Affairs.

Mr. S. A'LAMIPOUR, Expert, ILO Affairs, Ministry of Labour and Social Affairs.

Irlande Ireland Irlanda

Mr. M. PENDER, Assistant Principal,
Department of Enterprise, Trade and
Employment.

Jordanie Jordan Jordania

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

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accompanied by:

Mr. H. QUDAH, Attaché, Permanent
Mission, Geneva.

Mr. H. ABU-NIGMEH, Director, Legal
Affairs Department.

Mr. N. SAEED, Head, International
Cooperation Department.

Koweït Kuwait

Mr. D. RAZZOOQI, Ambassador,
Permanent Mission, Geneva.

substitute(s):

Mr. H. AL-MUDADI, Assistant
Undersecretary, Labour Affairs.

accompanied by:

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

Mexique Mexico México

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

suplente(s):

Sr. P. MACEDO, Embajador,
Representante Permanente Alterno,
Misión Permanente, Ginebra.

Sra. S. ROVIROSA, Ministra, Misión
Permanente, Ginebra.

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

Sra. C. GONZÁLEZ, Tercera Secretaria,
Misión Permanente, Ginebra.

Mozambique

M. I. CAIFAZ, directeur, Direction de la
coopération, ministère du Travail.

Suppléant:

M. A. ZANDAMELA, Ambassadeur,
Mission permanente, Genève.

accompagnés de:

M. M. CARLOS, premier secrétaire,
Mission permanente, Genève.

Ouganda Uganda

Mr. D. OGARAM, Comissioner for
Labour.

substitute(s):

Ms. J. ADONGAKULU, Labour Officer,
International Affairs.

accompanied by:

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

Pakistan Pakistán

Ms. T. JANJUA, Acting Permanent
Representative, Permanent Mission,
Geneva.

accompanied by:

Mr. R. HASSAN FAIZ, Central Labour
Advisor, Ministry of Labour, Manpower
and Overseas Pakistanis.

Mr. F. TIRMIZI, First Secretary,
Permanent Mission, Geneva.

**Pays-Bas Netherlands
Países Bajos**

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

substitute(s):

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

Pologne Poland Polonia

Mr. Z. RAPACKI, Ambassador, Permanent
Mission, Geneva.

substitute(s):

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

Sénégal Senegal

M. S. NDIAYE, ministre de la Fonction
publique, du Travail, de l'Emploi et des
Organisations professionnelles.

Suppléant:

M. A. WADE, premier conseiller
technique, ministère de la Fonction
publique, du Travail, de l'Emploi et des
Organisations professionnelles.

accompagnés de:

M. O. CAMARA, Ambassadeur, Mission
permanente, Genève.

M. A. BASSE, premier secrétaire, Mission
permanente, Genève.

M. I. BOYE, deuxième conseiller, Mission
permanente, Genève.

**Singapour Singapore
Singapur**

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

substitute(s):

Mr. T. LIM, International Labour Officer,
Labour Relations Department, Ministry
of Manpower.

accompanied by:

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

**République tchèque
Czech Republic
República Checa**

Ms. D. TOMKOVÁ, Director, Department
for the European Union and
International Co-operation.

substitute(s):

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

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

Mr. E. GEORGE, Permanent Secretary,
Ministry of Labour and Small and
Micro-Enterprise Development.

accompanied by:

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

Tunisie Tunisia Túnez

M. S. LABIDI, Ambassadeur, Mission permanente, Genève.

Suppléant:

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

accompagnés de:

M. E. LAKHAL, Secrétaire des affaires étrangères.

Mr. H. VU, Senior Expert, Permanent Mission, Geneva.

Mr. T. NGUYEN, International Cooperation Officer, Department of International Relations, Ministry of Labour, Invalids and Social Affairs.

Venezuela

Sr. R. DORADO CANO MANUEL,
Viceministro de Trabajo.

suplente(s):

Sr. B. CARRERO CUBEROS, Embajador,
Misión Permanente, Ginebra.

acompañado(s) por:

Sr. R. DARÍO MOLINA, Director de la
Oficina de Relaciones Internacionales y
Enlace con la OIT, Ministerio de
Trabajo.

Sra. R. POITEVIEN, Embajadora Alternativa,
Misión Permanente, Ginebra.

Sr. R. HANDS, Consejero, Misión
Permanente, Ginebra.

Sr. J. ARIAS, Asesor Político, Misión
Permanente, Ginebra.

Viet Nam

Mr. Q. NGO, Ambassador, Permanent
Mission, Geneva.

accompanied by:

Mr. Q. PHAM, Minister-Counsellor,
Permanent Mission, Geneva.

Mr. H. PHAM, Counsellor, Permanent
Mission, Geneva.

Membres employeurs titulaires Regular Employer members
Miembros empleadores titulares

Vice-Président du Conseil d'administration: Vice-Chairperson of the Governing Body: Vicepresidente del Consejo de Administración:	Sr. D. FUNES DE RIOJA (Argentina), Presidente del Departamento de Política Social de la Unión Industrial Argentina (UIA)
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Mr. P. ANDERSON (Australia), Director, Workplace Policy, Australian Chamber of Commerce and Industry.

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

M. B. BOISSON (France), conseiller social, Mouvement des entreprises de France (MEDEF).

Mr. L. CHEN (China), Vice-President, China Enterprise Confederation.

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

Mr. A. FINLAY (Canada), Vice-President and Assistant General Counsel, Employee Relations and Employment Group, The Bank of Nova Scotia.

Mr. M. LAMBERT (United Kingdom), Representative, Confederation of British Industry.

M. A. M'KAISSI (Tunisie), conseiller directeur central, Union tunisienne de l'industrie, du commerce et de l'artisanat (UTICA).

M. B. NACOULMA (Burkina Faso), président du comité statuaire, Conseil national du patronat burkinabé.

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

Mr. A. TABANI (Pakistan), President, Employers' Federation of Pakistan.

Mr. G. TROGEN (Sweden), Director-General, ALMEGA.

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

Membres employeurs adjoints	Deputy Employer members
Miembros empleadores adjuntos	

Mr. I. ANAND (India), Chairman, Shivathene Corporate Centre.

M^{me} F. AWASSI ATSIMADJA (Gabon), représentante, Confédération patronale gabonaise.

M. F. BALBOUL (Liban), membre, Association des industriels libanais.

Mr. T. CLEARY (New Zealand), Principal Adviser, Business New Zealand.

Mr. G. DASANAYAKE (Sri Lanka), Director General, Employers Federation of Ceylon.

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

Mr. O. EREMEEV (Russian Federation), Chairman, Coordinating Council of Employers' Unions of Russia (CCEUR).

Mr. W.A. HILTON-CLARKE (Trinidad and Tobago), Vice-Chairman, Employers' Consultative Association of Trinidad and Tobago.

Ms. R. KARIKARI ANANG (Ghana), Executive Director, Ghana Employers' Association.

Mr. T. MAKEKA (Lesotho), Executive Director, Association of Lesotho Employers.

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

M. E. MEGATELI (Algérie), Secrétaire général, Confédération générale des opérateurs économiques algériens.

Mr. O.A. OSHINOWO (Nigeria), Director-General, Nigeria Employers' Consultative Association.

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

M^{me} L. SASSO MAZZUFFERI (Italie), Conseillère spéciale des affaires internationales, Confédération générale des employeurs d'Italie, CONFINDUSTRIA.

Mr. P. TOMEK (Austria), Director, Legal and Staff Division, Boehringer-Ingelheim Austria.

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

Sr. A. URTECHO (Honduras), Asesor Legal, Consejo Hondureño de la Empresa Privada (COHEP).

Membres travailleurs titulaires Regular Worker members
Miembros trabajadores titulares

Vice-Président du Conseil d'administration: Vice-Chairperson of the Governing Body: Vicepresidente del Consejo de Administración:	Sir R. TROTMAN (Barbados), General Secretary, Barbados Workers' Union
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Mr. N. ADYANTHAYA (India), Secretary, Indian National Trade Union Congress.

M^{me} R. DIALLO (Guinée), Secrétaire générale, Confédération nationale des travailleurs de Guinée (CNTG).

Mr. U. EDSTRÖM (Sweden), Head of International Department, Swedish Trade Union Confederation (LO-S).

Ms. U. ENGELN-KEFER (Germany), Vice-President, German Confederation of Trade Unions (DGB).

Sr. J. GÓMEZ ESGUERRA (Colombia), Secretario General, Confederación de Trabajadores Democráticos (CGTD).

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

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

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

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

Mr. T. WOJCIK (Poland), National Commission Member, Solidarnosc.

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

Ms. M. HAYASHIBALA, accompanying Mr. Nakajima.

Membres travailleurs adjoints Deputy Worker members
Miembros trabajadores adjuntos

- Ms. A. ABD EL HADY (Egypt), Secretary-General, Working Women and Children Federation, Egyptian Trade Unions.
- Mr. K. AHMED (Pakistan), General Secretary, All Pakistan Federation of Trade Unions.
- Mr. M. AL-MA'AYTA (Jordan), President, General Federation of Jordanian Trade Unions.
- Sr. A. ALVIZ FERNÁNDEZ (Colombia), Presidente, Confederación de Trabajadores de Colombia.
- Sra. H. ANDERSON NEVÁREZ (México), Secretaria de Acción Fémica del Comité, Confederación de Trabajadores de México.
- Mr. L. BASNET (Nepal), President, Nepal Trade Union Congress.
- M. M. BLONDEL (France), Confédération générale du travail-Force ouvrière (CGT-FO).
- M^{me} C. BRIGHI (Italie), Assistant Director International, CISL.
- Mr. B. CANAK (Serbia and Montenegro), President, United Branch Trade Unions, UGS – Nezavisnost.
- Mr. T. ETTY (Netherlands), International Department, FNV.
- Sra. A. GARCIA (Angola), Secrétaire générale, Centrale générale des syndicats indépendants et libres de l'Angola.
- Ms. N. GOULART (Brazil), President, Força Sindical, Bahia State.
- M. B. HOSSU (Roumanie), président, Confédération nationale syndicale.
- Mr. A. HUSAIN (Bahrain), General Federation for Bahrain Workers' Trade Unions.
- Sr. G. MARTÍNEZ (Argentina), Confederación General del Trabajo.
- Mr. L. ONGABA (Uganda), Secretary General, National Organisation of Trade Unions.
- M. A. PALANGA (Togo), Secrétaire général, CNTT.
- Sr. P. PARRA (Paraguay), Miembro, Central Nacional de Trabajadores.
- M. J. PRINCE (Suisse), Secrétaire central, Union syndicale suisse (USS).
- Mr. S. SYED SHAHIR (Malaysia), President, Malaysian Trade Union Congress (MTUC).

Mr. H. RASHEED, accompanying Mr. Al-Ma'ayta.

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

Algérie Algeria Argelia

M. B. SEDKI, ministre plénipotentiaire,
Mission permanente, Genève.

Autriche Austria

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

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

Belgique Belgium Bélgica

M. M. JADOT, président du comité de
direction, Service public fédéral,
emploi, travail et concertation sociale.

Equateur Ecuador

Sra. L. BAQUERIZO GUZMÁN, Tercera
Secretaria, Misión Permanente, Ginebra.

Sr. J. THULLEN, Asesor, Ministerio de
Trabajo.

Gambie Gambia

Ms. M. SECKA-NJIE, Principal Human
Resources Economist, Employment Unit,
Department for State and Trade .

Mr. E. NDOYE, Commissioner of Labour,
Department of State and Trade.

Indonésie Indonesia

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

Mr. A. SUMIRAT, Third Secretary,
Permanent Mission, Geneva.

Islande Iceland Islandia

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

**Nouvelle-Zélande
New Zealand
Nueva Zelandia**

Ms. N. CRENNAN, Deputy Director -
International, Department of Labour,
Department of Labour.

Suisse Switzerland Suiza

M. J. ELMIGER, Ambassadeur, Chef des
affaires internationales du travail,
Secrétariat d'Etat à l'économie (SECO).

M^{me} B. SCHÄR BOURBEAU, deuxième
secrétaire, Mission permanente, Genève.

M. P. BENEY, Affaires internationales du
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**Thaïlande Thailand
Tailandia**

Mr. T. JAMASEVI, Deputy Permanent Secretary, Ministry of Labour.

Mr. V. THANGHONG, Senior Labour Officer, Bureau of International Coordination, Ministry of Labour.

Mr. P. CHARNBHUMIDOL, Minister Counsellor, Permanent Mission, Geneva.

Mr. P. AMORNCHEWIN, Minister Counsellor (Labour Affairs), Permanent Mission, Geneva.

Ms. N. TRITANYAPONG, Director, International Affairs Division, Ministry of Labour.

Ms. C. THONGTIP, Senior Labour Officer, Bureau of International Coordination, Office of the Permanent Secretary, Ministry of Labour.

Zimbabwe

Mr. P. DZVITI, Director, Labour Administration.

Mr. P. MUDYAWABIKWA, Deputy Director, International Relations Division, Labour Administration.

Mr. K. NYAMWANZA, Legal Advisor, Legal Division.

Mr. L. NGORIMA, Senior Labour Officer, International Relations Division, Labour Administration.

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

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

Ms. A. BIONDI, Director, Geneva Office.

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

M. E. ESTEVEZ, Secrétaire général adjoint.
M. H. SEA, Représentant permanent à Genève.

Fédération syndicale mondiale
World Federation of Trade Unions
Federación Sindical Mundial

Mr. A. ZHARIKOV, General Secretary.
Mr. R. CARDONA NUEVO, Deputy Secretary-General, Permanent Representative, Geneva.

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

Mr. A. PEÑALOSA, Secretary-General.
Mr. B. WILTON, Deputy Secretary-General.
