

*Supplément au Compte rendu provisoire (15 juin 2005)*

## **LISTE FINALE DES DÉLÉGATIONS**

***Conférence internationale du Travail***

Quatre-vingt-treizième session, Genève

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*Supplement to the Provisional Record (15 June 2005)*

## **FINAL LIST OF DELEGATIONS**

***International Labour Conference***

Ninety-third Session, Geneva

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*Suplemento de Actas Provisionales (15 de junio de 2005)*

## **LISTA FINAL DE DELEGACIONES**

***Conferencia Internacional del Trabajo***

Nonagésima tercera reunión, Ginebra

**2005**

La liste des délégations est présentée sous une forme trilingue. Elle contient d'abord les délégations des Etats membres de l'Organisation représentés à la Conférence dans l'ordre alphabétique selon le nom en français des Etats. Figurent ensuite les représentants des observateurs, des organisations intergouvernementales et des organisations internationales non gouvernementales invitées à la Conférence.

Toutes les informations concernant les noms des pays ou des organisations sont données en français, en anglais et en espagnol. Toute autre information (titres et fonctions des participants) est indiquée dans une seule de ces langues: celle que doit utiliser le Bureau international du Travail dans la correspondance officielle avec le pays dont relève la personne intéressée.

Les noms, titres et qualités figurant dans la liste finale des délégations correspondent aux indications fournies dans les pouvoirs officiels reçus au lundi 13 juin 2005, 19 heures.

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The list of delegations is presented in trilingual form. It contains the delegations of the member States represented at the Conference in the French alphabetical order, followed by the representatives of the observers, intergovernmental organizations and international non-governmental organizations invited to the Conference.

The names of the countries and organizations are given in French, English and Spanish. Any other information (title and functions of participants) is given in the language used for official correspondence between the ILO and the country in question.

The names and designations appearing in the final list of delegations are those given in the official credentials received up to Monday 13 June 2005 at 7.00 p.m.

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La lista de delegaciones se presenta en forma trilingüe. En primer lugar figuran los Estados miembros de la Organización en orden alfabético francés. Seguidamente aparecen las delegaciones de los observadores, organizaciones intergubernamentales y organizaciones internacionales no gubernamentales invitados a la Conferencia.

Figuran en francés, inglés y español los nombres de los Estados y organizaciones asistentes a la Conferencia. Los demás datos (títulos y cargos de los participantes) aparecen sólo en la lengua utilizada por la Oficina Internacional del Trabajo para sus comunicaciones oficiales con el correspondiente Estado.

Los nombres, títulos y cargos que figuran en la lista final de delegaciones son los que constan en los poderes oficiales recibidos hasta el lunes 13 de junio de 2005 a las 19 horas.

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## Afghanistan Afghanistan Afganistán

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### Délégués gouvernementaux

MASOOMI, Sayed Ekramuddin, M., Ministre du Travail.  
OMER, Assad, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.

### Conseillers techniques et délégués suppléants

BASHIRI, Ghaus, M., Vice-ministre du Travail et des Affaires sociales.  
POYA, Ata Mohammad, M., Chef, Services Culturels et Sociaux, Présidence.  
ANWARZAI, Anwar, M., Ministre Conseiller, Mission permanente, Genève.  
NASRI, Khalil, M., Premier secrétaire, Mission permanente, Genève.  
ABDULLAH HAKIM, Soraya, Mme, Présidente des Orphelinats.

### Délégué des travailleurs

EHSAS, Mohamad Quasem, M., Président, Union nationale des Travailleurs.

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## Afrique du Sud South Africa Sudáfrica

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### Minister attending the Conference

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

### Persons accompanying the Minister

MOTHEOHANE, T., Ms., Private Secretary to the Minister.  
KASIENYANE, R., Ms., MP, Chairperson, Portfolio Committee on Labour.  
MADUMA, L., Mr., MP, Portfolio Committee on Labour.  
LOWE, CM, Mr., MP, Portfolio Committee on Labour.  
JAYIYA, P., Ms., Secretary, Portfolio Committee on Labour.

### Government Delegates

MKOSANA, V., Mr., Director-General, Department of Labour.  
MTSHALI, G., Ms., Ambassador, Permanent Representative, Permanent Mission, Geneva.

### Advisers and substitute delegates

NDEBELE, S., Mr., Executive Manager, International Relations.  
LUSENGA, F.L.N.W., Ms., Counsellor (Labour), Permanent Mission, Geneva.

### Advisers

MOROASUI, G., Mr., Assistant Manager, Legal Services.  
MALATSE, J., Mr., Executive Manager, Occupational Safety and Health.  
NAKANYANE, S., Mr., Executive Manager, Research, Policy and Planning.  
SIGABI, Z., Ms., Provincial Communication Officer.  
SEAFIELD, V., Mr., Assistant Manager, Labour Relations.  
CAMPBELL, Nigel.T., Mr., Head, Fishing Vessel Safety Unit, South African Maritime Safety Authority.  
GUMBI, L., Mr., Deputy Permanent Representative, Permanent Mission, Geneva.

### Employers' Delegate

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

### Adviser and substitute delegate

BOTHA, B., Mr., Advisor, International Affairs, BUSA.

### Advisers

NDONI, A., Ms., Member, Standing Committee on Social Policy, BUSA.  
DOWIE, F., Ms., Chief Officer Strategic Services, BUSA.  
VAN NIEKERK, A., Mr., Legal Advisor, BUSA.  
LÖTTER, Casparus J., Mr., Occupational Health and Safety Advisor, BUSA.  
MAILA, Z., Ms., Youth Advisor, BUSA.  
MULLER, N., Mr., Fishing Advisor, BUSA.  
MANDA, R., Mr., Fishing Advisor, BUSA.

### Person appointed in accordance with Article 2, paragraph 3(i)

RAMDIN, R, Ms., Occupational Health and Safety Advisor, BUSA.

### Workers' Delegate

PATEL, I., Mr., COSATU.

### Advisers

MASEMOLA, K., Mr., Deputy Secretary, FAWU.  
VAVI, Z., Mr., Secretary-General, COSATU.  
MILANI, CESARE ANDREA, Mr., General Secretary, FEDUSA.  
MAQEKENI, J., Mr., NACTU.  
RANTSOLASE, A., Ms., COSATU.

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## Albanie Albania Albania

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### Minister attending the Conference

BEJTAJ, Engjell, Mr., Minister of Labour and Social Affairs (MLSA).

### Persons accompanying the Minister

MULITA, Reis, Mr., Minister's Chief of Cabinet.

XHANGOLLI, Gramoz, Mr., Labour Relations Directorate.  
PRENGA, Aleksander, Mr., Chief, External Relations and Cooperation.

### Government Delegates

THANATI, Vladimir, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
MERSINI, Spartak, Mr., Director, External Relations and Cooperation.

#### *Advisers and substitute delegates*

MUÇA, Gjergji, Mr., Director, Labour Relations Directorate, MLSA.  
GOXHI, Pranvera, Mrs., First Secretary, Permanent Mission, Geneva.  
NINA, Ervin, Mr., Second Secretary, Permanent Mission, Geneva.

#### *Other person attending the Conference*

SHABANI, Tahir, Mr., Assistant to the Ambassador.

### Employers' Delegate

KOKA, Vladimir, Mr., President, Council of the Employers' Organisations.

#### *Adviser and substitute delegate*

KAMBO, Imir, Mr., Vice-President, Council of the Employers' Organisations.

### Workers' Delegate

KALAJA, Gezim, Mr., President, Union of Independent Trade Unions of Albania.

#### *Advisers and substitute delegates*

NIKOLLI, Kol, Mr., President, Confederation of Trade Unions of Albania.  
ÇELA, Shkelqim, Mr., President, National Trade Union of Agriculture and Food.  
SUKTHI, Petrit, Mr., Deputy President, National Trade Union of Agriculture and Food.

## Algérie    Algeria    Argelia

#### *Ministre assistant à la Conférence*

LOUH, Tayeb, M., Ministre du Travail et de la Sécurité sociale.

#### *Personne accompagnant le Ministre*

JAZAÏRY, Idriss, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.

### Délégués gouvernementaux

ABDELMOUMENE, Mohamed Larbi, M., Ancien Ministre du Travail et de la Sécurité sociale.  
RAIS, Mohamed El Hadj, M., Chef de Cabinet, Ministère du Travail et de la Sécurité sociale (MTSS).

#### *Conseillers techniques*

BLADEHANE, Rachid, M., Ambassadeur, Directeur des Affaires économiques et financières internationales, Ministère des Affaires étrangères.  
BOURBIA, Ahmed, M., Directeur des Relations de travail, MTSS.  
ZAIDI, Fodil, M., Directeur d'Etudes et de Synthèse en technologie de l'information, MTSS.  
KHENNICHE, Rabah, M., Chargé d'Etudes et de Synthèse, MTSS.  
GUEDDOUH, Mohamed, M., Directeur d'études, MTSS.  
KACI ABDALLAH, Ahmed, M., Directeur de l'Administration des moyens, Ministère de la Pêche et des Ressources halieutiques.  
BOUHEDDA, Abdenour, M., Directeur général, Caisse nationale d'assurance chômage, MTSS.  
SEDDAOUI, Fatma, Mme, Directrice générale, Agence nationale de Gestion du micro-crédit, MTSS.  
TAYEB, Hidjeb, M., Secrétaire général, Agence nationale de Soutien à l'emploi des jeunes, MTSS.  
BESSEDIK, Mohammed, M., Ministre conseiller, Mission permanente, Genève.  
SEDKI, Boualem, M., Ministre plénipotentiaire, Mission permanente, Genève.  
FERDIOU, Malika, Mlle, Attachée diplomatique, Ministère des Affaires étrangères.  
BENFRIHA, Mustapha, M., Administrateur, Ministère des Affaires étrangères.  
GUERIRA, Djamel, M., Chargé du Protocole, MTSS.

### Délégué des employeurs

YOUSFI, Habib, M., Président, Confédération générale des Opérateurs économiques algériens.

#### *Conseillers techniques*

NAÏT ABDELAZIZ, Mohamed Saïd, M., Président, Confédération nationale du Patronat algérien (CNPA).  
M'RAKACH, Boualem, M., Président, Confédération algérienne du Patronat (CAP).  
OUZROUT, Taya, Mme, Présidente, Association pour la Promotion des femmes gestionnaires.  
BELDJEZAR, Ahmed, M., Membre, Confédération des Industriels et Producteurs algériens (CIPA).  
MEHENNI, Abdelaziz, M., Président, CIPA.  
MEGATELI, El Mahfoudh, M., Membre, Conseil d'administration du BIT.  
BENDRIS, Brahim, M., CAP.  
AMOUR, Riadh, M., CAP.

#### *Personnes désignées en conformité avec l'article 2, alinéa 3 i)*

BEN GAUD, Ahmed, M., CNPA.  
AÏT AHCENE, Hocine, M., CNPA.  
SAHARI, Djelloul, M., CNPA.  
HAMOUTENE, Rachid, M., CNPA.

### *Autres personnes assistant à la Conférence*

CHEIKH, Saad, M., CAP.  
SALMI, Mabrouk, M., CAP.  
SIACI, Ali, M., CNPA.  
NACERI, Smaïl, M., CNPA.  
AÏT ANCEUR, Hamid, M., CNPA.  
SAHRAOUI, Nadia, Mme, Association pour la Promotion des Femmes gestionnaires.  
IDAR, Mehnad, M., CNPA.  
BADRAN, Issa, M., CNPA.  
MAMRI, Boukhalil, M., CNPA.  
DRAR, Abdulaoui, M., CNPA.

### **Délégué des travailleurs**

SIDI SAID, Abdelmadjid, M., Secrétaire général, Union générale des Travailleurs algériens (UGTA).

### *Conseillers techniques*

RAHMA, Boudjemaa, M., Secrétaire national chargé des Relations extérieures et de l'Emigration, UGTA.  
MEZIANI, ABDELAALI, M., Secrétaire national chargé des Finances, UGTA.  
BOUZIDI, Boualem, M., Secrétaire national chargé des Conflits sociaux, UGTA.  
MERABET, Ali, M., Secrétaire national chargé de la Fonction publique, UGTA.  
BENMOUHOU, El Hachemi, M., Secrétaire national chargé de l'Information, UGTA.  
KERROUM, Lakhdar, M., Secrétaire national chargé de la Solidarité et de l'Action sociale, UGTA.  
DJENOUHAT, Salah, M., Secrétaire national chargé de l'Organique, UGTA.  
MALKI, Abdelkader, M., Secrétaire national chargé des Relations générales, UGTA.

### *Personnes désignées en conformité avec l'article 2, alinéa 3 i)*

BENDJILALI, Ali, M., Secrétaire national, UGTA.  
SALHI, Soumia, Mme, Comité des Femmes travailleuses, UGTA.  
RAHMANI, Messaouda, Mme, Comité des Femmes travailleuses, UGTA.  
AIT ALL, Rachid, M., UGTA.

### *Autres personnes assistant à la Conférence*

ADJABI, Salah, M., Secrétaire national chargé de l'Emploi et de la Formation professionnelle, UGTA.  
BADREDDINE, Mohamed Lakhdar, M., Secrétaire national chargé des Affaires économiques et Etudes, UGTA.

## **Allemagne Germany Alemania**

### *Minister attending the Conference*

ANDRES, Gerd, Mr., Parliamentary Secretary of State, Federal Ministry of Economics and Labour.

### *Persons accompanying the Minister*

BUCHHEIT, Bernd, Mr., Director-General, Labour Market Policy, Unemployment Insurance, Employment of Foreigners.  
HÜGGE-PEISELER, Ulrike, Ms., Interpreter.

### **Government Delegates**

STEINER, Michael, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
KOBERSKI, Wolfgang, Mr., Director-General, European Policy and International Organizations, Federal Ministry of Economics and Labour; Representative, Governing Body of the ILO.

### *Advisers and substitute delegates*

SCHLEEGER, Magdalena, Mrs., Head of Division for ILO and UN Affairs, Federal Ministry of Economics and Labour; Substitute Representative, Governing Body of the ILO.  
KREUZALER, Ernst, Mr., Director for International Organizations, Federal Ministry of Economics and Labour; Substitute Representative, Governing Body of the ILO.  
HOFFMANN, Susanne, Mrs., Counsellor, Permanent Mission, Geneva.

### *Advisers*

SAUSEN, Helmut, Mr., Federal Ministry of Economics and Labour.  
ZEITZ, Birgit, Mrs., Federal Ministry of Economics and Labour.  
ANTON, Heinz, Mr., Federal Ministry of Consumer Protection, Food and Agriculture.  
KRAUSS-HOFFMANN, Peter, Mr., Federal Institute for Occupational Safety and Health.  
KRANEN, Dirk, Mr., Counsellor, Permanent Mission, Geneva.  
MEYER-LÜERSSEN, Inka, Mrs., Federal Ministry of Economics and Labour.  
BÜHRER, Franziska, Mrs., Trainee, Permanent Mission, Geneva.

### **Employers' Delegate**

GERSTEIN, Antje, Mrs., Deputy Director, European Union and International Social Policy, Confederation of German Employers' Associations (BDA).

### *Adviser and substitute delegate*

PRINZ, Thomas, Mr., Deputy Director, Labour Law Department, BDA.

### *Advisers*

HORNUNG-DRAUS, Renate, Mrs., Managing Director and Head, European Union and International Social Policy Department, BDA.  
LINDEMANN, Dierk, Mr., Managing Director, German Shipowners Association (VDR).  
MIKSCHKE, Leopold, Mr., Former Company Medical Officer, Bayer AG.

### *Other person attending the Conference*

CLEVER, Peter, Mr., Member, Executive Board, BDA.

### **Workers' Delegate**

ENGELEN-KEFER, Ursula, Mrs., Vice-President, German Confederation of Trade Unions (DGB); Member, Governing Body of the ILO.

### *Adviser and substitute delegate*

ADAMY, Wilhelm, Mr., Labour Market and International Social Policy Department, Federal Executive Board, DGB.

### *Advisers*

ECKL, Jürgen, Mr., European and International Trade Union Policy Department, Federal Executive Board, DGB.

PAPE, Karin, Ms., Trade Union of Food, Beverages Tobacco, Hotel and Catering.

TEICHERT, Werner, Mr., Federal Executive Board, United Service Union (Ver.di).

SCHRÖDER, Marina, Mrs., Federal Executive Board, Social Policy Department, DGB.

### *Persons appointed in accordance with Article 2, paragraph 3(i)*

KERBUSCH, Ernst-J., Mr., Friedrich-Ebert Foundation.

SCHWEISSHELM, Erwin, Mr., Friedrich-Ebert Foundation.

ADAM, Erfried, Mr., Friedrich-Ebert Foundation.

BONGARTZ, Heinz, Mr., Friedrich-Ebert Foundation.

## **Angola Angola Angola**

### **Délégués gouvernementaux**

DA COSTA PITRA NETO, António, M., Ministre de l'Administration publique, de l'Emploi et de la Sécurité sociale.

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

### *Conseillers techniques*

NATALIA, Maria Manuela, Mme, Directrice provinciale, Ministère de l'Administration publique, de l'Emploi et de la Sécurité sociale.

MANGUEIRA, Joaquim Belo, M., Ministre conseiller, Chargé d'affaires a.i., Mission permanente, Genève.

BONGA, Mendes Mario, M., Premier Secrétaire, Mission permanente, Genève.

### **Délégué des employeurs**

GOMES, António Tiago, M., Secrétaire général, Chambre du Commerce et de l'Industrie de l'Angola (CCIA).

### *Conseillers techniques*

HERMINIA DE ASSUNÇÃO PAULINA, MARIO, Mme, Juriste, Sonangol; Conseillère, CCIA.

ANDRÉ, Victor Manuel, M., Juriste, Sonangol; Conseiller, CCIA.

### **Délégué des travailleurs**

FERNANDA CARVALHO FRANCISCO, Maria, Mme, Secrétaire, Relations internationales, Union nationale des Travailleurs angolais (UNTA-CS).

### *Conseillers techniques*

DE JESUS RODRIGUES DA COSTA, Mario, M., Secrétaire, Associativisme syndical et de Cadres, UNTA-CS.

PEDRO GARCIA, Ana da Conceição, Mme, Secrétaire générale, Centrale générale des syndicats indépendants et libres de l'Angola (CGSILA).

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

### **Government Delegates**

ATTAR, Abudlwahab, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

AL-ZAMIL, Ahmad A. Al-Mansour, Mr., Deputy Minister for Labour.

### *Advisers and substitute delegates*

ALYAHYA, Abdulaziz Abdullah M., Mr., Director-General, Marine Fisheries Department, Ministry of Agriculture.

ALMUBARAK, Sami A. M., Mr., Director-General, Central Department for Labour Inspection.

AL-AGAIL, Mohammed, Mr., First Secretary, Permanent Mission, Geneva.

ALYAHYA, Yahya, Mr., Director-General, International Organizations.

ALNAHIT, Khalid M. Othman, Mr., Legal Adviser, International Organizations, Ministry of Labour.

ALGHORRI, Ahmad H., Mr., Legal Adviser, International Organizations, Ministry of Labour.

### **Employers' Delegate**

DAHLAN, Abdullah Sadiq, Mr., Businessman; Member, Governing Body of the ILO.

### *Adviser and substitute delegate*

ALHUMAIDAN, Saleh A., Mr., Director-General, Dar Alyaum Press and Publication; Member, Chamber of Commerce, Eastern Region.

### **Workers' Delegate**

RADHWAN, Nedhal M. Rashied, Mr., Chairman, Workers' Committee, Saudi Telecom.

### *Advisers and substitute delegates*

ALMOGHRABI, Mohammed S., Mr., Chairman, Workers' Committee, Saudi Aramco Mobil Refinery Co. Ltd.  
AL-ROWAITIE, Abdullah S., Mr., Adviser, Workers' Committee, Saudi Telecom.

## **Argentine Argentina Argentina**

### *Ministro asistente a la Conferencia*

TOMADA, Carlos Alfonso, Sr., Ministro de Trabajo, Empleo y Seguridad Social (MTEySS).

### *Persona que acompaña al Ministro*

NEGRO, Alejandro, Sr., MTEySS.

### **Delegados gubernamentales**

RIAL, Noemí, Sra., Secretaria de Trabajo, MTEySS.  
DUMONT, Alberto Juan, Sr., Embajador, Representante Permanente, Misión Permanente, Ginebra.

### *Consejeros técnicos*

ROSALES, Julio, Sr., MTEySS.  
VARELA, Eduardo Antonio, Sr., Consejero, Misión Permanente, Ginebra.  
CORRES, Gerardo, Sr., MTEySS.  
VALIÑO, Antonio, Sr., MTEySS.  
ULLÚA, Carlos Javier, Sr., MTEySS.  
RODRÍGUEZ, Carlos Aníbal, Sr., Superintendencia de Riesgos de Trabajo.  
MOUILLERON, Roberto, Sr., Consejo Federal del Trabajo (CFT), Pcia. de Buenos Aires.  
MATKOVICH, Hugo Daniel, Sr., CFT, Pcia. del Chaco.  
TITIRO, Pablo, Sr.

### *Otras personas que asisten a la Conferencia*

VISCHI, Eduardo, Sr., CFT, Pcia. de Corrientes.  
FERNÁNDEZ MOORES, Javier, Sr., CFT, Ciudad Autónoma de Buenos Aires.  
SEGUEL, Jorge Ernesto, Sr., CFT, Pcia. de Neuquén.  
UBALDINI, Saúl, Sr., Diputado Nacional.  
CAMAÑO, Graciela, Sra., Diputada Nacional.  
PERNASSETTI, Horacio, Sr., Diputado Nacional.  
CAPPELLERI, Pascual, Sr., Diputado Nacional.  
PRADES, Carlos Alfonso, Sr., Senador Nacional.

### **Delegado de los empleadores**

MÉNDEZ, Héctor, Sr., Presidente, Unión Industrial Argentina (UIA).

### *Consejero técnico y delegado suplente*

FUNES DE RIOJA, Daniel, Sr., UIA.

### *Consejeros técnicos*

MANTILLA, Enrique, Sr., UIA.  
ETALA, Juan José, Sr., UIA.

ALDAO ZAPIOLA, Carlos, Sr., UIA.  
SPAGHI, Patricio, Sr., UIA.  
HERMIDA MARTINEZ, Darío, Sr., UIA.  
BARBER SOLER, Patricio, Sr., UIA.  
SCHAER, Juan José, Sr., Cámara Argentina de Comercio (CAC).

### *Personas designadas de conformidad con el artículo 2, párrafo 3, i)*

MELIÁN, Carlos, Sr., Asociación de Bancos Privados de Capital Argentino (ADEBA).  
AGUDO, Daniel, Sr., Asociación de Bancos de la Argentina (ABA).  
CARREGA, Enrique, Sr., Unión Argentina de Entidades de Servicios (UDES).  
GUERRIERI, Abel, Sr., Sociedad Rural Argentina (SRA).

### *Otras personas que asisten a la Conferencia*

RODRÍGUEZ MARENGO, Ricardo, Sr., Unión de Aseguradoras de Riesgos de Trabajo (UART).  
AIMARETTI, Jorge, Sr., UART.  
MARÍN RODRÍGUEZ, Carlos, Sr., UART.

### **Delegado de los trabajadores**

MARTÍNEZ, Gerardo, Sr., CGT.

### *Consejero técnico y delegado suplente*

RODRÍGUEZ, Andrés, Sr., CGT.

### *Consejeros técnicos*

WASIESKO, Pedro, Sr., Secretario de Relaciones Internacionales, Central de Trabajadores Argentinos (CTA).  
VENTURINI, Enrique, Sr., CGT.  
PIUMATO, Julio, Sr., CGT.  
SALINAS, Enrique Ricardo, Sr., CGT.  
RIGANE, José, Sr., CTA.  
SUÁREZ, Omar, Sr., CGT.  
SCHMID, Juan Carlos, Sr., CGT.

### *Personas designadas de conformidad con el artículo 2, párrafo 3, i)*

PUJADAS, Marta, Sra., CGT.  
MURGO, Damián Pablo, Sr., CGT.  
GHILINI, Horacio, Sr., CGT.  
MEGUIRA, Horacio David, Sr., CTA.

### *Otras personas que asisten a la Conferencia*

TOMASSONE, Alberto, Sr., CGT.  
GARZON MACEDA, Lucio, Sr., CGT.  
ANGRIMAN, Horacio, Sr., CGT.  
RINALDI, Juan, Sr., CGT.  
PERES, Edgar, Sr.  
BRAY, Adolfo, Sr.  
FERREYRA, Hugo, Sr.  
GONZALEZ, Miguel A., Sr.

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**Arménie    Armenia    Armenia**

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**Government Delegates**

YESAYAN, Ashot, Mr., First Deputy Minister, Labour and Social Issues.  
MNATSAKANIAN, Zohrab, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

*Advisers and substitute delegates*

AYVAZYAN, Marta, Ms., First Secretary, Permanent Mission, Geneva.  
APITONIAN, Artak, Mr., Counsellor, Permanent Mission, Geneva.

*Adviser*

MINASYAN, Levon, Mr., Third Secretary, Permanent Mission, Geneva.

**Employers' Delegate**

TARVERDYAN, Sargis, Mr., Deputy Head, Union of Manufacturers and Businessmen.

**Workers' Delegate**

HOVHANNISYAN, Hrachya, Mr., First Deputy Head, Trade Unions.

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**Australie    Australia    Australia**

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*Minister attending the Conference*

BOXALL, Peter, Mr., Secretary, Australian Department of Employment and Workplace Relations.

*Person accompanying the Minister*

SMITH, Mike, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

**Government Delegates**

LIPP, Linda, Ms., Assistant Secretary, Safety, Compensation and International Branch, Department of Employment and Workplace Relations.  
EVANS, Scott, Mr., Director, International Relations Section, Department of Employment and Workplace Relations.

*Advisers and substitute delegates*

COLE, Ted, Mr., Advocacy Team Leader, Advocacy Team, Department of Employment and Workplace Relations.  
SADAUSKAS, Sue, Ms., Employment Counsellor, Australian Delegation to the Organisation for Economic Cooperation and Development, Paris.  
SAWERS, Mark, Mr., First Secretary, Permanent Mission, Geneva.

**Employers' Delegate**

ANDERSON, Peter, Mr., Director – Workplace Policy, Australian Chamber of Commerce and Industry (ACCI).

*Adviser and substitute delegate*

NOAKES, Bryan, Mr., Adviser, ACCI.

**Workers' Delegate**

BURROW, Sharan, Ms., President, Australian Council of Trade Unions (ACTU).

*Adviser and substitute delegate*

TATE, Alison, Ms., International Officer, ACTU.

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**Autriche    Austria    Austria**

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*Minister attending the Conference*

BARTENSTEIN, Martin, Mr., Federal Minister of Economics and Labour.

*Persons accompanying the Minister*

PETRITSCH, Wolfgang, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
SZYMANSKI, Elisabeth, Ms., Federal Ministry of Economics and Labour.  
EICHTINGER, Martin, Mr., Federal Ministry of Economics and Labour.  
REICH-ROHRWIG, Maria, Ms., Permanent Mission, Geneva.  
PROCHAZKA, Robert, Mr., Permanent Mission, Geneva.

**Government Delegates**

DEMBSHER, Iris, Ms., Head, International Social Policy Unit, Federal Ministry of Economics and Labour.  
HÄCKEL-BUCHER, Martina, Ms., Division for International Occupational Safety and Health, Federal Ministry of Economics and Labour.

*Advisers and substitute delegates*

WOJDA, Alexander, Mr., First Secretary, Permanent Mission, Geneva.  
SALOMON, Charlotte, Ms., Division for International Occupational Safety and Health, Federal Ministry of Economics and Labour.

*Advisers*

LASSMANN, Christian, Mr., Minister, Federal Ministry for Foreign Affairs.  
LEIDWEIN, Alois, Mr., Attaché, Agricultural and Environmental Affairs, Permanent Mission, Geneva.  
EDLINGER, Hannes, Mr., Active Labour Market Policy, Federal Ministry of Economics and Labour.  
LACHINGER, Rudolf, Mr., Labour Market Law, Federal Ministry of Economics and Labour.



MEISENBICHLER, Axel, Mr., Expert, Permanent Mission, Geneva.

### **Employers' Delegate**

TOMEK, Peter, Mr., Manager, Boehringer-Ingelheim Austria; Substitute Member, Governing Body of the ILO.

#### *Advisers and substitute delegates*

BRAUNER, Heinrich, Mr., Chief, Social Insurance and Worker's Protection Division, Federation of the Austrian Industry.

OBERHOFER, Barbara, Ms., Social Policy and Health Division, Economic Chamber Austria.

#### *Adviser*

KADLEC, Ina, Ms., Federation of the Austrian Industry.

### **Workers' Delegate**

VERZETNITSCH, Friedrich, Mr., President, Austrian Confederation of Trade Unions.

#### *Advisers and substitute delegates*

KLEIN, Karl, Ms., Vice-President, Austrian Confederation of Trade Unions.

BOEGNER, Johanna, Ms., President, Work Council, Boehringer-Ingelheim Austria.

#### *Advisers*

SAUER, Walter, Mr., International Unit, Austrian Confederation of Trade Unions.

BEI, Neda, Ms., Social Affairs Management, Chamber of Labour, Vienna.

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## **Azerbaïdjan    Azerbaijan Azerbaïyán**

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### **Government Delegates**

NAGHIYEV, Ali, Mr., Minister of Labour and Social Protection of Population.

AMIRBAYOV, Elchin, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

#### *Advisers and substitute delegates*

MARDALIYEV, Seymur, Mr., Third Secretary, Permanent Mission, Geneva.

AHMADOV, Hanifa, Mr., Deputy Head, International Cooperation Department, Ministry of Labour and Social Protection of Population.

### **Employers' Delegate**

MAMMADOV, Alakbar, Mr., President, National Confederation of Entrepreneurs (Employers) Organizations of the Republic of Azerbaijan.

### *Advisers*

HEYDAROV, Samir, Mr., President, Sem-Sem Company.  
HEYDAROVA, Gulnara, Mrs., President, NN Company.  
RUSTAMOV, Elchin, Mr., Director, Elba Company.  
RUSTAMOVA, Mehri, Mrs., Sales Manager, Elba Company.

ABDULLAYEV, Mahir, Mr., Chairman, Executive Body, Gandja Gannadi Joint-Stock Company.

SULTANOVA, Matanat, Mrs., Chief Engineer, Gandja Gannadi Joint-Stock Company.

GULMAMMADOV, Mukhtar, Mr., Director-General, Fales Architectural Company.

### **Workers' Delegate**

MOHBALIYEV, Sattar, Mr., Chairman, Azerbaijan Trade Unions Confederation.

### *Advisers*

ALIYEV, Ilyas, Mr., First Deputy Chairman, Azerbaijan Trade Unions Confederation.

MOHBALIYEVA, Boyukkhanim, Mrs., Specialist, Azerbaijan Trade Unions Confederation.

#### *Other persons attending the Conference*

MOHBALIYEVA, Lala, Ms., Member, Youth Council, Azerbaijan Trade Unions Confederation.

MAMMADOV, Fuad, Mr., Specialist, Azerbaijan Trade Unions Confederation.

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## **Bahamas**

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#### *Minister attending the Conference*

PEET, Vincent A., Mr., Minister of Labour & Immigration.

### **Government Delegates**

SYMONETTE, Donald, Mr., Under-Secretary, Ministry of Labour & Immigration.

BROWN, Harcourt, Mr., Director, Department of Labour.

### **Employers' Delegate**

ARNETT, Terrance V., Mr., Bahamas Employers' Confederation.

### **Workers' Delegate**

PINDER, John, Mr., National Congress of Trade Union.

#### *Other persons attending the Conference*

WILLIAMS, Dennis, Mr.

ADDERLEY-ROLLE, Vinteerie, Mr.

SMITH, Robert, Mr.

FORBES, Graham, Mr.

HARDING, Nelerene, Mr.

SYMONETTE, Sharon, Ms.

THOMPSON, Nathaniel, Mr.

PALMER, Susan, Ms.  
DORSETT, Synida, Ms.

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## Bahreïn Bahrain Bahrein

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### *Minister attending the Conference*

AL ALAWI, Majeed Bin Muhsen, Mr., Minister of Labour.

### **Government Delegates**

AL-FAIHANI, Saeed Mohamed, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

AL-KHALIFA, Abdulrahman Bin Abdulla, Mr., Under-Secretary, Ministry of Labour.

### *Advisers and substitute delegates*

AL-QASSIMI, Abdul Ellah, Mr., Assistant Under-Secretary for Training, Ministry of Labour.

AL DOSERI, Subah Salem, Mr., Director, Office of the Minister, Ministry of Labour.

AMIN MOHAMED, Farooq, Mr., Head, International Relations Section, Ministry of Labour.

AL BANNA, Nedhal, Mr., Head, Occupational Relations Section, Ministry of Labour.

EBRAHIM, Nader Ahemd, Mr., Head, Public Relations and Information Section, Ministry of Labour.

AL ARADI, Ali Abdulla, Mr., Third Secretary, Permanent Mission, Geneva.

### **Employers' Delegate**

AL SALEH, Yousif Saleh, Mr., Vice-President, Bahrain Chamber of Commerce and Industry.

### *Advisers and substitute delegates*

SHRIF, Othman Mohamed, Mr., Bahrain Chamber of Commerce and Industry.

AL KHOOR, Mondher, Mr., Researcher, Bahrain Chamber of Commerce and Industry.

### **Workers' Delegate**

AL-MAHFOODH, Salman, Mr., General Federation for Bahrain Workers' Trade Unions.

### *Advisers and substitute delegates*

ABDUL RAHMAN, Mohamed, Mr., General Federation for Bahrain Workers' Trade Unions.

ABDULLAH, Ebrahim, Mr., General Federation for Bahrain Workers' Trade Unions.

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## Bangladesh

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### **Government Delegates**

AMAN, Amanullah, Mr., Minister of Labour and Employment.

ALI, Toufiq, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

### *Advisers*

ZAMAN, Mahbub-uz, Mr., Minister, Permanent Mission, Geneva.

SALEH AHMED, A.S.M., Mr., Private Secretary to the State Minister, Ministry of Labour and Employment.

ISLAM, Md. Danuil, Mr., First Secretary, Permanent Mission, Geneva.

AHMED, Nayem U., Mr., Third Secretary, Permanent Mission, Geneva.

### **Employers' Delegate**

DOWLA, M. Anis Ud., Mr., President, Bangladesh Employers' Federation.

### *Adviser and substitute delegate*

RAHMAN, Kamran T., Mr., Vice-President, Bangladesh Employers' Federation.

### **Workers' Delegate**

HASAN, Md. Zafrul, Mr., General Secretary, Bangladesh Jatiyatabadi Sramik Dal.

### *Adviser and substitute delegate*

RAHMAN, Muklesur, Mr., President, Bangladesh Sanjukta Sramik Federation.

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## Barbade Barbados Barbados

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### **Government Delegates**

EASTMOND, Rawle, Mr., Minister of Labour and Social Security.

CLARKE, C. Trevor, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

### *Advisers and substitute delegates*

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

BURNETT, Vincent, Mr., Acting Chief Labour Officer, Labour Department, Ministry of Labour and Social Security.

RUDDER, Simone, Ms., Deputy Permanent Representative, Permanent Mission, Geneva.

WILSON, Matthew, Mr., First Secretary, Permanent Mission, Geneva.

*Adviser*

NURSE, Eleanor, Mrs., Administrative Officer, Ministry of Labour and Social Security.

**Employers' Delegate**

HUSBANDS, Harcourt, Mr., Barbados Employers' Confederation.

*Adviser*

CADOGAN, Sandra, Ms.

**Workers' Delegate**

TROTMAN, Roy, Mr., Barbados Workers' Union; Worker Vice-Chairperson, Governing Body of the ILO.

*Adviser*

MOORE, Toni, Ms.

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**Belarus**

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**Government Delegates**

KOLOS, Elena, Mrs., First Deputy Minister of Labour and Social Protection.

STAROVOYTOV, Igor, Mr., Director, External Relations and Partnership Policy Department, Ministry of Labour and Social Protection.

*Advisers and substitute delegates*

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

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

*Advisers*

ALEINIK, Sergei, Mr., Permanent Representative, Permanent Mission, Geneva.

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

RUMAK, Alexander, Mr., Deputy Director, Financial Relations Branch, Principle Economic Department, Prime Minister's Office.

EGOROVA, Irina, Ms., Counsellor, Department of International Organizations, Ministry of Foreign Affairs.

**Employers' Delegate**

STRELTSOV, Nickolai, Mr., Chairman, Belarusian Confederation of Industrialists and Entrepreneurs.

*Adviser and substitute delegate*

KARALYOV, Albert, Mr., Deputy Chairman, Vitebsk Regional Union of Employers.

*Adviser*

SEVRUKEVITCH, Vitaliy, Mr., Deputy General Director, Belarusian Confederation of Industrialists and Entrepreneurs.

**Workers' Delegate**

KOZIK, Leonid, Mr., Chairman, Trade Unions' Federation of Belarus.

*Adviser and substitute delegate*

MATULIS, Edvard, Mr., Deputy Chairman, Trade Unions' Federation of Belarus.

*Advisers*

KOULINKOVITCH, Natalia, Mrs., Senior Specialist, Chairman's Secretariat, Trade Unions' Federation of Belarus.

TOLKACHEV, Valeriy, Mr., Rector, International Institute for Labour and Social Relations, Trade Unions' Federation of Belarus.

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**Belgique Belgium B elgica**

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*Ministre assistant   la Conf rence*

VAN DEN BOSSCHE, Freya, Mme, Ministre de l'Emploi.

*Personnes accompagnant le Ministre*

JADOT, Michel, M., Pr sident du Comit  de direction, Service public f d ral Emploi, Travail et Concertation sociale; Repr sentant, Conseil d'administration du BIT.

OUZIEL, Jacques, M., Conseiller   la Cellule strat gique, Ministre de l'Emploi.

WINDEY, PAUL, M., Pr sident, Conseil national du Travail.

MAETER, Pierre-Paul, M., Secr taire, Conseil national du Travail.

**D l gu s gouvernementaux**

DE VADDER, Alfons, M., Directeur g n ral honoraire du Secteur de la Distribution.

VANDAMME, Fran ois, M., Conseiller g n ral, Chef, Division des Affaires internationales, Service public f d ral Emploi, Travail et Concertation sociale.

*Conseillers techniques et d l gu s suppl ants*

ROUX, Fran ois, M., Ambassadeur, Repr sentant permanent, Mission permanente, Gen ve.

CLOESEN, Joseph, M., Conseiller, Division des Affaires internationales, Service public f d ral Emploi, Travail et Concertation sociale.

*Conseillers techniques*

STEEN, Dirk, M., Conseiller g n ral, Direction g n rale Humanisation du Travail, Service public f d ral Emploi, Travail et Concertation sociale.

GUSTIN, Françoise, Mme, Conseiller, Représentant permanent adjoint, Mission permanente, Genève.  
 DE PRETER, Jan, M., Premier conseiller, Mission permanente, Genève.  
 ANGELET, Damien, M., Premier secrétaire d'ambassade, Service public fédéral Affaires étrangères, Commerce extérieur et Coopération au Développement.  
 TEMPELS, Jean-François, M., Conseiller, Direction générale, Relations collectives de Travail, Service public fédéral Emploi, Travail et Concertation sociale.  
 BELLENS, Willy, M., Attaché, Direction générale Emploi et Marché du travail, Service public fédéral Emploi, Travail et Concertation sociale.  
 MATTHEUSSENS, Günther, M., Attaché, Direction générale Emploi et Marché du travail, Service public fédéral Emploi, Travail et Concertation sociale.  
 VANLAERE, Chris, M., Attaché, Direction générale Relations individuelles du travail, Service public fédéral Emploi, Travail et Concertation sociale.  
 EVEN, Laure, Mme, Attachée, Service des Relations multilatérales, Service public fédéral Emploi, Travail et Concertation sociale.  
 MAENAUT, David, M., Délégué du Gouvernement de la Flandre, Mission permanente, Genève.  
 SCAUT, Robbie, M., Attaché au Service d'études, Sociaal Economische Raad van Vlaanderen.  
 TIMMERMANS, Marie-Henriette, Mme, Déléguée de la Communauté française de Belgique et de la Région wallonne, Mission permanente, Genève.  
 BUELENS, Theo, M., Expert administratif, Service des Relations multilatérales, Service public fédéral Emploi, Travail et Concertation sociale.

#### **Délégué des employeurs**

DE KOSTER, Arnout, M., Directeur, Département social, Fédération des Entreprises de Belgique.

#### *Conseiller technique et délégué suppléant*

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

#### *Conseillers techniques*

STORM, Marie-Louise, Mme, Conseiller social international, Agoria.  
 VAN DAMME, Ivo, M., Directeur adjoint, Département social, Fédération des Entreprises de Belgique.  
 DE MEESTER, Kris, M., Directeur, Fédération des Entreprises de Belgique.

#### **Délégué des travailleurs**

MORDANT, André, M., Président, Fédération générale du Travail de Belgique.

#### *Conseiller technique et délégué suppléant*

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

#### *Conseillers techniques*

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

DELCROIX, Jean-Paul, M., Directeur du Service d'étude, Fédération générale du Travail de Belgique.  
 LEEMANS, Marc, M., Secrétaire national, Confédération des Syndicats chrétiens.  
 DEBRULLE, Andrée, Mme, Conseiller, Service d'étude, Confédération des Syndicats chrétiens.  
 CLAES, Michel, M., Responsable, Transport maritime et pêche, Confédération des Syndicats chrétiens, Transcom.  
 VICTOR, Ivan, M., Président, Union belge des Ouvriers du Transport, Fédération générale du Travail de Belgique.  
 GEYBELS, René, M., Conseiller, Fédération générale du Travail de Belgique.

#### *Personnes désignées en conformité avec l'article 2, alinéa 3 i)*

DEREYMAEKER, Jan, M., Chef, Service des Relations internationales, Confédération des Syndicats chrétiens.  
 VAN LAER, Ann, Mme, Secrétaire nationale, Confédération des Syndicats chrétiens.  
 GRUSELIN, Paul, M., Coordinateur, Service des Relations internationales, Fédération générale du Travail de Belgique.  
 TAZRIBINE, Lahoucine, M., Responsable nationale, CSC-Jeunes.

#### *Autres personnes assistant à la Conférence*

MELCKMANS, Bruno, M., Collaborateur stratégique, Service d'étude, Fédération générale du Travail de Belgique.  
 VERBOVEN, Xavier, M., Secrétaire général, Fédération générale du travail.  
 DESWERT, Gilbert, M., Chef, Service d'étude, Confédération des Syndicats chrétiens.

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## **Belize Belize Belice**

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#### **Government Delegates**

HUNT, Alicia, Ms., Chargée d'affaires, Permanent Mission, Geneva.  
 TAMASKO, Maté, Mr.

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## **Benin**

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#### *Ministre assistant à la Conférence*

AROUNA, Boubacar, M., Ministre de la Fonction Publique, du Travail et de la Réforme administrative.

#### *Personnes accompagnant le Ministre*

AMEHOU, Samuel, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.  
 AKIBOU, Naïm, M., Premier conseiller, Mission permanente, Genève.

ADJANOHOOUN, Rosemonde, Mme, Mission permanente, Genève.

### Délégués gouvernementaux

ONI, Jules, M., Directeur général du Travail.  
GAZARD, Gertrude, Mme, Directrice des Normes du Travail.

#### *Conseiller technique et délégué suppléant*

CARENA, Marie Georgette, Mme, Secrétariat général du Gouvernement.

#### *Conseillers techniques*

LAOUROU, Eloi, M., Deuxième conseiller, Mission permanente, Genève.  
ZINKPE, Grégoire, M., Conseiller technique au Travail, Ministère de la Fonction publique, du Travail et de la Réforme administrative.  
SIDI, Sakinatou, Mme, Directrice générale, Caisse Nationale de Sécurité sociale.  
KEMOKO, Alassane, M., Directeur technique, Caisse Nationale de Sécurité sociale.  
NEPO, Rock Sosthène, M., Directeur général, Agence Nationale pour la Promotion de l'Emploi.

### Délégué des employeurs

GLELE, Lucien, M., Président, Conseil national du Patronat du Bénin (CNP-BENIN).

#### *Conseiller technique et délégué suppléant*

ZANOU, Pierre, M., Directeur exécutif, CNP-BENIN.

#### *Conseiller technique*

TOLI, Antoinette, Mme, Conseillère, CNP-BENIN.

### Délégué des travailleurs

AZOUA, K. Gaston, M., Secrétaire général, Confédération des Syndicats des Travailleurs du Bénin (CSTB).

#### *Conseiller technique et délégué suppléant*

ATTIGBE, Guillaume, M., Secrétaire général, Confédération des Syndicats Autonomes du Bénin (CSA-Bénin).

#### *Conseillers techniques*

TODJINO, D. Pascal, M., Secrétaire général, Confédération générale des Travailleurs du Bénin (CGTB).  
GLELE KAKAÏ, Georges, M., Secrétaire général, Confédération des Organisations syndicales indépendantes (COSI).  
ZOUNON, Emmanuel, M., Secrétaire général, Union nationale des Syndicats des Travailleurs du Bénin (UNSTB).  
AGOSSOU, Jean, M., Secrétaire général, Centrale des Syndicats unis du Bénin (CSUB).

HOUNSINO, Gratien, M., Secrétaire général, Centrale des Syndicats des Secteurs privé et informel du Bénin (CSPIB).

SOSSOU, Françoise, Mme, CSTB.  
GAMBIA, Nouratou, Mme, CSA-Bénin.

## Bolivie Bolivia Bolivia

#### *Ministro asistente a la Conferencia*

ZURITA ZELADA, Audalia, Sra., Ministra de Trabajo.

### Delegados gubernamentales

POGGI BORDA, Gino, Sr., Encargado de Negocios, a.i., Misión Permanente, Ginebra.  
NAVA SANTIVÁÑEZ, Gerson, Sr., Jefe de Gabinete, Ministerio de Trabajo.

#### *Consejero técnico y delegado suplente*

RODRÍGUEZ, Zandra, Srta., Primera Secretaria, Misión Permanente, Ginebra.

### Delegado de los empleadores

ESPAÑA SMITH, Raul, Sr., Asesor, Confederación de Empresarios Privados de Bolivia.

### Delegado de los trabajadores

SOLARES QUINTANILLA, Jaime Raúl, Sr., Central Obrera Boliviana (COB).

## Bosnie-Herzégovine Bosnia and Herzegovina Bosnia y Herzegovina

### Government Delegates

HORVAT, Zlatko, Mr., Secretary, Ministry of Civil Affairs.  
KALMETA, Jadranka, Ms., Ambassador, Permanent Representative, Permanent Mission, Geneva.

#### *Advisers*

DIZDAREVIC, Damir, Mr., Assistant Minister, Ministry of Civil Affairs.  
KREMENOVIC-KUSMUK, Dragana, Ms., First Secretary, Permanent Mission, Geneva.

### Employers' Delegate

GRIZELJ, Tomislav, Mr., President, Governing Body, Employers' Association of Bosnia and Herzegovina.

### **Workers' Delegate**

VOLAS, Cedo, Mr., President, Trade Union of Republika Srpska.

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## **Botswana**

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### *Minister attending the Conference*

PHETO, Moeng, Mr., Minister of Labour and Home Affairs.

### **Government Delegates**

SEEMULE, Sissy V., Ms., Principal Industrial Relations Officer, Ministry of Labour and Home Affairs.

BAKWENA, Thekegelo M., Mr., Chief Occupational Health and Safety Officer.

### *Adviser and substitute delegate*

MATLHO, Mercy, Mrs., Counsellor, Permanent Mission, Geneva.

### *Advisers*

RAMMEKWA, Kwena, Mr., Assistant Registrar, Industrial Court.

NTWAAGAE, Charles T., Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

LEKUNI, T.M., Mr., Minister Counsellor, Deputy Permanent Representative, Permanent Mission, Geneva.

PITSO, Gobe, Mr., First Secretary, Permanent Mission, Geneva.

MOGOTSI, Tshepo, Mr., Second Secretary, Permanent Mission, Geneva.

SEKAPE, Oakantse, Ms., Second Secretary, Permanent Mission, Geneva.

### **Employers' Delegate**

MOLEELE, Norman, Mr., Deputy Director, Botswana Confederation of Commerce, Industry and Manpower.

### **Workers' Delegate**

BAIPIDI, Ronald D., Mr., President, Botswana Federation of Trade Unions.

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## **Brésil    Brazil    Brasil**

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### *Minister attending the Conference*

BERZOINI, Ricardo, Mr., Minister of Labour and Employment.

### *Persons accompanying the Minister*

DE SEIXAS CORRÊA, Luiz Felipe, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

DA ROCHA PARANHOS, Carlos Antonio, Mr., Ambassador, Alternate Permanent Representative, Permanent Mission, Geneva.

DO NASCIMENTO PEDRO, Antonio Carlos, Mr., Minister Counsellor, Permanent Mission, Geneva.

### **Government Delegates**

FREITAS, Nilton, Mr., Special Adviser to the Minister, Ministry of Labour and Employment.

SALDANHA, Pedro, Mr., Second Secretary, Permanent Mission, Geneva.

### *Advisers and substitute delegates*

PUCCI, Adriano, Mr., First Secretary, Ministry of External Relations.

DA SILVA, Dedilson Nunes, Mr., Assistant Executive Secretary, Ministry of Labour and Employment.

ALBUQUERQUE, Vera Lúcia Ribeiro, Ms., Labour Auditor, Special Labour Inspection Unit (Ports and Waterways), Ministry of Labour and Employment.

MOURE, Maria de Lourdes, Ms., Coordinator, Department of Occupational Safety and Health, Ministry of Labour and Employment.

PAIXÃO PARDO, Sérgio, Mr., International Affairs Coordinator, International Advisory Department, Ministry of Labour and Employment.

PAVAN, Rosiver, Mr., President, Jorge Duprat Figueiredo Foundation for Occupational Safety and Medicine (FUNDACENTRO).

POL SUAREZ, Leonardo, Mr., Administrator, International Advisory Department, Ministry of Labour and Employment.

### *Other persons attending the Conference*

GUERRA, Sérgio, Mr., Senator.

ABDALA, Vantuil, Mr., Minister-President, Higher Labour Court (TST).

SILVA CORRÊA DA VEIGA, Aloysio, Mr., Minister.

PAIVA, Renato, Mr., Minister.

SIMÓN, Sandra Lia, Ms., Attorney-General for Labour.

CAMARGO DE MELO, Luis Antônio, Mr., Deputy Attorney-General for Labour.

MOURA SOUZA, Adriana Augusta, Ms., Attorney for Labour.

ALVES, Henrique Eduardo, Mr., Member of Parliament.

BARELLI, Walter, Mr., Member of Parliament.

BRAGA, Lúcia, Ms., Member of Parliament.

OLÍMPIO, Francisco, Mr., Member of Parliament.

DELGADO, Júlio, Mr., Member of Parliament.

MABEL, Sandro, Mr., Member of Parliament.

MAIA, Marco, Mr., Member of Parliament.

DIAS, Benedito, Mr., Member of Parliament.

RIQUE, Ricardo, Mr., Member of Parliament.

AZEREDO, Eduardo, Mr., Senator.

NERY, Miguel Antonio Cedraz, Mr., Director-General, National Department of Mineral Production, Ministry of Mining and Energy.

## Employers' Delegate

LIMA GODOY, Dagoberto, Mr., Vice-President, National Confederation of Industry (CNI); President, Council for Labour Relations and Social Development.

### *Advisers and substitute delegates*

OLIVEIRA SANTOS, Antônio, Mr., President, National Confederation of Commerce (CNC).  
FATTORI COSTA, Thiers, Mr., Honorary President, National Confederation of Transport (CNT).  
ASSIS BENEVIDES GADELHA, Francisco, Mr., Vice-President, CNI.  
SABBADINI, Flávio Roberto, Mr., Director Vice-President, CNC.  
COLETTI, Jorge Luiz, Mr., Superintendent for Occupational Health, National Confederation of Financial Institutions (CNF).  
RONDON LINHARES, Lúcia Maria, Ms., Consultant, CNI.

### *Other persons attending the Conference*

SIUFFO PEREIRA, Luis Gil, Mr., Senior Treasurer, CNC.  
CERQUEIRA COIMBRA DUQUE, Cerququeira Coimbra Patrícia, Ms., Assistant to the President, CNC.  
CANTÍDIO MOTA, Maria de Fátima, Ms., Development Analyst, CNI.  
SFOGGIA, Ubajara, Mr., Legal Adviser, CNT.  
OLIVEIRA SCHMIDT, Lenoura, Ms., Head of the President's Office, CNC.  
OLIVEIRA DIAS, Antônio Airton, Mr., Director, 3rd Secretary, CNC.  
DA COSTA RODRIGUES DE CARVALHO, Maria Cristina, Ms., Human Resources Manager, Bank ABN AMRO REAL S/A, Confederação Nacional de Instituições Financeiras.

## Workers' Delegate

FERREIRA DO PRADO, Lourenço, Mr., Secretary, International Relations, General Confederation of Labour (CGT).

### *Advisers and substitute delegates*

SILVA THOMAZ, Robson, Mr., Deputy General Secretary, CGT.  
FREIRE NETO, Rafael, Mr., Executive Director, Single Central Organization of Workers (CUT).  
GOULART, Nair, Ms., President, Força Sindical, Bahia State.  
SOUZA, Wagner José, Mr., Director, International Relations, Social Democracy Union (SDS).  
SOUZA BENEDETTI, Arnaldo, Mr., Principal Director (Finances and Budget), Autonomous Central Workers' Organization (CAT).  
PIMENTEL, Maria Lúcia, Ms., Director, International Relations, General Central Workers' Organization of Brazil (CGTB).  
RODRIGUES LEITE PENTEADO, Luis, Mr., Director, Fishing, National Confederation of Workers in Maritime, Air and Fluvial Transport (CONTTMAF).

## Adviser

DOS REIS, Antônio Carlos, Mr., President, CGT.

### *Persons appointed in accordance with Article 2, paragraph 3(i)*

OLIVEIRA ROCHA SOUZA, Leonice, Ms., Director, Informal Work, Self-Employment and Microenterprises, SDS.  
SOUZA LEITE, Renato de, Mr., Secretary-General, Union of Workers of Service Companies of the State of São Paulo (SINDEEPRES).

### *Other persons attending the Conference*

CRIVELLI, Ericson, Mr., Adviser, CUT.  
CORTIZO, Antônio Maria Thaumaturgo, Mr., Vice-President, CGT.  
BARROS, Valdir Vicente, Mr., Financial Secretary, CGT.  
BESERRA LEITE, Genivel, Mr., Assistant Financial Secretary, CGT.  
TEIXEIRA DA COSTA, Laerte, Mr., President, CAT.  
FERNANDES DOS SANTOS NETO, Antônio, Mr., President, General Central Workers' Organization of Brazil.  
TEIXEIRA SABOIA, Paulo, Mr., President, General Central Workers' Organization of Brazil, São Paulo State.  
ROSSI, Paulo Cezar, Mr., Director, Social Democracy Union (SDS).  
TURRA, Julio, Mr., CUT.

## Bulgarie Bulgaria Bulgaria

### *Minister attending the Conference*

SIMEONOV, Roumen, Mr., Deputy Minister of Labour and Social Policy.

## Government Delegates

TZANTCHEV, Dimiter, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
TCHOLASHKA, Assia, Mrs., Head, International Relations Unit, European Integration and International Relations Directorate, Ministry of Labour and Social Policy.

### *Advisers and substitute delegates*

PHILPOV, Dimiter, Mr., Minister Plenipotentiary, Permanent Mission, Geneva.  
NAYDENOV, Nikolay, Mr., Head, International Organizations Section, European Integration and International Relations Directorate, Ministry of Labour and Social Policy.

## Advisers

CHUROV, Todor, Mr., Director, Human Rights and International Humanitarian Organizations Unit, Ministry of Foreign Affairs.

MLADENOV, Branimir, Mr., Head, International Humanitarian Organizations Unit, Ministry of Foreign Affairs.  
POPOVA-GENOVA, Jasmine, Mrs., State Expert, International Humanitarian Organizations Unit, Ministry of Foreign Affairs.  
MÉHANDJIYSKA, Déana, Mrs., Third Secretary, Permanent Mission, Geneva.  
KOLCHAKOV, Atanas, Mr., Junior Expert, International Relations Unit, Ministry of Labour and Social Policy.

### **Employers' Delegate**

SIMEONOV, Tzvetan, Mr., Vice-President, Bulgarian Chamber of Commerce and Industry.

#### *Adviser and substitute delegate*

PAVLOVA, Silvia, Mrs., National Tripartite Secretary, Bulgarian Union for Private Entrepreneurs.

#### *Advisers*

NEDIALKOV, Boyko, Mr., Vice-President, Management Body, Association of the Industrial Capital in Bulgaria.  
DANEV, Bojidar, Mr., President, Bulgarian Industrial Association.  
GEORGIEVA, Magdalena, Mrs., Lawyer, Bulgarian Chamber of Commerce and Industry.

### **Workers' Delegate**

TRENCHÉV, Konstantin, Mr., President, Confederation of Labour - Podkrepa.

#### *Adviser and substitute delegate*

HRISTOV, Jeljazko, Mr., President, Confederation of Independent Trade Unions in Bulgaria.

#### *Adviser*

BOYADJIEV, Vladimir, Mr., Advisor, Confederation of Labour - Podkrepa.

## **Burkina Faso Burkina Faso Burkina Faso**

#### *Ministre assistant à la Conférence*

TOU, Alain Ludovic, M., Ministre du Travail, de l'Emploi et de la Jeunesse.

### **Délégués gouvernementaux**

SENI, Zouboussé Paul, M., Directeur général du Travail et de la Sécurité sociale.  
SEYNOU, Saïbou, M., Directeur de la Sécurité sociale et des Mutualités.

#### *Conseillers techniques*

ZAMPALEGRE, Idrissa, M., Directeur général, Caisse nationale de Sécurité sociale.

PARE, Etienne, M., Conseiller technique, Caisse nationale de Sécurité sociale.

ZEBBA, Maurice, M., Conseiller technique, Caisse nationale de Sécurité sociale.

TRAORE, Adama, M., Directeur général, Agence nationale pour l'Emploi.

SAWADOGO, Salifou, M., Directeur, Fonds d'Appui à la promotion de l'Emploi.

ZAÏDA, Dieudonné, M., Directeur, Fonds d'Appui au Secteur informel.

NITIEMA, Jean-Paul, M., Coordonnateur, Programme national d'Appui à la Réinsertion des Travailleurs déflatés.

KARFO, Kapouné, M., Directeur général, Office de Santé des Travailleurs.

NEBIE, Moussa B., M., Chargé d'Affaires, Mission permanente, Genève.

ZERBO, Judith, Mme, Attaché d'Ambassade.

NEBIE, Aline, Mme, Attaché d'Ambassade.

### **Délégué des employeurs**

NACOULMA, Birahima, M., 1er Vice-président, Conseil national du Patronat Burkinabè (CNPB).

#### *Conseiller technique et délégué suppléant*

YAMEOGO-TOU, Philomène, Mme, Représentant, CNPB.

### **Délégué des travailleurs**

LILIOU, Mathias, M., Secrétaire général, Confédération syndicale Burkinabè (CSB).

#### *Conseillers techniques*

TIENDREBEOGO, Joseph, M., Secrétaire général, Union nationale des Syndicats libres, Force Ouvrière (UNSL/FO).

YRA, Abdoulaye, M., Secrétaire général, Organisation nationale des Syndicats libres (ONSL).

## **Burundi**

#### *Ministre assistant à la Conférence*

NDITABIRIYE, Dismas, M., Ministre du Travail et de la Sécurité sociale.

### **Délégués gouvernementaux**

GAHUTU, Zacharie, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.

NTIRABAMPA, Pierre, M., Directeur général du Travail et de la Sécurité sociale.

#### *Conseillers techniques*

NDIKURIYO, Félicité, Mme, Conseiller à la Vice-Présidence.

NKUNDWANABAKE, Nestor, M., Premier Conseiller, Mission permanente, Genève.



### **Délégué des employeurs**

BUDABUDA, Isaac, M., Président, CESEBU.

### **Délégué des travailleurs**

NSAVYIMANA, Célestin, M., COSYBU.

#### *Conseillers techniques*

RUVARI, Mathias, M., Secrétaire général, CSB.

NINDORERA, Eve-Mireille, Mlle, CSB.

## **Cambodge Cambodia Camboya**

### **Government Delegates**

HUY, Hanson, Mr., Under-Secretary of State, Ministry of Labour and Vocational Training (MLVT).

SOUS, Sambath, Mr., Director-General, Administration and Finance, MLVT.

#### *Advisers and substitute delegates*

KEO, Pheak Kdey, Mr., Minister Counsellor, Permanent Mission, Geneva.

PHAN, Peuv, Mr., Second Secretary, Permanent Mission, Geneva.

#### *Adviser*

HOU, Vudthy, Mr., Deputy Director-General of Labour, MLVT.

### **Employers' Delegate**

VAN, Sou Ieng, Mr., President, Cambodian Federation of Employers and Business Association (CAMFEBA).

#### *Adviser*

MEAS, Kunthea, Ms., Executive Secretary, CAMFEBA.

### **Workers' Delegate**

RONG, Chhun, Mr., President, Free and Democratic Trade Union Confederation of Cambodia (FDTUCC).

#### *Advisers*

CHUON MOM, Thol, Mr., President, Cambodian Union Federation (CUF).

SOM, Aun, Mr., President, Cambodia Labour Union Federation (CLUF).

KONG, Uok, Mr., Advisor, CLUF.

## **Cameroun Cameroon Camerún**

#### *Ministre assistant à la Conférence*

NKILI, Robert, M., Ministre du Travail et de la Sécurité sociale.

#### *Personne accompagnant le Ministre*

NDJEMBA ENDEZOUMOU, Jean Simplicie, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.

### **Délégués gouvernementaux**

AKOLLA EKAH, Rigobert, M., Chargé de Mission, Présidence.

NGANTCHA, Francis, M., Conseiller, Mission permanente, Genève.

#### *Conseillers techniques*

NOAH MANGA, Léon, M., Chef, Division des Normes et de la Coopération internationale du Travail, Ministère du Travail et de la Sécurité sociale.

MOUTE À BIDAS, Camille, M., Directeur général, FNE.

NGONO, Scholastique, Mme, Chef de Cellule, Division des Normes, Ministère du Travail et de la Sécurité sociale.

NJILA, René, M., Ministère des Relations Extérieures.

INACK INACK, Samuel, M., Chef, Division des Etudes de la Prospective et de la Coopération, Ministère de l'Emploi et de la Formation professionnelle.

TSENTSO, Jean, M., Chef, Cellule de la Coopération au Fonds national de l'Emploi.

MOTAZE, Louis-Paul, M., Directeur général, CNPS.

EPEE KOTTO, Honorine, Mme, Inspecteur général, CNPS.

SIMO, Augustine, Mme, Chef, Service de la Coopération, CNPS.

MENDOMO EYA'A'NE, Elise Marguerite, Mme, Directeur de la Sécurité sociale.

### **Délégué des employeurs**

AYANGMA AMANG, Protais, M., Vice-président, GICAM.

#### *Conseiller technique*

ABEGA, Martin, M., Secrétaire général, GICAM.

### **Délégué des travailleurs**

NTONE DIBOTI, Maximilien, M., Président, CSTC.

#### *Conseillers techniques*

MOUSSOLE, Flaubert, M., Président, USLC.

BISSALA, Isaac, M., Président, UGTC.

EKEDI, René Bernard, M., Président, CGT-Liberté.

## Canada

### *Minister attending the Conference*

### *Ministre assistant à la Conférence*

FLUMIAN, Maryantonett, Mrs., Sous-ministre du Travail; Sous-ministre déléguée, Ressources humaines et Développement des compétences Canada.

### *Person accompanying the Minister*

### *Personne accompagnant le Ministre*

MEYER, Paul, Mr., Ambassador, Alternate Permanent Representative, Permanent Mission, Geneva.

### **Government Delegates**

### **Délégués gouvernementaux**

GILES, Anthony, Mr., Director-General, International and Intergovernmental Labour Affairs, Human Resources and Skills Development Canada.

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

### *Adviser and substitute delegate*

### *Conseiller technique et délégué suppléant*

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

### *Advisers*

### *Conseillers techniques*

BARD, Rachel, Ms., Deputy Minister of Training and Employment Development, Government of New Brunswick.

FERGUSON, Ian, Mr., Minister and Deputy Permanent Representative, Permanent Mission, Geneva.

FORTIN, Sylviane, Ms., Senior Analyst, International Labour Affairs, Human Resources and Skills Development Canada.

LAPORTE, Jean-Pierre, Mr., Directeur régional, Opérations régionales Travail - Québec, Ressources humaines et Développement des compétences Canada.

FOWLER, Wayne, Mr., Director, Labour Relations, Labour Relations Agency, Government of Newfoundland and Labrador.

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

CASSERLY, Catherine, Ms., Team Leader, Active Employment Measures Policy Division, Employment Programs Policy and Design Branch, Human Resources and Skills Development Canada.

MANNION, Paul, Mr., Manager, Personnel Safety, Marine Occupational Health and Safety, Transport Canada.

HEYDER, Ella, Ms., Senior Policy Analyst, International Labour Affairs, Human Resources and Skills Development Canada.

LEGER, Irène, Mrs., Analyste principale en matière des politiques, Affaires internationales du Travail, Ressources humaines et Développement des compétences Canada.

ZHOU, Irene, Ms., Policy Analyst, International Labour Affairs, Human Resources and Skills Development Canada.

FETZ, Thomas, Mr., Second Secretary, Permanent Mission, Geneva.

### *Representatives of a State or Province*

### *Représentants d'un Etat ou province*

HIGGINS, Deb., Ms., Minister of Labour, Status of Women and Property Management, Province of Saskatchewan.

BOISVERT, Maurice, Mr., Sous-Ministre associé, Emploi Québec, Gouvernement du Québec.

DUCHARME, Nikolas, Mr., Directeur, Bureau des Services aux jeunes, Ministère de l'Emploi et de la Solidarité sociale, Gouvernement du Québec.

BACHAND, Patrice, Mr., Conseiller en Affaires internationales, Ministère des Relations internationales, Gouvernement du Québec.

NADEAU, Gaston, Mr., Conseiller en Développement de Politiques, Ministère du Travail, Gouvernement du Québec.

ECARNOT, Adelle, Ms., Executive Assistant to the Minister of Labour, Status of Women and Property Management, Province of Saskatchewan.

### **Employers' Delegate**

### **Délégué des employeurs**

FINLAY, Andrew J., Mr., Vice-President and Assistant General Counsel, Employee Relations & Employment Law Group, Scotiabank; Chairperson, Canadian Employers Council.

### *Adviser and substitute delegate*

### *Conseiller technique et délégué suppléant*

REGENBOGEN, Sonia, Ms., Heenan Blaikie, Barristers and Solicitors.

### *Advisers*

### *Conseillers techniques*

CHAPMAN, Bruce, Mr., Executive Director, Canadian Association of Prawn Producers.

COON, Kevin, Mr., International Partner, Baker & McKenzie, Barristers and Solicitors.

COTE, Normand, Mr., Director, Employee Relations, Bank of Montreal.

KELLY, Dan, Mr., Vice-President, Western Canada, Canadian Federation of Independent Business.

PENNEY, Christine, Ms., Director, Corporate Affairs, Clearwater Fine Foods, Inc.

TANG, Clement, Mr., Director, Corporate Safety, TELUS Communications, Inc.

**Workers' Delegate**  
**Délégué des travailleurs**

BYERS, Barbara, Ms., Executive Vice-President,  
Canadian Labour Congress.

*Adviser and substitute delegate*

*Conseiller technique et délégué suppléant*

LAMBERT, Martin, Mr., Responsable du Comité des  
Jeunes, Conseil régional, Fédération des Travailleurs  
du Québec.

*Advisers*

*Conseillers techniques*

ANSTEY, Reg, Mr., President, Newfoundland and  
Labrador Federation of Labour.  
PARROT, Jean-Claude, Mr., Ancien vice-président  
exécutif, Congrès du Travail du Canada.  
VALOIS, Roger, Mr., Vice-président, Confédération des  
syndicats nationaux.

**Cap-Vert Cape Verde**  
**Cabo Verde**

*Ministre assistant à la Conférence*

MONTEIRO, Sidónio Fontes Lima, M., Ministre du  
Travail et de la Solidarité.

*Personnes accompagnant le Ministre*

ALVES, Joanilda Lúcia Silva, Mme, Directrice, Cabinet  
du Ministre.  
MONTEIRO SILVA, Belarmino, M., Chargé d'affaires  
a.i., Mission permanente, Genève.

**Délégués gouvernementaux**

SEMEDO, Horácio, M., Directeur général du Travail,  
Ministère du Travail et de la Solidarité.  
ROCHA, Evandro João Tancredo, M., Inspecteur général  
du Travail, Ministère du Travail et de la Solidarité.

**Délégué des employeurs**

CORADO, Dinaestela, Mme, Association commerciale et  
agricole de Sotavento (ACAS).

**Délégué des travailleurs**

SILVA, Júlio Ascensão, M., Secrétaire général, Union  
nationale des Travailleurs du Cap Vert.

**République centrafricaine**  
**Central African Republic**  
**República Centroafricana**

*Ministre assistant à la Conférence*

BOTI, Jacques, M., Ministre de la Fonction publique, du  
Travail, de la Sécurité sociale et de l'Insertion  
professionnelle.

**Délégués gouvernementaux**

ZITONGO-MADENGA, Odile, Mme, Chargée de Mission  
en matière de Travail.  
YANGO-SINDO, Alexandre-Désiré, M., Directeur général  
du Travail.

*Conseillers techniques*

NGREBADA, Firmin, M., Chargé de mission en matière  
d'Emploi à la Primature.  
DOUZIMA, Jean-Pierre, M., Directeur général, Agence  
centrafricaine pour la Formation professionnelle et  
l'Emploi (ACFPE).  
MATENDAKAMA-ONDOMA, Nicole, Mme, Directrice  
générale, Office centrafricain de Sécurité sociale  
(OCSS).  
MBATHOUBE, Luther, M., Expert national, CIRPES.

**Délégué des employeurs**

ZAGUI, Faustin, M., Président, Union nationale du  
Patronat centrafricain (UNPC).

**Délégué des travailleurs**

KPOKOLO, Sabin, M., Secrétaire général, Confédération  
syndicale des Travailleurs de Centrafrique (CSTC).

**Chili Chile Chile**

*Ministro asistente a la Conferencia*

LJUBETIC GODOY, Yerko, Sr., Ministro del Trabajo y  
Previsión Social.

**Delegados gubernamentales**

MARTABIT SCAFF, Juan Antonio, Sr., Embajador,  
Representante Permanente, Misión Permanente,  
Ginebra.  
PASCAL CHEETHAM, Cristóbal, Sr., Subsecretario del  
Trabajo.

*Consejeros técnicos y delegados suplentes*

ALBORNOZ SERRANO, Marcelo, Sr., Director del  
Trabajo, Dirección del Trabajo.  
EGUIGUREN GUZMÁN, Juan Eduardo, Sr., Ministro  
Consejero, Misión Permanente, Ginebra.

### *Consejeros técnicos*

SÁEZ CARLIER, Felipe, Sr., Jefe de Gabinete, Ministro del Trabajo.  
VELOZO ALCAIDE, Pablo, Sr., Jefe, Departamento de Relaciones Internacionales, Ministerio del Trabajo y Previsión Social.  
FARIAS INOSTROZA, Sebastian, Sr., Asesor del Ministro del Trabajo.  
MELIS VALENCIA, Christian, Sr., Jefe Depto. Inspección del Trabajo, Dirección del Trabajo.  
UTRERAS DÍAZ, Patricio, Sr., Consejero, Misión Permanente, Ginebra.  
DEL PICÓ RUBIO, Bernardo, Sr., Segundo Secretario, Misión Permanente, Ginebra.  
CHIHUAILAF SEPÚLVEDA, Eduardo, Sr., Tercer Secretario, Misión Permanente, Ginebra.  
FARIAS INOSTROZA, Sebastián, Sr., Asesor del Ministro del Trabajo.  
COLOMA GRIMBERG, Pedro, Sr., Primer Secretario, Dirección de Política Multilateral, Ministerio de Relaciones Exteriores.

#### *Persona designada de conformidad con el artículo 2, párrafo 3, i)*

ARAVENA PUELMA, Marisol, Sra., Subsecretaria de Previsión Social.

#### *Otras personas que asisten a la Conferencia*

SIERRA PARRA, Daniel, Sr., Gerente Corporativo de Relaciones Laborales y Calidad de Vida (CODELCO).  
MORALES PUELMA, Roberto, Sr., Asesor Jurídico Laboral, Gerencia Corporativa de Relaciones Laborales y Calidad de Vida.  
JENSCHKE SMITH, Jorge, Sr., Abogado, Comisión de Trabajo y Previsión Social Senado.  
SEPULVEDA PINO, Carlos, Sr., Jefe, División Titulación, DIRECTEMAR.  
PONCE GODOY, Alberto, Sr., Jefe, Departamento de Educación Marítima, DIRECTEMAR.  
MUGA RAMIREZ, Pedro, Sr., Abogado, Secretario Comisión de Trabajo y Seguridad Social, Cámara de Diputados.  
SALINEROS BERARDI, Alejandro, Sr., Gerente, Desarrollo Humano, División Codelco Norte.  
RICHTER, Dorothée Madeleine, Sra.

#### **Delegado de los empleadores**

ARTHUR ERRAZURIZ, Guillermo, Sr., Abogado, Confederación de la Producción y del Comercio.

### *Consejeros técnicos*

BRUNA VARGAS, Augusto, Sr., Abogado, Confederación de la Producción y del Comercio.  
HUMERES NOGUER, Héctor, Sr., Abogado, Asociación de Fondos de Pensiones, AFP.  
PIZARRO MAASS, Alvaro, Sr., Abogado, Confederación de la Producción y del Comercio.  
SILVA BARROILHET, Paula, Sra., Abogado, Confederación de la Producción y del Comercio.

### *Otra persona que asiste a la Conferencia*

LOYOLA OSORIO, Eduardo, Sr., Gerente General, Consejo Minero.

#### **Delegado de los trabajadores**

MARTÍNEZ MOLINA, Arturo, Sr., Central Unitaria de Trabajadores (CUT).

### *Consejeros técnicos*

ORTIZ ARCOS, José, Sr., CUT.  
DÍAZ ZAVALA, José, Sr., CUT.  
CANALES HUENCHUAN, Marco, Sr., CUT.  
MUÑOZ ORREGO, José, Sr., CUT.  
ROZAS VELÁSQUEZ, María, Sra., CUT.  
AGUILAR TORRES, Silvia, Sra., CUT.  
SILVA BERÓN, Jorge, Sr., CUT.  
VILLALOBOS PASTÉN, Hugo, Sr., CUT.

#### *Personas designadas de conformidad con el artículo 2, párrafo 3, i)*

ESPINOZA CONCHA, Raimundo, Sr., CUT.  
LEMAITRE SALINAS, Guillermo, Sr., CUT.  
ALLÁN DÍAZ, Hugo, Sr., CUT.  
BRICKLE ROESTAL, Patricio, Sr., CUT.

#### *Otras personas que asisten a la Conferencia*

VIDELA VILLALOBOS, José, Sr., Central Autónoma de Trabajadores (CAT).  
FRITZ CHACÓN, Freddy, Sr., CUT.  
ROBLES, Bismarck, Sr., CUT.  
MATUTE, Jorge, Sr., CUT.

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## **Chine China China**

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#### **Government Delegates**

WANG, Dongjin, Mr., Vice-Minister of Labour and Social Security.  
SHA, Zukang, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

#### *Advisers and substitute delegates*

ZHANG, Yali, Ms., Deputy Director-General, Department of International Cooperation, Ministry of Labour and Social Security.  
LU, Xiaoping, Ms., Counsellor, Permanent Mission, Geneva.

#### *Advisers*

WANG, Yadong, Mr., Deputy Director-General, Department of Training and Employment, Ministry of Labour and Social Security.  
GUAN, Jinghe, Ms., Director, Department of International Cooperation, Ministry of Labour and Social Security.  
LIU, Yutong, Mr., Director, Department of International Cooperation, Ministry of Labour and Social Security.

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

CHEN, Feng, Mr., Official, General Office, Ministry of Labour and Social Security.

XU, Rihua, Mr., Official, Department of International Cooperation, Ministry of Labour and Social Security.

GAO, Ye, Ms., Official, Department of International Organizations and Conferences, Ministry of Foreign Affairs.

LIU, Yang, Mr., Official, Department of Social Security, Ministry of Finance.

YUAN, Junxia, Ms., Director, Department of Programme, Science and Technology, State Administration of Work Safety.

LI, Qianyun, Ms., Director, Department of Fishery, Ministry of Agriculture.

CHEUNG, Kin-chung, Mr., Permanent Secretary for Economic Development and Labour, Hong Kong Special Administrative Region.

LEUNG, Mak-Kwan, Stephen, Mr., Senior Labour Officer, Labour Department, Hong Kong Special Administrative Region.

VONG, Kin Cheng, Ms., Chief, Employment Department, Labour Affairs Bureau, Macao Special Administrative Region.

NG, Peng Chi, Mr., Branch Chief, Occupational Safety and Health Department, Labour Affairs Bureau, Macao Special Administrative Region.

FUNG, Ying-lun, Arthur, Mr., Senior Labour Officer, Labour Department, Hong Kong Special Administrative Region.

CHANG, Kar-wai, Carrie, Ms., Senior Administrative Officer, Labour Department, Hong Kong Special Administrative Region.

CHENG, CHAN Oi-lin, Mary, Ms., Labour Officer, Labour Department, Hong Kong Special Administrative Region.

LOU, Soi Peng, Ms., Chief, Department of Research and Consultation, Labour Affairs Bureau, Macao Special Administrative Region.

#### *Other persons attending the Conference*

FONG, Yuk-sim, Teresa, Ms., Labour Officer, Labour Department, Hong Kong Special Administrative Region.

LAM, Heng Lon, Mr., Branch Chief, Labour Affairs Bureau, Macao Special Administrative Region.

HE, Qinghua, Mr., Director, Department of Health Law Enforcement and Supervision, Ministry of Health.

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

#### **Employers' Delegate**

CHEN, Lantong, Mr., Vice-President, China Enterprise Confederation.

#### *Adviser and substitute delegate*

CHEN, Ying, Ms., Deputy Director-General, China Enterprise Confederation.

#### *Advisers*

LIU, Peng, Mr., Director, Department of Employers' Affairs, China Enterprise Confederation.

LIU, Hansong, Ms., Deputy Director, Department of Employers' Affairs, China Enterprise Confederation.

YU, Tengqun, Mr., Deputy General Legal Advisor, China Railway Engineering Corporation.

HO, Sai-chu, Mr., SBS, JP, Employer Representative, Labour Advisory Board, Hong Kong Special Administrative Region.

VONG, Kok Seng, Mr., Employer Representative, Standing Committee of Social Coordination, Macao Special Administrative Region.

YEUNG, Kwok-ki Anthony, Mr., Employer Representative, Labour Advisory Board, Hong Kong Special Administrative Region.

CHEN, Cheng-jen, Clement, JP, Mr., Employer Representative, Labour Advisory Board, Hong Kong Special Administrative Region.

#### **Workers' Delegate**

XU, Zhenhuan, Mr., Vice-Chairman, All-China Federation of Trade Unions.

#### *Adviser and substitute delegate*

FAN, Jiyong, Ms., Director-General, Department of International Liaison, All-China Federation of Trade Unions.

#### *Advisers*

ZHANG, Guoxian, Mr., Deputy Director-General, Department of International Liaison, All-China Federation of Trade Unions.

WANG, Liming, Mr., Deputy Director-General, Department of International Liaison, All-China Federation of Trade Unions.

GUAN, Binfeng, Mr., Director, Legislative Department, All-China Federation of Trade Unions.

JIN, Huayong, Mr., Engineer, Department of Labour Protection, All-China Federation of Trade Unions.

POON, Siu-ping, Mr., Employee Representative, Labour Advisory Board, Hong Kong Special Administrative Region.

CHIANG, Chong Sek, Mr., Vice-President, Trade Union Federation, Macao Special Administrative Region.

WONG, Siu-han, Ms., Employee Representative, Labour Advisory Board, Hong Kong Special Administrative Region.

IP, Wai-ming, Mr., Employee Representative, Labour Advisory Board, Hong Kong Special Administrative Region.

LIU, Jiyong, Mr., Deputy Director-General, Department of International Liaison, All-China Federation of Trade Unions.

#### *Other persons attending the Conference*

ZHANG, Tao, Mr., Director, Department of International Liaison, All-China Federation of Trade Unions.

OUYANG, Yingbin, Mr., Director, Department of International Liaison, All-China Federation of Trade Unions.

GAN, Fuxiang, Mr., Deputy-Director, Department of International Liaison, All-China Federation of Trade Unions.

ZHAO, Changjiu, Mr., Deputy-Director, Department of International Liaison, All-China Federation of Trade Unions.

LI, Jingfang, Ms., Deputy-Director, Department of International Liaison, All-China Federation of Trade Unions.

ZHENG, Jiaheng, Mr., Official, Department of International Liaison, All-China Federation of Trade Unions.

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## Chypre Cyprus Chipre

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### *Minister attending the Conference*

TALIADOROS, Christos, Mr., Minister of Labour and Social Insurance.

### **Government Delegates**

DROUSHIOTIS, James, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

PAPADOPOULOS, Panayiotis, Mr., Deputy Permanent Representative, Permanent Mission, Geneva.

### *Adviser and substitute delegate*

KOURTELLIS, Marios, Mr., Senior Inspection Officer, Department of Labour Inspection, Ministry of Labour and Social Insurance.

### *Advisers*

CHRYSTOSTOMOU, Costas, Mr., Administrative Officer A', Ministry of Labour and Social Insurance.

DEMETRIOU, Joanna, Mrs., Adviser, Permanent Mission, Geneva.

### **Employers' Delegate**

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

### *Adviser and substitute delegate*

KAPARTIS, Costas, Mr., Adviser, Cyprus Broadcasting Corporation, Cyprus Employers and Industrialists Federation.

### *Advisers*

ROLOGIS, Vasilis, Mr., President, Cyprus Chamber of Commerce and Industry.

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

KARIDIS, Lefteris, Mr., Industrial Relations Officer, Cyprus Chamber of Commerce and Industry.

ANTONIOU, Michael, Mr., Head of Industrial Relations and Labour Legislation Officer, Cyprus Employers and Industrialists Federation.

PANAYIOTOU, Lena, Mrs., Industrial Relations and Labour Legislation Officer, Cyprus Employers and Industrialists Federation.

KRANIDIOTIS, Byron, Mr., President, Cyprus Employers and Industrialists Federation.

### **Workers' Delegate**

KYRITSIS, Pambis, Mr., General Secretary, Pancyprian Federation of Labour.

### *Adviser and substitute delegate*

ALEKOU, Christos, Mr., Central Organize Secretary, Pancyprian Federation of Labour.

### *Advisers*

KITTENIS, Demetris, Mr., General Secretary, Cyprus Workers Confederation.

MOYSEOS, Nicos, Mr., Deputy General Secretary, Cyprus Workers Confederation.

DIOMEDOUS, Diomedes, Mr., General Secretary, Democratic Labour Federation.

PILAVAKI, Ioanna, Mrs., Deputy General Secretary, Democratic Labour Federation.

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## Colombie Colombia Colombia

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### **Delegados gubernamentales**

PALACIO BETANCOURT, Diego, Sr., Ministro de la Protección Social.

FORERO UCROS, Clemencia, Sra., Embajadora, Representante Permanente, Misión Permanente, Ginebra.

### *Consejeros técnicos y delegados suplentes*

SÁNCHEZ MESA, Jorge León, Sr., Viceministro, Relaciones Laborales, Ministerio de la Protección Social.

DE BUITRAGO ARANGO, Luz Stella, Sra., Ministra Consejera, Misión Permanente, Ginebra.

QUINTERO CUBIDES, Rafael, Sr., Misión Permanente, Ginebra.

### *Consejeros técnicos*

GONZÁLEZ MONTOYA, Eduardo, Sr., Presidente, Comisión Nacional del Servicio Civil.

GRILLO RUBIANO, Fernando Antonio, Sr., Director, Departamento Administrativo de la Función Pública.

LÓPEZ CORTÉS, Armando, Sr., Asesor de la Secretaría Jurídica de la Presidencia.

VELEZ BENEDETTI, Ricardo, Sr., Misión Permanente, Ginebra.

PRIETO ABAD, Ana María, Sra., Misión Permanente, Ginebra.

LOZANO HERRERA, Juan Carlos, Sr., Misión Permanente, Ginebra.

### *Otras personas que asisten a la Conferencia*

OSORIO LÓPEZ, Luis Javier, Sr., Presidente Sala de Casación Laboral, Corte Suprema de Justicia.  
ARAÚJO RENTERÍA, Jaime, Sr., Presidente, Corte Constitucional.  
SIERRA PORTO, Humberto, Sr., Magistrado, Corte Constitucional.  
ARANGO MANTILLA, Alberto, Sr., Magistrado, Corte Constitucional.  
ENRÍQUEZ ROSERO, Manuel, Sr., Representante, Cámara de Representantes, Congreso de la República.

#### **Delegado de los empleadores**

ECHAVARRÍA SALDARRIAGA, Alberto, Sr., Vicepresidente, Asuntos Jurídicos y Sociales, Asociación Nacional de Industriales (ANDI).

#### *Consejeros técnicos*

OJALVO PRIETO, Fernando, Sr., Comité de Laboralistas, ANDI.  
DEL RÍO MAYA, Octavio, Sr., Comité de Laboralistas, ANDI.  
MOLINA, Carlos Ernesto, Sr., Comité de Laboralistas, ANDI.  
MONSALVE CUÉLLAR, Martha Elisa, Sra., Comité de Laboralistas, ANDI.  
MEJÍA GIRALDO, Gustavo, Sr., Comité de Laboralistas, ANDI.  
ARANGO VALLEJO, Francisco Luis, Sr., Comité de Laboralistas, ANDI.  
BOTERO ARANGO, Germán, Sr., Vicepresidente, Gestión Corporativa Argos.  
CARDOZO GONZÁLEZ, Gilberto, Sr., Gerente Corporativo Relaciones Laborales Argos.

#### *Otra persona que asiste a la Conferencia*

VERGARA GOMEZ, Patricia, Sra., Jefe, Departamento Laboral Brigad & Urrutia.

#### **Delegado de los trabajadores**

GOMEZ ESGUERRA, Julio Roberto, Sr., Secretario General, Confederación General del Trabajo (CGT).

#### *Consejeros técnicos*

RODRÍGUEZ DÍAZ, Carlos, Sr., Presidente, Central Unitaria de Trabajadores (CUT).  
ALVIS FERNANDEZ, Apecides, Sr., Presidente, Central de Trabajadores de Colombia (CTC).  
TRIANA ALVIS, Miryam Luz, Sra., Secretaria General de Finanzas, CGT.  
MONTES DE OCA, Boris, Sr., Secretario General, CUT.  
MORANTES ALFONSO, Miguel, Sr., Secretario General, CTC.  
MEDINA DUEÑAS, Luis Ernesto, Sr., Presidente, Federación de Trabajadores Bogotá Cundinamarca (FETRABOC-CGT).  
DÍAZ GAVIRÍA, Gonzalo, Sr., Unión Sindical de Trabajadores de las Comunicaciones (USTC-CGT).  
ACEVEDO HERRERA, Dario de Jesús, Sr., Sindicato de Jiferos y Ayudantes de Antioquía (SINDEJIFA).

### *Otras personas que asisten a la Conferencia*

VALDERRAMA, Mario de J., Sr.  
ARMEL ARENAS, Ariel, Sr., Presidente, Confederación Colombiana de Consumidores.  
ACEVEDO LÓPEZ, Henry Antonio, Sr., Sindicato de Jiferos y Ayudantes de Antioquía (SINDEJIFA).  
GAMBOA CABALLERO, Jorge Enrique, Sr.  
RIOS, Norberto, Sr.  
FROILE TINOCO, Zita, Sra.  
RODRÍGUEZ MEJIA, Carlos, Sr.  
HERNANDEZ MONROY, Luis, Sr.  
RODRÍGUEZ, Rafael, Sr.  
MALAGÓN, Lina, Sra.  
GÓMEZ, Alberto León, Sr.

## **Congo**

### *Ministre assistant à la Conférence*

ONDONGO, O., M., Ministre du Travail, de l'Emploi et de la Sécurité sociale.

### *Personnes accompagnant le Ministre*

MENGA, Roger Julien, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.  
MOSSA, Roch Aristide, M., Attaché aux Relations publiques.  
NGOUELE, Jean Paul, M., Attaché au Cabinet.

#### **Délégués gouvernementaux**

MIERE, Claude Isidore, M., Directeur de la Coopération.  
ONDONGO, Evariste, M., Directeur général du Travail et de la Sécurité sociale.

### *Conseillers techniques*

ITOUA-YOCKA, Josias, M., Conseiller au Travail.  
NYANGA ELENGA, André, M., Directeur général, Office national de l'Emploi et de la Main-d'œuvre.  
EBONDEABEKA, Rosalie Françoise, Mme, Chef, Service des Programmes à la Promotion de l'Emploi, Office national de l'Emploi et de la Main-d'œuvre.  
BIABAROH-IBORO, Justin, M., Ministre conseiller.  
BIKOUTA, Delphine, Mme, Premier Conseiller.  
NGUENGUE-MONTSE, Gabriel, M., Deuxième Conseiller.  
MEGOT, Jean-Marcellin, M., Troisième Conseiller.  
BORET BOKWANGO, Serge, M., Chargé du Protocole.

#### **Délégué des employeurs**

ZOULA, Emmanuel, M., Président, Syndicat patronal des Boulangers et Pâtisseries du Congo.

#### **Délégué des travailleurs**

SOUZA, Michel, M., Président, Confédération syndicale congolaise (CSTC).

### *Conseillers techniques*

MONGO, Daniel, M., Secrétaire général, Confédération syndicale congolaise (CSC).  
OKANDZE, Emmanuel, M., Membre du Secrétariat, CSTC.  
OSSETE, Brunot, M., CSC.  
EKANGA, Daniel, M., Membre du Secrétariat, CSTC.  
NGUIE, Séphirin, M., Membre du Secrétariat, CSTC.  
LOEMBA, Guy, M., Membre du Secrétariat, CSTC.

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

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### *Minister attending the Conference*

KIM, Dae-Hwan, Mr., Minister of Labour.

### **Government Delegates**

CHOI, Hyuck, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
JUNG, Chul-Gyun, Mr., Director-General, International Cooperation Bureau, Ministry of Labour (MOL).

### *Advisers and substitute delegates*

PARK, In-Kok, Mr., Ambassador, Deputy Permanent Representative, Permanent Mission, Geneva.  
KIM, In-Kon, Mr., Director, International Cooperation Division, MOL.

### *Advisers*

CHUNG, Eui-Yong, Mr., Member, National Assembly.  
PAIK, Ji-Ah, Ms., Counselor, Permanent Mission, Geneva.  
KWON, Hyeuk-Tae, Mr., Labour Attaché, Permanent Mission, Geneva.  
YANG, Jeong-Yeol, Mr., Deputy Director, Youth & Aged Employment Division, MOL.  
LEE, Dae-Won, Mr., Deputy Director, International Cooperation Division, MOL.  
LEE, Jin-Min, Mr., Deputy Director, Safety Policy Division, MOL.  
LEE, Sang-Woo, Mr., Assistant Director, Seafarers & Labor Policy Division, Ministry of Maritime Affairs and Fisheries.  
KIM, Yoon-Hye, Ms., Deputy-Director, MOL.

### *Other persons attending the Conference*

LEE, Su-Won, Mr., Assistant Labour Secretary, Office of the President.  
LEE, Myung-Ro, Mr., Director, Preparatory Office for the 14th ILO Asian Regional Meeting, MOL.  
YANG, Hyun-Soo, Ms., Deputy-Director, Preparatory Office for the 14th ILO Asian Regional Meeting, MOL.  
LEE, Joon Won, Mr., Senior Researcher, Occupational Safety and Health Agency.  
OH, Ki Hwan, Mr., Office of the Minister, MOL.  
JANG, Eun-Mi, Mr., Office of the Minister, MOL.

PARK, Moon-Kab, Mr., Professor, Korea Institute of Maritime and Fisheries Technology.  
PARK, Ri-Ri, Ms., Interpreter, MOL.

### **Employers' Delegate**

KIM, Young-Vae, Mr., Vice-Chairman & CEO, Korea Employers' Federation (KEF).

### *Adviser and substitute delegate*

CHO, Nam-Hong, Mr., Advisor, KEF; Deputy Member, Governing Body of the ILO.

### *Advisers*

LEE, Dong-Eung, Mr., Managing Director, KEF.  
HWANG, Eun-Young, Ms., Team Leader, International Affairs Team, KEF.  
LIM, Woo-Taek, Mr., Senior Researcher, Economic Research Bureau, KEF.  
HA, Sang-Woo, Ms., Researcher, Economic Research Bureau, KEF.  
JEON, Dong-Ki, Mr., Researcher, International Affairs Team, KEF.  
LEE, Sung Jae, Mr., Manager, Korea Deepsea Fisheries Association.

### **Workers' Delegate**

LEE, Yong-Deuk, Mr., President, Federation of Korean Trade Union (FKTU).

### *Adviser and substitute delegate*

SHIN, Seung-Chel, Mr., Vice President, Korean Confederation of Trade Union (KCTU).

### *Advisers*

KANG, Choong-Ho, Mr., International Secretary, FKTU.  
CHO, Hm-Hak, Mr., Senior Researcher, FKTU Research Center.  
OH, Sang-Yong, Mr., Advisor, Industrial Safety & Health, FKTU.  
JUN, Sang-Min, Mr., Assistant Director, Organizing Department, FKTU.  
YOON, Mee-Hyang, Mr., Advisor, FKTU.  
LEE, Chang-Geun, Mr., International Director, KCTU.  
KIM, Mi-Joung, Ms., Policy Director, KCTU.

### *Other persons attending the Conference*

HAN, Jeoung-Ae, Ms., President, Occupational Safety and Health Agency Union.  
YEOM, Jin-Du, Mr., Director, Fisheries Department, Federation of Korean Seafarers' Union (FKSU).  
JUN, Wang-Pyo, Mr., Chairman, Kyung-gi Province Center, FKTU.  
KIM, Hye-Kyung, Ms., Secretary, International Department, FKSU.  
CHOI, Wang-Pyo, Mr., Chief, Central Area Branch, Kyung-gi Province, FKTU  
LEE, Byung-Wook, Mr., Chief, Ansan City Branch, FKTU.



PARK, Myung-Geun, Mr., Chief, Young-in City Branch, FKTU.  
 LEE, Young-Sun, Mr., Chief, Hwa-seong City Branch, FKTU.  
 KIM, Soo-Ryoung, Mr., Chief, Ohsan City Branch, FKTU.  
 KIM, Kwang Ho, Mr., Chairman, Kyung-gi Province Center, FKTU.  
 HO, Ji-Hwan, Mr., Labour Policy Secretary, Kyung-gi Province Center, FKTU.  
 LEE, Deok-Seop, Mr., Adviser, Kyung-gi Province Center, FKTU.  
 KIM, So-Won, Ms., Interpreter, FKTU.  
 GIL, Won-Ok, Ms., Advisor, KCTU.  
 CHUNG, Mee-Hyun, Ms., Advisor, KCTU.  
 KIM, Dong-Hee, Ms., Advisor, KCTU.

## Costa Rica Costa Rica Costa Rica

### *Ministros asistentes a la Conferencia*

TREJOS BALLESTERO, Fernando, Sr., Ministro, Ministerio de Trabajo y Seguridad Social.  
 VARELA QUIRÓS, Luis Alberto, Sr., Embajador, Representante Permanente, Misión Permanente, Ginebra.

### **Delegados gubernamentales**

CLARAMUNT, Carmen, Sra., Embajadora, Representante Permanente Adjunta, Misión Permanente, Ginebra.  
 SEGURA, Alexandra, Srta., Ministra Consejera.

### *Consejero técnico y delegado suplente*

SOLANO, Alejandro, Sr., Ministro Consejero.

### *Consejeros técnicos*

CHACÓN FERNÁNDEZ, Sandra, Sra., Asesora Legal, Ministerio de Trabajo y Seguridad Social.  
 CARVAJAL BONILLA, Roger, Sr., Presidente Ejecutivo, Instituto Nacional de Aprendizaje.  
 DELGADO OROZCO, Ana Lucía, Sra., Encargada de Secretaría Técnica de la Junta Directiva, Instituto Nacional de Aprendizaje.

### **Delegado de los empleadores**

PIGNATARO PACHECO, Eugenio, Sr., Director, Desarrollo Social, Unión Costarricense de Cámaras y Asociaciones de la Empresa Privada.

### **Delegado de los trabajadores**

CABEZAS BADILLA, Dennis, Sr., Presidente, Central del Movimiento de Trabajadores Costarricenses.

## Côte d'Ivoire Côte d'Ivoire Côte d'Ivoire

### *Ministre assistant à la Conférence*

HUBERT, Oulaye, M., Ministre de la Fonction publique et de l'Emploi.

### *Personnes accompagnant le Ministre*

BEKE DASSYS, Christian Claude, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.  
 JOEL, Bamba, M., Chargé du protocole, Mission permanente, Genève.

### **Délégués gouvernementaux**

BOULLOU BI DJEHIFFE, Désiré, M., Directeur général du Travail, Ministère de la Fonction publique et de l'Emploi.  
 N'GUESSAN, Bernard N'Guessan, M., Conseiller, Mission permanente, Genève.

### *Conseillers techniques et délégués suppléants*

N'ZUE, Félix Fofana, M., Directeur général de l'Emploi, Ministère de la Fonction publique et de l'Emploi.  
 ZEHIA KOUADIO, Maurice, M., Directeur général, Agence d'Etudes et de Promotion de l'Emploi (AGEPE).  
 WEYA, Jérôme Klôh, M., Premier Conseiller, Mission permanente, Genève.  
 GUEU, Etienne, M., Directeur, Inspection du Travail, Ministère de la Fonction publique et de l'Emploi.  
 KIESSEY LOBA, Barthélemy, M., Directeur, Réglementation du Travail, Ministère de la Fonction publique et de l'Emploi.  
 N'GUESSAN COFFI, Francis José, M., Directeur, Promotion de l'Emploi (AGEPE).  
 TAYORO BOSSO, Paul, M., Sous-Directeur, Médecine du Travail, Ministère de la Fonction publique et de l'Emploi.  
 AMON, N'Dah Perpetue, Mme, Sous-Directrice, Chargée de l'Inspection du Travail de Youpougon, Ministère de la Fonction publique et de l'Emploi.  
 KOUADIO KONAN, Alphonse, M., Sous-Directeur, Administration et Santé des Gens de mer, Ministère d'Etat, Ministère des Transports.  
 SEGBE, Bamba, M., Officier, Affaires maritimes et portuaires, Ministère d'Etat, Ministère des Transports.

### **Délégué des employeurs**

N'DOUMI, Bernard, M., Directeur général, Conseil national du Patronat ivoirien (CNPI).

### *Conseillers techniques et délégués suppléants*

KACOU DIAGOU, Jean, M., Président, CNPI.  
 DIALLO, Ousseine, M., Secrétaire permanent, CNPI.

## Délégué des travailleurs

GAHE MAHAN, Basile, M., Secrétaire général, Centrale Dignité.

### *Conseillers techniques et délégués suppléants*

NIAMKEY, Adiko, M., Secrétaire général, Union générale des Travailleurs de Côte d'Ivoire (UGTCI).

NYAMIEN MESSOU, N'Guessan, M., Premier Secrétaire général adjoint, Fédération des Syndicats autonomes de Côte d'Ivoire (FESACI).

MENSAH FRANCOIS, ADE, M., Premier Secrétaire général adjoint, UGTCI.

TRAORE DOHIA, Mamadou, M., Deuxième Secrétaire général adjoint, FESACI.

MEL DJEDJE-LI, Joachim, M., Secrétaire général, Syndicat des Marins ivoiriens au Commerce.

SALIMATA, DOUMBIA, Mme, Quatrième Secrétaire générale adjointe, UGTCI.

## Croatie Croatia Croacia

### *Minister attending the Conference*

POLANCEC, Damir, Mr., Vice Prime Minister.

### Government Delegates

VUKELIC, Branko, Mr., Minister of Economy, Labour and Entrepreneurship.

KATAVIC, Ivan, Mr., Assistant Minister of Agriculture, Forestry and Water Management.

### *Advisers and substitute delegates*

BABIC, Vera, Ms., State Secretary, Ministry of Economy, Labour and Entrepreneurship.

MARKOTIC, Gordan, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

SOCANAC, Branko, Mr., Minister Counsellor, Permanent Mission, Geneva.

### Employers' Delegate

HORVATIC, Lidija, Mrs., Head, Department for International Cooperation, Croatian Employers Association.

### *Advisers and substitute delegates*

KATIC, Jelena, Ms., Department for International Cooperation, Croatian Employers Association.

KULUSIC, Jasna, Ms., Head, Regional Office (Rijeka), Croatian Employers Association.

SEIFERT, Nenad, Mr., Junior Adviser, Legal Affairs, Regional Office (Rijeka), Croatian Employers Association.

### Workers' Delegate

TOTH MUCCIACCIARO, Evelin, Mrs., Head, Department for International Cooperation, Union of Autonomous Trade Unions of Croatia.

### *Advisers and substitute delegates*

KASUNIC, Marina, Ms., Secretary, Trade Union of Services Uni-Cro.

BRZICA, Miroslav, Mr., Legal Adviser, Croatian Association of Trade Unions.

BENKO, Luka, Mr., Lawyer, Union of Autonomous Trade Unions of Croatia.

## Cuba

### *Ministro asistente a la Conferencia*

MORALES CARTAYA, Alfredo, Sr., Ministro de Trabajo y Seguridad Social.

### Delegados gubernamentales

MORA GODOY, Jorge Iván, Sr., Embajador, Representante Permanente, Misión Permanente, Ginebra.

LAU VALDÉS, Miriam, Sra., Directora de Relaciones Internacionales, Ministerio de Trabajo y Seguridad Social.

### *Consejeros técnicos y delegados suplentes*

HERRERA CASEIRO, María del Carmen, Sra., Consejera, Misión Permanente, Ginebra.

FANEGO SEA, Pedro Antonio, Sr., Primer Secretario, Ministerio de Relaciones Exteriores.

HERNÁNDEZ OLIVA, Gretel, Sra., Especialista Principal, Dirección, Relaciones Internacionales, Ministerio de Trabajo y Seguridad Social.

SÁNCHEZ OLIVA, Manuel, Sr., Tercer Secretario, Misión Permanente, Ginebra.

### *Consejeros técnicos*

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

HERNÁNDEZ PÉREZ, Martha María, Sra., Directora de Recursos Humanos, Ministerio de la Industria Pesquera.

LEÓN SANTANA, Oscar, Sr., Segundo Secretario, Misión Permanente, Ginebra.

GÓMEZ ESTÉVEZ, Martha, Sra., Jefa de Departamento, Ministerio del Transporte.

### Delegado de los empleadores

PARRA ROJAS, Rodolfo Antonio, Sr., Director de Recursos Humanos, Empresa "General Níquel".

### *Consejeros técnicos y delegados suplentes*

MESA GARCÍA, Fermín, Sr., Director Jurídico, Empresa de Seguros Nacionales.

VIDAUT MÁRQUEZ, Rubén de Jesús, Sr., Director de Recursos Humanos, Grupo Empresarial de Navieras de Cuba (ANTARES).

GONZÁLEZ RODRÍGUEZ, Pedro Luis, Sr.

## Delegado de los trabajadores

GONZÁLEZ GONZÁLEZ, Leonel, Sr., Miembro del Secretariado Nacional, Central de Trabajadores de Cuba.

### *Consejero técnico y delegado suplente*

BERNAL CAMERO, Joaquín, Sr., Miembro del Comité Nacional, Central de Trabajadores de Cuba.

### *Consejeros técnicos*

ROSS LEAL, Pedro, Sr., Secretario General, Central de Trabajadores de Cuba.

MONTERO BISTILLEIRO, Manuel, Sr., Jefe de Departamento, Dirección, Relaciones Internacionales, Central de Trabajadores de Cuba.

LÓPEZ GÓMEZ, Agustín, Sr., Dirección, Relaciones Internacionales, Central de Trabajadores de Cuba.

LAZA CÁRDENAS, Florentina, Sra., Dirección, Relaciones Internacionales, Central de Trabajadores de Cuba.

CHACÓN BRAVO, Gilda, Sra., Dirección, Relaciones Internacionales, Central de Trabajadores de Cuba.

## Danemark Denmark Dinamarca

### *Minister attending the Conference*

HJORT FREDERIKSEN, Claus, Mr., Minister for Employment.

### *Persons accompanying the Minister*

SMITH, Bo, Mr., Permanent Secretary to the Minister for Employment.

JEPSEN, Charlotte Boline, Mrs., Head of Press and Communication, Ministry of Employment.

JUUL JØRGENSEN, Annemette, Mrs., Private Secretary to the Minister, Ministry of Employment.

## Government Delegates

IVERSEN, Henrik Rée, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

PEDERSEN, Klaus, Mr., Legal Adviser, International and Legal Affairs Division, Ministry of Employment.

### *Advisers and substitute delegates*

HARHOFF, Rikke Maria, Ms., Adviser, International and Legal Affairs Division, Ministry of Employment.

GEDE, Charlotte, Mrs., Attaché, Permanent Mission, Geneva.

LARSEN, Peter, Mr., Stagiaire Attaché, Permanent Mission, Geneva.

## Advisers

BAUCHY, Philippe, Mr., Special Adviser, Centre for Seafarers and Fishermen, Education and Register of Shipping, Danish Maritime Authority.

SYLVESTERSEN, Ralph, Mr., Special Adviser, Centre for Maritime Safety and Environment Regulation, Danish Maritime Authority.

KNUDSEN, Annemarie, Mrs., Special Adviser, Danish Working Environment Authority.

SIBBERSEN, Jens Christian, Mr., Legal Adviser, Danish National Labour Market Authority.

MØHL LARSEN, Karin, Mrs., Special Adviser, Ministry of Social Affairs.

BOLUS, Samir, Mr., Assistant Attaché, Permanent Mission, Geneva.

### *Other persons attending the Conference*

PEDERSEN, Marion, Mrs., Member of Parliament (Folketinget).

JENSEN, Mogens, Mr., Member of Parliament (Folketinget).

BERING LIISBERG, Jonas, Mr., Head of Division, International and Legal Affairs Division, Ministry of Employment.

## Employers' Delegate

DREESEN, Flemming, Mr., Senior Labour Law Counsellor, Confederation of Danish Employers.

## Advisers

GADE, Henning, Mr., Senior Counsellor, Confederation of Danish Employers.

TORBEN A., Sørensen, Mr., Senior Counsellor, Confederation of Danish Employers.

SCHILDER, Henrik, Mr., Senior Political Adviser, National Association of Local Authorities in Denmark.

### *Other persons attending the Conference*

NEERGAARD LARSEN, Jørn, Mr., Director General, Confederation of Danish Employers.

RØNNEST, Jørgen, Mr., Director, International Affairs, Confederation of Danish Employers.

## Workers' Delegate

SVENNINGSSEN, John, Mr., International Adviser, Danish Confederation of Trade Unions.

### *Adviser and substitute delegate*

KNUPPERT, Marie-Louise, Mrs., Confederal Secretary, Danish Confederation of Trade Unions.

## Advisers

SCHØNING, Poul, Mr., Consultant, Danish Confederation of Trade Unions.

SAND MORTENSEN, Peter, Mr., Local Chairman, Fishery Division, General Workers Union.

SMIDT, Flemming, Mr., Counsellor, Transport Division, General Workers Union.

RØNTVED ANDERSEN, Peter, Mr., Consultant, Danish Confederation of Trade Unions.  
WIENE, Jens, Mr., Confederal Secretary, Salaried Employees and Civil Servants Confederation.

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## Djibouti

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### *Ministre assistant à la Conférence*

DINI, Houmed Mohamed, M., Ministre de l'Emploi et de la Solidarité nationale.

### **Délégués gouvernementaux**

HOUSSEIN, Guedi Absieh, M., Directeur du Travail et des Relations avec les Partenaires sociaux.  
ALI MOHAMED, Kamil, M., Directeur de l'Emploi, de la Formation et de l'Insertion professionnelles.

### **Délégué des employeurs**

DAOUD, Houmed Abdo, M., Représentant du Patronat.

### **Délégué des travailleurs**

DIRIEH, Abdo Sikeih, M., Secrétaire général, UGTD.

### *Conseiller technique*

BATOUM, Idriss Ali, M., Secrétaire aux Relations internationales, UGTD.

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## République dominicaine Dominican Republic República Dominicana

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### *Ministro asistente a la Conferencia*

FADUL, José Ramón, Sr., Secretario de Estado de Trabajo.

### **Delegados gubernamentales**

HERNÁNDEZ SÁNCHEZ, Luis Homero, Sr., Embajador, Representante Permanente, Misión Permanente, Ginebra.  
REYES UREÑA, Nelson, Sr., Director de Relaciones Internacionales, Secretaría de Estado de Trabajo.

### *Consejeros técnicos y delegados suplentes*

ROMÁN MALDONADO, Ysset, Sra., Ministra Consejera, Misión Permanente, Ginebra.  
DEL CASTILLO, Anina, Sra., Sub-Secretaria de Estado de Trabajo.  
BALDERA, Virgilio, Sr., Sub-Secretaria de Estado de Trabajo.  
LEDESMA, Odalis, Sr., Sub-Secretaria de Estado de Trabajo.

CARRASCO, Hipólito, Sr., Director de Relaciones Públicas.  
ROSA CHUPANY, Ricardo Leonardi, Sr., Asesor Laboral.

### **Delegado de los empleadores**

ESCOTO ABREU, Alicia, Sra., Secretaria, Confederación Patronal de la República Dominicana.

### *Consejero técnico y delegado suplente*

CASTILLO CAMINERO, Francisco José, Sr., Vice-Presidente Ejecutivo, Consejo Nacional de la Empresa Privada.

### *Consejeros técnicos*

CASTILLO, Yudith, Sra.  
PÉREZ MONTAS, Hernando, Sr.  
GASSO, María Isabel, Sra.

### **Delegado de los trabajadores**

ABREU, Rafael, Sr., Secretario General, Central General de Trabajadores (CGT).

### *Consejero técnico y delegado suplente*

DEL RIO, Gabriel, Sr., Secretario General, Confederación Autónoma Sindical Clasista (CASC); Presidente, Consejo Nacional, Unidad Sindical (CNUS).

### *Consejeros técnicos*

FAMILIA, Eulogia, Sra.  
NEGRÓN TEJADA, Mariano, Sr.  
PÉREZ CEPEDA, Eugenio, Sr.

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## Egypte Egypt Egipto

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### *Minister attending the Conference*

EL AMAWY, Ahmed Ahmed, Mr., Minister of Manpower and Migration.

### **Government Delegates**

GABR, Naéla, Mrs., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
MELEIKA, Amin, Mr., Deputy Permanent Representative, Permanent Mission, Geneva.

### *Advisers*

KHATER, Azza, Mr., Director, International Relations Sector, Ministry of Manpower and Migration.  
EL ERIAN, Soheir, Mrs., Labour Counsellor, Permanent Mission, Geneva.  
BEKHIET, Abd El Moneim, Mr., Assistant to the Minister of Manpower and Migration.  
IBRAHIM, Hussein, Mr., Director, National Institute for Safety and Health at Work.  
ABD EL AZZIZ, Mahmoud, Mr., Director for Legal Affairs, General Authority for Fishing Development.

EL TAHRY, El Sayed, Mr., Ministry of Manpower and Migration.  
ROUSHDY, Alaa, Mr., First Secretary, Permanent Mission, Geneva.  
SHALABY, Omar, Mr., Second Secretary, Permanent Mission, Geneva.  
KHALLAF, Tamim, Mr., Third Secretary, Permanent Mission, Geneva.

### **Employers' Delegate**

ABDO, Mohamed, Mr., Federation of Egyptian Industries.

#### *Advisers*

MOHAMED, Raifa, Mrs., Federation of Egyptian Industries.  
EL MASRY, Mohamed, Mr., General Federation for Chambers of Commerce.  
ASHRA, Abd El Satar, Mr., General Federation for Chambers of Commerce.

### **Workers' Delegate**

ABD EL HADY, Aisha, Mrs., Secretary General, Working Women and Children Federation, Egyptian Trade Unions.

#### *Advisers*

EL AZALI, Abd El Monem, Mr., Deputy Chairman for Economic Affairs, Federation of Egyptian Trade Unions.  
ABD EL HALIM, Mohamed, Mr., Chairman, Union for Agriculture.  
ABD EL HAMID, Ismail, Mr., Chairman, Services Union.  
TAHA, Hamdy, Mr., Foreign Relations Adviser, Federation of Egyptian Trade Unions.  
ROSTOM, Mostafa, Mr., Director for International Relations, Federation of Egyptian Trade Unions.  
METWALLY, Refaat, Mr., Egyptian Trade Union Federation.

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## **El Salvador El Salvador El Salvador**

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### *Ministro asistente a la Conferencia*

ESPINAL ESCOBAR, José Roberto, Sr., Ministro de Trabajo y Previsión Social.

### *Personas que acompañan al Ministro*

GALDÁMAZ, Evelyn, Srta., Asesora, Comunicaciones.  
VAQUERANO, Camila, Srta., Asistente, Despacho Ministerial.  
FUNES DURÁN, Cesar Daniel, Sr., Secretario Nacional de la Juventud.  
ALEGRÍA RODRÍGUEZ, Alvaro José, Sr., Representante, Fondo Social para la Vivienda.  
BORJAS MUNGUÍA, Rolando, Sr., Representante, Instituto Salvadoreño del Seguro Social.

### **Delegados gubernamentales**

ÁVILA DE PEÑA, Elia Estela, Sra., Asesora, Despacho Ministerial.  
RODRÍGUEZ SALAZAR, Carlos Roberto, Sr., Director, Relaciones Internacionales de Trabajo.

### *Consejeros técnicos y delegados suplentes*

LARIOS LÓPEZ, Byron Fernando, Sr., Embajador, Representante Permanente, Misión Permanente, Ginebra.  
CASTRO GRANDE, Mario, Sr., Ministro Consejero, Misión Permanente, Ginebra.  
PALACIOS, Walter René, Sr., Director General, Previsión Social y Empleo.

### **Delegado de los empleadores**

TOMASINO HURTADO, Eduardo, Sr., Asociación Nacional de la Empresa Privada.

### *Consejero técnico y delegado suplente*

ANDINO GÓMEZ, Mario Antonio, Sr., Representante, Consejo Directivo, INSAFORP.

### *Consejeros técnicos*

CHÁVEZ QUINTANILLA, Luis Roberto, Sr., Representante, Consejo Directivo, INSAFORP.  
VIDAL GUERRA, Juan Héctor, Sr., Representante, Consejo Directivo, Fondo Social para la Vivienda.  
CABEZAS, Alfredo, Sr., Representante, Consejo Directivo, Instituto Salvadoreño del Seguro Social.

### **Delegado de los trabajadores**

MOLINA, Vilma Sarahí, Sra., Secretaria, Organización y Estadística de la Federación Nacional Sindical de Trabajadores Salvadoreños.

### *Consejero técnico y delegado suplente*

SORIANO, Ricardo Antonio, Sr., Secretario General, FESINCONSTRANS; Representante, Consejo Directivo, Instituto Salvadoreño del Seguro Social.

### *Consejeros técnicos*

VÁSQUEZ JOVEL, Fredis, Sr., Secretario General, CNTS; Representante, Consejo Directivo, Instituto Salvadoreño de Formación Profesional.  
PERÉZ, José René, Sr., Coordinador Protempore, Comisión Intersindical (CATS-CGT-CTS-CUTS-CSTS).  
HERNÁNDEZ GARCÍA, Ramón, Sr., Representante, Consejo Directivo, Fondo Social para la Vivienda.

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

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*Minister attending the Conference*

ALKA'ABI, Ali Bin Abdullah, Mr., Minister of Labour and Social Affairs.

*Person accompanying the Minister*

SHAALI, Mohammed Bin Hussein, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

**Government Delegates**

ALKHAZRAJI, Khalid Mohamed, Mr., Under-Secretary for Labour Affairs, Ministry of Labour and Social Affairs.

ABDUL GHANI, Yousif Abdullah, Mr., Adviser, National Authority for Development and Employment of National Human Resources.

*Advisers and substitute delegates*

HUSAIN, Abdulrida Askar, Mr., Counsellor, Ministry of Foreign Affairs.

SALEH, Fadle Ahmed, Mr., Director, Office of the Minister, Ministry of Labour and Social Affairs.

ALBANNA, Jasem Mahmoud, Mr., Director, Labour Relations Department, Ministry of Labour.

SIRAG ELNOUR, Yousif Gafar, Mr., Labour Expert, Ministry of Labour and Social Affairs.

ALZAABI, Mohammed Abdul Kareem, Mr., International Relations Department, Ministry of Labour.

AL KATHEERI, Ali Suhail, Mr., International Relations Department, Ministry of Labour and Social Affairs.

**Employers' Delegate**

KHAMMAS, Saeed Ali, Mr., Member, Federation of the Chambers of Commerce and Industry.

*Advisers and substitute delegates*

ALGAIZI, Ahmed Jama, Mr., Director, Economical Department, Federation of the Chambers of Commerce and Industry.

MATTAR ALKAABI, Khalifa Khamis, Mr., Member, Chamber of Commerce and Industry of Fujairah.

**Workers' Delegate**

ALMARZOOQI, Saleh Abdelrahman, Mr., Chairman, Administrative Board, Professional Coordination Association.

*Adviser and substitute delegate*

ALHAMMADI, Hasan Ahmed, Mr., Deputy Chair, Administrative Board, Professional Coordination Association.

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**Equateur Ecuador Ecuador**

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*Ministro asistente a la Conferencia*

CHIRIBOGA, Galo, Sr., Ministro de Trabajo y Empleo.

**Delegados gubernamentales**

PÁEZ, Andrés, Sr., Diputado, Representante, Congreso Nacional.

ESCUADERO, Hernán, Sr., Embajador, Representante Permanente, Misión Permanente, Ginebra.

*Consejeros técnicos y delegados suplentes*

PAREDES, Rafael, Sr., Representante Permanente Alterno, Misión Permanente, Ginebra.

HERRERA, Solimar, Sra., Jefe, Asuntos Internacionales, Ministerio de Trabajo y Empleo.

NAVAS, Marianela, Sra., Asesora del Ministro de Trabajo y Empleo.

THULLEN, Jorge, Sr., Asesor del Ministro de Trabajo y Empleo.

BAQUERIZO, Leticia, Srta., Tercer Secretario, Misión Permanente, Ginebra.

**Delegado de los empleadores**

TERÁN, Manuel, Sr., Federación de Cámaras de Industrias del Ecuador.

*Consejero técnico y delegado suplente*

DÍAZ, Francisco, Sr., Federación de Cámaras de Industrias del Ecuador.

**Delegado de los trabajadores**

ARCINIEGA, Jaime, Sr., Presidente, Confederación de Organizaciones Sindicales Libres (CEOSL).

*Consejeros técnicos y delegados suplentes*

YAGUAL, Santiago, Sr., Presidente, Confederación de Trabajadores del Ecuador (CTE).

TATAMUEZ, Mesías, Sr., Presidente, Confederación Ecuatoriana de Organizaciones Clasistas Unitarias de Trabajadores (CEDOCUT).

IBARRA, Fernando, Sr., Presidente, Central Ecuatoriana de Organizaciones Clasistas (CEDOC-CLAT).

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**Erythrée Eritrea Eritrea**

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*Minister attending the Conference*

MENKERIOS, Askalu, Mrs., Minister of Labour and Human Welfare.

**Government Delegate**

ELISA, Woldeyesus, Mr., Director-General, Department of Labour, Ministry of Labour and Human Welfare.

*Adviser and substitute delegate*

WOLDEYOHANNIS, Bereket, Mr., Chargé d'Affaires,  
Permanent Mission, Geneva.

**Employers' Delegate**

TESFAY, Yemane, Mr., Chairman, Eritrean Federation of  
Employers.

**Workers' Delegate**

BAYRE, Tekeste, Mr., Secretary-General, National  
Confederation of Eritrean Workers.

*Adviser*

NEGASI, Amanuel, Mr., Foreign Relations, National  
Confederation of Eritrean Workers.

**Espagne Spain España**

*Ministro asistente a la Conferencia*

CALDERA SÁNCHEZ-CAPITÁN, Jesús, Sr., Ministro de  
Trabajo y Asuntos Sociales.

*Personas que acompañan al Ministro*

PÉREZ SANZ, Julio, Sr., Director del Gabinete del  
Ministro de Trabajo y Asuntos Sociales.  
DE PASCUAL-TERESA FERNÁNDEZ, Gloria, Sra.,  
Asesora, Gabinete del Ministro, Ministerio de Trabajo  
y Asuntos Sociales.  
ALBERTOS CARRIÓN, Félix, Sr., Asesor Ejecutivo,  
Gabinete de Comunicación, Ministerio de Trabajo y  
Asuntos Sociales.

**Delegados gubernamentales**

MARCH PUJOL, Juan Antonio, Sr., Embajador,  
Representante Permanente, Misión Permanente,  
Ginebra.  
DOMÍNGUEZ GONZÁLEZ, Aurora, Sra., Subsecretaria  
de Trabajo y Asuntos Sociales, Ministerio de Trabajo y  
Asuntos Sociales.

*Consejeros técnicos y delegados suplentes*

ARNAU NAVARRO, Francisco, Sr., Consejero de  
Trabajo y Asuntos Sociales, Misión Permanente,  
Ginebra.  
LÓPEZ MAC LELLAN, Guillermo, Sr., Consejero,  
Misión Permanente, Ginebra.

*Consejeros técnicos*

GIRÁLDEZ NÚÑEZ, María Teresa, Sra., Subdirectora  
General de Relaciones Sociales Internacionales,  
Ministerio de Trabajo y Asuntos Sociales.  
BONILLA MANZANO, Pilar, Sra., Subdirectora General  
de Programas y Actividades, Instituto de la Juventud,  
Ministerio de Trabajo y Asuntos Sociales.

BRES GARCÍA, Juan Ramón, Sr., Inspector de Trabajo y  
Seguridad Social de Cádiz.  
MORALA DEL CAMPO, Aránzazu, Sra., Jefa de Servicio  
de Personal Marítimo, Pesquero, Subdirección General,  
Flota Pesquera y Formación, Secretaría General de  
Pesca Marítima, Ministerio de Agricultura, Pesca y  
Alimentación.  
ORIZAOLA GURRÍA, Santos, Sr., Asesor Técnico  
Laboral Marítimo, Instituto Social de la Marina.  
ARRANZ, Carlos, Sr., Inspector de Trabajo y Seguridad  
Social, Dirección General de la Inspección.  
SISI MORENO, María Luz, Sra., Consejera Técnica,  
Dirección General de Trabajo.  
PINILLA GARCÍA, Francisco Javier, Sr., Consejero  
Técnico, Instituto Nacional de Seguridad e Higiene en  
el Trabajo.  
GALLEGO ANGULO, Mercedes, Sra., Jefa, Servicio de  
Escuelas Taller, Instituto de Empleo y Servicio Público  
Estatal.  
ARELLANO CATALÁN, Juan Cruz, Sr., Consejero  
Técnico, Subdirección General de Relaciones Sociales  
Internacionales.  
RAMOS GARCÍA, Jesús Pablo, Sr., Subdirector General  
de Organismos Internacionales Técnicos, Ministerio de  
Asuntos Exteriores y de Cooperación.

**Delegado de los empleadores**

FERRER DUFOL, Javier, Sr., Presidente, Confederación  
de Empresarios de Zaragoza; Miembro de la Junta  
Directiva, Confederación Española de Organizaciones  
Empresariales (CEOE).

*Consejeros técnicos y delegados suplentes*

JIMÉNEZ AGUILAR, Juan, Sr., Secretario General,  
CEOE.  
LACASA ASO, José María, Sr., Director de Relaciones  
Internacionales, CEOE.

*Consejeros técnicos*

SUÁREZ GARCÍA, Roberto, Sr., Secretario General,  
FELE.  
GÓMEZ ALBO, Pablo, Sr., Director de Relaciones  
Laborales, CEIM.  
MARÍN ANDRÉS, Luis Francisco, Sr., Organización de  
Productores de Pesca de Altura de Ondarroa (Vizcaya).  
CESTER BEATOBE, José María, Sr., Secretario General  
Técnico, Confederación de Empresarios de Zaragoza.  
SUÁREZ SANTOS, Roberto, Sr., Departamento de  
Relaciones Laborales, CEOE.  
DEL PUEYO PÉREZ, Eduardo, Sr., Departamento de  
Relaciones Internacionales, CEOE.

*Personas designadas de conformidad con el  
artículo 2, párrafo 3, i)*

MORENO PIÑERO, Fernando, Sr., Director de Relaciones  
Laborales, CEOE.  
MENÉNDEZ VALDÉS, Juan, Sr., Departamento de  
Relaciones Laborales, CEOE.  
ASENJO, María Angeles, Sra., Departamento  
Internacional, Confederación Nacional de la  
Construcción.

## Delegado de los trabajadores

BONMATÍ, Manuel, Sr., Secretario de Relaciones Internacionales, Unión General de Trabajadores (UGT).

### *Consejero técnico y delegado suplente*

FRADES, Jaime, Sr., Miembro, Gabinete Técnico Confederal, UGT.

### *Consejeros técnicos*

JIMÉNEZ, Juan Carlos, Sr., Coordinador, Secretaría Confederal de Política Internacional, Comisiones Obreras (CC.OO.).  
CARCOBA, Ángel, Sr., Miembro, Secretaría de Salud Laboral y Medio Ambiente, CC.OO.  
RICO, Nuria, Sra., Secretaria Confederal de Juventud, CC.OO.  
FERNÁNDEZ-BRASO, Manuel, Sr., Experto Salud Pública y Medicina Preventiva, UGT.  
LOBO SAN JUAN, Oscar, Sr., Responsable del Area de Juventud, UGT.  
IGEREGI SAN MIGUEL, Saioa, Sra., Miembro, Departamento Internacional, ELA/STV.  
GONZÁLEZ BOAN, Xesús Ramón, Sr., Secretario de Relaciones Internacionales, CIG.

### *Personas designadas de conformidad con el artículo 2, párrafo 3, i)*

AZKUE, D. Jon, Sr., Confederación Sindical de Comisiones Obreras.  
DOZ, Javier, Sr., Secretario Confederal de Política Internacional, CC.OO.

## Estonie Estonia Estonia

### Government Delegates

KAADU, Tiit, Mr., Adviser, Working Life Development Department, Ministry of Social Affairs.  
LEHT, Hene, Ms., Second Secretary, Permanent Mission, Geneva.

### *Adviser and substitute delegate*

NIRK, Tõnis, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

### *Advisers*

TAMPERE, Helmi, Mrs., Chief Specialist, Labour Market Department, Ministry of Social Affairs.  
KÄÄRATS, Egle, Mrs., Head, Working Life Development Department, Ministry of Social Affairs.

### Employers' Delegate

NIINEMÄE, Toomas, Mr., Deputy Chairman, Council of Representatives, Confederation of Estonian Employers.

## Workers' Delegate

TAMMELEHT, Tiia E., Mrs., Legal Secretary, Confederation of Estonian Trade Unions.

## Etats-Unis United States Estados Unidos

### *Minister attending the Conference*

CHAO, Elaine L., Ms., Secretary of Labor.

### *Persons accompanying the Minister*

LEBENS, Grant, Mr., Lead Advance Representative, Office of the Secretary, Department of Labor.  
KOUTSOUBOS, Gary, Mr., Advance Representative, Office of the Secretary, Department of Labor.  
ATHEY, Robert, Mr., Advance Representative, Office of the Secretary, Department of Labor.  
DAVIDSON, Alan, Mr., Special Assistant to the Secretary of Labor, Department of Labor.

### Government Delegates

HAGEN, Robert, Mr., Director, Office of International Labour Affairs, Bureau of Democracy, Human Rights and Labor, Department of State.  
NEWTON, Martha, Ms., Acting Deputy Under Secretary, International Affairs, Department of Labor.

### *Advisers and substitute delegates*

MOLEY, Kevin E., Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
SHEPARD, Robert B., Mr., Director, Office of International Organizations, Bureau of International Labor Affairs, Department of Labor.

### *Advisers*

CASSELL, Lynn, Ms., Deputy Permanent Representative, Permanent Mission, Geneva.  
CHAMBERLIN, John, Mr., First Secretary and Labor Attache, Permanent Mission, Geneva.  
DANIES, Joel, Mr., First Secretary, Permanent Mission, Geneva.  
DRISCOLL, Richard J., Mr., Deputy Director, Office of Technical Specialized Agencies, Bureau of International Organization Affairs, Department of State.  
FAGAN, Linda, Ms., Executive Officer, Marine Inspection Office Europe, United States Coast Guard, Department of Homeland Security.  
GORMLY, Sarah, Ms., Labor Economist, Division of Foreign Economic Research, Bureau of International Labor Affairs, Department of Labor.  
JOHNSTON, Steven C., Mr., Program Analyst, Office of UN System Administration, Bureau of International Organization Affairs, Department of State.  
KARESH, Lewis, Mr., Director, Office of Trade Agreement Implementation, Bureau of International Labor Affairs, Department of Labor.



KRUGLIKOVA, Kira, Ms., First Secretary, Permanent Mission, Geneva.

LAZOR, Kimberly, Ms., Chief of Staff, Occupational Safety and Health Administration, Department of Labor.

LEVIN, Matthew, Mr., Attorney Adviser, Division of Labor-Management Laws, Solicitor's Office, Department of Labor.

MISNER, Julia E., Ms., Assistant Director, Office of International Organizations, Bureau of International Labor Affairs, Department of Labor.

WELTZ, Gregg, Mr., Program Manager, Office of Youth Services, Employment and Training Administration, Department of Labor.

#### *Other persons attending the Conference*

KNOUSE, Mark S., Mr., Executive Director, Commission for Labor Cooperation.

ROBERTS, Allan S., Mr., Publications Coordinator, Commission for Labor Cooperation.

#### **Employers' Delegate**

POTTER, Edward E., Mr., Director, Global Labor Relations, Coca-Cola Company; International Labor Counsel, US Council for International Business.

#### *Adviser and substitute delegate*

GOLDBERG, Ronnie L., Ms., Executive Vice President and Senior Policy Officer, US Council for International Business.

#### *Advisers*

CHENGALUR, Soma, Ms., Director, HSE Federal Policy, Eastman Kodak Company.

FRENCH, Tammy, Ms., Vice President, Human Resources, American Seafoods Company.

SEMRAU, Michael, Mr., Chief Labor Consultant, Coca-Cola Company.

SPENCER, Linda Z., Ms., Counsel, Coca-Cola Company.

TAUBITZ, Michael A., Mr., Global Regulatory Liaison, General Motors Corporation.

#### **Workers' Delegate**

ZELLHOEFER, Jerald A., Mr., AFL-CIO European Representative.

#### *Adviser and substitute delegate*

SHAILOR, Barbara, Ms., Director, International Affairs Department, AFL-CIO.

#### *Advisers*

BAYARD, Marc, Mr., Regional Director for Africa, American Center for International Labor Solidarity.

FISHMAN, Phillip A., Mr., Assistant Director, International Affairs Department, AFL-CIO.

KAMBERIS, Harry, Mr., Executive Director, American Center for International Labor Solidarity.

SCHANTZ, Penny, Ms., AFL-CIO European Office.

SEMINARIO, Peg, Ms., Director, Occupational Safety and Health Department, AFL-CIO.

SWEENEY, John J., Mr., President, AFL-CIO.

#### *Other person attending the Conference*

SWEENEY, Maureen, Ms., AFL-CIO.

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## **Ethiopie    Ethiopia    Etiopía**

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#### *Minister attending the Conference*

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

#### **Government Delegates**

YIMER, Fisseha, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

SIAMREGN, Bekele, Mr., Head, International Relations Team, Ministry of Labour and Social Affairs.

#### *Advisers and substitute delegates*

MENGESHA, Seleshi, Mr., Counsellor, Permanent Mission, Geneva.

SHIKETA, Aklilu, Mr., First Secretary, Permanent Mission, Geneva.

#### **Employers' Delegate**

ZAWDE, Teshome, Mr., President, Ethiopian Employers' Federation.

#### *Adviser and substitute delegate*

YEMER, Tadele, Mr., Secretary-General, Ethiopian Employers' Federation.

#### **Workers' Delegate**

ALEMAYEHU, Amare, Mr., President, Confederation of Ethiopian Trade Unions (CETU).

#### *Adviser and substitute delegate*

WOLDE MICHAEL, Hilekiros, Mr., Head, Social and Women's Affairs Sector, CETU.

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## **Ex-Rép. Yougos. de Macédoine The FYR Macedonia Ex Rep. Yugoslava de Macedonia**

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#### **Government Delegates**

AVRAMCEV, Georgi, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

JANEVSKI, Aco, Mr., State Secretary, Ministry of Labour and Social Policy.

### *Advisers and substitute delegates*

CHESTOJNOVA, Makedonka, Ms., Spokesperson,  
Ministry of Labour and Social Policy.  
ZAFIROVSKA, Dragica, Mrs., Minister Counsellor,  
Permanent Mission, Geneva.  
DZAFERI, Nazif, Mr., Second Secretary, Permanent  
Mission, Geneva.  
ATANASOV, Gabriel, Mr., Third Secretary, Permanent  
Mission, Geneva.

### **Workers' Delegate**

MURATOVSKI, Vanco, Mr., President, Association of  
Trade Unions of Macedonia.

### *Adviser and substitute delegate*

SIMONOVSKI, Robert, Mr., President, Trade Union of  
the Electric Power Companies in Macedonia.

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## **Fidji Fiji Fiji**

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### **Government Delegates**

ZINCK, Kenneth Vincent, Mr., Minister for Labour,  
Industrial Relations and Productivity.  
KURUDUADUA, Sainivalati, Mr., Deputy Secretary for  
Labour.

### **Employers' Delegate**

PROBERT, Harvie, Mr., Member, Fiji Employers'  
Federation.

### *Adviser*

WARADI, Taito, Mr., President, Fiji Chamber of  
Commerce and Industry.

### **Workers' Delegate**

SINGH, Rajeshwar, Mr., Member, Fiji Trade Union  
Congress.

### *Adviser*

NAMUDU, Maika, Mr., Member, Fiji Islands Council of  
Trade Unions.

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## **Finlande Finland Finlandia**

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### *Minister attending the Conference*

FILATOV, Tarja, Ms., Minister of Labour.

### *Persons accompanying the Minister*

HIMANEN, Vesa, Mr., Ambassador, Permanent  
Representative, Permanent Mission, Geneva.

LEHTO-KOMULAINEN, Katja, Ms., Adviser to the  
Minister, Ministry of Labour.

### **Government Delegates**

SALMENPERÄ, Matti, Mr., Director, Working  
Environment Policy Department, Ministry of Labour.  
MODEEN, Stina, Ms., Ministerial Adviser, Ministry of  
Labour.

### *Advisers and substitute delegates*

MATTILA, Satu, Ms., Minister Counsellor, Permanent  
Mission, Geneva.  
REPONEN, Tarja, Ms., Director, Ministry for Foreign  
Affairs.

### *Advisers*

HURMALAINEN, Mikko, Mr., Director-General,  
Ministry of Social Affairs and Health.  
SAASTAMOINEN, Liisa, Ms., Senior Officer, Legal  
Affairs, Ministry of Labour.  
KRÖGER, Tarja, Ms., Senior Adviser, Legislative Affairs,  
Ministry of Labour.

### *Other persons attending the Conference*

TIILIKAINEN, Kimmo, Mr., Member, Employment and  
Equality Committee, Parliament.  
RAUHALA, Leena, Ms., Member, Employment and  
Equality Committee, Parliament.  
RISIKKO, Paula, Ms., Member, Employment and Equality  
Committee, Parliament.  
TYNKKYNEN, Oras, Mr., Member, Employment and  
Equality Committee, Parliament.  
BÄCKSTÖM, Ritva, Ms., Counsel, Employment and  
Equality Committee, Parliament.  
SAMMALKIVI, Salla, Ms., Second Secretary, Permanent  
Mission, Geneva.  
PIETILÄ, Heli, Ms., Intern, Permanent Mission, Geneva.

### **Employers' Delegate**

RISKI, Seppo, Mr., Director, Confederation of Finnish  
Industries EK.

### *Adviser and substitute delegate*

ETU-SEPPÄLÄ, Minna, Ms., Senior Adviser,  
Confederation of Finnish Industries EK.

### *Advisers*

KUIKKO, Tapio, Mr., Senior Legal Adviser,  
Confederation of Finnish Industries EK.  
RÄSÄNEN, Mikko, Mr., Senior Adviser, Confederation of  
Finnish Industries EK.

### **Workers' Delegate**

VALKONEN, Marjaana, Ms., Director for International  
Affairs, Central Organization of Finnish Trade Unions.

### *Adviser and substitute delegate*

AHOKAS, Heli, Ms., Head of Collective Bargaining,  
Finnish Confederation of Salaried Employees.

### *Advisers*

HEINÄNEN, Salla, Ms., International Secretary,  
Confederation of Unions for Academic Professionals in  
Finland.

RUSANEN, Jorma, Mr., Head of the Legal Section,  
Central Organization of Finnish Trade Unions.

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## **France France Francia**

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### *Ministre assistant à la Conférence*

LARCHER, Gérard, M., Ministre Délégué aux Relations  
du Travail auprès du Ministre de l'Emploi, du Travail et  
de la Cohésion sociale.

### *Personne accompagnant le Ministre*

KESSEDJIAN, Bernard, M., Ambassadeur, Représentant  
permanent, Mission permanente, Genève.

### **Délégués gouvernementaux**

SEGUIN, Philippe, M., Représentant au Conseil  
d'administration du BIT.

THIERRY, Michel, M., Inspecteur général, Affaires  
sociales.

### *Conseillers techniques et délégués suppléants*

GIACOMINI, Marc, M., Représentant permanent adjoint,  
Mission permanente, Genève.

AUER, France, Mme, Conseiller, Mission permanente,  
Genève.

### *Conseillers techniques*

BOISNEL, Marc, M., Sous-Directeur des Conditions de  
Travail et de la Protection contre les Risques du  
Travail, Direction des Relations du Travail, Ministère  
de l'Emploi et de la Cohésion Sociale.

COENT, Marie-Christine, Mme, Chef du Bureau des  
Affaires multilatérales, Délégation aux Affaires  
européennes et internationales, Ministère de l'Emploi,  
du Travail et de la Cohésion sociale.

TAHERI, Mazyar, M., Chargé de mission, Délégation aux  
Affaires européennes et internationales, Ministère de  
l'Emploi, du Travail et de la Cohésion Sociale.

PARRA, Carine, Mme, Chargée de mission, Délégation  
aux Affaires européennes et internationales, Ministère  
de l'Emploi, du Travail et de la Cohésion sociale.

LE GUEVEL, Audrey, Mme, Deuxième Secrétaire,  
Mission permanente, Genève.

CONNAN, Jean-François, M., Mission permanente,  
Genève.

PETITGUYOT, Marie-Christine, Mme, Chargée de  
mission, Division Synthèse, Délégation générale à

l'Emploi et Formation professionnelle, Ministère de  
l'Emploi, du Travail et de la Cohésion Sociale.

ILLIONNET, Philippe, M., Sous-Directeur des Gens de  
Mer, Direction des Affaires maritimes et des Gens de  
Mer, Ministère de l'Équipement, des Transports, de  
l'Aménagement du Territoire, du Tourisme et de la  
Mer.

MOUSSAT, Alain, M., Chef, Bureau de l'Inspection du  
Travail Maritime, Direction des Affaires maritimes et  
des Gens de Mer, Ministère de l'Équipement, des  
Transports, de l'Aménagement du Territoire, du  
Tourisme et de la Mer.

LIVET, Philippe, M., Chef, Centre de Sécurité des navires,  
Boulogne-sur-Mer.

### *Personnes désignées en conformité avec l'article 2, alinéa 3 i)*

BOUVIER, Jean, M., Chef, Bureau des Etudes juridiques  
et des Conventions internationales, Etablissement  
national des Invalides de la Marine.

PERON, Michel, M., Bureau de l'Inspection du Travail  
Maritime, Direction des Affaires Maritimes et des Gens  
de Mer, Ministère de l'Équipement, des Transports, de  
l'Aménagement du Territoire, du Tourisme et de la  
Mer.

SAN MARTIN, Aínhua, Mme, Adjointe au Chef du  
Bureau des Etudes juridiques et des Conventions  
internationales, Etablissement national des Invalides de  
la Marine.

GUERRE, Michel, M., Conseiller technique, Direction des  
Relations du Travail, Ministère des Affaires Sociales,  
du Travail et de la Solidarité.

### *Autres personnes assistant à la Conférence*

MATHIEU, Nathalie, Mme, Mission permanente, Genève.

LAGARDE, Lionel, M., Chargé d'études, Direction des  
Relations du Travail, Ministère de l'Emploi, du Travail  
et de la Cohésion sociale.

TROGRIC, Jean-François, M., Observateur.

HASTIE, Ross, M., Observateur.

### **Délégué des employeurs**

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

### *Conseiller technique et délégué suppléant*

ROILAND, Marie-Paule, Mme, Directrice des Affaires  
européennes et internationales, Union des Industries  
Métallurgiques et Minières (UIMM).

### *Conseillers techniques*

ANDRIEU, Françoise, Mme, Membre, Commission  
sociale de la CGPME.

BUET, Nathalie, Mme, Chargée de mission, Direction de  
la Protection Sociale, MEDEF.

FAUCHOIS, Marie-Christine, Mme, Directrice de la  
Sécurité sociale, UIMM.

GUY, Monique, Mme, MEDEF.

HERVOUET/DION, Marie-Christine, Mme, Chargée de  
mission aux Affaires sociales, UAPF.

JULIEN, Emmanuel, M., Directeur Adjoint, Direction des Relations du Travail, MEDEF.

PATINET, Didier, M., Directeur Emploi, UIMM.

### **Délégué des travailleurs**

BLONDEL, Marc, M., Ex-Secrétaire général de la CGT-FO; Membre adjoint du Conseil d'Administration du BIT.

#### *Conseiller technique et délégué suppléant*

VEYRIER, Yves, M., Secrétaire confédéral (secteur international-Europe), CGT-FO.

#### *Conseillers techniques*

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

PECHEROT, Lisa, Mme, Secrétaire permanent, Service international, CFDT.

JOUBIER, Jean-Michel, M., Conseiller confédéral, CGT.

RETUREAU, Daniel, M., Conseiller confédéral, CGT.

JULIA, Christian, M., Président, FNEMA CFE-CGC, Fédération nationale des Métiers de l'Aérien.

TRICOCHÉ, Jean-Claude, M., Secrétaire général, UNSA.

ROCHE, Paul, M., Correspondant Europe, CFTC.

#### *Personnes désignées en conformité avec l'article 2, alinéa 3 i)*

GARRIDO, Raquel, Mme, CGT-FO.

LECOIN, Laurent, M., CFDT.

MARTINET, Luc, M., CFDT.

PICANDET, Patrick, M., CFTC.

#### *Autres personnes assistant à la Conférence*

PINGLIN, Philippe, M., CFDT.

OLIVIER, Dominique, M., CFDT.

BIGOT, Jacques, M., CFTC.

JUQUEL, Guy, M., CGT.

NAILLOD, Marie-Christine, Mme, CGT.

COURBE, Jean-François, M., CGT.

SCHNITZER/BAMBI, Joëlle, Mme, CGT.

LEBRIS, Mariannick, Mme, CGT.

BOUNEAUD, Hélène, Mme, CGT.

BLAMANGIN, Olivier, M., CGT.

GUIGON, Jean-Jacques, M., CGT.

## **Gabon**

#### *Ministre assistant à la Conférence*

ASSELE, Jean Boniface, M., Ministre du Travail et de l'Emploi.

#### *Personnes accompagnant le Ministre*

TONDA, Patrice, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.

LINDZONDZO MAMBANYA, Christophe, M., Conseiller du Premier Ministre.

ILAMBI, Martin, M., Attaché, Cabinet du Ministre du Travail et de l'Emploi.

### **Délégués gouvernementaux**

MOULOMBA NZIENGUI, M., Conseiller technique du Ministre du Travail et de l'Emploi.

BIVEGHE NDOUTOUME, Jean François, M., Directeur général du Travail.

#### *Conseillers techniques et délégués suppléants*

NDONG NANG, Daniel, M., Secrétaire général, Ministère du Travail et de l'Emploi.

NDZENGUE, Albertine, Mme, Conseiller technique du Ministre du Travail.

#### *Conseillers techniques*

ANGONE ABENA, Mme, Conseiller technique, Mission permanente, Genève.

NAMBO WEZET, Guy, M., Inspecteur général de l'Hygiène et de la Médecine du travail.

OYONO NGOMO, Henri Jacob, M., Directeur général, Office national de l'Emploi.

ESSONO EDZANG, Aristide, M., Directeur général des Ressources humaines.

PAMBO, Joseph, M., Directeur des Relations internationales, Ministère du Travail et de l'Emploi.

#### *Autre personne assistant à la Conférence*

ASSELE, Christine, Mme

### **Délégué des employeurs**

AWASSI ATSIMADJA, Félicité, Mme, Représentant, Confédération patronale gabonaise (CPG).

#### *Conseillers techniques*

TCHOUA, Jean Pierre, M., Président, Confédération nationale du Patronat gabonais (CNPNG).

AKOULOU EYELEKO, Clause, M., Vice président, CNPNG.

### **Délégué des travailleurs**

MAYOMBO, Etienne Francis, M., Secrétaire général, Confédération gabonaise Syndicats libres (CGSL).

#### *Conseillers techniques et délégués suppléants*

ALLINI, Martin, M., Secrétaire général, Confédération syndicale du Gabon (COSYGA).

MBOU MBINE, Aloïse, M., Président, Confédération démocratique des Syndicats autonomes (CDSA).

ELLA NTSONG, Jacques, M., Président, Confédération de l'Infrastructure et de l'Équipement (CONSINEQ).

MOUSSAVOU MOUSSAVOU, M., Secrétaire général, Union des Travailleurs du Gabon (UTG).

#### *Conseillers techniques*

BEKALE, Jean Claude, M., Secrétaire général adjoint, CGSL.

MOMBO MOUELET, Camille, Mme, Secrétaire confédéral à l'Organisation, Droits syndicaux, Normes internationales du travail.  
MINTSA MI-ESSONO, Marcel, M., Membre Confédéral, COSYGA.  
ENGONGA ONDO, François, M., Membre Confédéral, COSYGA.

*Personnes désignées en conformité avec l'article 2, alinéa 3 i)*

ANDOMBE, Hervé Léonard, M., Secrétaire provincial, CDSA.  
MBINGOU, Pierre, M., CONSINEQ.  
KOUANDJI, Michel, M., CONSINEQ.  
BEKUI EKORO, Gaston, M., CONSINEQ.

*Autres personnes assistant à la Conférence*

BOUAMBA, Maurice, M., Membre, Conseil confédéral, CGSL.  
NGARI, Pierrette, Mme, CONAFET.  
MAKAYA, Jean-Pierre, M., Conseiller, Membre, Conseil confédéral, CGSL.  
MOUSSAVOU, Moussavou, M., Conseiller, Membre, Conseil confédéral, CGSL.  
NTOE EYA, Béatrice, Mme, CONSINEQ.  
WETI, YAWA ANAM, Mme, COSYGA.  
MENDENE M'ASSOUMOU, Joseph, M., Secrétaire exécutif national chargé de l'Administration, UTG.

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## **Gambie    Gambia    Gambia**

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### **Government Delegates**

NDOYE, Ebou E.A., Mr., Commissioner of Labour, Department of State for Trade.  
SECKA-NJIE, Madeleine, Mrs., Principal Human Resources Economist, Employment Unit, Department of State for Trade.

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## **Géorgie    Georgia    Georgia**

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### **Government Delegates**

GIORGEBIANI, Irakli, Mr., Deputy Minister of Labour, Health and Social Affairs.  
GEDEVANISHVILI, Konstantine, Mr., Senior Counsellor, Permanent Mission, Geneva.

*Adviser*

PHERADZE, Levan, Mr., Head, Employer Service.

### **Employers' Delegate**

MELADZE, Elguja, Mr., President, Employers' Association of Georgia.

### **Advisers**

KOIAVA, George, Mr., General Director, Gas Transportation Company of Georgia.  
KOBADZE, Nino, Mr., General Manager, Women's Business Centre (GEA).  
KHELAIYA, Gizo, Mr., Partner, Metalfo Ltd.  
SKHVITARIDZE, Mamuka, Mr., Owner, Construction Firm Archtravi.  
SURGULADZE, Mariam, Mr., General Manager, Construction Firm Archtravi.  
UKHURGUNASHVILI, Gia, Mr., Director, Metropol Travel Ltd.  
KOKOSADRE, Nino, Mrs., Director in Social Affairs, "Madneuli".

### **Workers' Delegate**

TUGUSHI, Irakli, Mr., Chairman, Georgian Trade Unions Amalgamation.

*Adviser*

ABASHIDZE, Tamar, Mrs., Trade Union of Georgia.

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## **Ghana**

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### **Government Delegates**

ADDA, Joseph Kofi, Mr., Minister of Manpower, Youth and Employment.  
BAWUAH-EDUSEI, Kwame, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

*Advisers and substitute delegates*

YEBOAH, Brimpong, Mr., Deputy Minister, Ministry of Manpower, Youth and Employment.  
OKOH, Paul, Mr., Chairman, Parliamentary Select Committee on Labour, Social Welfare and State Enterprises.

*Advisers*

ARYENE, Paul, Mr., Minister, Deputy Permanent Representative, Permanent Mission, Geneva.  
LOMOTY, Ernest S., Mr., Minister-Counsellor, Permanent Mission, Geneva.  
AMEGEE, Paul, Mr., Assistant Chief Labour Officer, Labour Department.  
ADJOVU, I.T., Mr., Director, Planning, Programme Monitoring and Evaluation.  
AMADU, Mary Imelda, Mrs., Director, Department of Social Welfare.  
HAGAN, Elizabeth, Ms., Assistant Chief Labour Officer, Labour Department.  
MANTEY, Joe, Mr., National Youth Coordinator.  
CHIGABATIA, Smart, Mr., Executive Chairman, Ghana Civil Servants' Association.  
RICHTER, Doris, Mrs., First Secretary, Permanent Mission, Geneva.

AGYEPONG, T.F., Mr., Director (PPMED), Ministry of Fisheries.

ARYEE, Emmanuel, Mr., Fisheries Officer, Ministry of Fisheries.

### **Employers' Delegate**

MENSA, Charles, Mr., President, Ghana Employers' Association; Resident Director, VALCO.

#### *Adviser and substitute delegate*

ARYEE, Joyce R., Ms., Vice-President and Chief Executive Officer, Ghana Chamber of Mines.

#### *Advisers*

ANANG, Rose Karikari, Mrs., Executive Director, Ghana Employers' Association.

ATTA PAIDOO, Henry, Mr., Director of Human Resources, Forestry Commission.

APPIA-NKANSAH, Irene Stella, Mrs., Chief Officer, Human Resource Management, Ghana Telecom.

OWUSU, Elizabeth, Ms., Admin./Human Resource Manager, Ghana Cocoa Board.

BONNA, Kwadwo Adansi, Mr., General Manager, Admin., Ghana Ports and Harbours Authority.

DUODU, Charles, Mr., Human Resource Manager, Tema Oil Refinery (TOR) Ltd.

BOTCHWAY, Nii Komieteh, Mr., Executive Director, Ghana Dock Labour Company Ltd.

#### *Persons appointed in accordance with Article 2, paragraph 3(i)*

KOOMSON, Andrew Kwesi, Mr., Human Resource Manager, Ajumakoman Press Ltd.

LARYEA, K.D., Mr., Board Member, Ghana Post Company Ltd.

GARSHONG, M.A., Mr., General Manager, Human Resource, Ghana Post Company Ltd.

YEBOAH, Georgina, Mrs., Human Resource Manager, Komfo Anokye Teaching Hospital.

#### *Other persons attending the Conference*

MENSAH, Eric, Mr., Training Manager, Volta River Authority.

QUIST-ADDO, Evelyn, Ms., Director, Admin. and Human Resource, Ghana Chamber of Mines.

### **Workers' Delegate**

ADU-AMANKWAH, Kwasi, Mr., Secretary General, Ghana Trades Union Congress.

#### *Adviser and substitute delegate*

DORKENOO, David Kwabla, Mr., Head, International Affairs Department, Department of GTUC.

#### *Advisers*

AFRIYIE, Owusu Kwabena, Mr., General Secretary, MDU of GTUC.

ANKRAH, Prince William, Mr., Deputy General Secretary, GMWU of Ghana Trades Union Congress.

AGBESINYALE, Patrick, Mr., International APADEP, Coordinator, GDS.

### **Grèce Greece Grecia**

#### *Ministre assistant à la Conférence*

PANAYIOTOPOULOS, Panos, M., Ministre de l'Emploi et de la Protection sociale.

#### *Personnes accompagnant le Ministre*

KRIEKOUKIS, Tassos, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.

VLASSOPOULOS, Christos, M., Conseiller spécial au Cabinet du Ministre.

MYROYIANNI, Maira, Mme, Conseiller au Cabinet du Ministre.

MANOLIS, Nikolaos, M.

### **Délégués gouvernementaux**

GIAKOUMATOS, Gerassimos, M., Secrétaire d'Etat de l'Emploi et de la Protection sociale.

CAMBITSIS, Andreas, M., Expert, Ministère des Affaires étrangères, Mission permanente, Genève.

#### *Conseillers techniques et délégués suppléants*

ANGELOPOULOS, Nikolaos, M., Secrétaire d'Etat de l'Emploi et de la Protection sociale.

KONTOS, Dimitrios, M., Secrétaire général, Ministère de l'Emploi et de la Protection sociale.

LAIYOU-SPANOPOULOU, Maria, Mme, Directrice, Direction des Relations internationales, Ministère de l'Emploi et de la Protection sociale.

CHRYSANTHOU, Eudokia, Mme, Chef, Section des Relations avec BIT, Direction des Relations internationales, Ministère de l'Emploi et de la Protection sociale.

#### *Conseillers techniques*

ANALYTIS, Nikolaos, M., Président, Comité économique et social.

TSOUMANI, Evgenia, Mme, Secrétaire générale, Secrétariat général de l'Egalité des Sexes.

KOUROUSIS, Christos, M., Secrétaire spécial, Ministère de l'Emploi et de la Protection sociale.

CHRISTODOULOU, Antonis, M., Directeur, Direction des Conditions de Travail, Ministère de l'Emploi et de la Protection sociale.

KYRIAKOU, Styliani, Mme, Mission permanente, Genève.

MOSHOPOULOS, Photis, M., Chef de Section, Direction des Conditions de Travail, Ministère de l'Emploi et de la Protection sociale.

GEORMAS, Konstantinos, M., Conseiller, Cabinet du Secrétaire général, Ministère de l'Emploi et de la Protection sociale.

PETINIS, Konstantinos, M., Inspecteur spécial, Ministère de l'Emploi et de la Protection sociale.

KONSTANTINOPOULOU, Melpomeni, Mme, Chef de Section, Secrétariat général de la Sécurité sociale.  
BOUMBOPOULOS, Georgios, M., Commandant, Direction de Relations du Travail maritime, Ministère de la Marine marchande.  
GOUVA, Myrto, Mme, Fonctionnaire, Direction des Relations internationales, Ministère de l'Emploi et de la Protection sociale.  
KAROKI, Anna, Mme, Fonctionnaire, Direction de l'Emploi, Ministère de l'Emploi et de la Protection sociale.

*Personnes désignées en conformité avec l'article 2, alinéa 3 i)*

AVRAMOPOULOS, Athanasios, M., Conseiller de Direction, Société de Formation professionnelle, Organisme de l'Emploi et de la Main d'œuvre.  
ASSIMAKIS, Georgios, M., Conseiller juridique, Société de Formation professionnelle, Organisme de l'Emploi et de la Main-d'œuvre.  
KOSTAKI-BROUMOU, Chrysoula, Mme, Chef, Cabinet du Secrétaire de l'Emploi et de la Protection sociale.  
BAGGE, Evangelia, Mme, Chef de Section, Direction de la Sécurité sociale transnationale, Secrétariat général de la Sécurité sociale.  
MOIROU, Aggeliki, Mme, Fonctionnaire, Direction des Conditions de Travail, Ministère de l'Emploi et de la Protection sociale.  
ILIOPOULOU-DIMOPOULOU, Barbara, Mme, Cabinet du Ministre, Ministère de l'Emploi et de la Protection sociale.

**Délégué des employeurs**

KYRIAKOPOULOS, Odysseas, M., Président, Fédération des Industries grecques.

*Conseillers techniques et délégués suppléants*

DRAPANIOTIS, Yiannis, M., Directeur général, Fédération des Industries grecques.  
CHARAKAS, Charilaos, M., Conseiller juridique, Fédération des Industries grecques.

*Conseillers techniques*

PAPAIOANNOU, Lambros, M., Avocat, Fédération des Industries grecques.  
KARELLAS, Panayis, M., Président, Association Commerciale d'Athènes.  
VAYAS, Antonis, M., Avocat, Fédération des Industries grecques.  
ZOULOVIC, Margarita, Mme, Secrétaire générale, Association Commerciale d'Athènes.  
KOGIAS, Konstantinos, M., Délégué, Confédération des petits et moyens Entrepreneurs, Artisans et Commerçants.  
YEROPANAYIOTIS, Konstantinos, M., Délégué, Confédération des petits et moyens Entrepreneurs, Artisans et Commerçants.

*Personne désignée en conformité avec l'article 2, alinéa 3 i)*

BARDANI, Irène, Mme, Conseillère, Fédération des Industries grecques.

**Délégué des travailleurs**

POLYZOGOPOULOS, Christos, M., Président, Confédération générale des Travailleurs grecs.

*Conseillers techniques et délégués suppléants*

LANARA-TZOTZE, Zoi, Mme, Secrétaire, Relations internationales, Confédération générale des Travailleurs grecs.  
DASSIS, Georgios, M., Secrétaire, Relations internationales, Institut du Travail, Confédération générale des Travailleurs grecs.

*Conseillers techniques*

DELIYANNAKIS, Theodoros, M., Conseiller juridique, Confédération générale des Travailleurs grecs.  
SKOULATAKIS, Georgios, M., Membre, Administration, Confédération générale des Travailleurs grecs.  
BIRBILIS, Antonis, M., Membre, Administration, Confédération générale des Travailleurs grecs.  
MAURIKOS, Yiorgos, M., Membre, Comité exécutif, Confédération générale des Travailleurs grecs.  
KOUTRAS, Theodoros, M., Membre, Comité exécutif, Confédération générale des Travailleurs grecs.  
OPSIMOS, Vassilis, M., Inspecteur de Travail, Confédération générale des Travailleurs grecs.

*Personnes désignées en conformité avec l'article 2, alinéa 3 i)*

KRATIMENOU, Vassiliki, Mme, Relations internationales, Confédération générale des Travailleurs grecs.  
PECHLIVANDIOU, Evangelia, Mme, Relations internationales, Confédération générale des Travailleurs grecs.  
PSAROYIANNI, Kyriaki, Mme, Relations internationales, Confédération générale des Travailleurs grecs.  
PETROPOULOU, Ioulia, Mme, Relations internationales, Confédération générale des Travailleurs grecs.

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**Guatemala**

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*Ministro asistente a la Conferencia*

GALLARDO FLORES, Jorge Francisco, Sr., Ministro de Trabajo y Previsión Social.

**Delegados gubernamentales**

NICHOLS LÓPEZ, Jorge Leonel, Sr., Tercer Viceministro de Trabajo y Previsión Social.  
PIRA, Lars, Sr., Embajador, Representante Permanente, Misión Permanente, Ginebra.

### *Consejeros técnicos y delegados suplentes*

CHAVEZ BIETTI, Angela María, Sra., Ministro  
Consejero, Misión Permanente, Ginebra.  
HOCHSTETTER, Stephanie, Sra., Consejero, Misión  
Permanente, Ginebra.  
MARTÍNEZ GALINDO, Ingrid, Sra., Primera Secretaria,  
Misión Permanente, Ginebra.  
BARRIOS, Sulmi, Sra., Primera Secretaria, Misión  
Permanente, Ginebra.  
URRUELA, Soledad, Sra., Segunda Secretaria, Misión  
Permanente, Ginebra.  
ARROYAVE, Carlos, Sr., Tercer Secretario, Misión  
Permanente, Ginebra.

### *Otras personas que asisten a la Conferencia*

FERNÁNDEZ MOLINA, Luis, Sr., Magistrado Vocal II,  
Corte Suprema de Justicia.  
SCHWARTZ RAMÍREZ, Guillermo, Sr., Presidente,  
Comisión de Trabajo, Congreso de la República.  
BARILLAS HERRERA, Carlos Waldemar, Sr., Miembro,  
Comisión de Trabajo, Congreso de la República.  
SOLÓRZANO RIVERA, Carlos Alberto, Sr., Miembro,  
Comisión de Trabajo, Congreso de la República.  
VELÁSQUEZ PÉREZ, Carlos Eduardo, Sr., Miembro,  
Comisión de Trabajo, Congreso de la República.  
BARRIOS FALLA, Jorge Mario, Sr., Miembro, Comisión  
de Trabajo, Congreso de la República.

### **Delegado de los empleadores**

RICCI MUADI, Guido Domenico, Sr., Comité  
Coordinador, Asociaciones Agrícolas, Comerciales,  
Industriales y Financieras (CACIF).

### *Consejero técnico y delegado suplente*

FIGUEROA PÉREZ, Rolando, Sr., Comité Coordinador  
de Asociaciones Agrícolas, Comerciales, Industriales y  
Financieras (CACIF).

### **Delegado de los trabajadores**

LUCAS GÓMEZ, Miguel Angel, Sr., Confederación  
Central de Trabajadores del Campo y la Ciudad (CTC).

### *Consejero técnico y delegado suplente*

GONZÁLEZ, Reynaldo Federico, Sr., Federación Sindical  
de Empleados Bancarios y de Seguros (FESEBS).

## **Guinée    Guinea    Guinea**

### **Délégués gouvernementaux**

KEIRA, Alpha Ibrahima, M., Ministre de l'Emploi et de la  
Fonction Publique.  
DIALLO, Boubacar, M., Ambassadeur, Représentant  
permanent, Mission permanente, Genève.

### *Conseillers techniques*

KABA, Arafan Kabinè, M., Conseiller; Chargé des affaires  
politiques, Mission permanente, Genève.  
KANTE, Moussa, M., Directeur national adjoint, Ministère  
de l'Emploi et de la Fonction publique.  
DIALLO, Mamadou Issa Dilé, M., Conseiller, Ministère  
de l'Emploi et de la Fonction publique.  
DOUMBOUYA, Mamady, M., Inspecteur général du  
Travail.  
TOURE, Mame Penda Yansane, Mme, Directrice générale,  
Agence guinéenne pour la Promotion de l'Emploi  
(AGUIPE).  
MILLIMONO, Tamba Marcel, M., Directeur général  
adjoint, AGUIPE.  
SOUMAH, Sam Mamady, M., Directeur général, Office  
national de la Formation et du Perfectionnement  
professionnel.  
DIALLO, Elhadj Seydou, M., Directeur général, Caisse  
nationale de Sécurité sociale.  
BARRY, Kadiatou Marly, Mme, Chef, Service des  
Accidents du Travail et Relations professionnelles,  
Caisse nationale de Sécurité sociale.  
TOURE, Mohamed Reza, M., Médecin Conseil adjoint,  
CNSS.  
KOUROUMA-MIKALA, Aminata, Mme, Premier  
Secrétaire, Chargée des Affaires économiques et  
commerciales, Mission permanente, Genève.  
YOULA, Ibrahima, M., Premier Secrétaire, Chargé des  
Affaires financières et consulaires, Mission  
permanente, Genève.

### **Délégué des employeurs**

DABO, Abdoulaye Dima, M., Secrétaire général, Conseil  
national du Patronat guinéen.

### *Conseillers techniques*

SYLLA, Mamadou, M., Président, Conseil national du  
Patronat guinéen.  
DIALLO, Youssouf, M., Premier Vice-président, Conseil  
national du Patronat guinéen.  
BANGOURA, Ahmed Fernand, M., Membre, Conseil  
national du Patronat guinéen.  
CAMARA, Salifou, M., Membre, Conseil national du  
Patronat guinéen.

### **Délégué des travailleurs**

DIALLO, Hadja Rabiou Serah, Mme, Secrétaire  
générale, CNTG.

### *Conseillers techniques*

TOURE, Yamodou, M., Secrétaire général, ONSLG.  
BANGOURA, Keita Magbé, Mme, Secrétaire générale,  
CGSL.  
BALDE, Abdoulaye, M., Secrétaire général, UDTG.  
FOFANA, Ibrahima, M., Secrétaire général, USTG.  
DIALLO BAH, Mariama Penda, Mme, Chargée des  
Relations internationales, USTG.  
CAMARA, Lousény, M., Chargé de la Protection Sociale,  
USTG.  
DIALLO, Abdoulaye Lélouma, M., Expert résident,  
Genève.



DIAWARA, Idrissa, M., Président, Bureau Exécutif national, Syndicat indépendant des Forces Ouvrières de Guinée (SIFOG).  
MARA, Mamadou, M., Secrétaire général, Union générale des Travailleurs de Guinée (UGTG).  
DIABY, Sankoumba, M., Premier Secrétaire, Relations extérieures, Bureau exécutif national, SIFOG.

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## Guinée-Bissau Guinea-Bissau Guinea-Bissau

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### Délégués gouvernementaux

MUSSA BALDÉ, Carlos, M., Ministre de Réforme administrative, de la Fonction publique et du Travail.  
SANCA, Basílio Mancuro, M., Directeur général du Travail, de l'Emploi et de la Formation professionnelle.

#### Conseiller technique

DIAS, Ligia Monteiro, Mme, Directeur général de l'Institut national de Prévoyance sociale.

### Délégué des employeurs

INCADA, Abel, M., Vice-président, Chambre du Commerce, de l'Industrie et de l'Agriculture.

### Délégué des travailleurs

EMBALÓ, Sabana, M., Secrétaire national, Union nationale des Travailleurs de Guinée-Bissau.

#### Conseiller technique

MENDES, Vença, M., Président, Confédération générale des Syndicats indépendants de Guinée-Bissau (CGSIGB).

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## Guinée équatoriale Equatorial Guinea Guinea Ecuatorial

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### Delegados gubernamentales

MERCADER COSTA, Enrique, Sr., Ministro de Trabajo y Seguridad Social.  
ESUA NKO, Santiago D., Sr., Director General de Trabajo y Fomento de Empleo.

### Delegado de los empleadores

MATZEN MACOSO, D. Mariano, Sr., Presidente de la Patronal.

### Delegado de los trabajadores

MICHÁ MAYE, Juan Antonio, Sr.

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## Haiti

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### Ministre assistant à la Conférence

CALIXTE, Pierre-Claude, M., Ministre des Affaires Sociales et du Travail.

### Délégués gouvernementaux

GEORGES, Jean Yves, M., Directeur général, Ministère des Affaires Sociales et du Travail.  
JOSEPH, Ronald, M., Directeur général, Office National d'Assurance Vieillesse.

### Conseillers techniques et délégués suppléants

PIERRE, Jean-Claude, M., Chargé d'affaires a.i., Mission permanente, Genève.  
JOSEPH, Louis Pierre, M., Directeur du Travail, Ministère des Affaires Sociales et du Travail.

### Conseillers techniques

DAUPHIN, Wilbert, M., Directeur général, Office national d'Assurance Vieillesse.  
ALEXANDRE, Jean Bony, M., Ministre Conseiller, Mission permanente, Genève.  
GARCON, Laure A.M., Mme, Chef de service, Femmes et Enfants.  
LOUISSAINT, Michel, M.

### Délégué des employeurs

VICTOR, Guilène, Mme, Association des Industries d'Haïti (ADIH).

### Conseillers techniques et délégués suppléants

DALENCOURT, José, M., Association nationale des Distributeurs des Produits pétroliers (ANADIPP).  
PIERRE FRANCOIS, Jean Dany, M., Chambre de Commerce et d'Industrie haïtienne américaine, HAMCHAM.

### Délégué des travailleurs

ALMEUS, Marie-Denise Saint-Clair, Mme, Confédération des Travailleurs haïtiens (CTH).

### Conseillers techniques et délégués suppléants

NUMAS, Patrick, M., Organisation générale indépendante des Travailleurs haïtiens.  
PIERRE, Léonel, M., Coordonnateur Syndical Haïtien (CSH).

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## Honduras

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### Ministro asistente a la Conferencia

LEITZELAR VIDARRUETA, Germán Edgardo, Sr., Ministro de Trabajo y Seguridad Social.

## Delegados gubernamentales

ZAPATA, Benjamín, Sr., Embajador, Representante Permanente, Misión Permanente, Ginebra.  
BU FIGUEROA, Gracibel, Sra., Consejera, Misión Permanente, Ginebra.

### *Consejeros técnicos*

CRUZ RAMÍREZ, Jacqueline, Sra., Asistente, Secretario de Estado.  
SANDOVAL, Angel Aníbal, Sr., Procurador General del Trabajo.  
PÉREZ, Mauricio, Sr., Segundo Secretario, Misión Permanente, Ginebra.  
LEITZELAR HERNÁNDEZ, Germán, Sr., Asesor, Secretario de Estado.  
CARDONA, Estela, Sra., Magistrada, Corte Suprema de Justicia.  
ARRIAGA, José Rolando, Sr., Magistrado, Corte Suprema de Justicia.

## Delegado de los empleadores

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

### *Consejero técnico*

AGURCIA, José María, Sr., Presidente, COHEP.

## Delegado de los trabajadores

IBARRA, Daysi Felipa, Sra., Central General de Trabajadores (CGT).

## Hongrie Hungary Hungría

### *Minister attending the Conference*

CSIZMÁR, Gábor, Mr., Minister of Employment and Labour.

## Government Delegates

HÉTHY, Lajos, Mr., Permanent Secretary of State, Ministry of Employment and Labour.  
TÓTH, Tibor, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

### *Advisers and substitute delegates*

BÉKÉS, András, Mr., Head of Department, Ministry of Employment and Labour.  
SIMONYI, Ágnes, Ms., Deputy Secretary of State, Ministry of Employment and Labour.

### *Advisers*

BIHARY, Pál, Mr., Expert, Ministry of Employment and Labour.  
FÁRI, László, Mr., Deputy Head of Department, Ministry of Employment and Labour.

HORVÁTH, Dezsó, Mr., Minister, Permanent Mission, Geneva.  
HORVÁTH, István, Mr., Head of Department, Ministry of Employment and Labour.  
KLEKNER, Péter, Mr., Chief Adviser to the Minister of Foreign Affairs.  
LADÓ, María, Ms., Director, Ministry of Employment and Labour.  
PIRISI, Károly, Mr., Director General, Employment Office.  
GROSSZMANN, María, Mrs., Expert, Ministry of Health.  
KRISTALY, Anita, Mrs., Adviser, Ministry of Youth, Family, Social Affairs and Equal Opportunities.  
SZALÓKINÉ-CSIMA, Katalin, Mrs., Second Secretary, Permanent Mission, Geneva.  
THÁR, Orsolya, Ms., Expert, Ministry of Employment and Labour.  
AJÁN, Andrea, Mrs., Advisor, Permanent Mission, Geneva.

## Employers' Delegate

ROLEK, Ferenc, Mr., Vice President, Confederation of Hungarian Employers and Industrialists.

### *Advisers and substitute delegates*

SZIRMAI, Péter, Mr., Co-President, National Association of Entrepreneurs and Employers.  
CSUPPORT, Antal, Mr., Managing Director, National Confederation of Companies for Strategic Services and Public Utilities.

### *Advisers*

BOROSNÉ-BARTHA, Terézia, Mrs., International Director, Confederation of Hungarian Employers and Industrialists.  
TÓTH, Károly, Mr., Consultant, National Confederation of Companies for Strategic Services and Public Utilities.  
MAGYAR, György, Mr., Secretary, National Federation of Agricultural Co-operators and Producers.  
OLAY, Péterné, Mrs., Chief Counsellor, Hungarian Industrial Association.  
SZABADKAI, Antal, Mr., Secretary General, Union of Agrarian Employers.  
SZÜCS, György, Mr., President, National Association of the Industrial Corporation.

### *Person appointed in accordance with Article 2, paragraph 3(i)*

VARGA, Julianna, Ms., International Director, National Association of Entrepreneurs and Employers.

## Workers' Delegate

KUTI, László, Mr., Vice President, Confederation of Unions of Professionals.

### *Advisers and substitute delegates*

GYÖRGY, Károly, Mr., Member of the Executive Board, National Confederation of Hungarian Trade Unions.  
TÓTH, Attila, Mr., Adviser, Trade Union Group of Professionals.

### *Advisers*

AGG, Géza, Mr., Expert, Cooperative Forum of Trade Unions.  
CZUGLERNÉ-IVÁNY, Judit, Mrs., Director of Human Rights and Labour Standards, National Federation of Workers' Councils.  
GASKÓ, István, Mr., President, Democratic League of Independent Trade Unions.  
GERGELY, Pál, Mr., Senior Expert, National Federation of Autonomous Trade Unions.  
MÁTHÉNÉ-BERTÓK, Judit, Ms., Legal Adviser, Democratic League of Independent Trade Unions.  
TAMÁS, Erika, Ms., Expert, Democratic League of Independent Trade Unions.

### *Other persons attending the Conference*

BORHIDI, Gábor, Mr., Member, Executive Board, National Confederation of Hungarian Trade Unions.  
WITTICH, Tamás, Mr., President, National Confederation of Hungarian Trade Unions.

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## **Inde India India**

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### *Minister attending the Conference*

CHANDRASEKHAR RAO, K., Mr., Minister of Labour and Employment.

### *Person accompanying the Minister*

KUMAR, Dileep, Mr., Private Secretary to the Minister of Labour and Employment.

### **Government Delegates**

SAHNI, K.M., Mr., Secretary (Labour and Employment).  
SINGH, J.P., Mr., Additional Secretary, Ministry of Labour and Employment.

### *Adviser and substitute delegate*

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

### *Advisers*

CHANDRAMOULI, K., Mr., Joint Secretary, Ministry of Labour and Employment.  
SAHA, Debabrata, Mr., Deputy Permanent Representative, Permanent Mission, Geneva.  
MITTAL, K.K., Mr., Joint Secretary and Director-General of Employment and Training, Ministry of Labour and Employment.  
SINGH, A.V., Mr., Director, Ministry of Labour and Employment.  
CHATTERJEE, Arun Kumar, Mr., First Secretary, Permanent Mission, Geneva.  
DUBEY, Jaya, Mrs., Under-Secretary, Ministry of Labour and Employment.

### *Representatives of a State or Province*

VINOD, G., Mr., Labour Minister, Government of Andhra Pradesh.  
AMIN, Md., Mr., Labour Minister, Government of West Bengal.  
MURTHY, Asha, Mrs., Principal Secretary, Labour and Employment Department, State Government of Andhra Pradesh.

### **Employers' Delegate**

SOMANY, R.K., Mr., President, Employers Federation of India (EFI).

### *Advisers*

DEWAN, S.M., Mr., Director-General, Standing Conference of Public Enterprises (SCOPE).  
BEHURIA, Sarthak, Mr., Chairman, Director-General, SCOPE.  
PANT, B.P., Mr., Secretary, Council of Indian Employers (CIE).  
PATIL, Sharad, Mr., Secretary General, EFI.  
ANAND, I.P., Mr., Member, Governing Body of the ILO.  
TODI, Babulal, Mr., President, All India Manufacturers' Organisation (AIMO).  
LOHIA, O.P., Mr., Executive Committee Member, Federation of Indian Chambers of Commerce and Industry (FICCI).  
CHOPRA, V.P., Mr., President, Federation of Association of Small Industries of India (FASII).

### **Workers' Delegate**

SANJEEVA REDDY, G., Mr., President, Indian National Trade Union Congress (INTUC).

### *Advisers*

HASMUKHLAL, G. Dave, Mr., President, Bhartiya Mazdoor Sangh (BMS).  
RAMAN, Ravi, Mr., Member, BMS.  
ADYANTHAYA, N.M., Mr., Secretary, INTUC.  
SEN, Tapan, Mr., Secretary, Centre of Indian Trade Unions (CITU).  
THOMAS, Thampan, Mr., President, Hind Mazdoor Sabha (HMS).  
MAHADEVAN, H., Mr., Deputy General Secretary, All India Trade Union Congress (AITUC).  
SANKAR SAHA, P., Mr., Secretary, United Trade Union Centre (LS).

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## **Indonésie Indonesia Indonesia**

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### *Minister attending the Conference*

IDRIS, Fahmi, Mr., Minister for Manpower and Transmigration.

### *Person accompanying the Minister*

SUWARNA, Sutanta, Mr., Secretary to the Minister.

## Government Delegates

TAMBUSAI, Muzni, Mr., Director-General for Industrial Relations and Labour Standards, Department of Manpower and Transmigration.

SULISTYANINGSIH, Endang, Mrs., Head, Centre for Administration and Foreign Cooperation, Department of Manpower and Transmigration.

### *Advisers and substitute delegates*

WIBISONO, Makarim, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

HARIYADHI, Eddi, Mr., Ambassador, Deputy Permanent Representative, Permanent Mission, Geneva.

### *Advisers*

HANARTANI, Mira M., Ms., Head, Legal Bureau, Department of Manpower and Transmigration.

SINAGA, Tianggur, Mrs., Director, Wage, Welfare and Social Security, Department of Manpower and Transmigration.

HENDARTI, Tati, Mrs., Secretary, National Board for Profession Certification, Department of Manpower and Transmigration.

DARAJAT, H. Adjat, Mr., Director of Terms of Employment, Department of Manpower and Transmigration.

PANCADEWA, Fifi Arianti, Mrs., Director of Socialization and Education, Department of Manpower and Transmigration.

YANRI, Zulmiar, Mrs., Director of Occupational Health, Department of Manpower and Transmigration.

POERNOMO, Soen'an Hadi, Mr., Head, Education and Training Centre for Fishery, Department of Maritime and Fishery.

SOEMARNO, Suni M., Mr., Counsellor, Permanent Mission, Geneva.

BUDIARTO, Hari, Mr., Counsellor, Permanent Mission, Geneva.

RAJA, Suaji, Mr., Deputy Director for Human Rights, Humanitarian and Social Culture, Department of Foreign Affairs.

SARWONO, Ade Padmo, Mr., First Secretary, Permanent Mission, Geneva.

WICAKSONO, Guntur, Mr., Head, Multilateral Cooperation Division, Department of Manpower and Transmigration.

SUWARDJO, Djojo, Mr., Head of Programme Development, Department of Maritime and Fishery.

HARIYADI, Agah W., Mr., Official, Department of Manpower and Transmigration.

### *Persons appointed in accordance with Article 2, paragraph 3(i)*

SUMIRAT, Agung C., Mr., Third Secretary, Permanent Mission, Geneva.

SUTIKNO, Diana Emilla Sari, Ms., Third Secretary, Permanent Mission, Geneva.

WIRENGJURIT, Dian, Mr., Minister Counsellor, Permanent Mission, Geneva.

IDRIS, Kartini Fahmi, Mrs.

## Employers' Delegate

RACHMAN, Hasanuddin, Mr., Chairperson, Employers' Association of Indonesia (Apindo).

### *Advisers*

SUPARWANTO, Mr., Commissioner, PT Jamsostek.

UZAMAH, Iwan, Mr., Premier Oil.

SALEH, Caca Isa, Mr., BP Migas.

RUDIYANTO, Mr., Coordinator of OSH, Productivity, Environment, DPN Apindo.

NOOR, Djufri, Mr., Staff, External Relations, BP Migas.

GUNAWAN, Indra, Mr., Staff, External Relations, BP Migas.

DENIS, Muhammad, Mr., Staff, TM Field and General Administration, PT BSP.

ABDULLAH, Mawardi, Mr., Staff, TM Field and General Administration, PT BSP.

## Workers' Delegate

AKSAM, Rustam, Mr., President, Committee of Indonesian Trade Union (KSPI).

### *Advisers*

SILABAN, Rekson, Mr., Chairman, Confederation of Indonesian Prosperous Labour Union.

DAVID, M., Mr., Chairman, National Federation of Indonesian Transportation Union.

HIDAYAT, Mr., Federation of Indonesian Industrial Trade Union (GASBIINDO).

HIDAYAT, Jumhur. Moh., Mr., Chairman, Indonesian Independence Union Association.

SJAIFUL, Mr., Chairman, KSPI.

SARTO, Syukur, Mr., Confederation of All Indonesian Trade Union (KSPSI).

NASUTION, H. Latif, Mr., KSPSI.

RADJAGOEKGOEK, Mr., KSPSI.

### *Persons appointed in accordance with Article 2, paragraph 3(i)*

ROESMADDI, Edy Rusmady, Mr., Confederation of All Indonesian Trade Union (KSPSI).

ZAIDI, Achsin, Mr., Solidarity of Independent Union (SPKP).

BUTAR BUTAR, Sahat, Mr., Federation of Chemical, Energy and Mining Union (SPKEP).

### *Other persons attending the Conference*

DJUNET, Ibrahim, Mr., Marhaenis Workers' Unity (KBM).

MASARRO, Haeruddin, Mr., SBMSK.

HUTAPEA, IBRAHIM DJOENED, Mr., Marhaenis Workers Unity (KBM).

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

*Minister attending the Conference*

KHALEGHI, Naser, Mr., Minister of Labour and Social Affairs (MLSA).

*Persons accompanying the Minister*

ALBORZI, Mohammad-Reza, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
SAJJADPOUR, Seyed M.K., Mr., Ambassador, Deputy Permanent Representative, Permanent Mission, Geneva.

**Government Delegates**

SALAMATI, Mohammad, Mr., Deputy Minister for Coordination and International Affairs, Ministry of Labour and Social Affairs.  
HEFDAHTAN, S. Hassan, Mr., Director-General, International Relations Affairs, Ministry of Labour and Social Affairs.

*Advisers and substitute delegates*

SHEIKH, Behzad, Mr., Deputy Director-General, International Relations Department, Ministry of Labour and Social Affairs.  
TASDIGHI, Shohreh, Mrs., Head, International Affairs, International Relations Department, Ministry of Labour and Social Affairs.

*Advisers*

MEHR, Pour, Mr., Adviser to the President, Presidential Office.  
SEPEHRI, Mohammad-Reza, Mr., Deputy Minister for Employment, Ministry of Labour and Social Affairs.  
NOSRATI, S. Hossein, Mr., Director-General, Ministerial Office, Ministry of Labour and Social Affairs.  
KARIMI, Zabinllah, Mr., Adviser for International Relations, Ministry of Labour and Social Affairs.  
SAMADI MIRAK-ABAD, Mohammad Javad, Mr., Expert, International Relations, Ministry of Labour and Social Affairs.  
BEHTARIN-NEJAD, Gholam-Hossein, Mr., Labour Director-General, Fars Province, Ministry of Labour and Social Affairs.  
ERIMANI, Ali, Mr., Labour Director-General, Semnan Province, Ministry of Labour and Social Affairs.  
YAVARI, Karim, Mr., Labour Director-General, Lorestan Province, Ministry of Labour and Social Affairs.  
HOSSEINI, Mir-Ahad, Mr., Labour Director-General, Ardebil Province, Ministry of Labour and Social Affairs.  
BAYAT MOKHTARI, Rashid, Mr., Counsellor, Permanent Mission, Geneva.

GHASEMI, Saleh, Mr., Head, Research and Training Centre for Occupational Safety and Health, Ministry of Labour and Social Affairs.  
HEIDARI, Ali, Mr., Deputy, Provinces Affairs, Social Security Organization.  
ERIZAD-KHAN, Mr., Adviser to the Managing Director, Social Security Organization.  
A'LAMIPOUR, S. Mohammad, Mr., Expert, International Labour Studies, Ministry of Labour and Social Affairs.

*Persons appointed in accordance with Article 2, paragraph 3(i)*

BAHRAMI, Mohammad-Bajher, Mr., Head, Social Affairs Commission, Islamic Consultative Assembly.  
MARHABA, Shapour, Mr., Deputy, Social Affairs Commission, Islamic Consultative Assembly.  
ROHANI, Ali, Mr., Labour Director-General, East-Azerbaijani Province, Ministry of Labour and Social Affairs.  
HOSSEINI-MOTLAGH, S. Mahmoud, Mr., Labour Director-General, Mazandaran Province, Ministry of Labour and Social Affairs.

*Other persons attending the Conference*

DABIR, Bijan, Mr., Accompanying the Labour Minister.  
AMRAIE, Behzad, Mr., Accompanying the Labour Minister.  
ALI MOEINI, Hassan, Mr., Expert, Administrative & Financial Branch.  
MIRHOSSEINI, S. Amir, Mr., Expert, Administrative & Financial Branch.  
RAMEZANZADEH, Massoud, Mr., Expert, Administrative & Financial Branch.  
GHADIM, Hossein, Mr., Expert, International Relations, MLSA.

**Employers' Delegate**

OTAREDIAN, Mohammad, Mr., Head, Board of Directors, Iran's Confederation of Employers' Associations (ICEA).

*Adviser and substitute delegate*

RAEESI-FARD, Nasser, Mr., Member, ICEA.

*Advisers*

TATHIRI-MOGHADDAM, Akbar, Mr., Member, ICEA.  
NAJAFIMANESH, Mohammad Reza, Mr., Member, ICEA.  
HAGHBAYAN, Hossein, Mr., Member, ICEA.  
ATHARI, Farzaneh, Mrs., Member, ICEA.

**Workers' Delegate**

SALIMIAN, Jabbar Ali, Mr., Representative of Iranian Workers; President, Islamic Labour Coordination Council, Yazd Province.

*Advisers*

SADEGHI, Hassan, Mr., President, Supreme National Islamic Labour Coordination Council.

HAMZEH, Mohammad, Mr., Head, International Relations Department, Workers' House.  
ANSARI, Samir, Mr., Advisor, International Relations Department.  
AHMADI-PANJAKI, Parviz, Mr., President, Islamic Labour Coordination Council, Tehran Province.  
ARSHAD, Ema, Ms., Advisor, Women Branch, Workers' House, Mazandaran Province.

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## Iraq

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### *Minister attending the Conference*

HADI, D. Idrees, Mr., Minister of Labour.

### **Government Delegates**

AL-SHIBIB, Baha, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
AL-ANBAKI, Majeed, Mr., Minister Plenipotentiary, Permanent Mission, Geneva.

### *Advisers*

TAUFIC, Mustafa M., Mr., Minister Plenipotentiary, Ministry for Foreign Affairs.  
DHUHA, Mahmud, Ms., Third Secretary, Permanent Mission, Geneva.  
AMER, Kadhem Shamkhi, Mr., Ministry of Labour.  
MINDAN, Hussain Ali, Mr., Ministry of Labour.  
ABDULLAH, Hinkao, Mr., Ministry of Labour.  
NOURI, Jokiar, Mr., Ministry of Labour.  
ABDULLAH, Jamal, Mr., Permanent Mission, Geneva.  
RASHED, F. Wahed, Mr., Permanent Mission, Geneva.

### **Employers' Delegate**

AL KHAFAJI, Kaes Kadhem, Mr., Director-General, Industries Union.

### *Adviser*

AHMED, Husein Ali, Mr., Industries Union.

### **Workers' Delegate**

HAMD, Mihal Hardan, Mr., Deputy Chairman, General Federation of Iraqi Trade Unions (GFTU).

### *Advisers*

AL MASHHADANI, Subhi Abdullah, Mr., Workers' Union.  
HUSSAIN, Suphi A., Mr., Workers' Union.

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## Irlande Ireland Irlanda

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### *Minister attending the Conference*

KILLEEN, Tony, Mr., Minister for Labour Affairs.

### *Person accompanying the Minister*

MONAHAN, Derval, Ms., Private Secretary to the Minister.

### **Government Delegates**

PENDER, Michael, Mr., Assistant Principal, Department of Enterprise, Trade and Employment.  
WHELAN, Mary, Ms., Ambassador, Permanent Representative, Permanent Mission, Geneva.

### *Advisers and substitute delegates*

LAIRD, Eamonn, Mr., Deputy Permanent Representative, Permanent Mission, Geneva.  
MC DONNELL, John, Mr., Higher Executive Officer, Department of Enterprise, Trade and Employment.

### *Advisers*

WALSH, John, Mr., Assistant Secretary, Department of Enterprise, Trade and Employment.  
O'CALLAGHAN, Tom, Mr., Nautical Surveyor, Maritime Safety Directorate, Department of Communications, Marine and Natural Resources.  
KEATINGE, Michael, Mr., An Bord Iascaigh Mhara.  
CULLINANE, Pádraig, Mr., Principal, Department of Enterprise, Trade and Employment.  
KELLY, Danny, Mr., Assistant Principal, Department of Enterprise, Trade and Employment.  
FALLON, Richard, Mr., First Secretary, Permanent Mission, Geneva.  
CAHALANE, Brian, Mr., First Secretary, Permanent Mission, Geneva.  
MULLIGAN, Gráinne, Ms., First Secretary, Permanent Mission, Geneva.  
KEANE, Órla, Ms., Third Secretary, Permanent Mission, Geneva.  
MAHER, Órla, Ms., Third Secretary, Permanent Mission, Geneva.  
ALYWARD, Catherine, Ms., Attaché, Permanent Mission, Geneva.  
WALSHE, Pamela, Ms., Permanent Mission, Geneva.  
MANGIN, Kate, Ms., Permanent Mission, Geneva.  
DORGAN, Jennifer, Ms., Permanent Mission, Geneva.

### *Persons appointed in accordance with Article 2, paragraph 3(i)*

FOWLER, Agnes, Ms., Permanent Mission, Geneva.  
SAVAGE, Caroline, Ms., Higher Executive Officer, Department of Enterprise, Trade and Employment.

### **Employers' Delegate**

CRONIN, Maria, Ms., Director of European and Social Policy, Irish Business and Employers' Confederation (IBEC).

### *Adviser and substitute delegate*

MAGUIRE, Catherine, Ms., Executive, Social Policy, IBEC.

### **Workers' Delegate**

LYNCH, Esther, Ms., Legislation and Public Affairs' Officer, Irish Congress of Trade Unions (ICTU).

#### *Adviser and substitute delegate*

DWYER, Theresa, Ms., ICTU.

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## **Islande Iceland Islandia**

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### **Government Delegates**

JOHANNESON, Stefan Haukur, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

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

#### *Advisers and substitute delegates*

DAVIDSDOTTIR, Ingibjorg, Ms., Counsellor, Permanent Mission, Geneva.

SAEMUNDSSON, Eyjolfur, Mr., Director, Administration of Occupational Safety and Health.

#### *Adviser*

KONRÁDSSON, Sverrir, Mr., Specialist, Icelandic Maritime Administration.

### **Employers' Delegate**

STEFANSDOTTIR, Hrafnhildur, Ms., Chief Attorney at Law, Confederation of Icelandic Employers.

#### *Adviser and substitute delegate*

MAGNUSSON, Jon H., Mr., Attorney at Law, Confederation of Icelandic Employers.

### **Workers' Delegate**

NORDDAHL, Magnus, Mr., Chief Lawyer, Icelandic Confederation of Labour.

#### *Adviser and substitute delegate*

GUNNARSSON, Saevar, Mr., President, Seamen's Federation, Icelandic Confederation of Labour.

#### *Adviser*

TOMASSON, Isleifur, Mr., Representative, Union of Icelandic Electrical Workers.

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## **Israel**

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### **Government Delegates**

LEVANON, Yitzhak, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

YITZHAKY, Shlomo, Mr., Chief Labour Relations Officer, Ministry of the Trade, Industry and Labour.

#### *Advisers and substitute delegates*

FORMAN, Noa, Ms., Counsellor, Permanent Mission, Geneva.

GOULDMAN ZARKA, Esther, Ms., Adviser, Permanent Mission, Geneva.

#### *Advisers*

ELGAR, Ilan, Mr., Director, International Organizations Dep. Foreign Ministry.

BEN-TURA, Eli, Mr., Deputy Director, International Organizations Dep. Foreign Ministry.

WASSERMAN, Judith, Ms., Legal Adviser, Committee of Labour and Social Affairs of the Knesset.

### **Employers' Delegate**

BLIZOVSKY, Yoram, Mr., Managing Director, Manufacturers' Association of Israel.

#### *Adviser and substitute delegate*

BARAK, Yitzhak, Mr., Labour Lawyer.

### **Workers' Delegate**

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

#### *Advisers and substitute delegates*

PERETZ, Amir, Mr., Secretary-General, Histadrut.

FROHLICH, Michael, Mr., Project Director, International Institute of Beit-Berl.

#### *Advisers*

MASSALLHA, Nawaf, Mr., Head, International Department.

TENE-PERTHIK, Dorit, Ms., Head, Legal Department; Legal Adviser to the Histadrut.

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## **Italie Italy Italia**

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#### *Ministre assistant à la Conférence*

ROSSO, Roberto, M., Secrétaire d'Etat au Travail.

#### *Personnes accompagnant le Ministre*

BRUNI, Paolo, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.

VILLANI, Marco, M., Conseiller diplomatique du Ministre du Travail.

### **Délégués gouvernementaux**

TRIA, Giovanni, M., Ministère des Affaires étrangères.

SIMONETTI, Valentino, M., Représentant permanent adjoint, Mission permanente, Genève.

### *Conseillers techniques*

COLOMBO, Filippo, M., Premier Secrétaire, Mission permanente, Genève.  
BERGER, Monica, Mme, Protection des Conditions de Travail, Ministère du Travail.  
ALVINO, Mario, M., Protection des Conditions de Travail, Ministère du Travail.  
DESSI, Giorgia, Mme, Protection des Conditions de Travail, Ministère du Travail.  
TRENTO, Luigi, M., Protection des Conditions de Travail, Ministère du Travail.  
FABRIZI, Serena, Mme, Direction générale du Marché du Travail, Ministère du Travail.  
RUSTICHELLI, Emiliano, M., ISFOL.

### **Délégué des employeurs**

SASSO MAZZUFFERI, Lucia, Mme, Dirigeant, Bureau Affaires industrielles, Confindustria; Membre, Conseil d'Administration du BIT.

### *Conseillers techniques*

ROSSI, Stefania, Mme, Travail et Relations industrielles, Confindustria.  
FERRARA, Giancarlo, M., Travail et Relations industrielles, Association Bancaire italienne.  
DI NIOLA, Stefano, M., Marché du Travail, Confederazione Nazionale dell'Artigianato e della Piccola e Media Impresa (CNA).

### **Délégué des travailleurs**

BRIGHI, Cecilia, Mme, Confederazione Italiana Sindacati Lavoratori (CISL).

### *Conseillers techniques*

DEL RIO, Cinzia, Mme, UIL.  
ALHAIQUE, Diego, M., CGIL.  
BERRETTA, Maria, Mme, CISL.

### *Autres personnes assistant à la Conférence*

BARBIERI, Giacomo, M., CGIL.  
DI SALVO, Titti, Mme, CGIL.  
BENZI, Gianfranco, M., CGIL.  
COROSSACZ, Anna, Mme, CGIL.  
TARTAGLIA, Leopoldo, M., International Department, CGIL.  
CAL, Luigi, M., CISL.  
IULIANO, Giuseppe, M., CISL.  
GIRO, Mario, M., CISL.  
ITALIA, Gianni, M., CISL.  
STAMIGNA, Gabriele, M., UIL.  
BRUNI, Bruno, M., UIL.

## **Jamaïque Jamaica Jamaica**

### *Minister attending the Conference*

DALLEY, Horace, Mr., Minister of Labour and Social Security.

### **Government Delegates**

SMITH, Ransford, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
SMITH, Gresford, Mr., Chief Technical Director, Ministry of Labour and Social Security.

### *Adviser and substitute delegate*

WEDDERBURN, Karl, Mr., Chief Director of Industrial Relations, Ministry of Labour and Social Security.

### *Advisers*

YING, Neville, Mr., Director, Mona School of Business.  
SPENCER, Cheryl, Ms., Minister Counsellor, Permanent Mission, Geneva.  
BETTON, Symone, Ms., First Secretary, Permanent Mission, Geneva.  
DACOSTA, Barbara, Mrs., Chief Liaison Officer, Jamaica Central Labour Organisation, Washington DC.  
GREGORY, Robert, Mr., Executive Director, HEART Trust.  
BLAKE, Ohene, Mr., Director, National Centre for Youth Development.  
WRIGHT, John, Mr., Chief Liaison Officer, Canadian Employment Programme.

### **Employers' Delegate**

LLOYD, Jacqueline, Mrs., Executive Director, Jamaica Employers' Federation.

### *Adviser*

EYTLER, Raymond, Mr., First Vice-President, Jamaica Employers' Federation.

### **Workers' Delegate**

NELSON, Dwight, Mr., President, Jamaica Confederation of Trade Unions.

### *Adviser and substitute delegate*

JONES, Wayne, Mr., President, Jamaica Civil Service Association.

### *Advisers*

GOODLEIGH, Lloyd, Mr., General Secretary, Jamaica Confederation of Trade Unions.  
BROWN, Lambert, Mr., Assistant General Secretary, Jamaica Confederation of Trade Unions.  
ROBERTS, Danny, Mr., Vice-President, Jamaica Confederation of Trade Unions.



## Japon Japan Japón

### *Minister attending the Conference*

TOGARI, Toshikazu, Mr., Vice Minister of Health, Labour and Welfare.

### *Persons accompanying the Minister*

HORIE, Masakazu, Mr., Secretary to the Vice Minister of Health, Labour and Welfare.

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

### **Government Delegates**

FUJISAKI, Ichiro, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

TSUNEKAWA, Kenji, Mr., Assistant Minister, Minister's Secretariat, Ministry of Health, Labour and Welfare.

### *Advisers and substitute delegates*

ENDO, Shigeru, Mr., Ambassador, Deputy Permanent Representative, Permanent Mission, Geneva.

SUMI, Shigeki, Mr., Deputy Director-General, Global Issues Department, Minister's Secretariat, Ministry of Foreign Affairs.

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

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

HORIE, Hiroyuki, Mr., Counsellor, Permanent Mission, Geneva.

### *Advisers*

MURAKI, Taro, Mr., Assistant Director-General, International Affairs, Minister's Secretariat, Ministry of Health, Labour and Welfare.

NISHIKOHRI, Kiyoshi, Mr., Counsellor, Personnel and Pension Bureau, Ministry of Internal Affairs and Communications.

MATSUNAGA, Kunio, Mr., Director, Local Public Service Personnel Division, Local Public Service Personnel Department, Local Administration Bureau, Ministry of Internal Affairs and Communications.

KODA, Masaharu, Mr., Director, Fire Defence Division, Fire and Disaster Management Agency, Ministry of Internal Affairs and Communications.

KUMAGAI, Takeshi, Mr., Director for Labour Relations, Ministry of Health, Labour and Welfare.

TAKASAKI, Shinichi, Mr., Counsellor, Minister's Secretariat, Ministry of Health, Labour and Welfare.

SUDO, Tokuyuki, Mr., Counsellor, Reform Promotion Division for Civil Service System, Administrative Reform Promotion Bureau, Cabinet Secretariat.

ENDO, Hisashi, Mr., Chief Policy Planner, Policy Planning Division, Fisheries Policy Planning Department, Fisheries Agency, Ministry of Agriculture, Forestry and Fisheries.

TAKAHASHI, Ichiro, Mr., Counsellor, Permanent Mission, Geneva.

KAWASHIMA, Takanori, Mr., Director, International Office, Planning Division, Industrial Safety and Health Department, Labour Standards Bureau, Ministry of Health, Labour and Welfare.

HIRASHIMA, Masakuni, Mr., Deputy-Director, International Affairs Division, Minister's Secretariat, Ministry of Health, Labour and Welfare.

### *Other persons attending the Conference*

ARAI, Yusuke, Mr., First Secretary, Permanent Mission, Geneva.

ITOH, Akihiko, Mr., Labour Climate Professional Investigator, Director's Office for Industrial Relations, Ministry of Health, Labour and Welfare.

HIRAISHI, Kazuo, Mr., Deputy Director, Marine Technology Office, Research and Technological Guidance Division, Resources Enhancement Promotion Department, Fisheries Agency, Ministry of Agriculture, Forestry and Fisheries.

TAKEBA, Yuki, Mr., Deputy Director, Policy Planning Division, Fisheries Policy Planning, Department Fisheries Agency, Ministry of Agriculture, Forestry and Fisheries.

TANAKA, Ayumi, Ms., Deputy Director, Human Resources Development Division, Human Resources Development Bureau, Ministry of Health, Labour and Welfare.

TERAKADO, Shigechika, Mr., First Secretary, Permanent Mission, Geneva.

NAKAGAWA, Shu, Mr., First Secretary, Permanent Mission, Geneva.

GENKA, Makiko, Ms., First Secretary, Permanent Mission to the EU, Geneva.

KOYAMA, Shigeki, Mr., First Secretary, Permanent Mission, Geneva.

KOYAMA, Eriko, Ms., Planning Officer, Planning and Legal Affairs Division, Secretariat of National Personnel Authority.

MAEDA, Nahoko, Ms., Official, Specialized Agencies Division, Global Issues Department, Minister's Secretariat, Ministry of Foreign Affairs.

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

HORI, Yasuo, Mr., Section Chief, Personnel and Pension Bureau, Ministry of Internal Affairs and Communications.

SHIMAUCHI, Masato, Mr., Section Chief, Policy Planning Division, Fisheries Policy Planning Department, Fisheries Agency, Ministry of Agriculture, Forestry and Fisheries.

KAWAI, Natsumi, Ms., Official, International Affairs Division, Minister's Secretariat, Ministry of Health, Labour and Welfare.

SENZAKI, Makoto, Mr., Official, Director's Office for Labour Relations, Ministry of Health, Labour and Welfare.

### **Employers' Delegate**

TATEISI, Nobuo, Mr., Chairman, Committee on International Labour Affairs, Japan Business Federation (JBF).

### *Advisers and substitute delegates*

SUZUKI, Toshio, Mr., Executive Advisor, Nippon-Keidanren International Cooperation Center; Member, Governing Body of the ILO.  
YANO, Hironori, Mr., Senior Managing Director, Japan Business Federation (JBF).

### *Advisers*

TAKEDA, Shigeo, Mr., Manager, Health Support Team, Human Resources Group, Planning and Administration, Center Department, Kashima Plant, Mitsubishi Chemical Co. Ltd.  
KOSAKA, Tomonori, Mr., Executive Managing Director, Japan Fisheries Association.  
OKAZAKI, Yuji, Mr., Adviser, Fishing Boat and System Engineering Association.  
SANUI, Nobuko, Ms., Director, Labour Legislation Bureau, JBF.  
TAKAZAWA, Takio, Mr., Manager, International Affairs Group, Labour Legislation Bureau, JBF.  
HIRATA, Mitsuru, Mr., Labour Policy Bureau, JBF.

### *Other person attending the Conference*

YOSHIKAWA, Yuki, Ms., Supervisor, Public Affairs Department, OMRON Corporation.

### **Workers' Delegate**

NAKAJIMA, Shigeru, Mr., Executive Director, International Affairs Department, JTUC-RENGO; Member, Governing Body of the ILO.

### *Adviser and substitute delegate*

KUSANO, Tadayoshi, Mr., General Secretary, JTUC-RENGO.

### *Advisers*

INOKUCHI, Noboru, Mr., Director, International Department, All Japan Prefectural and Municipal Workers' Union (JICHIRO).  
KONDO, Suezou, Mr., Secretary, Bureau of Fisheries; Member, Central Executive Committee, All Japan Seamen's Union (JSU).  
IJIJIMA, Yuji, Mr., Chief, European Office, JSU.  
NAKAGIRI, Takao, Mr., Assistant Director, Employment and Labour Legislation Division, JTUC-RENGO.  
OKUBO, Akiko, Ms., Section Chief, International Division, JTUC-RENGO.  
YUMOTO, Kenichi, Mr., Section Chief, International Division, JTUC-RENGO.  
FUTAKATA, Suzu, Ms., Staff Member, Employment and Labour Legislation Division, JTUC-RENGO.

### *Other persons attending the Conference*

SASAMORI, Kiyoshi, Mr., President, JTUC-RENGO.  
FUKUMA, Shigeru, Mr., Executive staff, European Office, JSU.  
HITOMI, Kazuo, Mr., President, JICHIRO.  
AJIMA, Yukuo, Mr., Executive Director-General, Japan International Labour Foundation (JILAF).

ARAI, Tsutomu, Mr., Representative, RENGO Office in Europe, JTUC-RENGO.  
ITO, Sukesada, Mr., Former Member of the ILO Governing Body.  
TANAKA, Yuri, Ms., International Division, JTUC-RENGO.  
BANNAI, Mitsuo, Mr., Secretary General, ZENROREN.  
IWATA, Yukio, Mr., Deputy-Secretary General, ZENROREN.  
HIRAI, Momoko, Ms., Standing Executive Committee, Director, Labour Research and Policy Bureau, ZENROREN.  
ITO, Keiichi, Mr., Executive Committee, Deputy Director, Labour Research and Policy Bureau, ZENROREN.  
FUSE, Keisuke, Mr., Deputy Secretary General, Youth Committee, ZENROREN.

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## **Jordanie Jordan Jordania**

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### *Minister attending the Conference*

ALSALIM, Basim Khalil, Mr., Minister of Labour.

### **Government Delegates**

BURAYZAT, Mousa, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
ABU-NIJMEH, Hamada, Mr., Director, Legal Affairs Department.

### *Adviser and substitute delegate*

AL-DAJANI, Shukri, Mr., Special Counselor for ILO Affairs, Permanent Mission, Geneva.

### *Advisers*

SAEED, Nabil Asad, Mr., Head, International Cooperation Department.  
QUDAH, Hussam, Mr., Permanent Mission, Geneva.  
RIFAI, Nahla, Ms., Permanent Mission, Geneva.  
AL-KALAYLEH, Mousa, Mr., Labour Committee, Parliament.  
NA'NAH, Ahmad, Mr., Labour Committee, Parliament.  
ALAMEDDIN, Azzam, Mr., Second Secretary.  
ALI, Nawzat, Ms., Specialized assistant.

### **Employers' Delegate**

ALRAGHEB, Adnan, Mr., Board Member, Jordan Chamber of Industry.

### *Advisers*

AL-AYOUBE, Zaki, Mr., Board Member, Jordan Chamber of Industry.  
ALWER, Thabet, Mr., Zarqa Chamber of Industry.

### **Workers' Delegate**

AL-MA'AYTA, Mazen, Mr., President, General Federation of Jordanian Trade Unions.

### *Advisers*

RASHEED, Haydar, Mr.  
JUMAH, Mahmoud, Mr.  
ABU RUKHIEH, Ibrahim, Mr.  
AL-HIARY, Mahmoud, Mr.

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## **Kazakhstan Kazakhstan Kazajstán**

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### **Government Delegates**

KARAGUSSOVA, Gulzhana, Mrs., Minister of Labour and Social Protection of Population.  
ABUSSEITOV, Kairat, Mr.

### *Adviser*

ZHAGIPAROV, M., Mr., Third Secretary, Permanent Mission, Geneva.

### **Employers' Delegate**

BAIKENOV, Kadyr, Mr.

### *Adviser and substitute delegate*

MASHKEVITSCH, Alexander, Mr.

### **Workers' Delegate**

MUKASHEV, Siyazbek, Mr.

### *Adviser and substitute delegate*

SOLOMIN, Leonid, Mr.

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## **Kenya**

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### *Minister attending the Conference*

KULUNDU, Newton, Mr., Minister for Labour and Human Resource Development.

### **Government Delegates**

KIRUI, Nancy, Mrs., Permanent Secretary, Ministry of Labour and Human Resource Development.  
MOHAMED, Amina C., Mrs., Ambassador, Permanent Representative, Permanent Mission, Geneva.

### *Adviser and substitute delegate*

KAVULUDI, Johnstone M., Mr., Labour Commissioner, Ministry of Labour and Human Resource Development.

### *Advisers*

OWADE, P.R.O., Mr., Deputy Permanent Representative, Permanent Mission, Geneva.

OTIENO, Grace, Mrs., Director, Human Resource Management and Employment, Ministry of Labour and Human Resource Development.

KANG'ETHE, S.K., Mr., Ag. Director, Directorate of Occupational Health and Safety Services, Ministry of Labour and Human Resource Development.

ONUOKO, E.F., Mrs., Assistant Labour Commissioner, International Labour Relations, Ministry of Labour and Human Resource Development.

KARANJA, P.M., Mr., Senior Labour Officer, International Labour Relations, Ministry of Labour and Human Resource Development.

MWANZIA, J.N., Mr., Senior Labour Officer, Ministry of Labour and Human Resource Development.

OMONDI, Geoffrey A., Mr., Counsellor Labour, Permanent Mission, Geneva.

MANASSEH, Edgar, Mr., Chairman, National Social Security Fund.

BWONDERA, Milka, Mrs., Chief Human Resource Officer, National Social Security Fund.

MBAE, Anthony, Mr., Area Manager, National Social Security Fund.

### **Employers' Delegate**

KONDITI, G. N., Mr., Executive Director, Federation of Kenya Employers.

### *Adviser*

MBUI, Aram M., Mr., National Chairman, Federation of Kenya Employers.

### **Workers' Delegate**

ATWOLI, Francis, Mr., General Secretary, Central Organization of Trade Union.

### *Advisers*

KUBAI, Isaiah, Mr., Central Organization of Trade Union.  
OMONDI, Lillian M., Ms., Central Organization of Trade Union.

MUTUNGI, John M., Mr., Central Organization of Trade Union.

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## **Kirghizistan Kyrgyzstan Kirguistán**

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### **Government Delegates**

JUMALIEV, Muktar, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

ERKIN, Aidit, Mr., First Secretary, Permanent Mission, Geneva.

### *Adviser*

DANIAROV, Ulan, Mr., Attaché, Permanent Mission, Geneva.

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## Kiribati Kiribati Kiribati

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### *Minister attending the Conference*

TONGAAI, Bauro, Mr., Minister of Labour and Human Resource Development.

### **Government Delegates**

TONG, Peter, Mr., Permanent Secretary for Labour and Human Resource Development.

AWIRA, Ngutu, Mr., Director of Labour, Ministry of Labour and Human Resource Development.

### **Employers' Delegate**

KABUBUKE, Teroutaki, Mr., Executive Committee Member, Kiribati Chamber of Commerce.

### **Workers' Delegate**

TOKITAEKA, Marie, Mr., Executive Committee Member, Kiribati Trade Union Congress.

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## Koweït Kuwait Kuwait

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### *Minister attending the Conference*

AL-HAJJI, Faisal Mohammad, Mr., Minister of Social Affairs and Labour.

### **Government Delegates**

RAZZOOQI, Dharar A.R., Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

AL-SABAH, Sheikh Duajj K., Mr., Undersecretary, Ministry of Social Affairs and Labour.

### *Advisers*

AL-MUDADI, Hamad A., Mr., Assistant Undersecretary, Labour Affairs.

AL-BADER, Najeeb, Mr., First Secretary, Permanent Mission, Geneva.

AL-SUMAIT, Mubarak M., Mr., Director, Labour Coordination Department.

ALI, Khaled A., Mr., Director, Undersecretary's Office.

MOHAMMED, Hassan K., Mr., Director, Minister's Office.

MURSUL, Abdallah Hamaad, Mr., Minister's Cabinet of Boards and Committees Director.

AL-AWADI, Nader A., Mr., Director, Capital Governorate Labour Department.

AL-YASSINE, Ahmad Rashed, Mr., Director, Labour Department of Hawli Governorate.

AL-MATUTAH, Abdallah Salah, Mr., Director, Labour Department of Al-Ferawnia Governorate.

JAWHER, Amina Ghawi, Mrs., Director, External Relations Department.

AL-SAHLAWI, Abdallah S., Mr., Assistant Director, Human Resources Development.

AL-ALI, Jaber A., Mr., International Relations Researcher, Foreign Relations Department.

AL-SABAH, Khaled A., Mr., Researcher Beginner, Foreign Affairs.

AL-SONI, Adel, Mr., Undersecretary's Office.

AL-SABAH, Jawaher, Ms., Attachée, Permanent Mission, Geneva.

### **Employers' Delegate**

AL-HAROUN, Ahmad Rashed, Mr., General Director, Kuwait Chamber of Commerce and Industry.

### *Advisers*

AL-RABAH, Rabah A.R., Mr., Assistant to the General-Director, Kuwait Chamber of Commerce and Industry.

AL-MISHARI, Joumana Khaled, Mrs., Head, Kuwait Chamber of Commerce and Industry.

AL-FALIJ, Abdulaziz F., Mr., Researcher, Labour and Industry Department.

### **Workers' Delegate**

AL-AZMI, Naqa R., Mr., Vice-Chairman, Kuwait Trade Union Federation.

### *Advisers*

AL-ZAID, Mufrij Saad, Mr., Member of the Executive Council, Kuwait Trade Union Federation.

AL-AZMI, Khaled M., Mr., Member of the Executive Council, Kuwait Trade Union Federation.

AL-MUDAETH, Mohamed M., Mr., Member of the Executive Council, Kuwait Trade Union Federation.

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## République dém. populaire lao Lao People's Dem. Republic República Dem. Pop. Lao

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### *Ministre assistant à la Conférence*

KAKANYA, Lé, M., Ministre adjoint du Travail.

### **Délégués gouvernementaux**

TANDAVONG, Sisouvan, M., Directeur général, Département du Travail.

KATTIYA, Baykham, M., Chef, Division de la Relation et de Coopération extérieure.

### **Délégué des employeurs**

BANG ONSENGDET, Sèngdavone, Mlle, Chef du Cabinet, Chambre du Commerce et des Industries.

### **Délégué des travailleurs**

VONGDARA, Boxaykham, Mlle, Président, Fédération centrale des Syndicats.

*Conseiller technique et délégué suppléant*

SOPHIMMAVONG, Khamtanh, M., Chef, Division de la Relation et Coopération extérieure.

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## Lesotho

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### Government Delegates

MAHASE-MOILOA, M., Ms., Minister of Employment and Labour.

KHETSI, Rebeusibde, Mr., Deputy Principal Secretary.

*Advisers and substitute delegates*

MATSOSO, M., Mrs., Labour Commissioner.

JONATHAN, Pasholi, Mr., Director, Occupational Safety and Health.

*Advisers*

PHEKO, Masabata, Ms., Minister Counsellor, Permanent Mission, Geneva.

TSEKOA, Teboho, Ms., First Secretary, Permanent Mission, Geneva.

### Employers' Delegate

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

*Adviser and substitute delegate*

SEPHOMOLO, L., Ms., Deputy Executive Director, ALE.

### Workers' Delegate

MACAEFA, B., Mr., National Executive Member, Congress of Lesotho Trade Unions.

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## Lettonie Latvia Letonia

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*Minister attending the Conference*

STAKE, Dagnija, Mrs., Minister of Welfare.

### Government Delegates

KALNINS, Edgars, Mr., Third Secretary, Permanent Mission, Geneva.

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

### Employers' Delegate

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

*Adviser*

PANKOVA, Marina, Ms., Adviser, Education and Employment Affairs, Latvian Employers' Confederation.

### Workers' Delegate

BALDZENS, Egils, Mr., Vice President, Free Trade Union Confederation of Latvia.

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## Liban Lebanon Líbano

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### Délégués gouvernementaux

SOUFAN, Gébran, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.

RAZZOUK, Abdullah, M., Directeur, Département du Travail et des Relations professionnelles, Ministère du Travail.

*Conseiller technique et délégué suppléant*

SAAB, May, Mme, Directrice, Section des Relations internationales, Ministère du Travail.

*Conseillers techniques*

GHORAYEB, William, M., Conseiller du Ministre du Travail.

DAGHER, Maya, Mlle, Premier secrétaire, Mission permanente, Genève.

ARAFI, Ahmad, M., Deuxième secrétaire, Mission permanente, Genève.

AL AKL, Nada, Mlle, Conseiller.

### Délégué des employeurs

HAMADEH, Sa'id, M., Coordinateur général, Activités communes, Ministère de l'Industrie; Membre du Conseil administratif, Association des Industriels libanais.

*Conseiller technique et délégué suppléant*

BALBOUL, Fouad, M., Membre, Association des Industriels libanais.

*Conseillers techniques*

BSAT, Mounir, M., Membre, Association des Industriels libanais; Membre, Chambre de Commerce de l'Industrie.

SADER, Joseph, M., Chef, Comité du Travail et des Affaires sociales, Chambre de Commerce de Beyrouth et du Mont Liban.

NASR, Arij, Mme, Membre, Association des Industriels libanais; Membre, Comité arabe des Femmes au Travail.

KANANEH, Mounir mohamed, M., Confédération des Chambre de Commerce et d'Industrie.

## **Délégué des travailleurs**

GHOSN, Ghassan, M., Président, Confédération générale des Travailleurs (CGTL).

### *Conseillers techniques*

AL KHAWLÉ, Maroun, M., Vice-président, CGTL.  
SAKR, Sasdeddine Hamidi, M., Secrétaire général, CGTL.  
SAADE, Boutros, M., Secrétaire des Relations internationales, CGTL.  
CHREIF, Fadlallah, M., Secrétaire des Relations du Travail, de l'Information et de la Culture ouvrière, CGTL.  
ANTOUN, Antoun, M., Secrétaire des Affaires économiques et Sociales, CGTL.  
EL-KHANSA, Oussama, M., Membre, Conseil exécutif, CGTL.

## **Liberia**

### **Government Delegates**

SUPUWOOD, J. Laveli, Mr., Minister of Labour.  
WHAYEE, Matthew K., Mr., Deputy Minister, Planning, Ministry of Labour.

### *Adviser and substitute delegate*

MEHNPAINE, S. Reginald Z., Mr., Director-General, International Labour Affairs, Ministry of Labour.

### **Employers' Delegate**

SIAGA, Collins F., Mr., President, CEO, African Insurance Corporation of Liberia (ALCOL).

### *Adviser*

EASTMAN, Louise L., Mrs., Business Executive.

### **Workers' Delegate**

FREEMAN, Joyce M., Mrs., President General, United Seaman, Ports and General Workers' Union.

### *Adviser and substitute delegate*

WILLIAMS, G. Isaac, Mr., Secretary-General, Liberia Federation of Labour Unions (LFLU).

### *Advisers*

COLLINS, Ida B.S., Mrs., Treasurer, LFLU.  
SIEH, Bob Joe, Mr., Advisor.  
SWEN, Mabel, Mrs., Advisor.  
GBOWEAH, Caroline, Mrs., Advisor.  
ANKRAH, Edith K., Mrs., Advisor.  
RUSS, Ade M., Mrs., Advisor.  
DUPLAYE, Jerry B., Mr., Secretary General, Congress National Trade Unions of Liberia (CONATUL).

## *Other persons attending the Conference*

SACKOH, David D., Mr., Executive, CONATUL.  
BASKINDA, Theresa, Mrs., Advisor.  
TAMEH, Anthony B., Mr., Treasurer, CONATUL.  
NATT, J. Nyemah, Mr., Advisor.  
SESSAY, Mohammed, Mr., Executive, CONATUL.  
BARWROR, Moses Jr., Mr., Advisor.

## **Jamahiriya arabe libyenne Libyan Arab Jamahiriya Jamahiriya Arabe Libia**

### *Minister attending the Conference*

MATUGH MOHAMED, SALEM, Mr., Secretary, General People's Committee for Workforce, Training and Employment.

### *Person accompanying the Minister*

ETAHER, Salah Masud, Mr., Personal Secretary of the Minister.

### **Government Delegates**

NAJAT, Al-Hajjaji, Mrs., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
IDRIS AZARUG, Azwam, Mr., General People's Committee for Workforce Training and Employment.

### *Advisers and substitute delegates*

ABDURHMAN, Benomran, Mr., Minister, Permanent Mission, Geneva.  
FATHALLAH AHMED, Benjerid, Mr., Director, General Administration for Employment and Workers Affairs, GPC for Workforce, Training and Employment.

### *Advisers*

MSELATI, HASAN SALEM, Mr., Director, Technical Cooperation Office, GPC for Workforce, Training and Employment.  
MUFTAH ALI, Al Qarbah, Mr., Director General, High Institute for Labour Safety and Health.  
TAREK ALI, Al Gharabli, Mr., General Department of Information, General People's Committee.  
ASHRAF MOHAMED, Ben Said, Mr., Social Security Fund.  
MOHAMED ABDELHATI, Shakshouki, Mr., Department of International Organisations, GPC for Foreign Liaisons and International Cooperation.

### **Employers' Delegate**

MABRUK TANTUSH, Al, Mr., Libyan Chamber of Trade, Industry and Agriculture.

### *Adviser and substitute delegate*

MOHAMED, Kanun, Mr., Employers' Council.

### **Workers' Delegate**

MAHMOUD MUSTAPHA, Al Zlitni, Mr., Secretary General, General Producers Union.

#### *Adviser and substitute delegate*

MUFTAH ALI, Awib, Mr., General Producers Union.

#### *Advisers*

MOHAMED EL SENUSSI, Al Adjaibi, Mr., Under-Secretary, General Producers' Union.  
KHALIFA SALEM, Farag, Mr., Secretary, Producers' Union Section, Djabel Al Akhder Region.  
AL NAILI, Salem M., Mr., Head, International Department Secretariat of Trade Union.

## **Lituanie Lithuania Lituania**

#### *Minister attending the Conference*

BLINKEVICIUTE, Vilija, Ms., Minister of Social Security and Labour.

### **Government Delegates**

KAIRELIS, Rimantas, Mr., State Secretary, Ministry of Social Security and Labour.  
ZANANAVICIUS, Albinas, Mr., Chargé d'Affaires, a.i., Permanent Mission, Geneva.

#### *Advisers and substitute delegates*

KAZLAUSKIENE, Rita, Mrs., Director, European Integration and International Relations Department, Ministry of Social Security and Labour.  
JAKUCIONYTE, Reda, Ms., Attaché for Social Security and Labour, Permanent Mission, Geneva.

#### *Adviser*

JUODPUSYTE, Karolina Anda, Ms., Chief Specialist, European Integration and International Relations Department, Ministry of Social Security and Labour.

### **Employers' Delegate**

GUZAVICIUS, Jonas, Mr., Presidium and Board Member, Confederation of Lithuanian Industrialists.

### **Workers' Delegate**

VAICAITYTE, Jolanta, Ms., Lawyer, Lithuanian Trade Unions' Confederation.

## **Luxembourg Luxembourg Luxemburgo**

#### *Ministre assistant à la Conférence*

BILTGEN, François, M., Ministre du Travail et de l'Emploi.

#### *Personne accompagnant le Ministre*

BERNS, Alphonse, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.

### **Délégués gouvernementaux**

ZAHLEN, Jean, M., Premier Conseiller de Gouvernement, Ministère du Travail et de l'Emploi.  
WELTER, Nadine, Mme, Attachée, premier en rang, Ministère du Travail et de l'Emploi.

#### *Conseillers techniques et délégués suppléants*

FABER, Joseph, M., Conseiller de Direction première classe, Ministère du Travail et de l'Emploi.  
FISCH, Maryse, Mme, Conseillère, Ministère du Travail et de l'Emploi.

#### *Conseillers techniques*

WEBER, Paul, M., Directeur, Inspection du Travail et des Mines.  
SCHOLTUS, Mariette, Mme, Directeur, Administration de l'Emploi.  
HUBERTY, Robert, M., Directeur adjoint, Inspection du Travail et des Mines.  
SCHLOESSER, Pierre, M., Délégué à l'Emploi des Jeunes à l'Administration de l'Emploi.  
TUNSCH, Gary, M., Inspecteur principal premier en rang, Ministère du Travail et de l'Emploi.  
BERG, Jeannot, M., Employé, Ministère du Travail et de l'Emploi.  
ANCEL-LENNERS, Jacqueline, Mme, Premier Conseiller, Mission permanente, Genève.  
RIPPERT, Jacqueline, Mme, Attachée, Mission permanente, Genève.

#### *Autres personnes assistant à la Conférence*

NAGY, Zsuzsanna, Mme, Mission permanente, Genève.  
BERRINI, Valeria, Mme, Rédacteur principal, Ministère du Travail et de l'Emploi.  
LINSTER, Annick, Mme, Expéditionnaire, Ministère du Travail et de l'Emploi.

### **Délégué des employeurs**

BERTRAND-SCHAUL, Christiane, Mme, Conseillère, Fédération des Industriels Luxembourgeois (FEDIL).

#### *Conseiller technique et délégué suppléant*

SCHMIT, Romain, M., Directeur, Fédération des Artisans.

### *Conseillers techniques*

KIEFFER, Marc, M., Conseiller juridique, FEDIL.  
KOEHNEN, Patrick, M., Conseiller économique,  
Fédération des Artisans.  
GEISEN, Norbert, M., Président, Fédération des Artisans.  
KREMER, Pierre, M., Vice-Président, Fédération des  
Artisans.

### **Délégué des travailleurs**

GOERGEN, Viviane, Mme, Secrétaire générale adjointe,  
Confédération Luxembourgeoise des Syndicats  
Chrétiens.

### *Conseiller technique et délégué suppléant*

PIZZAFERRI, René, M., Membre, Comité national,  
Confédération générale du Travail.

### *Conseillers techniques*

BAUSCH, Eugène, M., Membre, Comité national,  
Confédération générale du Travail.  
NIELES, Danièle, Mme, Membre, Comité national,  
Confédération générale du Travail.  
DURY, Patrick, M., Secrétaire syndical, Confédération  
Luxembourgeoise des Syndicats Chrétiens.  
SPAUTZ, Marc, M., Secrétaire général, Confédération  
Luxembourgeoise des Syndicats Chrétiens.  
DALEIDEN, Jos, M., Président, Confédération générale de  
la Fonction publique.  
WOLFF, Romain, M., Secrétaire général, Confédération  
générale de la Fonction publique.  
TRAUSCH, Pierre, M., Conseiller, Confédération générale  
de la Fonction publique.

## **Madagascar**

### *Ministre assistant à la Conférence*

RANJIVASON, Jean Théodore, M., Ministre de la  
Fonction publique, du Travail et des Lois sociales.

### **Délégués gouvernementaux**

RAMBELOSON, Alfred, M., Ambassadeur, Représentant  
permanent, Mission permanente, Genève.  
RASOLOFONIAINARISON, Lauréat, M., Directeur du  
Travail et des Relations professionnelles, Ministère de  
la Fonction publique, du Travail et des Lois sociales.

### *Conseillers techniques et délégués suppléants*

RANDRIAMAHOLISON, Jules Henri, M., Directeur,  
Sécurité sociale des Travailleurs, Ministère de la  
Fonction publique, du Travail et des Lois sociales.  
RASOLONJATOVO, Jean Michel, M., Conseiller,  
Mission permanente, Genève.  
RAKOTONARIVO, Rochel, M., Conseiller, Mission  
permanente, Genève.

### **Délégué des employeurs**

ANDRIANTSITOHAINA, Franck Michel Niaina, M.,  
Vice-Président, Groupement des Entreprises de  
Madagascar (GEM).

### **Délégué des travailleurs**

CLARA RAJAONARIVO, Elisabeth, Mme, Vice-  
Présidente, Confédération chrétienne des Syndicats  
malgaches (SEKRIMA).

### *Conseiller technique et délégué suppléant*

ROBEL, Blaise, M., Membre, SEKRIMA.

## **Malaisie Malaysia Malasia**

### *Minister attending the Conference*

FONG, Chan Onn, Mr., Minister of Human Resources.

### **Government Delegates**

MANOGRAN, P., Mr., Secretary-General, Ministry of  
Human Resources.  
ABU BAKAR, Che' Man, Mr., Director-General,  
Department of Occupational Safety and Health,  
Ministry of Human Resources.

### *Advisers and substitute delegates*

HSU KING BEE, Dato', Ms., Ambassador, Permanent  
Representative, Permanent Mission, Geneva.  
YAU, De Piyau, Mr., Chief Executive, Human Resources  
Development Board, Ministry of Human Resources.  
SOH, Chee Seng, Mr., Chief Executive, Social Security  
Organisation, Ministry of Human Resources.  
JOHARI, Basri, Mr., Executive Director, National Institute  
of Occupational Safety and Health, Ministry of Human  
Resources.  
AMRAN, Mohamed Zin, Mr., Deputy Permanent  
Representative, Permanent Mission, Geneva.  
BALA, Chandran Tharman, Mr., Counsellor, Permanent  
Mission, Geneva.  
ROSLIE, Sabaruddin Abu, Mr., International Division,  
Ministry of Human Resources.  
WAN ZULKFLI, Wan Setapa, Mr., Labour Attaché,  
Permanent Mission, Geneva.  
WAN A. YUSRI, Wan Abdul Rashid, Mr., Second  
Secretary, Permanent Mission, Geneva.

### **Employers' Delegate**

NATHAN, V.T., Mr., Deputy President, Malaysian  
Employers' Federation (MEF).

### *Advisers and substitute delegates*

SHAMSUDDIN, Bardan, Mr., Executive Director, MEF.  
CHIAM TOW HUI, Michael, Mr., Vice President,  
Malasian Employers' Federation.



### **Workers' Delegate**

SYED SHAHIR, Syed Mohamud, Mr., President,  
Malaysian Trades Union Congress (MTUC).

#### *Adviser and substitute delegate*

AHMAD SHAH, Mohd Zin, Mr., President, Congress of  
Union Employees in the Public and Civil Services  
(CUEPACS).

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## **Malawi**

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### **Government Delegates**

CHIKUNI, Lucius, Mr., Principal Secretary, Ministry of  
Labour and Vocational Training.  
KAMBUTO, Z. M. K., Mr., Labour Commissioner.

#### *Adviser and substitute delegate*

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

### **Employers' Delegate**

SINJANI, Vincent, Mr., Executive Director, Employers'  
Consultative Association of Malawi (ECAM).

### **Workers' Delegate**

KALIMANJIRA, Austin, Mr., Secretary General, Malawi  
Congress of Trade Unions (MCTU).

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## **Mali**

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#### *Ministres assistant à la Conférence*

SEM BADI OULD GANFOUD, M., Ministre de la  
Fonction Publique, de la Réforme de l'Etat et des  
Relations avec les Institutions.  
DIALLO SENE, M'Bodji, Mme, Ministre de l'Emploi et de  
la Formation professionnelle.  
TANGARA, Djibril, M., Ministre du Développement  
social, de la Solidarité et des Personnes âgées.

### **Délégués gouvernementaux**

BASTIDE, Louis Marie Joseph, M., Ambassadeur,  
Représentant permanent, Mission permanente, Genève.  
MAHAMANE, Baba Samba, M., Conseiller technique,  
Ministère de la Fonction publique, de la Réforme de  
l'Etat et des Relations avec les Institutions.

#### *Conseillers techniques*

DIAKITE, Mahamadou, M., Directeur national du Travail.  
N'DIAYE, Ibrahim, M., Directeur général, Agence  
nationale pour l'Emploi.  
KOITA, Idrissa, M., Directeur National de l'Emploi.

SIDIBE, Nouhoum, M., Conseiller technique, Ministère du  
Développement social, de la Solidarité et des Personnes  
agées.

BOUARE, Lassina, M., Directeur général, Institut national  
de Prévoyance sociale.

N'DIAYE, Wague Astou, Mme, Conseillère technique  
chargée des Questions de Travail, Assemblée nationale  
du Mali.

DIABATE, Lacina, M., Agence nationale pour l'Emploi.

MALET, Modibo, M., Agence nationale pour l'Emploi.

KASSE, Sekou, M., Premier Conseiller, Mission  
permanente, Genève.

### **Délégué des employeurs**

TRAORE, Lassina, M., Secrétaire général, Conseil  
national du Patronat du Mali.

#### *Conseiller technique*

BODJI TOURE, Mahamane, M., Chargé des Relations  
extérieures.

### **Délégué des travailleurs**

DIAKITE, Siaka, M., Secrétaire général, Union Nationale  
des Travailleurs du Mali (UNTM).

#### *Conseillers techniques*

GUINDO, Hammadoun Amion, M., Secrétaire général,  
Confédération syndicale des Travailleurs du Mali.

COULIBABY, Mamadou Famakan, M., Secrétaire général  
chargé des Relations extérieures, UNTM.

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## **Malte Malta Malta**

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#### *Minister attending the Conference*

GALEA, Louis, Mr., Minister of Education, Youth and  
Employment.

### **Government Delegates**

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

AZZOPARDI, Anthony, Mr., Assistant Director,  
Department of Industrial and Employment Relations.

#### *Advisers and substitute delegates*

BORG, Saviour F., Mr., Ambassador, Permanent  
Representative, Permanent Mission, Geneva.

SARSERO, Ray, Mr., Counsellor, Permanent Mission,  
Geneva.

BUSUTTIL, John, Mr., First Secretary, Permanent  
Mission, Geneva.

BONNICI, Tony, Mr., Second Secretary, Permanent  
Mission, Geneva.

VELLA, Noel, Mr., Consultant, Department of Industrial  
and Employment Relations.

## **Employers' Delegate**

FARRUGIA, Joseph, Mr., Director General, Malta Employers' Association.

### *Advisers and substitute delegates*

MUSCAT, Arthur, Mr., President, Malta Employers' Association.

FAVA, Pierre, Mr., Vice President, Malta Employers' Association.

TABONE, Edmond, Mr., Human Resources and Social Affairs Committee Member, Federation of Industry.

SCICLUNA, John, Mr., Administration Manager, Malta Federation of Industry.

## **Workers' Delegate**

MICALLEF, Emmanuel, Mr., Deputy Secretary General, General Workers' Union.

### *Adviser and substitute delegate*

ZARB, Tony, Mr., Secretary General, General Workers' Union.

### *Advisers*

BENCINI, John, Mr., President, Confederation of Malta Trade Unions.

DEGIOVANNI, Joseph P., Mr., Council Member, Confederation of Malta Trade Unions.

PORTELLI, William, Mr., Council Member, Confederation of Malta Trade Unions.

TANTI, Gaetan, Mr., Council Member, Confederation of Malta Trade Unions.

VELLA, Gaetano, Mr., Council Member, Confederation of Malta Trade Unions.

## **Maroc Morocco Marruecos**

### *Ministre assistant à la Conférence*

MANSOURI, Mustapha, M., Ministre de l'Emploi, des Affaires sociales, et de la Solidarité.

## **Délégués gouvernementaux**

FARHANE, Azzeddine, M., Chargé d'Affaires a.i., Mission permanente, Genève.

ADDOUM, Abdelaziz, M., Directeur du Travail.

### *Conseillers techniques*

BOUASSA, Siham, Mme, Ministre plénipotentiaire, Mission permanente, Genève.

KHLIFI, Mohamed, M., Chef du Cabinet du Ministre.

CHATTER, El Hadi, M., Chef, Division de la Réglementation et des Organismes internationaux du Travail.

FAHEM, Saâdia, Mme, Chef, Service des Organismes internationaux du Travail.

KHRIBECH, Samira, Mme, Chef, Division de Santé et de Sécurité au Travail.

EL JIRARI, Mohcine, M., Chef, Service de l'Inspection du Travail.

AJARAAM, Samir, M., Chef, Service des Programmes spéciaux de l'Emploi.

EL MESBAHI, Mohamed, M., Chef, Service de la Gestion des Gens de mer et du Suivi des Conventions internationales, Département des Pêches maritimes.

ISBAYENE, Driss, M., Conseiller, Mission permanente, Genève.

## **Délégué des employeurs**

JALAL, Mohamed, M., Confédération générale des Entreprises du Maroc (CGEM).

### *Conseillers techniques*

BOUDHAIM, Mohamed, M., Fédération des Chambres marocaines de Commerce, de l'Industrie et des Services (FCCISM).

OUSSLIM, El Hassane, M., FCCISM.

AYOUCHE, Mohcine, M., CGEM.

CHAOUKI, Issame, M., CGEM.

BOUDHAIM, Mohamed, M., FCCISM.

BOUNNYT, Nazha, Mme, FCCISM.

## **Délégué des travailleurs**

EL AMAOUI, Noubir, M., Secrétaire général, Confédération démocratique du Travail (CDT).

### *Conseillers techniques*

AFILAL, Abderrezak, M., Secrétaire général, Union générale des Travailleurs du Maroc (UGTM).

KAFI CHERAT, Mohamed, M., UGTM.

BOUZIA, Mohamed, M., CDT.

ZAH, Habiba, Mme, CDT.

FATHI, Abdelhamid, M., Fédération démocratique du Travail (FDT).

IOUY, Abdelaziz, M., FDT.

BRAHMA, Mustapha, M.

ZOUIRI, Said, M.

### *Autres personnes assistant à la Conférence*

ZIDOUH, Brahim, M., UGTM.

GHALI, Kenza, Mme, UGTM.

ZOUBIRI, Mahjoub, Mme, UGTM.

MAKROUM, Mustapha, M., UGTM.

KHAIR EDDINE, Mustapha, M., UGTM.

BENSHILI, Saâdia, Mme, FDT.

BENCHERIFA, Abdelwahed, M., FDT.

KHAIRAT, Abdesslam, M., FDT.

BENHAMMOU, Mohamed, M., FDT.

EFFINA, Driss, M., FDT.

## Maurice Mauritius Mauricio

### Government Delegates

NABABSING, Nirmala Devi, Mrs., Permanent Secretary, Ministry of Labour, Industrial Relations and Employment.

NABEEMEEAH, Abdool Wahed, Mr., Director, Ministry of Labour, Industrial Relations and Employment.

### Employers' Delegate

JEETUN, Azad, Mr.

### Advisers

GARRIOCH, Gerard, Mr., President, Mauritius Employers' Federation.

DURSUN, Pradeep, Mr., Human Resource and Industrial Adviser, Mauritius Employers' Federation.

### Workers' Delegate

KUPPAN, Potaya, Mr.

## Mauritanie Mauritania Mauritania

### Ministre assistant à la Conférence

MINT BILAL OULD YAMAR, Salka, Mme, Ministre de la Fonction publique et de l'Emploi.

### Délégués gouvernementaux

OULD MOHAMED LEMINE, Mohamed Saleck, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.

OULD CHEIKHNA, Khaled, M., Directeur du Travail et de la Prévoyance sociale, Ministère de la Fonction publique et de l'Emploi.

### Conseillers techniques et délégués suppléants

OULD GLEIGUEM, Abdallahi Salem, M., Directeur général, Caisse nationale de Sécurité sociale.

OULD MAGHA, Mahfoudh, M., Premier Conseiller, Mission permanente, Genève.

CISSE, Sidi, M., Chef, Division de la Coopération internationale, Ministère de la Fonction publique et de l'Emploi.

### Conseiller technique

LO, Mamadou, M., Directeur, Centre de Sauvetage.

### Délégué des employeurs

OULD ABDALLAHI, Seyid, M., Secrétaire général, Confédération nationale du Patronat mauritanien.

## Délégué des travailleurs

OULD BOUBOU, Abderrahmane, M., Secrétaire général, Union des Travailleurs de Mauritanie.

### Conseillers techniques et délégués suppléants

OULD MOHAMED, Abdallahi, M., Secrétaire général, Confédération générale des Travailleurs de Mauritanie.

OULD BEYE, Samory, M., Secrétaire général, Confédération libre des Travailleurs de Mauritanie.

KANE, Moktar, M., Secrétaire général, Union des Syndicats libres de Mauritanie.

OULD ALY OULD SIDI OUMAR, Cheikh Sid'Ahmed, M., Secrétaire général, Union générale des Travailleurs de Mauritanie.

## Mexique Mexico México

### Delegados gubernamentales

DE ALBA, Luis Alfonso, Sr., Embajador, Representante Permanente, Misión Permanente, Ginebra.

MACEDO, Pablo, Sr., Representante Permanente Alterno, Misión Permanente, Ginebra.

### Consejeros técnicos y delegados suplentes

FRANCO, Claudia, Sra., Jefa, Unidad de Asuntos Internacionales, Secretaría del Trabajo y Previsión Social.

ROVIROSA, Socorro, Sra., Ministro, Misión Permanente, Ginebra.

MORONES, Guadalupe, Sra., Subcoordinadora de Política Laboral, Secretaría del Trabajo y Previsión Social.

RODRÍGUEZ, Manuel, Sr., Director General de Seguridad y Salud en el Trabajo, Secretaría del Trabajo y Previsión Social.

TORNERO, Francisco, Sr., Director de Asistencia Técnica de la Dirección de Seguridad y Salud en el Trabajo, Secretaría del Trabajo y Previsión Social.

VALLE, Dulce María, Sra., Consejero, Misión Permanente, Ginebra.

ROSAS, Antonio, Sr., Subdirector, Dirección para la OIT, Secretaría del Trabajo y Previsión Social.

GONZÁLEZ, Crista, Sra., Tercer Secretario, Misión Permanente, Ginebra.

GARCÍA, Claudia, Sra., Tercer Secretario, Misión Permanente, Ginebra.

### Otras personas que asisten a la Conferencia

GONZÁLEZ, Itziar, Sra., Analista, Dirección para la OIT, Secretaría del Trabajo y Previsión Social.

PÉREZ, Gracia, Sra., Asesora, Misión Permanente, Ginebra.

GENINA, Víctor, Sr., Asesor, Misión Permanente, Ginebra.

## Delegado de los empleadores

HALKIN, León, Sr., Presidente, Confederación de Cámaras Industriales de los Estados Unidos Mexicanos (CONCAMIN).

### *Consejero técnico y delegado suplente*

DE REGIL, Jorge, Sr., Vicepresidente, Comisión de Trabajo y Previsión Social, CONCAMIN.

### *Consejeros técnicos*

CARVAJAL, Octavio, Sr., Presidente, Comisión de Trabajo y Previsión Social, CONCAMIN.

YLLANES, Fernando, Sr., Vicepresidente, Comisión Jurídica, CONCAMIN.

GUTIÉRREZ, Reynold, Sr., Comisión de Trabajo y Previsión Social, CONCAMIN.

MENA, Virgilio, Sr., Vicepresidente, Asuntos del Trabajo, COPARMEX.

GARCÍA, Juan Pablo, Sr., Integrante, Comisiones Laboral y de Seguridad Social, COPARMEX.

BARONA, Adela, Sra., Presidenta, Comisión de Seguridad, Salud en el Trabajo, COPARMEX.

GARZA, María Fernanda, Sra., Miembro, Comisión Ejecutiva, COPARMEX.

### *Otras personas que asisten a la Conferencia*

REGUERA, Manuel, Sr., Presidente, Comisión Jurídica, CONCAMIN.

MORALES, Hugo, Sr., Comisión de Trabajo y Previsión Social, CONCAMIN.

MANRIQUE, Ariosto, Sr., Presidente, Comisión de Empresarios Jóvenes, COPARMEX.

MORALES, Luz, Sra., Directora Jurídica, COPARMEX.

YAMALLEL, María, Sra., Comisión Laboral, COPARMEX.

PÉREZ, José Antonio, Sr., Comisión de Seguridad Social, COPARMEX.

SÁNCHEZ, Carlos, Sr., Sánchez Mejorada y Pasquel, S.C.

CEJUDO, Luis, Sr., Presidente, Instituto Mexicano de Fibro Industria.

SANTOS, Enrique, Sr., Director Jurídico, Laboral de Grupo Vitro.

## Delegado de los trabajadores

ANDERSON, Hilda, Sra., Secretaria, Acción Femenil, Comité Nacional, CTM.

### *Consejeros técnicos*

FLORES, Víctor, Sr., Presidente, Congreso del Trabajo y Secretario Nacional, Sindicato de Trabajadores Ferrocarrileros.

AGUILAR, Enrique, Sr., Presidente, Comisión de Asuntos Económicos y Sociales, Congreso del Trabajo; Secretario General, Federación Nacional de Sindicatos Bancarios.

GRAJALES, Francisco, Sr., Secretario, Organización y Promoción Sindical, Congreso del Trabajo; Secretario Nacional, Organización, Educación y Estadística, Sindicato de Trabajadores Ferrocarrileros.

LARIOS, Graciela, Sra., Secretaria de Relaciones, Comité Nacional, CTM.

ACEVES, Carlos, Sr., Secretario de Acción Política, Comité Nacional, CTM.

PINEDA, Javier, Sr., Secretario de Trabajo, Comité Nacional, CTM.

MEDINA, Salvador, Sr., Subsecretario de Relaciones, Comité Nacional, CTM.

PÉREZ, Eduardo, Sr., Secretario del Exterior, Comité Ejecutivo Nacional, Sindicato Nacional de Trabajadores del Seguro Social; Vicepresidente de Actas y Acuerdos, UNT.

### *Otras personas que asisten a la Conferencia*

OJEDA, Ramón, Sr., Presidente, Comisión de Relaciones Nacionales e Internacionales, Congreso del Trabajo; Secretario General, Federación Sindical de Trabajadores.

DEL VALLE, José, Sr., Secretario, Asuntos Internacionales, Confederación Revolucionaria de Obreros y Campesinos (CROC).

MÉNDEZ, Patricia, Sra., Subsecretaria, Asuntos Internacionales, CROC.

SALAZAR, Alfredo, Sr., Miembro, Comité Ejecutivo, Unión Nacional de Marineros, Fogoneros, Mayordomos, Cocineros, Camareros y Similares de la República Mexicana, CTM.

SANTOS, Javier, Sr., Secretario, Comisión de Asuntos Políticos del Congreso del Trabajo.

MONDRAGÓN, José, Sr., Presidente, Congreso Laboral del Estado de México.

ESPINOZA, Ricardo, Sr., Secretario General, Comité Ejecutivo Nacional, CAT.

ESPINOZA, Jorge, Sr., Asesor Jurídico, CAT.

SERNA, Agustín, Sr., Secretario de Conflictos, Confederación Revolucionaria de Obreros y Campesinos (CROC).

## République de Moldova Republic of Moldova República de Moldova

### *Minister attending the Conference*

SAINCIUC, Sergiu, Mr., Deputy Minister of Economy and Trade.

### **Government Delegates**

CROITOR, Dumitru, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

REVENCO, Eugen, Mr., Deputy Permanent Representative, Permanent Mission, Geneva.

### **Employers' Delegate**

CERESCU, Leonid, Mr., President, National Confederation of Employers.

### *Adviser*

AXENTI, Adrian, Mr., Executive Director General,  
Confederation of Employers.

### **Workers' Delegate**

CHIRIAC, Petru, Mr., President, Trade Unions'  
Confederation.

### *Adviser*

MANEA, Leonid, Mr., President, Confederation of Free  
Trade Unions (Solidaritate).

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## **Mongolie    Mongolia    Mongolia**

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### *Minister attending the Conference*

BAYARSAIKHAN, Tsevelmaa, Mr., Minister for Social  
Welfare and Labour.

### **Government Delegates**

BEKHBAT, Khasbazaryn, Mr., Ambassador, Permanent  
Representative, Permanent Mission, Geneva.  
ERDEMBILEG, Sukhbaatar, Ms., Head, Foreign  
Cooperation Division, Ministry of Social Welfare and  
Labour.

### *Adviser and substitute delegate*

TUVSHINSANAA, Jadamba, Mr., First Secretary,  
Permanent Mission, Geneva.

### **Employers' Delegate**

GANBAATAR, Khuyag, Mr., Vice President, Mongolian  
Employers' Federation.

### *Adviser*

ZORIGTBAATAR, Tserenchimed, Mr., President,  
Mongolian Youth Federation.

### **Workers' Delegate**

SODNOMDORJ, Nyamjav, Mr., President, Confederation  
of Mongolian Trade Unions.

### *Adviser*

SUKHBAATAR, Zalmaa, Mr., Head, Foreign Relations,  
Confederation of Mongolian Trade Unions.

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## **Mozambique**

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### *Ministre assistant à la Conférence*

TAÍPO, Maria Helena, Mme, Ministre du Travail.

### *Personne accompagnant le Ministre*

ZANDAMELA, Alexandre, M., Représentant permanent,  
Mission permanente, Genève.

### **Délégués gouvernementaux**

CAIFAZ, Ilídio Fernando Vicente, M., Directeur,  
Direction de Coopération, Ministère du Travail.  
GUCUMBE, Tomás Loiane, M., Inspecteur général du  
Travail, Ministère du Travail.

### *Conseiller technique et délégué suppléant*

DENGO, Juvenal Arcanjo, M., Technicien, Direction de  
Coopération, Ministère du Travail.

### *Conseillers techniques*

CARLOS, Manuel, M., Premier Secrétaire, Mission  
permanente, Genève.  
MAHOQUE, Jerónimo Pires, M., Directeur général,  
Institut national pour l'Emploi et Formation  
professionnelle.  
GOMES, Elina Mafuiane, Mme, Directrice générale,  
Institut national pour la Sécurité sociale.  
FRANCISCO, Atanásio, M., Directeur, SAFMAR,  
Ministère des Transports et Communications.  
MASSINGA, Samuel Adival, M., Directeur, Ministère des  
Pêches.

### *Autre personne assistant à la Conférence*

BUANA, Jafar, M., Presse attaché, Cabinet du Ministre du  
Travail.

### **Délégué des employeurs**

UINGE, Nuno Sidónio, M., Vice-Président, Confédération  
des Associations économiques du Mozambique  
(AEPRIMO).

### **Délégué des travailleurs**

FANHEIRO, Joaquim, M., Secrétaire général,  
Organisation des Travailleurs du Mozambique - Central  
Syndical.

### *Conseiller technique et délégué suppléant*

SITOE, Mário Raimundo, M., Secrétaire des Relations  
internationales, Organisation des Travailleurs du  
Mozambique (OTM).

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## **Myanmar**

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### **Government Delegates**

SHEIN, Nyunt Maung, Mr., Ambassador, Permanent  
Representative, Permanent Mission, Geneva.  
NYUNT, Soe, Mr., Director-General, Department of  
Labour.

### *Advisers*

SHIN, Tun, Mr., Deputy Attorney General, Attorney General's Office.  
MU, Aye Aye, Mrs., Counsellor, Permanent Mission, Geneva.  
NYUN, Tha Aung, Mr., Counsellor, Permanent Mission, Geneva.  
THU, Myint, Mr., First Secretary, Permanent Mission, Geneva.  
MYINT, Win, Mr., Assistant Director, Department of Labour.  
NYEIN, Kyaw Thu, Mr., Second Secretary, Permanent Mission, Geneva.

### **Employers' Delegate**

TIN, Thaung, Mr., Vice Chairman, Union of Myanmar Federation of Chamber of Commerce and Industry.

## **Namibie Namibia Namibia**

### *Minister attending the Conference*

NARUSEB, Alpheus G., Mr., Minister of Labour and Social Welfare.

### *Person accompanying the Minister*

VATUVA, Sircca, Ms., Acting Personal Assistant to the Minister of Labour and Social Welfare.

### **Government Delegates**

HIVELUAH, Ulitala, Ms., Permanent Secretary.  
SHINGUADJA, Bro-Matthew, Mr., Labour Commissioner.

### *Advisers and substitute delegates*

MWIYA, Albius Shamu, Mr., Deputy Director for Affirmative Action and Employment Services.  
HOVEKA, Zeenao, Mr., Deputy Director.

### *Advisers*

HORN, Christiaan, Mr., Control Labour Relations Officer.  
SHIKWAMBI, Ileni, Mr., Machinery Inspector.  
MUNDILO, Reuben, Mr., Ministry of Fisheries and Marine Resources.

### **Employers' Delegate**

PARKHOUSE, Timothy, Mr., Secretary General, Namibia Employers Federation (NEF).

### *Adviser and substitute delegate*

VAN ROOYEN, Johann, Mr., Executive Committee, NEF.

### **Workers' Delegate**

KAPENDA, Risto, Mr., President, National Union of Namibian Workers (NUNW).

### *Advisers and substitute delegates*

KATONYALA, Meriam, Ms., General Secretary, NANTU.  
HAMUTENYA, M., Mr., Namibia National Teachers Union (NANTU).

## **Nepal**

### *Minister attending the Conference*

SINGH, Ram Narayan, Mr., Ministry of Labour and Transport Management.

### *Person accompanying the Minister*

THAPA, Gopal Bahadur, Mr., Minister Counsellor, Permanent Mission, Geneva.

### **Government Delegates**

ACHARYA, Gyan Chandra, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
OJHA, Purushottam, Mr., Acting Secretary, Ministry of Labour and Transport Management.

### *Adviser*

ACHARYA, Binod Prasad, Mr., Deputy Permanent Representative, Permanent Mission, Geneva.

### **Employers' Delegate**

VAIDYA, Suraj, Mr., Third Vice-President, Federation of Nepalese Chamber of Commerce and Industries.

### *Adviser*

SHRESTHA, Rabindra, Mr., President, Employers' Council, Federation of Nepalese Chambers of Commerce and Industries.

### **Workers' Delegate**

RAUT, Rajendra Bahadur, Mr., President, Democratic Confederation of Nepalese Trade Union.

### *Adviser*

DEWAN, Bam Bahadur, Mr., Vice-President, Nepal Agriculture Workers' Organization.

## **Nicaragua**

### *Ministro asistente a la Conferencia*

GURDIÁN CASTELLÓN, Virgilio, Sr., Ministro del Trabajo.

### *Persona que acompaña al Ministro*

CASTILLO PEREIRA, Eduardo, Sr., Representante  
Alternativo y Encargado de Negocios, Misión Permanente,  
Ginebra.

#### **Delegados gubernamentales**

MARTÍNEZ FLORES, Yadira, Srta., Directora, Asuntos  
Internacionales, Ministerio del Trabajo.  
CRUZ TORUÑO, Néstor, Sr., Primer Secretario, Misión  
Permanente, Ginebra.

#### *Consejeros técnicos*

CAMPBELL GONZALEZ, Patricia, Sra., Primera  
Secretaria, Misión Permanente, Ginebra.  
MARTÍNEZ, Luis Enrique, Sr., Director General de  
Higiene y Seguridad, Ministerio del Trabajo.  
NOGUERA CÁCERES, Emilio, Sr., Asesor Laboral,  
Corporación de Zonas Francas.

#### **Delegado de los empleadores**

SEGURA ESPINOZA, Armando, Sr., Director, Cámara de  
la Pesca.

#### *Consejero técnico*

BERMÚDEZ, Alvaro, Sr., Directivo, Consejo Superior de  
la Empresa Privada (COSEP).

#### *Personas designadas de conformidad con el artículo 2, párrafo 3, i)*

ROMERO, Gloria Lucia, Sra., Sector Empleador.  
BERMÚDEZ ROMERO, Carlos Alberto, Sr., Sector  
Empleador.

#### **Delegado de los trabajadores**

JIMÉNEZ, Frank, Sr., Secretario General, Central  
Nicaraguense de Trabajadores.

#### *Consejero técnico y delegado suplente*

ZAMORA, Maritza, Sra., Secretaria General, CNTD.

#### *Consejero técnico*

GONZÁLEZ GAITÁN, Roberto, Sr., Secretario General,  
Central Sandinista de Trabajadores.

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## **Niger**

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#### *Ministre assistant à la Conférence*

KANDA, Siptey, Mme, Ministre de la Fonction publique  
et du Travail.

#### **Délégués gouvernementaux**

MAÏNA, Kochi Chégou, M., Conseiller technique en  
Travail et Sécurité sociale.

HAMADOU, Siddo, M., Directeur général, Administration  
du Travail.

#### *Conseillers techniques*

MAYAKI, Mariama Kabo, Mme, Directrice du Travail et  
de la Sécurité sociale.  
GNÉGNÉ, Maïmouna, Mme, Directrice, Promotion de  
l'Emploi.  
SAKO, Zenabou, Mme, Directrice générale, Caisse  
nationale de la Sécurité sociale.  
IDRISSA, Amadou, M., Directeur, Agence nationale pour  
la Promotion de l'Emploi.  
BARINGAYE, Akilou Ahmed, M., Conseiller juridique,  
Caisse nationale de Sécurité sociale.

#### **Délégué des employeurs**

OUSMANE, Amadou, M., Conseil national du Patronat  
nigérien (CNPN).

#### *Conseillers techniques*

SEYBOU, Saley, M., CNPN.  
SAGBO, Adolphe, M., CNPN.  
KADER, Assane Laouel, M., CNPN.

#### **Délégué des travailleurs**

SALIFOU, Malam Soffo, M., Union générale des  
Travailleurs du NIGER (UGTN).

#### *Conseillers techniques*

ABDOU, Maïgandi, M., Union des Syndicats des  
Travailleurs du Niger (USTN).  
MAMADOU, Sako, M., Confédération nigérienne du  
Travail (CNT).  
ISSOUFOU, Sidibé, M., Confédération démocratique des  
Travailleurs du Niger (CDTN).

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## **Nigeria**

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#### *Minister attending the Conference*

LAWAL, Hassan Muhammad, Mr., Minister of Labour  
and Productivity.

#### *Persons accompanying the Minister*

TUKURA, Victor, Mr., Special Assistant to the Minister.  
ISA, Alhaji Idris, Mr., Personal Assistant to the Minister.  
AHMAD, A. S., Mr., Deputy Director, Employment and  
Wages.  
MOHAMMED, Ahmed Rufai, Mr., Managing Director,  
NSITF.  
ADELODUN, S. O., Mr., Director General, NDE.  
AJAYI, S. T., Mrs., Director General, NPC.  
AJUZIE, P. N., Mr., Chief Labour Officer.  
AYALOGU, Joseph U., Mr., Ambassador, Permanent  
Representative, Permanent Mission, Geneva.

## Government Delegates

KORIPAMO-AGARY, Timiebi, Mrs., Permanent Secretary.  
EGHOBAMIEN, V. A., Mrs., Director, TUSIR.

### Advisers

ADABA, H. G., Mrs., Director, Inspectorate.  
SULAI, Rhoda, Mrs., Director, Finance and Supply.  
OPARA, R. U., Mrs., Deputy Director, Labour.  
NWOKEDI, O., Mr., Deputy Director, Factory Inspection.  
OLANREWAJU, O., Mrs., Deputy Director, Labour.  
ESSIET, E. A., Mrs., Deputy Director, Labour.  
ADETOLA, I. M., Mr., Assistant Director, Trade Union Services.  
ADEYEMO, A. A., Mr., Assistant Director, Employment and Wages.  
MERIBOLE, E. C., Mr., Assistant Director, Occupational Health.  
IGWEZE, I. A., Mrs., Assistant Director, Occupational Health.  
AIMIUWU, O., Ms., Chief Labour Officer, Industrial Relations.  
ELEGBEDE, I. O., Mr., Assistant Director, Personnel Management.  
MORAKINYO, M. K., Mr., Chief Administrative Officer.  
IBRAHIM, LAWAL, Mr., Assistant Chief Inspector (Factory).  
MOHAMMED, Dalhatu, Mr., Senior Labour Officer.  
UNEGBU, O. M., Ms., Principal Labour Officer.

### *Persons appointed in accordance with Article 2, paragraph 3(i)*

NEBURAGHO, D. E., Mr., Chief Labour Officer.  
BRAIDE, Pamela, Ms., Coordinator, Youth Employment Summit.  
SULEIMAN, Adam, Mr., Member Nigeria Network.  
EYAMBA, Ekpenyong, Mrs., Member Nigeria Network.  
OBIDIRAN, Omowumi, Ms., Member Nigeria Network.  
ABIDOUNGUN, Taiwo, Mr., Legal Adviser.  
BAYERO, Saidu, Mr., Chief Administrative Officer.  
NASIDI, Abdullahi Aliyu, Mr., Principal Administrative Officer.

### *Representatives of a State or Province*

EWA-HENSHAW, Bassey, Mr., Senator.  
KOLAWOLE, James O., Mr., Senator.  
OMISORE, Iyiola, Mr., Senator.  
AGIDANI, Solomon, Mr., Member, House of Representatives.  
MOMOH, ABUBAKAR, Mr., Member, House of Representatives.  
NWOSU HON., George Ford, Mr., Member, House of Representatives.  
ADUN, Jim, Mr., Member, House of Representatives.  
KWAYAMA, Jonas Jehu, Mr., Secretary, House Committee on Labour.  
NYA, Paul, Mr., Legislative Aide to Chairman, Senate Committee on Labour.

## Other persons attending the Conference

RAMALAN, A., Mr., Executive Chairman, Joint Maritime Labour Industrial Council (JOMALIC).  
EZEASOR, C. B., Mr., Board Secretary, JOMALIC.  
ILLOH, O. C., Mr., Assistant Director, JOMALIC.  
SULAI, Lengy, Mr., Senior Medical Officer.  
KADAFI, Ayuba M., Mr., Minister, Permanent Mission, Geneva.  
DIPEOLU, Adeyemi, Mr., Minister, Permanent Mission, Geneva.  
OMOTOSHO, M. G., Mr., Minister, Permanent Mission, Geneva.  
SARKI, Usman, Mr., Minister Counsellor, Permanent Mission, Geneva.  
BABA, Stephen M., Mr., Counsellor, Permanent Mission, Geneva.  
ONOWU, O. C., Mr., Counsellor, Permanent Mission, Geneva.  
HAMMAN, B.B., Mr., Counsellor, Permanent Mission, Geneva.

## Employers' Delegate

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

### Advisers

ATTOH, Uche, Mr., Chairman, Committee of Human Resources Experts, NECA.  
AJAEGBU, Uche, Ms., Head, Industrial Relations, Research and Information, NECA.  
ONATU, Ray, Mr., General Manager, Human Resources, Nigerian Agip Oil Company Limited.  
OWEI, Daru, Mr., General Manager, Human Resources, Elf Petroleum Limited.  
ADEGBOYEGA, Remi, Mr., Executive Secretary, Association of Food, Beverage and Tobacco Employers.  
OLA, Oladimeji, Mr., Director-General, Financial Institutions Training Centre.  
AGUSIOBO, Frank, Mr., Industrial Relations Manager, Shell Petroleum Development Company.  
MOHAMMED, T.M., Mr., Personal Assistant to the Chairman, JOMALIC.

### *Persons appointed in accordance with Article 2, paragraph 3(i)*

OGUNDE, A. O., Mr., Deputy General Manager, Union Bank Nigeria, PLC.  
OKONKWO, M. A., Mr., Executive Director, Union Bank Nigeria, PLC.

## Workers' Delegate

OSHIOMHOLE, Adams Aliyu, Mr., President, Nigeria Labour Congress (NLC).

### *Adviser and substitute delegate*

ODAH, John Ejoha, Mr., General Secretary, NLC.



### *Advisers*

IRABOR, Onikolease, Mr., President, Maritime Workers Union of Nigeria.  
TAKOR, Ivor Mbi, Mr., Treasurer, NLC.  
GBADEBO, Moses, Mr., President, National Union of Chemical, Footwear, Rubber & Non-metallic Products Employees.  
OYERINDE, Olaitan, Mr., Head, International Affairs Department, NLC.  
AKPATASON, Peter, Mr., President, National Union of Petroleum Workers.  
ADEYEMI, Peter, Mr., General Secretary, Non-Academic Staff Unions of Educational Institutions.  
OLANREWAJU, J.A., Mr., Director, Michael Imoudu Institute for Labour Studies.

### *Persons appointed in accordance with Article 2, paragraph 3(i)*

ILESANMI, Yemisi, Ms., Gender Desk, NLC; Chairperson, Youth Committee, ICFTU.  
EGELE, Keminatu, Mrs., International Affairs Department, NLC.  
OSUEBI, Mike, Mr., President, National Union of Hotels and Personnel Service Workers.  
KEMEWERIGHO, Thomas, Mr., NMOAWTSSA (Seafarer).

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## **Norvège    Norway    Noruega**

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### *Minister attending the Conference*

EIDE, Helge, Mr., State Secretary, Ministry of Labour and Social Affairs.

### *Person accompanying the Minister*

RYEN, Harald Andre, Mr., Deputy Director-General, Ministry of Labour and Social Affairs.

### **Government Delegates**

STROMMEN, Wegger, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
VIDNES, Oyvind, Mr., Counsellor, Permanent Mission, Geneva.

### *Advisers and substitute delegates*

BRUAAS, Odd, Mr., Adviser, Ministry of Labour and Social Affairs.  
SMEFJELL, Georg T., Mr., Assistant Director, Norwegian Maritime Directorate.  
STENVOLD, Thoralf, Mr., Adviser, Ministry of Foreign Affairs.

### *Advisers*

WEDEGE, Nils-Petter, Mr., Assistant Director, Directorate of Labour Inspection.  
RELLSVE, Ase, Mrs., Senior Adviser, Ministry of Labour and Social Affairs.

STORHAUG, Haakon, Mr., Principal Engineer, Norwegian Maritime Directorate.  
SORENSEN, Terje, Mr., Adviser, Norwegian Maritime Directorate.  
YTTERDAL, Grete, Mrs., Adviser, Ministry of Labour and Social Affairs.  
PAULSEN, Kjetil, Mr., Minister, Permanent Mission, Geneva.

### **Employers' Delegate**

RIDDERVOLD, Toril, Mrs., Adviser, Confederation of Norwegian Business and Industry (NHO).

### *Adviser and substitute delegate*

BENONISEN, Ann-Torill, Mrs., Assistant Director, NHO.

### *Advisers*

BARSTAD, Webjorn, Mr., Head of Department, Norwegian Fishing Vessel Owners' Association.  
EGEDE-NISSEN, Gerd, Mrs., Attorney-at-Law, NHO.  
JOHANNESEN, Baard Meidell, Mr., Director, NHO.  
VAGENG, Sigrun, Mrs., Executive Director, Labour Market and Social Affairs, NHO.  
NORDLIE, Kim, Mr., Executive Director, Industrial Affairs, Federation of Norwegian Commercial and Service Enterprises (HSH).  
OVERAAE, Liv, Ms., Special Adviser, Norwegian Association of Local and Regional Authorities (KS).  
JONSRUD, Dag Bjornar, Mr., Senior Adviser, KS.

### **Workers' Delegate**

THEODORSEN, Karin Beate, Mrs., International Secretary, Norwegian Confederation of Trade Unions (LO-Norway).

### *Adviser and substitute delegate*

ERIKSON, Bjorn, Mr., Adviser, LO-Norway.

### *Advisers*

HANSEN, Johnny, Mr., Adviser, Norwegian Seamen's Union.  
PARKER, Christine, Ms., Adviser, LO-Norway.  
GJERDING, Stein, Mr., Adviser, Confederation of Vocational Unions (YS).  
EGGEN, Gjertrud, Ms., Senior Adviser, Confederation of Higher Education Unions (UHO).

### *Persons appointed in accordance with Article 2, paragraph 3(i)*

THOMSEN, Wenche, Ms., Adviser, LO-Norway.  
MJOBORG, Nina, Ms., Adviser, LO-Norway.  
EL JERIES, Moussa, Mr., Adviser, LO-Norway.  
LEKANG, Rita, Ms., Elected Official, LO-Norway.

### *Other persons attending the Conference*

SIAME, Alice Gondwe, Ms., Adviser, LO-Norway.  
MARSTRANDER, Toril, Mrs., International Secretary, YS.

BERNTSEN, Hasse, Mr., Counsellor, United Nations Association (FN-Sambandet i Norge).  
LIABO, Karin, Ms., President, Norwegian Association of Occupational Therapists.

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## **Nouvelle-Zélande New Zealand Nueva Zelandia**

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### *Minister attending the Conference*

DYSON, Ruth, Ms., Associate Minister of Labour.

### *Person accompanying the Minister*

BUWALDA, James, Mr., Secretary of Labour, Department of Labour.

### **Government Delegates**

ANNAKIN, Andrew, Mr., Deputy Secretary - Workplace, Department of Labour.  
CRENNAN, Nicola, Ms., Deputy Director - International, Department of Labour.

### *Advisers*

BARKER, Paul, Mr., Manager, Labour Market Analysis - National Overview, Work Opportunities, Department of Labour.  
CAUGHLEY, Tim, Mr., Ambassador, Permanent Mission, Geneva.  
DEMPSTER, Jillian, Ms., First Secretary, Permanent Mission, Geneva.

### **Employers' Delegate**

CLEARY, Tim, Mr., Principal Adviser, Business New Zealand.

### *Adviser and substitute delegate*

ARNOLD, Terry, Mr., President, Business New Zealand.

### **Workers' Delegate**

WAGSTAFF, Richard, Mr., National Secretary, New Zealand Public Service Association.

### *Adviser*

SONNTAG, Bridget, Ms., Organiser, New Zealand Amalgamated Engineering, Printing and Manufacturing Union.

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## **Oman**

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### *Minister attending the Conference*

JUMA, Ali Juma, Mr., Minister of Manpower.

### **Government Delegates**

AL-BUSAIDI, Hamad Hilal, Mr., Undersecretary of Labour, Ministry of Manpower.  
AL-RIYAMI, Ahmed Mohammed, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

### *Advisers and substitute delegates*

AL-ABDUWANI, Ali Hassan Ali, Mr., Adviser to the Minister for Manpower Planning.  
AL-AMRI, Hamad Khamis, Mr., Director General for Manpower Planning; Head, Minister's Office.  
AL-SHIBLI, Rashid Saeed, Mr., Director of the Under-Secretary's Office, Ministry of Manpower.  
AL-MIQBALY, Nadia, Ms., Head of International Relations, Minister's Office.

### *Advisers*

AL-SHANFARI, Mohammed Ahmed, Mr., First Secretary, Permanent Mission, Geneva.  
AL-SA'ADI, Zakariya, Mr., First Secretary, Permanent Mission, Geneva.  
AL-QASSIMI, Ali Ahmed, Mr., First Secretary, Permanent Mission, Geneva.

### **Employers' Delegate**

AL-RUBAIAI, Hamdan Saif, Mr., Member, Chamber of Commerce and Industry.

### *Advisers and substitute delegates*

AL-KHUNJI, Khalil Abdulla, Mr., Member, Board of Employers.  
BAHWAN, Hind Suheil, Ms., Bahwan Cyber Tech. Company.  
AL-HARTHY, Abdulla Suleiman, Mr., Executive Chairman, Alsharqia for Investment Company.  
AL-WUHAIBI, Salim Saeed, Mr., Deputy Chairman of the Board, Alsareen Company.

### **Workers' Delegate**

ASSADALLAH, Abdulazim Abbas, Mr., Member, Administrative Authority, Main Committee of Workers.

### *Advisers and substitute delegates*

AL-RIZAIQI, Mohammed Ahmed, Mr., Member, Administrative Authority, Main Committee of Workers.  
AL-NAHARI, Saud Ahmed, Mr., Member, Administrative Authority, Main Committee of Workers.  
AL-HASHIMI, Hamla Abdulla, Ms., Member, Administrative Authority, Committee of Workers, Intercontinental Hotel.

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## Ouganda Uganda Uganda

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### *Minister attending the Conference*

BAKORU ZOE, Bakoko, Ms., Minister of Gender, Labour and Social Development.

### **Government Delegates**

OCHAN, Ralph W., Mr., Permanent Secretary, Ministry of Gender, Labour and Social Development.

DAVID, Ogaram, Mr., Commissioner for Labour.

### *Advisers*

RUHEMBA, Kweronda, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

NAGGAGGA, William G., Mr., Deputy Permanent Representative, Permanent Mission, Geneva.

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

FRED, Kidega Daniel, Mr., Member of Parliament, Youth (North).

FRANCIS, Kyateka Mondo, Mr., Ag. Commissioner (Youth), Federation of Uganda Employers.

ADONGAKULU, Jackie Banya, Ms., Labour Officer, International Affairs.

SABUNE, Sheila, Ms.

### **Employers' Delegate**

SSENABULYA, Rosemary, Ms., Executive Director, Federation of Uganda Employers.

### *Advisers*

BANDEEBIRE, Martin, Mr., Ag. Managing Director, National Social Security Fund (NSSF).

DHIKUSOOKA, P.M., Mr., General Manager, Commercial and Administration, Sugar Corporation of Uganda Ltd.

LAPENGA, Amos, Mr., Human Resources Manager, National Water and Sewage Corporation.

GIDONGO, Rose, Mrs., Director, Personnel and Administration, Civil Aviation Authority.

THENGE, Moses, Mr., Human Resources Manager, Kakira Sugar Works Ltd.

BYENSI, David, Mr., Human Resources Manager, Kinyara Sugar Works Ltd.

### **Workers' Delegate**

ONGABA, Lyelmoi, Mr., Secretary General, National Organization of Trade Unions.

### *Adviser*

PAJOBBO, Joram Bruno, Mr., General Secretary, NUPAW; Workers' MP.

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## Ouzbékistan Uzbekistan Uzbekistán

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### **Government Delegates**

OBIDOV, Badriddin, Mr., First Secretary, Chargé d'affaires a.i., Permanent Mission, Geneva.

MURSALIYEV, Alisher, Mr., Third Secretary, Permanent Mission, Geneva.

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## Pakistan

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### *Minister attending the Conference*

HAYAT, Malik Asif, Mr., Secretary, Ministry of Labour and Manpower.

### **Government Delegates**

KHAN, Masood, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

MALIK, Ahsan Akhtar, Mr., Joint Secretary.

### *Adviser and substitute delegate*

JANJUA, Tehmina, Ms., Deputy Permanent Representative, Permanent Mission, Geneva.

### *Advisers*

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

TIRMIZI, Faisal Niaz, Mr., First Secretary, Permanent Mission, Geneva.

KHAN, Mansoor A., Mr., First Secretary, Permanent Mission, Geneva.

### **Employers' Delegate**

TABANI, Ashraf W., Mr., President, Employers' Federation of Pakistan.

### **Workers' Delegate**

AHMED, Khurshed, Mr., General Secretary, All Pakistan Federation of Trade Unions.

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## Panama

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### *Ministro asistente a la Conferencia*

RODRÍGUEZ BARRERA, Anel Omar, Sr., Viceministro de Trabajo y Desarrollo Laboral.

### **Delegados gubernamentales**

CASTILLERO, Juan Alberto, Sr., Embajador,  
Representante Permanente, Misión Permanente,  
Ginebra.  
AGUILAR, Juan Ricardo, Sr., Asesor de Asuntos  
Internacionales, Ministerio de Trabajo y Desarrollo  
Laboral.

#### *Consejeros técnicos*

DEL VASTO, Vilma, Sra., Asistente del Despacho  
Superior, Ministerio de Trabajo y Desarrollo Laboral.  
ALFU DE REYES, Una, Sra., Embajadora Adjunta,  
Misión Permanente, Ginebra.  
CORRALES, Jorge Félix, Sr., Consejero, Misión  
Permanente, Ginebra.

### **Delegado de los empleadores**

AIZPURÚA, Manuel Virgilio, Sr., Presidente, Comisión  
Laboral; Asesor, Consejo Nacional de la Empresa  
Privada (CONEP).

#### *Consejeros técnicos*

LINERO, Aurelio, Sr., Miembro, Comisión Laboral;  
Asesor, CONEP.  
DE SANCTIS, Valerio, Sr., Presidente, Asociación de  
Productores, Procesadores y Exportadores de Productos  
del Mar; Miembro, CONEP.

### **Delegado de los trabajadores**

MENA QUINTANA, Mariano, Sr., Secretario General,  
Central General de Trabajadores de Panamá (CGTP),  
Miembro, Consejo Nacional de Trabajadores  
Organizados (CONATO).

#### *Consejeros técnicos*

RODRÍGUEZ SOLÍS, Horacio, Sr., Secretario de Defensa  
y Carrera Administrativa, Federación Nacional de  
Servidores Públicos y Empresas de Servicios Públicos  
(FENASEP); Miembro, CONATO.  
CANO MORENO, Norma, Sra., Secretaria General,  
Central Nacional de Trabajadores Organizados  
(CONATO).

## **Papouasie-Nouvelle-Guinée Papua New Guinea Papua Nueva Guinea**

#### *Minister attending the Conference*

BIYAMA, Roy, Mr., Minister for Labour and Industrial  
Relations.

#### *Person accompanying the Minister*

MESAK, Erick, Mr., First Secretary to the Minister.

### **Government Delegates**

TIBU, David K.G., Mr., Acting Secretary, Department of  
Labour and Industrial Relations.  
GINI, Bob, Mr., Chief Commissioner, Office of Workers'  
Compensation, Ministry for Labour and Industrial  
Relations.

#### *Advisers and substitute delegates*

SALEU, Helen, Ms., Industrial Registrar, Office of  
Industrial Registrar, Ministry for Labour and Industrial  
Relations.  
SAMUEL, Richard, Mr., Acting Director, International  
Labour Affairs Division, Department of Labour and  
Industrial Relations.

### **Employers' Delegate**

JEFFERY, John, Mr., President, Employers' Federation of  
Papua New Guinea.

### **Workers' Delegate**

MALABAG, Michael, Mr., President, Public Employees'  
Association of Papua New Guinea.

## **Paraguay**

### **Delegados gubernamentales**

ROMERO, Judith, Sra., Viceministro del Trabajo,  
Ministerio de Justicia y Trabajo.  
GAUTO, Rigoberto, Sr., Embajador, Representante  
Permanente, Misión Permanente, Ginebra.

#### *Consejeros técnicos*

LOPEZ, Veronica, Sra., Directora, Departamento de  
Normas Internacionales, Ministerio de Justicia y  
Trabajo.  
BARREIRO, Francisco, Sr., Consejero, Misión  
Permanente, Ginebra.  
LATERZA, Estefania, Sra., Misión Permanente, Ginebra.

### **Delegado de los empleadores**

CAPURRO, Martiniano, Sr., Federación para la  
Producción, la Industria y el Comercio (FEPRINCO).

### **Delegado de los trabajadores**

PARRA GAONA, Pedro, Sr., Central Nacional de  
Trabajadores.

#### *Consejero técnico*

LOPEZ FERNANDEZ, Ignacio, Sr., Central Unitaria de  
Trabajadores-Auténtica.

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

### *Minister attending the Conference*

DE GEUS, Aart Jan, Mr., Minister for Social Affairs and Employment.

### *Persons accompanying the Minister*

VAN DIJK, Jos, Ms., Information Officer, Communication Directorate, Ministry of Social Affairs and Employment.

KOCK, Franklin R., Mr., Director, Directorate for Labour, Aruba.

### **Government Delegates**

BEETS, Lauris C., Mr., Director, International Affairs, Ministry of Social Affairs and Employment.

DE JONG, Ian, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

### *Advisers and substitute delegates*

VAN LEUR, Alette, Ms., Deputy Director, Ministry of Social Affairs and Employment.

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

### *Advisers*

BEL, Wim, Mr., Advisor, Ministry of Social Affairs and Employment.

BLOM, Anita, Ms., Policy Advisor, Ministry of Social Affairs and Employment.

BRINKMAN, Onno, Mr., Policy Advisor, Ministry of Social Affairs and Employment.

KARIEMBAKS, Carla, Ms., Policy Advisor, Ministry of Social Affairs and Employment.

KOOPMAN, Alieke, Ms., Deputy Head of Section, Ministry of Social Affairs and Employment.

VAN DER LOUW, Cynthia, Ms., Policy Advisor, Ministry of Social Affairs and Employment.

VAN RENSELAAR, Jan, Mr., Policy Advisor, Ministry of Foreign Affairs.

THIJSSSEN, Carel, Mr., Policy Advisor, Ministry of Social Affairs and Employment.

TEN NAPEL, Henk, Mr., Director, Labour Directorate, Government of the Netherlands Antilles.

ELS, Virlene, Ms., Policy Advisor, Directorate of Labour, Government of the Netherlands Antilles.

LEE-RIVIEARS, Anthonie, Mr., Policy Advisor, Aruba.

WEVER, Muzaninn, Ms., Policy Advisor, Aruba.

### *Other persons attending the Conference*

DOUMA, Kris, Mr., Member of Parliament.

FERINGA, Roel, Mr., Director, Occupational Safety and Health Department, Ministry of Social Affairs and Employment.

GRILK, Marianne, Ms., Policy Advisor, Ministry of Social Affairs and Employment.

RUYS, Maarten, Mr., Secretary General, Ministry of Social Affairs and Employment.

SMILDE, Margreeth, Ms., Member of Parliament.

VEDDER-WUBBEN, Ria, Ms., Member of Parliament.

WEEKERS, Frans, Mr., Member of Parliament.

WESTERVELD, Mies, Ms., Member of Parliament.

DE WOLFF, Diana, Ms., Member of Parliament.

### **Employers' Delegate**

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

### *Advisers and substitute delegates*

RENIQUE, Chiel J.E.G., Mr., Head, Education and Training Department, VNO-NCW.

VAN DER ZWAN, Ment, Mr., Adviser, Employment and Social Affairs, Pelagic Freezer Trawler Association.

### *Advisers*

BLONK, Cor, Mr., Adviser, Labour Relations, Pelagic Freezer Trawler Association.

KONING, Bob J.H., Mr., Advisor, Health and Safety Affairs, VNO-NCW.

JACOBS, John H., Mr., Chamber of Commerce, Netherlands Antilles.

MANSUR, Serge, Mr., Aruba Trade and Industry Association (ATIA).

### *Other person attending the Conference*

VAN DEN BRAAK, Jan Willem, Mr., Director, Social Affairs, VNO-NCW.

### **Workers' Delegate**

PRUIM, Gerrit, Mr., Secretary for International Affairs, National Federation of Christian Trade Unions.

### *Advisers and substitute delegates*

VRIELING, Margreet, Ms., Policy Advisor, National Federation of Christian Trade Unions.

ETTY, Tom, Mr., Policy Advisor, International Affairs, Netherlands Trade Union Confederation (FNV).

### *Advisers*

VAN KRUIJNING, Paul F., Mr., Staff Member, Trade Union Confederation for Middle and Higher-Level Employees.

SLOOTWEG, Evert Jan, Mr., Secretary for International Affairs, National Federation of Christian Trade Unions.

IGNACIO, Roland, Mr., Secretary General, General Central of Workers Curaçao (CGTC).

GEERMAN, Rudolf, Mr., Federation of Aruban Workers (FTA), Aruba.

### *Other person attending the Conference*

OSSE, Pauline, Ms., Director, Wage Indicator Foundation.

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## Pérou Peru Perú

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### Delegados gubernamentales

SERVAT PEREIRA DE SOUSA, Roberto, Sr.,  
Viceministro de Trabajo, Ministerio de Trabajo y  
Promoción del Empleo.  
ASTETE, Elizabeth, Sra., Embajadora, Representante  
Permanente, Misión Permanente, Ginebra.

### Consejeros técnicos y delegados suplentes

SALINAS, José Luis, Sr., Ministro, Representante  
Permanente Alterno, Misión Permanente, Ginebra.  
CÁCERES PIZARRO, Silvia, Sra., Secretaria Técnica,  
Consejo Nacional del Trabajo.  
VEGAS, Juan Pablo, Sr., Consejero, Misión Permanente,  
Ginebra.  
BERAÚN, Eliana, Sra., Primera Secretaria, Misión  
Permanente, Ginebra.

### Delegado de los empleadores

ZAVALA COSTA, Jaime, Sr., Confederación Nacional de  
Instituciones Empresariales Privadas (CONFIEP).

### Consejero técnico y delegado suplente

BARRENECHEA, Julio César, Sr., CONFIEP.

### Delegado de los trabajadores

GUTIÉRREZ MADUEÑO, Joaquín, Sr., Confederación  
General de Trabajadores (CGTP).

### Consejeros técnicos y delegados suplentes

LAZO PERALTA, Alfredo, Sr., Central Autónoma de  
Trabajadores del Perú (CATP).  
REYES SOTA, Jorge, Sr., Central Unitaria de  
Trabajadores (CUT).

### Consejero técnico

GRIJALVA, Elías, Sr., Confederación de Trabajadores del  
Perú (CTP).

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## Philippines Philippines Filipinas

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### Minister attending the Conference

STO. TOMAS, Patricia A., Mrs., Secretary, Department of  
Labor and Employment.

### Government Delegates

BITONIO, Benedicto Ernesto R. Jr., Mr., Undersecretary,  
Department of Labor and Employment.  
MANALO, Enrique S., Mr., Ambassador, Permanent  
Representative, Permanent Mission, Geneva.

### Advisers

IMPERIAL, Maria Luisa Gigette S., Ms., Director, Bureau  
of Local Employment, Department of Labor and  
Employment.  
SABULAO, Rodolfo M., Mr., Regional Director, Regional  
Office VII, Department of Labor and Employment.  
EASTWOOD, Veronica A., Mrs., Labour Attaché,  
Permanent Mission, Geneva.

### Other persons attending the Conference

ESTRADA, Jinggoy E., Mr., Senator; Chairperson, Senate  
Committee on Labour, Employment and Human  
Resource Development.  
ALCOVENTAZ, Ericson A., Mr., Executive Director,  
Congressional Oversight Committee on Labour and  
Employment.  
BARINAGA, Roseller L., Mr., Congressman; Chairman,  
House Committee on Labour and Employment.  
GULLAS, Eduardo R., Mr., Congressman.  
LAGMAN, Edcel C., Mr., Congressman.  
ESPINOSA, Edgar T., Mr., Congressman.  
TALIÑO-SANTOS, Emmylou J., Ms., Congressman.  
JALOSJOS, Cesar G., Mr., Congressman.  
BELTRAN, Crispin B., Mr., Congressman.  
CASIÑO, Teodoro A., Mr., Congressman.  
MAGTUBO, Renato A., Mr., Congressman.  
GUST, Dulce Estrella, Mrs., Executive Director,  
Occupational Safety and Health Center.

### Employers' Delegate

SORIANO, Rene Y., Mr., President, Employers'  
Confederation of the Philippines.

### Advisers

VARELA, Miguel B., Mr., Chairman of the Board,  
Employers' Confederation of the Philippines.  
TAN, Ancheta K., Mr., President Emeritus, Employers'  
Confederation of the Philippines.

### Workers' Delegate

HERRERA, Ernesto F., Mr., Secretary General, Trade  
Union Congress of the Philippines.

### Adviser and substitute delegate

MENDOZA, Democrito T., Mr., Chairman, Labor  
Solidarity Movement.

### Advisers

BALAIS, Victorino F., Mr., President, Philippine  
Transport and General Workers Organization.  
MONTAÑO, Alan S., Mr., Vice-President, Federation of  
Free Workers.

### Other persons attending the Conference

MENDOZA, Marianita, Mrs., Commissioner, Social  
Security System.  
AGUILAR, Alexander Hilario, Mr., Member, Board of  
Trustee, Dome Development Mutual Fund.

CABATINGAN, Florencia S., Ms., Vice-President for Education and Information, Associated Labor Union.  
VEDRERO, Nimfa Victorina, Ms., Youth Representative, Trade Union Congress of the Philippines; Member, International Confederation of Trade Unions-Asia Pacific Regional Office (ICTU-APRO).  
MENDOZA, Raymond Democrito C., Mr., Trade Union Congress of the Philippines.  
SENO, Cecilio T., Mr., Vice-President, Trade Union Congress of the Philippines.

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## **Pologne    Poland    Polonia**

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### **Government Delegates**

RAPACKI, Zdzislaw, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
MECINA, Jacek, Mr., Undersecretary of State, Ministry of Economic Affairs and Labour.

#### *Advisers and substitute delegates*

PRZYGDZKI, Stanislaw, Mr., Ambassador, Deputy Permanent Representative, Permanent Mission, Geneva.  
WASOWSKA, Marzena, Ms., Acting Director, Department of Dialogue and Social Partnership, Ministry of Economic Affairs and Labour.  
LEMIESZEWSKA, Renata, Ms., Counsellor, Permanent Mission, Geneva.

#### *Advisers*

FLASZYNSKA, Ewa, Ms., Head of Division, Labour Market Department, Ministry of Economic Affairs and Labour.  
JANCZAK, Maciej, Mr., Third Secretary, Permanent Mission, Geneva.  
KASSANGANA, Margareta, Ms., Second Secretary, Permanent Mission, Geneva.  
KOSTULSKA, Magdalena, Ms., Expert, Department of Dialogue and Social Partnership, Ministry of Economic Affairs and Labour.  
SUDOL-SZOPINSKA, Iwona, Ms., Director's Representative for International Programmes, Central Institute for Labour Protection.  
SWIATKOWSKI, Andrzej, Mr., Professor, Jagiellonian University.  
WYSOCKA, Magdalena, Ms., Expert, Department of Dialogue and Social Partnership, Ministry of Economic Affairs and Labour.

#### *Other person attending the Conference*

CHLON-DOMINCZAK, Agnieszka, Ms., Undersecretary of State, Ministry of Social Policy.

### **Employers' Delegate**

BONI, Michal, Mr., Advisor to the Executive Board, Polish Confederation of Private Employers LEWIATAN.

#### *Adviser and substitute delegate*

ZDRODOWSKA, Katarzyna, Ms., Expert, Polish Craft Association.

#### *Advisers*

BRZEZINSKA, Malgorzata, Ms., Expert, Polish Confederation of Private Employers LEWIATAN.  
PERNAL, Hanna, Ms., Expert, Confederation of Polish Employers.

### **Workers' Delegate**

LEPIK, Ryszard, Mr., Deputy President, All-Poland Alliance of Trade Unions.

#### *Adviser and substitute delegate*

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

#### *Advisers*

DUBINSKI, Jacek, Mr., President, Seamen's and Fishermen's Trade Union Federation, All-Poland Alliance of Trade Unions.  
MUSKAT-GORSKA, Zuzanna, Ms., Expert, Independent and Self-Governing Trade Union "Solidarnosc".  
MIERZEJEWSKI, Zygmunt, Mr., Deputy President, Trade Unions' Forum.  
WOJTASIK, Tadeusz, Mr., Member, Executive Board, Trade Unions' Forum.

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## **Portugal**

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#### *Ministres assistant à la Conférence*

FONSECA VIEIRA DA SILVA, José António, M., Ministre du Travail et de la Solidarité sociale.  
BRAZAO DE CASTRO, Eduardo António, M., Secrétaire régional des Ressources humaines de la Région autonome de Madère.

#### *Personnes accompagnant le Ministre*

DA COSTA PEREIRA, José Caetano, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.  
PEREIRA MARQUES, Carlos, M., Représentant permanent adjoint, Mission permanente, Genève.  
RODRIGUES BASTOS, Gabriel, M., Chef de Cabinet du Ministre du Travail et de la Solidarité sociale.  
PINTO, José Pedro, M., Assesseur de Presse du Ministre du Travail et de la Solidarité sociale.

### **Délégés gouvernementaux**

RIBEIRO LOPES, Fernando, M., Directeur général de l'Emploi et des Relations du Travail, Ministère du Travail et de la Solidarité sociale.

SOUSA FIALHO, José António, M., Conseiller pour les Affaires du Travail et de l'Emploi, Mission permanente, Genève.

### *Conseillers techniques*

MAIA MACHADO, Carlos, M., Secrétaire général, Conseil régional de Concertation stratégique, Région autonome des Açores.  
LEITAO CORREIA, Carlota, Mme, Coordinateur, Département du Personnel de la Mer, Institut portuaire et des Transports maritimes.  
DE MELO MEDEIROS, João, M., Directeur, Services du Travail, Région autonome des Açores.  
PROENÇA AFONSO, Maria da Conceição, Mme, Sous-directeur général de l'Emploi et de la Formation professionnelle.  
ROBERT LOPES, Maria Helena, Mme, Chef, Division du Cabinet pour les Affaires de l'Organisation internationale du Travail, Ministère du Travail et de la Solidarité sociale.  
FERREIRA COELHO SERRA, Maria Manuela, Mme, Chef, Division de la Sécurité, Hygiène et Santé du travail.  
PACETTI LOBO CORREIA, Maria Teresa, Mme, Assesseur principal, Direction générale de l'Emploi et des Relations de Travail.  
GONÇALVES DA SILVA, Rui, M., Directeur régional du Travail, Région autonome de Madère.

### *Autres personnes assistant à la Conférence*

LEITE BETTENCOURT, Rui, M., Directeur régional de la Jeunesse, de l'Emploi et de la Formation professionnelle, Région autonome des Açores.  
FIGUEIRA, Lucília, Mme, Directeur général, Département de Coopération, Ministère du Travail et de la Solidarité sociale.  
GAMBOA, Maria José, Mme, Député.  
SANTOS, Odete, Mme, Député.  
ANTÃO, Nuno, M., Député.  
SANTOS, Arménio, M., Député.  
MARTINS, Ricardo, M., Député.

### **Délégué des employeurs**

ABRANTES, António, M., Secrétaire général, Confédération du Tourisme portugais.

### *Conseillers techniques*

FREIRE, Alexandra, Mme, Juriste, Confédération des Agriculteurs du Portugal.  
NAGY MORAIS, Cristina, Mme, Chef du Cabinet de la Direction, Confédération des Agriculteurs du Portugal.  
FERNANDES SALGUEIRO, Heitor F., M., Directeur général adjoint, Confédération de l'Industrie portugaise.  
LEAL, Helena, Mme, Expert, Cabinet des Affaires internationales, Confédération du Commerce et Services du Portugal.  
DE CARVALHO, Luzia, Mme, Expert, Confédération du Commerce et Services du Portugal.  
CORREIA CUSTÓDIO, Mário Jorge, M., Secrétaire général, Chambre du Commerce et de l'Industrie des Açores.

BISCAYA, Nuno, M., Juriste, Confédération de l'Industrie portugaise.

BERNARDO, Nuno, M., Juriste, Confédération du Tourisme portugais.

### *Autre personne assistant à la Conférence*

DOS SANTOS CRUZ, Sandra Isabel, Mme, Consultant juridique, Association commerciale et industrielle du Funchal.

### **Délégué des travailleurs**

ROSA LANÇA, Florival, M., Membre, Commission exécutive nationale, Confédération générale des Travailleurs portugais (CGTP-IN).

### *Conseiller technique et délégué suppléant*

DE CARVALHO, Carlos António, M., Membre, Conseil national, CGTP-IN.

### *Conseillers techniques*

CUNHA DIAS, Alexandre Augusto, M., Secrétaire national, Union générale des Travailleurs (UGT).  
DOS SANTOS CARDOSO MACEDO, António José, M., Membre, Conseil national, CGTP-IN.  
ALVES TRINDADE, Carlos Manuel, M., Membre, Commission exécutive, CGTP-IN.  
GOMES PROENÇA, Joao António, M., Secrétaire général, UGT.  
MEIRINHO DE JESUS, José Manuel C., M., Secrétaire national permanent, UGT.

## **Qatar**

### *Minister attending the Conference*

AL-THANI, Falah Bin Jassim Bin Jabr, Mr., Minister of Civil Service Affairs and Housing.

### *Persons accompanying the Minister*

AL NUAIMI, Nasser Bin Rashid, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
AL-DEHAIMI, Mohamed Abdulla, Mr., First Secretary, Permanent Mission, Geneva.

### **Government Delegates**

AL SULAITI, Khalid Salman, Mr., Director, Labour Department.  
AL-KHULAIFI, Ali Ahmad, Mr., Head, International Relations Section, Labour Department.

### *Advisers*

AL KHAYAREEN, Zayeed Saeed, Mr., Director, Department of Public Relations and Information.  
AL ATTIYA, Meshaal Ali, Mr., Third Secretary, Permanent Mission, Geneva.



AL MOHANNADI, Abdulla Ahmed, Mr., Head, Labour Inspection Section, Labour Department.  
HAIDAR, Khalid Ahmad, Mr., Head, Employment Section, Labour Department.  
AL OBAIDL, Mohammed Hassan, Mr., Assistant Director, Legal Affairs Department.  
AL MAL, Noor Abdulla, Ms., Researcher, Secretariat and Follow-up Section, Minister's Office.  
AL KUBAISI, Yasmin Mohammad, Ms., Researcher, International Relations Section, Labour Department.

### **Employers' Delegate**

AL MANAA, Mohammad Khalid, Mr., Chairman, Qatar Chamber of Commerce and Industry.

#### *Adviser*

AL-HAIDAR, Soleiman Haidar Soleiman, Mr., Adviser, Qatar Chamber of Commerce and Industry.

### **Workers' Delegate**

AL NAAMA, Nasser Abdulla, Mr., Employee Relations Supervisor, Qatar Workers' General Committee.

## **République dém. du Congo Democratic Republic of the Congo República Democrática del Congo**

#### *Ministre assistant à la Conférence*

N'KOLO BALAMAGE, M., Ministre du Travail et de la Prévoyance sociale.

#### *Personne accompagnant le Ministre*

MINDUA KESIA-MBE, Antoine, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.

### **Délégués gouvernementaux**

OYAM EBENDOM, Maurice, M., Directeur de Cabinet.  
BOLA BOLAILOKO, Boniface, M., Secrétaire général au Travail.

#### *Conseillers techniques*

ELEMBO YANGOTIKALA, Jean Christophe, M., Conseiller chargé du Travail et de la Prévoyance sociale; Vice-présidence en charge de la Commission gouvernementale Sociale et Culturelle.  
MUSOLE KUNANTU, Etienne, M., Administrateur délégué général adjoint, Institut national de Sécurité sociale.  
TSHIKUYA KAYEMBE, Maurice, M., Administrateur délégué général, Institut national de Préparation professionnelle (INPP).  
MOKOTSHI MUKWAMA, François, M., Directeur Conseiller technique, Institut national de la Préparation professionnelle.  
BAKARI KABWE, Léopold, M., Directeur du Travail, Ministère du Travail et de la Prévoyance sociale.

MULUMBA KIFOTO, M., Directeur de la Sécurité sociale, Ministère du Travail et de la Prévoyance sociale.

ADJEBO, Anthony, Mme, Directeur de la Santé au Travail, Ministère du Travail et de la Prévoyance sociale.

BAZOLA, Martine, Mme, Conseiller chargé de la Prévoyance sociale, Ministère du Travail et de la Prévoyance sociale.

MUDINGAYI TSHIBANDA, M., Conseiller chargé des Relations internationales, Ministère du Travail et de la Prévoyance sociale.

DJUMBA MOSEKA, Marie-Rose, Mme, Directeur de l'Emploi, Ministère du Travail et de la Prévoyance sociale.

NDONGOSI, François, M., Sous-directeur à la Direction des Prestations sociales, Institut national de Sécurité sociale.

KALULU NAMANGO, Remy, M., Chargé des Missions du Ministre, Ministère du Travail et de la Prévoyance sociale.

MUTOMB MUJING, Sébastien, M., Deuxième Conseiller, Mission permanente, Genève.

EZOBA MATA KEYA, Pierre, M., Conseiller chargé des Relations avec les partenaires sociaux, Cabinet du Ministre de la Fonction publique.

ZUY MUNGONGU, M., Directeur, Ministère de la Fonction publique.

NKOKO MAYUNGA, M., Médecin du Travail, Direction Médicale, ONATRA.

#### *Personnes désignées en conformité avec l'article 2, alinéa 3 i)*

WENGA KABUNGULU, M., Médecin Conseiller, Cabinet Ministériel des Transports et Communications.  
KAWAYA SEFU, M., Coordonnateur, MIDA.  
WETSHISAMBI, Okomba, M., Coordonnateur, Programme cadre de Création d'Emplois et de Revenus (PROCER).

### **Délégué des employeurs**

NTAMBWE KITENGE, Maurice, M., Secrétaire général, Fédération des Entreprises du Congo.

#### *Conseillers techniques*

NGUB'USIM MPEY-NKA, Richard, M., Administrateur Secrétaire exécutif, Association nationale des Entreprises du Portefeuille (ANEP).  
MBUKU MBUMBA, Jean-Pierre, M., Président, Fédération nationale des Artisans, petites et moyennes entreprises congolaises (FENAPEC).  
BUKASA TSHIENDA, Georges, M., Président, Conseil d'Administration, Confédération des petites et moyennes entreprises congolaises (COPEMECO).  
ATIBU SALEH MWEKEE, Marc, M., Directeur, Département social, Fédération des entreprises du Congo (FEC).  
NTUMBA KABESSA, Jean-Pierre, M., Conseiller juridique, Minoterie de Matadi (MIDEMA/FEC).  
LUWENYEMA LULE, M., Propriétaire, Editions LULE/FEC.

KUBIHA MUSHIZI, Christophe, M., Directeur technique, ANEP.

MUTABUNGA, Placide, M., Directeur administratif, Régie des voies aériennes (RVA/ANEP).

*Personnes désignées en conformité avec l'article 2, alinéa 3 i)*

HEMEDI, Christian, M., Directeur administratif, Société nationale d'électricité (SNEL/ANEP).

DEMBO KATOHUKE, Pauline, Mme, Directrice, Ressources humaines, Régie des eaux (REGIDESO/ANEP).

**Délégué des travailleurs**

KABULO MBODYAWASHA, M., Président, Union nationale des travailleurs du Congo (UNTC).

*Conseillers techniques*

DUNIA MUTIMANWA LUBULA, Symphorien, M., Président, Confédération syndicale du Congo.

MULAMBA MBUMBA, Justin, M., Président, Confédération démocratique du Travail (CDT).

MBIKAYI, Steve, M., Président, Solidarité.

BWENSA, Dia Malosa, M., Président, Organisation des travailleurs unis du Congo (OTUC).

LUIZI BALLU, M., Président, Syndicat des Travailleurs libres (STL).

MUKALAY HANGA, Jean Marie, M., Président, Conscience des Travailleurs et Paysans du Congo (CTP).

NYANGWILE TSHIAMALA, M., Président, Fédération générale des Travailleurs du Congo (FGTK).

RASHIDI AKIDA, Oscar, M., Secrétaire général, Force syndicale des Mines et de l'Energie (FOSYMIN).

*Personnes désignées en conformité avec l'article 2, alinéa 3 i)*

EMBUSA ENDOLE YA LELE, Ghislain, M., Président, Confédération des Syndicats des Enseignants libres, (COSEL).

LUYEYE NGONGITE, M., Président, Intersyndicale des Services publics de l'Etat national (ISPEN).

MAYALA WU MWESI MWANZA, Célestin, M., Président, Intersyndicale de l'Administration publique (IAP).

MUKENGE MBUYI, Norbert, M., Président, Regroupement des Syndicats libéraux de l'Administration publique (RSLAP).

*Autres personnes assistant à la Conférence*

MOTYNGEA-BOTHOLA, Jean Pascal, M., Président, Union nationale des Travailleurs et Travailleuses du Transport, Mines et Energie, Alimentation et Agriculture (UTEA).

KADIMA NZAMBUKA, M., Président, FGTK.

MUNTUMOY TAMUNDEL, Romain, M., Président, Intersyndicale des Services publics de l'Etat (ISPE).

MWADI KASONGO, Léonie, Mme, Secrétaire générale, Front syndical.

NSALA BELOKO, Emmanuel, M., Président, Conseil des Syndicats des Services publics (COSSEP).

TSHIPAMBA MUTUNGILAY, Emery, M., Président, Union des Syndicats du Secteur public (USSP).

LINZA LUKEKE, Philippe, M., Union nationale des Travailleurs du Congo.

KASHOBA KAZADI, Prosper, M., Secrétaire national, Syndicat des Travailleurs et des Paysans du Congo (CTP).

**Roumanie Romania Rumania**

*Ministre assistant à la Conférence*

BARBU, Gheorghe, M., Ministre du Travail, de la Solidarité sociale et de la Famille.

*Personnes accompagnant le Ministre*

BINDEA, Valer, M., Secrétaire d'Etat, Département des Affaires européennes et Relations externes, Ministère du Travail, de la Solidarité sociale et de la Famille.

DANILA, Catalin Ionel, M., Secrétaire d'Etat, Département du Dialogue social et des Relations avec le Parlement, Ministère du Travail, de la Solidarité sociale et de la Famille.

COSTEA, Doru, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.

**Délégués gouvernementaux**

STOINEA, Adriana Karla, Mlle, Inspecteur, Direction des Relations externes et Organisations internationales, Ministère du Travail, de la Solidarité sociale et de la Famille.

CONSTANTINESCU, Gabriela, Mme, Premier Secrétaire, Mission Permanente, Genève.

*Conseillers techniques et délégués suppléants*

DUMITREAN, Silvia, Mlle, Inspecteur, Direction des Politiques d'Emploi, Ministère du Travail, de la Solidarité sociale et de la Famille.

COJOCARU, Livia, Mme, Chef, Service de la Sécurité et de la Santé du travail, Ministère du Travail, de la Solidarité sociale et de la Famille.

BRATU, Nicolae, M., Inspecteur général d'Etat adjoint, Inspection du Travail.

RADU, Gabriela, Mme, Directrice, Direction de Contrôle des Rapports de Travail, Inspection du Travail.

ZAMFIRACHE, Emilia, Mme, Chef, Service d'Implementation de la législation, Direction de Programmes, Relations internationales, Implementation de la Législation et Communication, Inspection du Travail.

NEMES, Bogdan, M., Conseiller du Ministre du Travail, de la Solidarité sociale et de la Famille.

**Délégué des employeurs**

NICOLESCU, Ovidiu, M., Vice-président, CNIPMMR.

*Conseillers techniques et délégués suppléants*

COSTACHE, Florian, M., Président, PNR.

MIHALACHE, Dragos, M., Premier Vice-président, UGIR.  
MANOLE, Irina, Mme, Vice-président, UGIR 1903.  
SIMON, Ilie, M., Vice-président, PR.  
KOVACS, Lorant, M., Vice-président, PR.  
PARVAN, Nicolae Cristian, M., Directeur général exécutif, CNPR.  
CEACALOPOL, Gabriel, M., Membre, Comité directeur, CONPR.  
CATARGIU, Irimia, M., Chef, Département social, ARACO.

#### *Autres personnes assistant à la Conférence*

BOGHIU, Silviu Lucian, M., Président, ACPR.  
PATRICIU, Dan Costache, M., Président, CNPR.  
MANOLIU, Mihai, M., Secrétaire général, ACPR.

#### **Délégué des travailleurs**

CORNEA, Aurel, M., Vice-président, CSDR.

#### *Conseillers techniques et délégués suppléants*

JURCA, Ovidiu, M., Vice-président, BNS.  
POPESCU, Ovidiu, M., Vice-président, Cartel ALFA.  
RUSU, Sabin, M., Secrétaire général, CSDR.  
MUNTEANU, Virgil, M., Secrétaire confédératif, BNS.  
COJOCARU, Adrian, M., Vice-président, Cartel ALFA.  
POPA, Ionut, M., Vice-président, C.S.N. Meridian.  
STAN, Sorin Cristian, M., Secrétaire général, CNSLR-FRATÍA.  
PETCU, Claudia, Mme, Président, Comité des Jeunes, CNSLR-FRATÍA.

#### *Personne désignée en conformité avec l'article 2, alinéa 3 i)*

VALCICA, Carla, Mme, Adjoint, Comité des Jeunes, CNSLR-FRATÍA.

#### *Autres personnes assistant à la Conférence*

HOSSU, Bogdan, M., Président, Cartel ALFA.  
ALBU, Ion, M., Secrétaire général, Meridian.  
IONESCU, Carmen, M., Conseiller du Président, CSDR.  
HUTULEAC, Viorel, M., Vice-Président, Meridian.  
OANCEA, Dorel, M., Vice-Président, CSDR.

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

#### *Minister attending the Conference*

PLASKITT, James, Mr., Parliamentary Undersecretary, Department for Work and Pensions.

#### *Person accompanying the Minister*

RAITT, Christopher, Mr., Private Secretary.

## **Government Delegates**

RICHARDS, Stephen, Mr., Head, ILO and UN Team, Department for Work and Pensions, Department for Education and Skills.  
NELLTHORP, Helen, Ms., First Secretary, Permanent Mission, Geneva.

#### *Advisers and substitute delegates*

THORNE, Nick, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
BRATTAN, Sara, Ms., Senior Policy Adviser, Department for Work and Pensions, Department for Education and Skills.

#### *Advisers*

TUCKER, Clive, Mr., Director, Joint International Unit, Department for Work and Pensions, Department for Education and Skills.  
NIVEN, Marie, Ms., Head, International Relations Division, Department for Work and Pensions, Department for Education and Skills.  
JOHNSON, Anne, Ms., Policy Adviser, Department for Work and Pensions, Department for Education and Skills.  
GUTHRIE, Anna, Ms., Policy Adviser, Department for Work and Pensions, Department for Education and Skills.  
SUETT, John, Mr., Policy Adviser, Department for Work and Pensions, Department for Education and Skills.  
MURPHY, Nick, Mr., Assistant Economist, Department for Work and Pensions.  
MARTYN, Mary, Ms., Head, Seafarer Health and Safety Branch, Maritime and Coastguard Agency.  
DOWNIE, John, Mr., Deputy-Head, EU and International Relations Branch, International Liaison Branch, Maritime and Coastguard Agency.  
WILLIAMS, Richard, Mr., Fishing Vessel Safety Branch, Maritime and Coastguard Agency.  
DARVILL, Malcolm, Mr., Deputy-Head, EU and International Relations Branch, International Liaison Branch, Health and Safety Executive.  
DUNNERY, Michael, Mr., Manager, Institutional Relationships, Department for International Development.  
BLOWER, Dean, Mr., Assistant Economist, Department for Work and Pensions.

#### *Other persons attending the Conference*

TARIF, Pam, Ms., Second Secretary, Permanent Mission, Geneva.  
THOMAS, Hilary, Ms., Attaché, Permanent Mission, Geneva.  
PENNEY, Stefan, Mr., Policy Adviser, Department for Work and Pensions, Department for Education and Skills.  
ROWLAND, Chris, Mr., Policy Adviser, Department for Work and Pensions, Department for Education and Skills.  
DEWITT, Dan, Mr., Policy Adviser, Department for Work and Pensions, Department for Education and Skills.

TAYLOR, Lynn, Ms., Employment Rights, Department for Employment and Learning, Northern Ireland.  
 HORTON, Randolph, Mr., Minister of Labour, Home Affairs and Public Safety, Bermuda.  
 HORTON, Robert K., Mr., Permanent Secretary, Ministry of Labour, Bermuda.  
 SCOTT, Milton L., Mr., Director of Labour and Training, Ministry of Labour, Bermuda.  
 HALL, Jeffrey, Mr., Minister of Immigration, Labour and Housing, Turks and Caicos Islands.  
 SWANN, Willette, Mr., Labour Commissioner, Turks and Caicos Islands.  
 FORBES, Art, Mr., Head, Labour Tribunal, Turks and Caicos Islands.  
 STRANG, Sue, Ms., Equality Adviser, Department of Trade and Industry, Isle of Man.  
 ESTERSON, Ann, Ms., Employment and Social Security Department, Jersey.

### Employers' Delegate

LAMBERT, Mel, Mr., Confederation of British Industry (CBI).

#### *Adviser and substitute delegate*

WARMAN, Bruce, Mr., Deputy, CBI.

#### *Advisers*

ASHERSON, Janet, Ms., Head, Health and Safety, Human Resources Directorate, CBI.  
 PIGGOTT, Allan, Mr., Safety and Training Officer, National Federation of Fishermen's Organisations.  
 SYDER, Chris, Mr., Associate, Clark's Solicitors.  
 WISEMAN, Natalie, Ms., Secretary, UK Chamber of Shipping.

#### *Other persons attending the Conference*

THOMPSON, Anthony, Mr., Head, Employee Resourcing, Human Resources Directorate, CBI.  
 CARBERRY, Neil, Mr., Senior Policy Adviser, CBI.  
 VAN DER LINDEN, Mariska, Ms., Senior Policy Adviser, CBI.  
 DESILVA, William, Mr., President, Bermuda Employers' Council.  
 SAINTS, Edward, Mr., Immediate Past President, Bermuda Employers' Council.

### Workers' Delegate

STEYNE, Simon, Mr., International Officer, Trades Union Congress (TUC).

#### *Adviser and substitute delegate*

TAYLOR, Sofi, Ms., General Council, TUC .

#### *Advisers*

BRYSON, Nigel, Mr., Former Head of Occupational Safety and Health, GMB.  
 GRAVESON, Allan, Mr., Senior National Secretary, National Union of Marine, Aviation and Shipping Transport Officers.

STEPHENS, Justine, Ms., Head of Campaigns, Association of University Teachers.

#### *Other persons attending the Conference*

FURBERT, Chris, Mr., First Vice President, Organiser, Bermuda Industrial Union.  
 WOLFFE, Anthony, Mr., President, Bermuda Trade Union Congress.

## Fédération de Russie Russian Federation Federación de Rusia

### Government Delegates

LEVITSKAYA, Alexandra, Ms., Deputy Minister of Health and Social Development; Representative to the Governing Body of the ILO.  
 BAVYKIN, Alexander, Mr., Deputy Permanent Representative, Permanent Mission, Geneva.

#### *Advisers and substitute delegates*

SAFONOV, Alexander, Mr., Director, Department of Labour Relations, Ministry of Health and Social Development.  
 LUKYANENKO, Svyatoslav, Mr., Deputy Director, Department of Legal and International Activities, Ministry of Labour and Social Development.

#### *Advisers*

TSIGANKOVA, Tatiana, Ms., Head of Section, Department of Employment, Federal Labour and Employment Service.  
 KUZNETSOVA, Olga, Ms., Deputy Head of Section, Legal Department, Federal Labour and Employment Service.  
 KORZH, Valeriy, Mr., Deputy Head of Section, Department of Monitoring of the Labour Legislation Implementation, Federal Labour and Employment Service.  
 KATS, Evgeny, Mr., Deputy Head, Department of Economic Development, Property and Legal Issues, Federal Fisheries Agency.  
 GRUSHENKO, Victoria, Ms., Chief Expert, Department of Economic Development, Property and Legal Issues, Federal Fisheries Agency.  
 STEPANOV, Viktor, Mr., Counsellor, Department of Legal and International Activities, Ministry of Labour and Social Development.  
 LEGUSHA, Sergey, Mr., Principal Surveyor, International Department, Russian Maritime Registrar of Shipping.  
 GREKU, Olga, Ms., Senior Economist, Federal Fisheries Research Institute (VNIERH).  
 BEKYASHEV, Kamil, Mr., Counsellor to the Minister of Agriculture.  
 TODRADZE, Konstantin, Mr., Counsellor, International Association of Industrialists and Entrepreneurs.

BOGATYRENKO, Zaharii, Mr., Chief Editor, Magazine "Bulletin of the Labour and Social Legislation of the Russian Federation".  
STUKALO, Alexei, Mr., Deputy Director, Department of Economic Cooperation, Ministry of Foreign Affairs.  
OKNYANSKIY, Valeriy, Mr., Senior Counsellor, Department of Economic Cooperation, Ministry of Foreign Affairs.  
STROYEV, Efim, Mr., Third Secretary, Department of Economic Cooperation, Ministry of Foreign Affairs.

*Persons appointed in accordance with Article 2, paragraph 3(i)*

SHERBAK, Igor, Mr., Deputy Director, Department of International Organizations, Ministry of Foreign Affairs.  
LOZINSKIY, Nikolay, Mr., Senior Counsellor, Permanent Mission, Geneva.  
ZAGAYNOV, Evgeny, Mr., Counsellor, Permanent Mission, Geneva.  
GRIBKOV, Ilya, Mr., Third Secretary, Permanent Mission, Geneva.  
BOTASHEV, Aslan, Mr., Second Secretary, Department of Economic Cooperation, Ministry of Foreign Affairs.

*Other person attending the Conference*

KOCHETKOV, Maxim, Mr., Attaché, Permanent Mission, Geneva.

**Employers' Delegate**

EREMEEV, Oleg, Mr., Chairman, Coordinating Council of Employers Union of Russia (KSORR).

*Adviser and substitute delegate*

POLUEKTOV, Alexander, Mr., Director for International Cooperation, KSORR.

*Advisers*

GOLODETS, Olga, Ms., Deputy Director-General, Mining and Metallurgical Company Norilsk Nickel.  
ELTSOVA, Lyubov, Ms., Head, Labour Relations and Social Partnership Division, Mining and Metallurgical Company Norilsk Nickel.

**Workers' Delegate**

SHMAKOV, Mikhail, Mr., Chairman, Federation of Independent Trade Unions of Russia (FNPR).

*Advisers and substitute delegates*

SIDOROV, Evgeny, Mr., Secretary, FNPR; Member, Governing Body of the ILO.  
KRAVCHENKO, Boris, Mr., Chairman, Council of the All-Russia Confederation of Labour (VKT).

*Advisers*

SHEPEL, Alexander, Mr., President, Confederation of Labour of Russia (KTR).  
STRELA, Galina, Ms., Secretary, FNPR.  
TRUMEL, Vitaliy, Mr., Secretary, FNPR.

SURIN, Anatoly, Mr., Head, Section for International Cooperation, FNPR.  
KRUGLOV, Vladimir, Mr., Acting Chairman, Russian Trade Union of Fishery Workers.  
NAGAYTSEV, Mikhail, Mr., Chairman, Moscow Trade Union Federation.

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## Rwanda

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**Délégués gouvernementaux**

MUGANZA, Angelina, Mme, Secrétaire d'Etat chargé du Développement des Compétences et du Travail.  
MUKARUBIBI, Fatina, Mme, Directrice du Travail et de l'Emploi, Ministère de la Fonction publique, du Développement des Compétence et du Travail.

*Conseillers techniques*

RUGWABIZA, Valentine, Mme, Ambassadeur du Rwanda en Suisse, Représentante permanente, Mission permanente, Genève.  
KAVARUGANDA, Guillaume, M., Conseiller, Mission permanente, Genève.

**Délégué des employeurs**

BITWAYIKI, Eugène, M., Chargé des Programmes, Fédération Rwandaise du Secteur privé (FRSP).

**Délégué des travailleurs**

MANZI, Eric, M., Secrétaire général, Centrale des Syndicats des Travailleurs du Rwanda (CESTRAR).

*Conseillers techniques*

BICAMUMPAKA, Dominique, M., Coordinateur permanent, Congrès du Travail et de la Fraternité (COTRAF).  
KANYANGE, Anne-Marie, Mme, Première Conseillère, Conseil national des Organisations syndicales libres au Rwanda (COSYLI).  
MUKARUZIMA, Dativa, Mme, Chargée du genre, CESTRAR.

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## Saint-Marin San Marino San Marino

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*Ministre assistant à la Conférence*

ANDREOLI, Paride, M., Ministre du Travail et de la Coopération, du Tourisme, du Sport et de la Poste.

*Personne accompagnant le Ministre*

BRONZETTI, Denise, Mme, Ministère du Travail et de la Coopération.

### Délégués gouvernementaux

BIGI, Federica, Mme, Ambassadeur, Représentante permanente, Mission permanente, Genève.  
GASPERONI, Eros, M., Secrétaire d'Ambassade, Ministère des Affaires étrangères et politiques.

#### *Conseiller technique*

MUCCIOLI, Claudio, M., Responsable du Service Spécialisé de la Médecine du Travail.

### Délégué des employeurs

MENICUCCI, Romina, Mme, Fonctionnaire, Association nationale de l'Industrie (ANIS).

#### *Conseiller technique et délégué suppléant*

UGOLINI, Pio, M., Secrétaire général, Union nationale des Artisans (UNAS).

#### *Conseillers techniques*

DELLA BALDA, Silvia, Mme, Union saint-marinaise des Commerçants (USC).  
BOFFA, Carlo, M., Conseiller, Organisation des Entrepreneurs de Saint-Marin (OSLA).

### Délégué des travailleurs

BECCARI, Marco, M., Secrétaire général, Confédération démocratique des Travailleurs (CDSL).

#### *Conseiller technique et délégué suppléant*

MONTANARI, Gian Luca, M., Secrétaire général adjoint, CDSL.

#### *Conseiller technique*

PIERMATTEI, Gilberto, M., Secrétaire confédéral, Confédération du Travail (CSDL).

## Saint-Vincent et-les Grenadines Saint Vincent and the Grenadines San Vicente y las Granadinas

### Government Delegates

FRANCIS, Shirla, Mrs., Permanent Secretary, Office of the Prime Minister.  
WEEKES, Lanceford, Mr., Acting Commissioner of Labour.

### Employers' Delegate

PROVIDENCE, Don, Mr., President, St. Vincent Employers' Federation.

### Workers' Delegate

MANDEVILLE, Alice, Ms., General Secretary, National Labour Congress.

## Sao Tomé-et-Principe Sao Tome and Principe Santo Tomé y Príncipe

### Délégués gouvernementaux

MAQUENGO DE FREITAS, Fernando de Silva, M., Ministre du Travail, de l'Emploi et de la Solidarité.  
D'ASSUNÇÃO DOS RAMOS, M., Directeur, Cabinet d'Etudes, Coopération et Solidarité.

### Délégué des employeurs

AFONSO RITA, Cosme Bonfim, M., Secrétaire général, Chambre de Commerce, d'Industrie, Agriculture et Services (CCIAS).

### Délégué des travailleurs

DIAS PEREIRA, Idalécio, M., Conseiller du Secrétaire général, Organisation nationale des Travailleurs (ONTSP-CS).

## Senegal

#### *Ministre assistant à la Conférence*

NDIAYE, Souleymane Ndéné, M., Ministre de la Fonction publique, du Travail, de l'Emploi et des Organisations professionnelles.

### Délégués gouvernementaux

CAMARA, Ousmane, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.  
DIALLO BÂ, Ndèye, Mme, Directeur du Travail et de la Sécurité sociale par intérim.

#### *Conseillers techniques*

WADE, Aboubacar, M., Premier Conseiller technique, MFPTEOP.  
BASSE, André, M., Premier secrétaire, Mission permanente, Genève.  
BOYE, El Hadji Ibou, M., Deuxième Conseiller, Mission permanente, Genève.  
KANE BA, Abdatou, Mme, Chef du Bureau de la Médecine, de l'Hygiène et de la Sécurité, MFPTEOP.  
SENE, Douda Maliguèye, M., Ministre Conseiller, Mission permanente, Genève.

### Délégué des employeurs

DIOP, Hamidou, M., Secrétaire général, Conseil national du Patronat (CNP).

#### *Conseiller technique et délégué suppléant*

WADE, Youssoufa, M., Président d'honneur, CNP; Président, Comité national du Dialogue social.

### *Conseillers techniques*

THIAO, Gora, M., Conseiller aux Affaires sociales, Confédération nationale des Employeurs du Sénégal (CNES).  
AGNE, Baïdy, M., Président, CNP.

### **Délégué des travailleurs**

GUIRO, Mody, M., Secrétaire général, Confédération nationale des Travailleurs du Sénégal (CNTS).

### *Conseillers techniques*

SOCK, Mademba, M., Secrétaire général, Union nationale des Syndicats autonomes du Sénégal (UNSAS).  
SOW, Alioune, M., Secrétaire général, Union démocratique des Travailleurs du Sénégal (UTDS).  
DIOUF, Mamadou, M., Secrétaire général, Confédération des Syndicats autonomes (CSA).  
DIOUF NIOKHOBAYE, Ibra, M., Secrétaire général, Confédération démocratique des Travailleurs du Sénégal (CDTS).  
FALL, Moussa, M., Secrétaire général adjoint chargé des relations internationales, FGTS.  
KOTE, Idrissa, M., Secrétaire général, Union des Travailleurs libres du Sénégal (UTLS).  
SYLLA, Ibrahima, M., Secrétaire général, Union des Travailleurs du Sénégal (UTS).  
DIOP, Cheikh, M., Secrétaire général, Confédération nationale des Travailleurs du Sénégal/Forces du Changement (CNTS/FC).

### *Personnes désignées en conformité avec l'article 2, alinéa 3 i)*

FALL, Mouhamadou Lamine, M., Secrétaire général adjoint. CNTS.  
NDIAYE, Malamine, M., Secrétaire général adjoint, UDTS.  
GNING, Djibril, M., Secrétaire général national adjoint chargé des Relations extérieures, CDTS.  
DIOP, Malick, M., Chargé des relations internationales, UNSAS.

### *Autres personnes assistant à la Conférence*

NDIAYE, Sidya, M., Secrétaire général, FGTS.  
DIAKHATE, Cheikh Tidiane, M., Secrétaire général, Confédération générale des Travailleurs démocratiques du Sénégal (CGTDS).  
WAGUE, Abdoulaye, M., Secrétaire général, UTLS.  
GUEYE, Mbaye, M., Secrétaire général de la Coordination démocratique des Syndicats autonomes (CDSA).  
YAFA, Fatou Bintou, Mme, Présidente, Comité des Femmes, CNTS.  
SAMBA, Mame Coumba, Mme, Secrétaire confédérale chargée de l'Alphabétisation, CNTS.  
SAMB, Makhary, M., Secrétaire général adjoint, CNTS.  
DIAGNE, Adama Aïta, Mme, Présidente du Mouvement des femmes, UDTS.  
DIOUF, Abdoulaye, M., Secrétaire général adjoint, CDTS.  
SARR, Ibrahima, M., Premier Secrétaire général adjoint, CNTS/FC.  
DIOUF, Bakhao Diongue, Mme, Deuxième Secrétaire générale adjoint, CNTS/FC.

SOW, Baïla, M., Secrétaire confédéral chargé des Relations extérieures, CNTS/FC.  
TOURE, Youssou, M., Trésorier, FGTS.  
FALL, Mamadou, M., Trésorier général, CSA.  
MANE, Joseph, M., Chargé des Relations internationales, CSA.  
SOW, Oumar, M., Secrétaire général, UNSAS.

## **Serbie et Monténégro Serbia and Montenegro Serbia y Montenegro**

### *Minister attending the Conference*

LALOVIC, Slobodan, Mr., Minister of Labour, Employment and Social Affairs, Republic of Serbia.

### *Person accompanying the Minister*

ROSIC, Marija, Mrs., Interpreter.

### **Government Delegates**

SAHOVIC, Dejan, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
BUKUMIRIC KATIC, Radmila, Mrs., Assistant Minister of Labour, Republic of Serbia.

### *Advisers and substitute delegates*

DJURIC, Zivka, Ms., Assistant Minister of Labour, Serbia.  
BEGOVIC, Milan, Mr., Deputy Permanent Representative, Permanent Mission, Geneva.

### *Advisers*

NIKOLIC, Mira, Mrs., Minister Plenipotentiary, Head, Group for Human Rights, Humanitarian and Economic Affairs, Ministry of Foreign Affairs.  
NADJ, Jelena, Mrs., Head, Group for International Cooperation, Ministry of Labour, Employment and Social Affairs.  
RADONJIC RAKIC, Vanja, Mrs., Second Secretary, Permanent Mission, Geneva.

### **Employers' Delegate**

NINKOVIC, Rato, Mr., President, Employers' Union of Serbia.

### *Adviser and substitute delegate*

MITROVIC, Predrag, Mr., President, Employers' Union of Montenegro.

### *Advisers*

ATANASKOVIC, Branislav, Mr., Executive Director, Employers' Union of Serbia.  
ZOVIC, Marijan, Mr., Secretary General, Employers' Union of Serbia.  
STOJSIC-STOJANOVSKA, Miljana, Ms., Executive Director, Employers' Union of Serbia.

MITROVIC, Ivan, Mr., Vice President, Employers' Union of Montenegro.

RAICKOVIC, Budimir, Mr., Secretary General, Employers' Union of Montenegro.

#### **Workers' Delegate**

CANAK, Branislav, Mr., President, United Branch Trade Unions (Nezavisnost).

#### *Adviser and substitute delegate*

CEJOVIC, Sonja, Ms., Legal Adviser, Association of Independent Trade Unions of Montenegro.

#### *Advisers*

VITOROVIC, Aleksandra, Ms., Coordinator, Section of Youth and Women, United Branch Trade Unions (Nezavisnost).

CEJOVIC, Vesna, Ms., Legal Adviser, Association of Independent Trade Unions of Montenegro.

GATARIC, Svetozar, Mr., Adviser, Association of Independent Trade Unions of Serbia.

LUKOVIC, Slavoljub, Mr., Secretary, United Branch Trade Unions (Nezavisnost).

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## **Seychelles**

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#### **Government Delegates**

DUGASSE, Jacquelin Patrick, Mr., Minister for Economic Planning and Employment.

RAGUIN, Jean André, Mr., Director General, Employment Promotion Division, Ministry of Economic Planning and Employment.

#### **Employers' Delegate**

SULTAN-BEAUDOUIN, Gilbert Rency, Mr., Executive Secretary, Association of Seychelles Employers.

#### **Workers' Delegate**

ROBINSON, Antoine Roland, Mr., General Secretary, Seychelles Federation of Workers' Unions.

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## **Sierra Leone    Sierra Leone Sierra Leona**

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#### *Minister attending the Conference*

TIMBO, Alpha Osman, Mr., Minister of Labour, Social Security and Industrial Relations.

#### *Person accompanying the Minister*

GENDA, Joseph P., Mr., Commissioner of Labour.

#### **Government Delegates**

KOROMA, Mohamed Alhaji, Mr., Acting Chief Inspector of Factories.

KARGBO, Momodu B., Mr., Permanent Secretary, Ministry of Labour, Social Security and Industrial Relations.

#### *Advisers*

MUSTAPHA, Ahmed Muctarr, Mr., Senior Assistant Secretary.

ABDULAI, M., Mr., Labour Inspector.

KAMARA, Sahid B., Mr., Labour Inspector.

#### **Employers' Delegate**

JOHNSON, Leonard E., Mr., Executive Secretary, Sierra Leone Employers' Federation.

#### *Advisers*

NDOEKA, A.B., Mr., President, Sierra Leone Employers' Association.

FODAY, I., Mr., Administrative Assistant, Sierra Leone Employers' Federation.

#### **Workers' Delegate**

YILLA, Kandeh E., Mr., Secretary General, Sierra Leone Labour Congress.

#### *Advisers*

THOMAS, Florence, Ms., Secretary, Women's Wing, Sierra Leone Labour Congress.

STEPHEN, Kaitibi, Mr., Secretary, General Services Union, Sierra Leone Labour Congress.

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## **Singapour    Singapore    Singapur**

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#### **Government Delegates**

NG, Eng Hen, Mr., Minister for Manpower.

ONG, Yen Her, Mr., Divisional Director, Labour Relations and Workplace Division, Ministry of Manpower.

#### *Adviser and substitute delegate*

ONG, Soo Chuan, Mr., First Secretary, Permanent Mission, Geneva.

#### *Advisers*

TAI, Wei Shyong, Mr., Deputy Director, Quality Workplaces Policy Department, Ministry of Manpower.

YAP, Kenneth, Mr., Deputy Director, International Relations Department, Ministry of Manpower.

FOO, Chek Nam, Mr., Head, Admin. and Corporate Development, Labour Relations Department, Ministry of Manpower.

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



GAFOOR, Burhan, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
MANIAR, Suresh, Mr., Deputy Permanent Representative, Permanent Mission, Geneva.  
LIM, Kevin, Mr., First Secretary, Permanent Mission, Geneva.  
BASHA, Munwar, Mr., First Secretary, Permanent Mission, Geneva.  
KOONG, Pai Ching, Ms., First Secretary-Designate, Permanent Mission, Geneva.  
ONG, Soo Chuan, Mr., First Secretary, Permanent Mission, Geneva.

### **Employers' Delegate**

KOH, Juan Kiat, Mr., Executive Director, Singapore National Employers' Federation & Singapore Business Federation.

#### *Advisers*

LEE, James, Mr., Honorary Treasurer, Singapore National Employers' Federation.  
GOH HOCK LI, Steven, Mr., Council Member and Chairman of ACE Affairs, Singapore National Employers Federation.

### **Workers' Delegate**

YACOB, Halimah, Mrs., Assistant General Secretary, Singapore National Trades Union Congress.

#### *Adviser and substitute delegate*

DE PAYVA, John, Mr., President, Singapore National Trades Union Congress.

#### *Advisers*

LIM, Swee Say, Mr., Deputy Secretary General, Singapore National Trades Union Congress.  
ANNE FRUGTNIET, Lynette, Ms., General Secretary, Kindergarten and Childcare Centres' Staff Union.  
LOW KONG SAN, Michael, Mr., General Secretary, Singapore Technologies Electronic Employees' Union.  
TEO, Yock Ngee, Mr., General Secretary, Amalgamated Union of Public Employees.  
HO WEE KHOON, Frederick, Mr., Principal Executive, International Affairs Department, Singapore National Trades Union Congress.

## **Slovaquie Slovakia Eslovaquia**

#### *Minister attending the Conference*

KANÍK, Ludovít, Mr., Minister of Labour, Social Affairs and Family.

#### *Persons accompanying the Minister*

BEBLAVÝ, Miroslav, Mr., State Secretary, Ministry of Labour, Social Affairs and Family.

DANKO, Martin, Mr., Director, Department of Press and Media, Ministry of Labour, Social Affairs and Family.

### **Government Delegates**

PETOCZ, Kálmán, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
MACHALÍKOVÁ, Anna, Mrs., Director of Personnel Office, Ministry of Labour, Social Affairs and Family.

#### *Advisers and substitute delegates*

SEPTÁKOVÁ, Nora, Mrs., First Secretary, Permanent Mission, Geneva.  
KRAUSOVÁ, Elena, Mrs., Head of Service Office, Ministry of Labour, Social Affairs and Family.  
SOTNÍK, Stanislav, Mr., Director of Minister Office, Ministry of Labour, Social Affairs and Family.  
MICHALDOVÁ, Elena, Mrs., Director-General, Social and Family Policy Section, Ministry of Labour, Social Affairs and Family.  
HUSÁRIKOVÁ, Vlasta, Mrs., Director-General, Legislative Section, Ministry of Labour, Social Affairs and Family.  
JUHÁS, Pavol, Mr., Director for Matters of European Union and International Relations Department, Ministry of Labour, Social Affairs and Family.  
BUCHTOVÁ, Mária, Mrs., Director, Labour-Law Relations and Labour Protection Department, Ministry of Labour, Social Affairs and Family.

### **Employers' Delegate**

BORGULA, Juraj, Mr., Expert for International Affairs and Chief Negotiator, Republic Union of Employers.

#### *Advisers and substitute delegates*

KIRIPOLSKÝ, Juraj, Mr., Expert for Human Resources, Republic Union of Employers.  
KROMEROVÁ, Viola, Mrs., Secretary-General, Slovak Craft Industry Federation, Federation of Employers' Unions and Associations.

### **Workers' Delegate**

SAKTOR, Ivan, Mr., President, Confederation of Trade Unions.

#### *Advisers and substitute delegates*

MESTANOVÁ, Eva, Mrs., Director, International Relations Department, Confederation of Trade Unions.  
RAMPÁSEK, Peter, Mr., Expert for OSH, Trade Union KOVO.  
BRSELOVÁ, Erika, Mrs., Expert for Youth Employment, Confederation of Trade Unions.

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**Slovénie Slovenia Eslovenia**

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*Minister attending the Conference*

DROBNIC, Janez, Mr., Minister of Labour, Family and Social Affairs.

*Person accompanying the Minister*

HAJDINJAK, Valentin, Mr., Head of the Minister's Office, Ministry of Labour, Family and Social Affairs.

**Government Delegates**

LOVSIN, Jana, Mrs., Head of the International Relations and European Affairs Department, Ministry of Labour, Family and Social Affairs.

GOSNAR, Aljaz, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

*Advisers and substitute delegates*

KAKER, Janja, Mrs., Adviser, International Relations and European Affairs Department, Ministry of Labour, Family and Social Affairs.

MARKOV, Alenka, Mrs., Third Secretary, Permanent Mission, Geneva.

*Advisers*

PETRICEK, Tatjana, Mrs., Secretary, Labour Relations and Labour Rights Department, Ministry of Labour, Family and Social Affairs.

RAVNIHAR, Ursula, Mrs., Under-Secretary, Labour Relations and Labour Rights Department, Ministry of Labour, Family and Social Affairs.

POCIVAVSEK, Jakob Kristof, Mr., Adviser, Labour Market and Employment Department, Ministry of Labour, Family and Social Affairs.

RIHAR BAJUK, Katja, Mrs., Adviser, International Relations and European Affairs Department, Ministry of Labour, Family and Social Affairs.

**Employers' Delegate**

GLOBOCNIK, Nina, Mrs., Legal Adviser, Association of Employers of Slovenia.

*Adviser and substitute delegate*

JEREB, Urska, Mrs., Legal Adviser, Association of Employers of Craft Activities of Slovenia.

**Workers' Delegate**

MIKLIC, Gregor, Mr., Executive Secretary, Association of Free Trade Unions of Slovenia.

*Adviser and substitute delegate*

KOSIR, Stane, Mr., Pergam - Trade Union Confederation of Slovenia.

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**Somalie Somalia Somalia**

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**Government Delegates**

FARAH, Ali Salah, Mr., Minister of Labour and Human Resources Development.

ABDILLE, Salat Abdirashid, Mr., Technical Adviser to the Minister.

*Advisers*

MOHAMED, Maalim Abdullahi, Mr.

WARSAME, Salad Yussuf, Mr.

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**Soudan Sudan Sudán**

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*Minister attending the Conference*

MAGAYA, Alison Manani, Mr., Minister of Labour and Administrative Reform.

**Government Delegates**

ELHAJ, Mohamed Elhassan A., Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

SHENTOUR, Ahmed, Mr., Under-Secretary, Ministry of Labour and Administrative Reform.

*Advisers and substitute delegates*

ALSABTY, Mohamed Elhassan, Mr., Director, International Relations, Ministry of Labour and Administrative Reform.

AGAB ASHI, Zahir Abdelfadil, Mr., Permanent Mission, Geneva.

MUBARAK, Salah, Mr., Permanent Mission, Geneva.

ELJAK, Aisha Hassan, Ms., Director Aliens.

ELMUFTI, Ahmed, Mr., Chairman, CEAWC.

*Adviser*

YAGOUB, Abdelgadir, Mr., Government Counsel.

**Employers' Delegate**

ELGORASHI, Elfatih Abbas, Mr., Sudanese Employers' Federation.

*Advisers and substitute delegates*

OSMAN, Mustafa Elshiekh, Mr., Sudanese Employers' Federation.

OSMAN, Elsadig Mahmoud, Mr., Sudanese Employers' Federation.

**Workers' Delegate**

GHANDOUR, Ibrahim, Mr., Sudan Workers' Trade Union Federation.

### *Adviser and substitute delegate*

ALI, Abdelkarim Yousif, Mr., Sudan Workers' Trade Union Federation.

### *Advisers*

ELAHMER, Abdelatif, Mr., Sudan Workers' Trade Union Federation.  
ELSIDDIG, Abubakr, Mr., Sudan Workers' Trade Union Federation.  
IBRAHIM, Salah, Mr., Sudan Workers' Trade Union Federation.  
SALIH, Adil Mohamed, Mr., Sudan Workers' Trade Union Federation.

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## **Sri Lanka   Sri Lanka   Sri Lanka**

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### *Minister attending the Conference*

SENEVIRATNE, Athauda, Mr., Minister of Labour Relations and Foreign Employment.

### *Persons accompanying the Minister*

FERNANDO, Sarala, Mrs., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
SENANAYAKE, Henaka Rallage Ariyaratne, Mr., Private Secretary to the Minister.  
KARUNATILAKA, Pattividanelage Bandula, Mr., Chairman, Sri Lanka Bureau of Foreign Employment.

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## **Government Delegates**

MADIHAHEWA, Mahinda, Mr., Secretary, Ministry of Labour Relations and Foreign Employment.  
ATHUKORALA, Upali Sriyananda, Mr., Senior Assistant Secretary, Ministry of Labour Relations and Foreign Employment.

### *Advisers*

AMARATUNGA, Maddumage Dona Chandani, Mrs., Commissioner of Labour (Women & Children's Affairs), Department of Labour.  
GOONAWARDANE, Wijetunga Mudalige, Mr., Senior Legal Adviser, Department of Labour.  
UMAR LEBBE, Lebbethamby, Mr., Deputy Commissioner of Labour, Department of Labour.  
MAHENDRARAJAN, Sivapragasam, Mr., District Factory Inspecting Engineer, Department of Labour.  
WEERAKOON, Dhammika Priyantha Kumara, Mr., Assistant Commissioner of Labour (Employees Provident Fund) Department of Labour.  
PATHIRANA, Samantha, Mr., Second Secretary, Permanent Mission, Geneva.  
DISSANAYAKE, Senarath, Mr., Second Secretary, Permanent Mission, Geneva.

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## **Employers' Delegate**

DASANAYAKE, Gotabaya Kiri Bandara, Mr., Director General, Employers Federation of Ceylon.

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## **Workers' Delegate**

SIRIWARDANE, Siriwardane Arachchige Soma, Mr., General Secretary, Ceylon Federation of Labour.

### *Advisers*

SAMARASINGHE, Herath Mudiyansele Wasantha, Mr., General Secretary, Inter Company Employees Unions.  
DEVENDRA, Leslie Shelton, Mr., General Secretary, Sri Lanka Nidahas Sevaka Sangamaya.  
CHANDRASENA, Pitiduwa Gamage, Mr., Assistant Secretary, Sri Lanka Nidahas Sevaka Sangamaya.  
SENEVIRATNE, Ahangama Vithanage Don, Mr., President, Lanka Jathika Estate Workers Union.  
SANDRASEKERA, Harindranath, Mr., Senior Vice President, Ceylon Workers Congress.  
SUBASINGHE, Don Wimalasiri, Mr., General Secretary, Ceylon Federation of Trade Unions.

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## **Suède   Sweden   Suecia**

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### *Minister attending the Conference*

TELJEBÄCK, Anders, Mr., State Secretary, Ministry of Industry, Employment and Communications.

### *Persons accompanying the Minister*

HULT, Stefan, Mr., Director, Ministry of Industry, Employment and Communications.  
ERIKSSON, Christer, Mr., Director, Special Expert, Ministry of Health and Social Affairs.

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## **Government Delegates**

WIKLUND, Kerstin, Ms., Counsellor, Ministry of Industry, Employment and Communications.  
BORSIIN BONNIER, Elisabet, Ms., Ambassador, Permanent Representative, Permanent Mission, Geneva.

### *Adviser and substitute delegate*

MOLIN HELLGREN, Annika, Ms., Counsellor, Permanent Mission, Geneva.

### *Advisers*

BERN, Tomas, Mr., Desk Officer, Ministry of Industry, Employment and Communications.  
BOMAN-LINDBERG, Emma, Ms., Desk Officer, Ministry of Industry, Employment and Communications.  
GOTARE, Rolf, Mr., Principal Administrative Officer, Swedish Maritime Administration.  
GÖTHERSTRÖM, Maria, Ms., Desk Officer, Ministry of Industry, Employment and Communications.  
REMAEUS, Bertil, Mr., Deputy Director-General, Swedish Work Environment Authority.  
STRÖM, Jakob, Mr., Deputy Director, Ministry for Foreign Affairs.

### *Other persons attending the Conference*

KARLSSON, Anders, Mr., Member of Parliament,  
Chairman of the Committee on the Labour Market.  
AHLBERG, Ann-Christin, Ms., Member of Parliament.  
ANDERSSON, Margareta, Ms., Member of Parliament.  
BEIMING, Cinnika, Ms., Member of Parliament.  
BJURLING, Laila, Ms., Member of Parliament.  
FAGERSTRÖM, Ann-Marie, Ms., Member of Parliament.  
LILJA, Lars, Mr., Member of Parliament.  
UPMARK, Gunilla, Ms., Head of the Secretariat,  
Parliamentary Committee on the Labour Market.  
OLJANS AHLIN, Alexandra, Ms., Desk Officer,  
Parliamentary Committee on the Labour Market.

### **Employers' Delegate**

LAURENT, Birgitta, Ms., Legal Adviser, Confederation of  
Swedish Enterprise.

#### *Adviser and substitute delegate*

TROGEN, Göran, Mr., Director General, Almega IT-  
Employers' Association.

#### *Advisers*

CARLSTEDT, Johan, Mr., Director, Confederation of  
Swedish Enterprise.  
JANNERFELDT, Eric, Mr., Director, Confederation of  
Swedish Enterprise.

### **Workers' Delegate**

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

#### *Adviser and substitute delegate*

MANN, Jessica, Ms., Research Officer, Swedish  
Confederation of Professional Employees.

#### *Advisers*

LARSSON, Ludvig, Mr., President, Student Council,  
Swedish Confederation of Professional Associations.  
MELANDER, Stefan, Mr., Safety Officer, Salaried  
Employees' Union (HTF).  
REINHOLD, Kenny, Mr., Chairman, Seafarers' Branch,  
Union for Service and Communication Employees.  
THAPPER, Keth, Ms., International Secretary, Swedish  
Trade Union Confederation.

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## **Suisse    Switzerland    Suiza**

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### *Ministre assistant à la Conférence*

NORDMANN, Jean-Luc, M., Secrétaire d'Etat,  
Département fédéral de l'Economie (DFE).

### **Délégués gouvernementaux**

ELMIGER, Jean-Jacques, M., Ambassadeur, Chef,  
Affaires internationales du Travail, Secrétariat d'Etat à  
l'Economie (SECO).  
STREULI, Jürg, M., Ambassadeur, Chef, Division  
multilatérale, Mission permanente, Genève.

#### *Conseiller technique et délégué suppléant*

SCHAER BOURBEAU, Béatrice, Mme, Deuxième  
secrétaire, Mission permanente, Genève.

#### *Conseillers techniques*

BENEY, Patrick, M., Stagiaire, Affaires internationales du  
Travail.  
GRATWOHL, Stephanie, Mme, Collaboratrice  
diplomatique, Département fédéral des Affaires  
étrangères (DFAE).  
HUYNH, Ngoc Phuong, Mme, Attachée, Mission  
permanente, Genève.  
KOCHERHANS, Nathalie, Mme, Adjointe scientifique,  
Relations du travail, Conditions de Travail, SECO.  
MADELAINÉ, Paul, M., Hygiéniste du travail, Inspection  
fédérale du Travail, Conditions de Travail, SECO.  
MULLER, Elisabeth, Mme, Collaboratrice spécialisée,  
Affaires internationales du Travail, SECO.  
WEBER, Markus, M., Collaborateur scientifique, Mesures  
du Marché du travail, SECO.

### **Délégué des employeurs**

BARDE, Michel, M., Directeur général, Fédération des  
Entreprises romandes Genève (FER Genève).

#### *Conseiller technique et délégué suppléant*

PLASSARD, Alexandre, M., Membre de la Direction,  
Union patronale suisse (UPS).

#### *Conseillers techniques*

HEFTI, Daniel, M., Conseiller économique, UPS.  
TELEKI, Géza, M., Directeur, Union économique de Bâle.

### **Délégué des travailleurs**

PRINCE, Jean-Claude, M., Secrétaire central, Union  
syndicale suisse (USS).

#### *Conseiller technique et délégué suppléant*

VIGNE, Jacques, M., Avocat, Communauté genevoise  
d'Action syndicale (CGAS).

#### *Conseillers techniques*

LEPORI, Rolando, M., Secrétaire régional, UNIA  
TICINO.  
MORDASINI, Dario, M., UNIA.  
SCHWAAB, Jean-Christophe, M., Secrétaire syndical,  
UNIA jeunesse.  
THOMMEN, Charles, M., Formateur syndical, UNIA.  
TORCHE, Denis, M., Secrétaire, Travail Suisse.

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## Suriname

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### *Minister attending the Conference*

MARICA, Clifford Paul, Mr., Minister of Labour, Technological Development and Environment.

### **Government Delegates**

COURTAR, John, Mr., Head, Medical Division, Labour Inspection.

DEFARES, Rosemarie, Ms., Permanent Secretary.

### **Employers' Delegate**

VAN OMMEREN, Tim, Mr., Suriname Trade and Industry Association (V.S.B.)

### **Workers' Delegate**

GREP, Ewald, Mr., A.V.V.S. de Moederbond.

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## Swaziland Swaziland Swazilandia

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### *Minister attending the Conference*

DLAMINI, Lutfo, Mr., Minister for Enterprise and Employment.

### **Government Delegates**

VILAKAZI, Myekeni, Mr., Principal Secretary, Ministry of Enterprise and Employment.

NKHAMBULE, Jinno, Mr., Commissioner of Labour, Department of Labour.

### *Advisers and substitute delegates*

MAVUSO, Peter, Mr., Assistant Commissioner of Labour (Factories Inspectorate), Department of Labour.

SHONGWE, Maswazi, Mr., Director of Sports and Culture, Ministry of Home Affairs.

KUMALO, Nokuthula, Ms., Fish Biologist, Ministry of Agriculture.

GAMEDZE, Patrick, Mr., Chairman, Swaziland Youth Council.

LONKHOKHELA, Prince, Mr., Chief Executive Officer, Swaziland National Provident Fund.

### *Adviser*

JELE, Maxwell M., Mr., Youth Council.

### **Employers' Delegate**

MAPHANGA, Treasure, Mrs., Chief Executive Director, Federation of Swaziland Employers.

### *Advisers and substitute delegates*

DLAMINI, Thulsile, Mrs., Secretary General, Federation of Swaziland Business Community.

NKOSI, Zakes, Mr., President, Federation of Swaziland Employers.

### **Workers' Delegate**

SITHOLE, Jan, Mr., Secretary General, Swaziland Federation of Trade Unions.

### *Adviser and substitute delegate*

NCONGWANE, Vincent, Mr., Secretary General, Swaziland Federation of Labour.

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## République arabe syrienne Syrian Arab Republic República Árabe Siria

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### *Minister attending the Conference*

ARIF, Dayala Al-Haj, Mrs., Minister of Social Affairs and Labour.

### *Person accompanying the Minister*

JA'AFARI, Bashar, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

### **Government Delegates**

AL-ABDULLA, Khalaf, Mr., Director-General, Association of Social Insurance.

AL SALIB, Nizar, Mr., Director of Legislation and Law Studies, Ministry of Social Affairs and Labour.

### *Advisers and substitute delegates*

BALAN, Ali, Mr., Director, Planning Department, Ministry of Social Affairs and Labour.

AL EIZ, Imad, Mr., Director, General Relations Department, Ministry of Social Affairs and Labour.

AL AKHRAS, Rana, Mrs., Chief of the Minister's Cabinet, Ministry of Social Affairs and Labour.

MALDAOUN, Issa, M., Lecturer, University of Damascus.

IBRAHIM, Ghiath, Mr., Attaché, Permanent Mission, Geneva.

### **Employers' Delegate**

SUKKAR, Ibrahim, Mr., Member of the Bureau, Damascus Chamber of Industry.

### *Advisers and substitute delegates*

AL YAFI, Haitham, Mr., Member of the Governing Council, Chamber of Industry in Damascus.

SHAHEEN, Mhd Nasser, Mr., Director of Internal Investigations, Ministry of Industry.

DERKEL, Erfan, Mr., Member of the Governing Council,  
Chamber of Commerce in Damascus.  
LAHHAM, Abulhuda, Mr., Businessman.

### **Workers' Delegate**

HABAB, Ahmad, Mr., Member of the Executive Bureau,  
General Syndicate of Workers' Union.

#### *Advisers and substitute delegates*

EL WAHAB, Borham Abd, Mr., Member of the Executive  
Bureau, General Syndicate of Workers' Union.  
AZKAHE, Abdul Rahman, Mr., Member of the Executive  
Bureau, General Syndicate of Workers' Union.  
DWEAER, Ghaze, Mr., Member of the Executive Bureau,  
General Syndicate of Workers' Union.

## **Tadjikistan Tajikistan Tayikistán**

### **Government Delegates**

VAZIROV, Zokir, Mr., Minister of Labour and Social  
Protection of the Population.  
TURSUNOV, Elmurod, Mr., Chief Specialist, Department  
of Employment and Social Protection of Population.

### **Workers' Delegate**

SALIHKOVA, Murodali, Mr., President, Trade Union  
Federation.

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

#### *Ministers attending the Conference*

KAPUYA, Juma, Mr., Minister for Labour and Youth  
Development.  
HASSAN, Samia S., Mr., Minister for Youth,  
Employment, Women's Development and Children.

### **Government Delegates**

RAJABU, Abubakar S., Mr., Permanent Secretary,  
Ministry of Labour and Youth Development.  
MUTALEMWA, Charles K., Mr., Permanent  
Representative, Permanent Mission, Geneva.

#### *Advisers*

NDIMBO, Ernest, Mr., Director of Employment, Ministry  
of Labour and Youth Development.  
MAPURI, Idd. R., Mr., Labour Commissioner.  
KITUMBO, H.I., Mr., Executive Director, OSH.  
SHAIDI, Joyce, Ms., Director, Youth Department.  
TEYE, Anthony, Mr., Acting Labour Commissioner.

KAMARA, Mary, Ms., Labour Officer.  
MWANJALI, Simon, Mr., Private Secretary to the  
Minister.  
DAU, Ramadhani, Mr., Director General, National Social  
Security Fund.  
MMANGA, Hawa, Ms., Director General, Public Service  
Pension Fund (PSPF).  
NSEMWA, Naftal, Mr., Director General, Parastatal  
Pension Fund (PPF).  
BURA, Aloyce, Mr., Director General, LAPF.  
HUMBA, Emanuel B., Mr., Director General, NHIF.  
NYAMBO, S.J., Mr., Acting Director General, VETA.  
SWAL, Betha, Ms., Director, Prime Minister's Office.  
NGABO, Ibrahimu, Mr., Legal Advisor, Public Service  
Pension Fund.  
SHAMTE, Rukia, Mrs., Administrator, NSSF.

#### *Other persons attending the Conference*

SILIMA, Makame Mwandini, Mr., Social Security Fund,  
Zanzibar.  
MOHAMED, Ali Ameir, Mr., Chairman, Social Security  
Fund, Zanzibar.  
NYASUGARA, Kadege A., Ms., Minister Plenipotentiary,  
Permanent Mission, Geneva.  
KASYANJU, Irene F., Ms., Second Counsellor, Permanent  
Mission, Geneva.  
TOSHA, Tosha S., Mr., Technical Service Manager,  
LAPF.  
KAMANDO, Katinda E., Mr., Counsellor, Permanent  
Mission, Geneva.  
LUVANDA, Baraka H., Mr., Second Secretary, Permanent  
Mission, Geneva.

### **Employers' Delegate**

MBWANJI, Nicholas, Mr., Chairperson, Association of  
Tanzania Employers.

#### *Advisers*

MAENDA, Africanus, Mr., Executive Director,  
Association of Tanzania Employers.  
NASSER, Salim Said, Mr., Chairman, Zanzibar  
Employers' Association (ZANEMA).  
KABYEMERA, Dominico, Mr., Association of Tanzania  
Employers.  
NSEMWA, Naftal, Mr.

### **Workers' Delegate**

NGULA, Nestory, Mr., Secretary General, Trade Union  
Congress of Tanzania (UCTA).

#### *Adviser*

MAKAME, Makame L., Mr., Secretary General, Zanzibar  
Trade Union (ZATUC).

## Tchad Chad Chad

### *Ministre assistant à la Conférence*

MAHAMAT NOUR, Mallaye, M., Ministre de la Fonction publique, du Travail et de l'Emploi.

### *Personne accompagnant le Ministre*

BAMANGA ABBAS, Malloum, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.

### **Délégués gouvernementaux**

DJEGUEDEM, Mbaïbardoum, M., Directeur du Travail et de la Sécurité sociale.

DJAPHAR, Hassane, M., Directeur, Caisse Nationale de la Prévoyance sociale (CNPS).

### *Conseillers techniques*

KADE NDILGUEM, Elisabeth, Mme, Conseillère technique du Ministre.

MAHAMAT, Zalba Abdoulaye, M., Conseiller gouvernemental.

### **Délégué des employeurs**

ALI ABBAS, Seitchy, M., Membre, Bureau, Conseil national du Patronat tchadien (CNPT).

### **Délégué des travailleurs**

DJIBRINE, Assali Hamdallah, M., Secrétaire général, Union des Syndicats du Tchad (UST).

### *Conseiller technique*

BEN SAÏD, Brahim, M., Président, Confédération libre des Travailleurs du Tchad (CLTT).

## République tchèque Czech Republic República Checa

### *Minister attending the Conference*

SKROMACH, Zdenek, Mr., Deputy Prime Minister; Minister of Labour and Social Affairs.

### *Persons accompanying the Minister*

KOSTELECKY, Jan, Mr., Acting Director, Department of Advisors to the Minister of Labour and Social Affairs.

VEJMELKOVÁ, Hana, Mrs., Director General, Office of the Minister of Labour and Social Affairs.

BERÁNKOVÁ, Katerina, Mrs., Press Secretary, Ministry of Labour and Social Affairs.

FERBAROVÁ, Alena, Mrs., Personal Assistant to the Minister of Labour and Social Affairs.

LISTÍKOVÁ, Barbora, Mrs., Protocol Officer, Office of the Government.

SADILOVÁ, Jana, Mrs., Interpreter.

### **Government Delegates**

SAJDA, Cestmír, Mr., Deputy Minister of Labour and Social Affairs.

SLABY, Alexander, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

### *Advisers and substitute delegates*

ROZSÍVALOVÁ, Olga, Mrs., Department of International Co-operation, Ministry of Labour and Social Affairs.

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

### *Advisers*

STEINICHOVÁ, Ladislava, Mrs., Director, Department of Methodology and Administrative, Ministry of Labour and Social Affairs.

SIXTOVÁ, Anezka, Mrs., Head, Division of Occupational Health, Ministry of Health.

SEDLÁK, Zbynek, Mr., Director, Department of Occupational Safety and Working Environment, Ministry of Labour and Social Affairs.

POKORNY, Pavel, Mr., Department of European Union and International Co-operation, Ministry of Labour and Social Affairs.

TOIFL, Jirí, Mr., Department of Multilateral Economic Relations, Ministry of Foreign Affairs.

TOMKOVÁ, Dagmar, Mrs., Director, Department for the European Union and International Co-operation, Ministry of Labour and Social Affairs.

### **Employers' Delegate**

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

### *Adviser and substitute delegate*

DRBALOVÁ, Vladimíra, Mrs., Director, Department of International Organizations and European Integration, Union of Industry and Transport.

### *Advisers*

HROBSKY, Frantisek, Mr., Counsellor, Union of Industry and Transport.

KOHOUTEK, Jirí, Mr., Vice-President, Association of Textile-Clothing-Leather Industry.

### **Workers' Delegate**

STECH, Milan, Mr., President, Czech-Moravian Confederation of Trade Unions.

### *Adviser and substitute delegate*

BAUEROVÁ, Jaroslava, Mrs., Counsellor, Czech-Moravian Confederation of Trade Unions.

### *Advisers*

SKÁCELÍK, Pavel, Mr., Vice-President, Czech-Moravian Confederation of Trade Unions.

HOTOVY, Jaroslav, Mr., Counsellor, Association of Independent Trade Unions.

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

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## Thaïlande Thailand Tailandia

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### *Minister attending the Conference*

KLINPRATOOM, Sora-at, Mr., Minister of Labour.

### *Persons accompanying the Minister*

PRAMMANEE, Sawai, Mr., Chairman, Standing Committee on Labour and Social Welfare of the Senate.  
KHIDBANJONG, Ponnapat, Ms., Secretary of the Minister of Labour.

### **Government Delegates**

RUANGSUWAN, Charupong, Mr., Permanent Secretary, Ministry of Labour.  
SATJIPANON, Chaiyong, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

### *Advisers and substitute delegates*

JAMASEVI, Thapabutr, Mr., Deputy Permanent Secretary, Ministry of Labour.  
CHAVALITNITIKUL, Chaiyuth, Mr., Deputy Director-General, Department of Labour Protection and Welfare, Ministry of Labour.  
RATANABANPHOT, Pitak, Mr., Senior Expert, Employment Promotion, Department of Employment, Ministry of Labour.  
CHANDRAPRABHA, Krisana, Mrs., Minister, Permanent Mission, Geneva.

### *Advisers*

INDRASUKHSRI, Chuthatawat, Mr., Director-General, Department of Employment, Ministry of Labour.  
CHIRAVISIT, Surin, Mr., Director-General, Department of Labour Protection and Welfare, Ministry of Labour.  
NAKCHUEN, Kamjorn, Mr., Director, Bureau of International Coordination, Office of the Permanent Secretary, Ministry of Labour.  
AMORNCHWIN, Pakorn, Mr., Minister Counsellor (Labour), Permanent Mission, Geneva.  
CHARNBHUMIDOL, Pitchayaphant, Mr., Minister Counsellor, Permanent Mission, Geneva.  
TRITANYAPONG, Nutchana, Ms., Director, International Affairs Division, Office of the Permanent Secretary, Ministry of Labour.  
THANGHONG, Vivathana, Mr., Senior Labour Officer, Bureau of International Coordination, Office of the Permanent Secretary, Ministry of Labour.  
THONGTIP, Chuleerat, Ms., Senior Labour Officer, Bureau of International Coordination, Office of the Permanent Secretary, Ministry of Labour.

PATTAMASUKHON, Sarmart, Mr., Labour Officer, Department of Labour Protection and Welfare, Ministry of Labour.  
CHANSOMSAK, Prangthip, Ms., First Secretary, Permanent Mission, Geneva.  
CHOTIKAJAN, Supavadee, Ms., Second Secretary, Permanent Mission, Geneva.

### **Employers' Delegate**

CHANPORNPOONG, Thawal, Mr., Chairman, Employer's Confederation of Thai Trade and Industry.

### *Advisers*

ROMCHATTONGH, Siriwan, Mrs., Director, Employers' Confederation of Thailand.  
WONGTHONGLUA, Sompur, Mr., General Director, Employers' Confederation of Thai Agriculture and Business Industry.  
LEEYAVANIJA, Atthayuth, Mr., Secretary General, Employers' Confederation of Consumption and Service Supply Traders.  
LEEYAVANIJA, Kamolwan, Mrs., Advisor, Employers' Confederation of Consumption and Service Supply Traders.

### **Workers' Delegate**

THAILUAN, Panus, Mr., President, National Congress of Thai Labour.

### *Advisers*

PALANU, Supahk, Ms., Executive Committee, National Congress of Thai Labour.  
BOONRAT, Banjong, Mr., President, Labour Congress Center for Labour Union of Thailand.  
SANGYARUK, Amornrit, Mr., Secretary-General, Labour Congress of Thailand.  
KOSAISOOK, Somsak, Mr., General Secretary, State Enterprises Worker's Relations Confederation.

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## République dém. du Timor-Leste Democratic Rep. of Timor-Leste Rep. Democrática de Timor-Leste

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### **Government Delegates**

PAIXÃO BANO, Arsénio, Mr., Secretary of State, Labour and Solidarity.  
AMORIN DIAS, José, Mr., Ambassador, Brussels.

### *Adviser and substitute delegate*

DICK, Alain, Mr., First Counsellor, Permanent Mission, Geneva.

### **Employers' Delegate**

DOS SANTOS, Jaime, Mr., Leste Oeste Travel Company.



### **Workers' Delegate**

CORREIA, Nelson Thomas, Mr., Labour Conflict Mediator.

## **Togo**

### *Ministre assistant à la Conférence*

OSSEYI, Rodolphe Kossivi, M., Ministre de la Fonction Publique, du Travail et de l'Emploi.

### **Délégués gouvernementaux**

AKOUETE, Tékpoh, M., Directeur général du Travail et des Lois sociales.

AMOUSSOU-KOUEDETE, Ekoué, M., Chef, Division des Normes Internationales du Travail, Direction générale du Travail et des Lois sociales.

### *Conseillers techniques*

TCHAO, Padoumhékou, M., Directeur de l'Emploi et des Lois sociales, SAZOF.

LEBGAZA, Alfa, M., Chef, Division Administration Générale et Gens de Mer.

### **Délégué des employeurs**

NAKU, Kossivi Démanya, M., Président, Conseil National du Patronat.

### *Conseiller technique*

LASSEY, Séwa, M., Conseiller principal du Patronat.

### **Délégué des travailleurs**

HLOMADOR, Kokou Dodzi, M., Secrétaire général adjoint, UGSL.

### *Conseillers techniques*

PALANGA, Agui, M., Secrétaire général, CNTT.

TSIKPLOU, Mokli Agbélégbé, M., Secrétaire général, CGCT.

ZOUNNADJALA, Agbogbé Koffi, M., Secrétaire général adjoint, CSTT.

GUELI, Awoudor Etsè, M.

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

### **Government Delegates**

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

MARCELLE, Lennox, Mr., Senior Legal Adviser, Ministry of Labour and Small and Micro-Enterprise Development.

### *Adviser and substitute delegate*

DEORAJ, Joanne, Ms., Senior Planning Officer (Acting), Ministry of Labour and Small and Micro-Enterprise Development.

### *Advisers*

BAKER, Gregory, Mr., Judge, Industrial Court of Trinidad and Tobago.

CLARKE-HINDS, Shelley-Ann, Mrs., Chargé d'Affaires, Permanent Mission, Geneva.

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

### **Employers' Delegate**

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

### *Advisers*

RAMBHARAT, Clarence, Mr., Director of the Board, Employers' Consultative Association of Trinidad and Tobago.

MCSWEEN, Ruben, Mr., Director of the Board, Employers' Consultative Association of Trinidad and Tobago.

### **Workers' Delegate**

GIUSEPPI, Robert, Mr., President, National Trade Union Centre of Trinidad and Tobago.

### *Adviser*

CABRERA, Vincent, Mr., General Secretary, National Trade Union Centre of Trinidad and Tobago.

## **Tunisie Tunisia Túnez**

### *Ministre assistant à la Conférence*

DKHIL, Rafâa, M., Ministre des Affaires sociales, de la Solidarité et des Tunisiens à l'Etranger.

### *Personne accompagnant le Ministre*

LAABIDI, Samir, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.

### **Délégués gouvernementaux**

CHEBBI, Mohamed Naceur, M., Chef de Cabinet du Ministre des Affaires sociales, de la Solidarité et des Tunisiens à l'Etranger.

CHOUBA, Samia, Mme, Directeur de la Coopération internationale et des Relations extérieures, Ministère

des Affaires sociales, de la Solidarité et des Tunisiens à l'Etranger.

### *Conseillers techniques et délégués suppléants*

MEGDICHE, Rabah, M., Directeur des Négociations collectives, Direction générale du Travail, Ministère des Affaires sociales, de la Solidarité et des Tunisiens à l'Etranger.  
LANDOULSI, Hatem, M., Conseiller, Mission permanente, Genève.

### *Conseillers techniques*

KHIARI, Khaled, M., Ministre plénipotentiaire, Mission permanente, Genève.  
BELGUITH, Mohamed Mondher, M., Ministère des Affaires sociales, de la Solidarité et des Tunisiens à l'Etranger.  
OTHMAN, Omar, M., Directeur de l'Inspection médicale et la Sécurité au travail, Ministère des Affaires sociales, de la Solidarité et des Tunisiens à l'Etranger.  
LAHBAÏB HAMADI, M., Chargé de Mission, Fonds national pour l'Emploi "21-21".  
LAKHAL, Elyès, M., Secrétaire des Affaires étrangères, Mission permanente, Genève.

### **Délégué des employeurs**

DJILANI, Hédi, M., Président, Union tunisienne de l'Industrie, du Commerce et de l'Artisanat.

### *Conseiller technique et délégué suppléant*

M'KAÏSSI, Ali, M., Conseiller auprès du Président, Union tunisienne de l'Industrie, du Commerce et de l'Artisanat.

### *Conseillers techniques*

BEN SEDRINE, Mohamed, M., Membre du Bureau exécutif, Union tunisienne de l'Industrie, du Commerce et de l'Artisanat.  
SELLINI, Sami, M., Directeur des Affaires sociales, Union tunisienne de l'Industrie, du Commerce et de l'Artisanat.  
MEDDEB, Mourad, M., Union tunisienne de l'Industrie, du Commerce et de l'Artisanat.  
NAGTI, Adel, M., Union tunisienne de l'Industrie, du Commerce et de l'Artisanat.  
FEZZANI, Ali, M., Union tunisienne de l'Industrie, du Commerce et de l'Artisanat.  
BACHA, Rafika, Mme, Union tunisienne de l'Industrie, du Commerce et de l'Artisanat.  
BERREHOUMA, Sheherazad, Mme, Union tunisienne de l'Industrie, du Commerce et de l'Artisanat.

### **Délégué des travailleurs**

JRAD, Abdessalam, M., Secrétaire général, Union générale tunisienne du Travail.

### *Conseiller technique et délégué suppléant*

TRABELSI, Mohamed, M., Secrétaire général adjoint, Chargé des Relations arabes, internationales et de l'émigration, Union générale tunisienne du Travail.

### *Conseillers techniques*

ROMDHANE, Ali, M., Union générale tunisienne du Travail.  
BOUZRIBA, Ridha, M., Union générale tunisienne du Travail.  
YAACOUBI, Moncef, M., Union générale tunisienne du Travail.  
MEDDAHI, Abdennour, M., Union générale tunisienne du Travail.  
SEHIMI, Mohamed, M., Union générale tunisienne du Travail.  
NEJI, Massoud, M., Union générale tunisienne du Travail.  
BRIKI, Abid, M., Union générale tunisienne du Travail.

### *Personnes désignées en conformité avec l'article 2, alinéa 3 i)*

MAJDI, Slimane, M., Union générale tunisienne du Travail.  
GODHBANI, Hédi, M., Union générale tunisienne du Travail.  
SAAD, Mohamed, M., Union générale tunisienne du Travail.  
CHENDOUL, Mohamed, M., Union générale tunisienne du Travail.

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## **Turquie Turkey Turquía**

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### *Minister attending the Conference*

BASESGIOGLU, Murat, Mr., Minister for Labour and Social Security.

### **Government Delegates**

KURTTEKIN, Türkekul, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
YETER, Enis, Mr., Under-Secretary, Ministry of Labour and Social Security (MLSS).

### *Advisers and substitute delegates*

GENC, Levent, Mr., Deputy Director General, MLSS.  
ISIKCI, Kadir, Mr., Counsellor, Labour and Social Security, Permanent Mission, Geneva.  
ERCAN, Halidun, Mr., Head of Department, MLSS.  
ÖNAY, Riza, Mr., Expert.

### *Advisers*

BASARAN, Güngör, Mr., Director General, External Relations and Services for Workers Abroad, MLSS.  
DELIBAS, Cengiz, Mr., Director General, Labour, MLSS.  
BATUR, Erhan, Mr., General Director of Security and Industrial Hygiene, MLSS.

DERELI, Toker, Mr., Professor, Dean, Faculty of Economics, University of Istanbul.  
KUTAL, Metin, Mr., Academic.  
ARICI, Kadir, Mr., Professor, Academic, Gazi University.  
YALCIN, Ugur, Mr., Chief of the Cabinet of the Minister.  
ÜNAL, Kayhan, Mr., Press Adviser.  
ERGANI, Hüseyin, Mr., Second Secretary, Permanent Mission, Geneva.  
ERDİN, Birsen, Mrs., Labour Inspector.  
ONAKIN, Goksu, Mrs., Expert.

*Persons appointed in accordance with Article 2, paragraph 3(i)*

ERDÖL, Cevdet, Mr., Member of Parliament.  
KAFKAS, Agah, Mr., Member of Parliament.  
TANRIVERDI, Hüseyin, Mr., Member of Parliament.  
CETİN, İzzet, Mr., Member of Parliament.

**Employers' Delegate**

KUDATGOBİLİK, Tugrul, Mr., President, Turkish Confederation of Employer's Association (TISK).

*Advisers*

PIRLER, Bülent, Mr., Secretary-General, TISK.  
CENTEL, Tankut, Mr., Dean, Faculty of Law, University of Istanbul.  
EMİROĞLU, Metin, Mr., Secretary-General, Textile Industry Employer's Association.  
BAYAZIT, Sancar, Mr., Secretary-General, Cement Producers Employer's Association.  
BÜYÜKUSLU, Ali Rıza, Mr., Secretary-General, Chemistry, Patrol, Rubber and Plastic Employer's Association.  
ERSOY, Necati, Mr., Secretary-General, Construction Installation Contractors Employer's Association.  
KOC, Akansel, Mr., Deputy Secretary-General, Leather Industry Employer's Association.  
ARSLAN, Türker, Mr., Deputy Secretary-General, Textile Industry Employer's Association.

*Person appointed in accordance with Article 2, paragraph 3(i)*

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

**Workers' Delegate**

KILIC, Salih, Mr., President, Confederation of Turkish Trade Unions (TÜRK-İS).

*Advisers*

USLU, Salim, Mr., President, Confederation of Real Trade Unions (HAK-İS).  
CELEBİ, Süleyman, Mr., President, Confederation of Progressive Trade Unions (DISK).  
ATALAY, Ergün, Mr., Secretary-General Finance, TÜRK-İS.  
SÜKÜN, Hakan, Mr., External Expert, TÜRK-İS.  
GÖK, Uğur, Mr., Expert, TÜRK-İS.  
BASBUG, Aydın, Mr., Academic, Faculty of Economics, Gazi University, KAMU-SEN.

AKSU, Ahmet, Mr., President, MEMUR-SEN.

*Persons appointed in accordance with Article 2, paragraph 3(i)*

KUMLU, Mustafa, Mr., Secretary-General, TÜRK-İS.  
COBAN, Tonguç, Mr., Adviser to the President, DISK.  
ENGİN, Yusuf, Mr., Vice-President, HAK-İS.  
SOLMAZ, Adem, Mr., Finance Secretary-General, MEMUR-SEN.

*Other persons attending the Conference*

POLAT, Zeki, Mr., President, Textile and Garment Worker's Union (TEKSİF).  
ÖZBEK, Mustafa, Mr., President, TÜRK-METAL SEN.  
KAYABASI, H. Hüseyin, Mr., President, MADEN-İS.  
BOZKURT, Metin, Mr., President, CIMSE-İS.  
SAFAK, Ramazan, Mr., President, CIMSE-İS.  
COLAK, Mesuthan, Mr., Secretary-General Training, TEKGIDA-İS.  
KESKİN, Sabri, Mr., Secretary-General, TARIM-İS.  
ELMAS, Ziya, Mr., Secretary-General Finance, TARIM-İS.  
TIRYAKIOĞLU, Metin, Mr., President, BASISEN.  
BAYKAL, Hüseyin, Mr., Vice-President, YOL-İS.  
DENİZER, Ramazan, Mr., Secretary-General Training, GENEL MADEN-İS.  
POLAT, Vahap, Mr., Vice-President, SEKER-İS.  
GÜZEL, Hasan Basri, Mr., Training and Organization Secretary-General, SEKER-İS.  
KALKAVAN, Muharrem, Mr., President, TÜRK-METAL, İzmir Section.  
ÖZALTIN, Mehmet, Mr., President, TÜRK-METAL, Manisa Section.  
KÜLEBİ, Ali, Mr., Adviser to the President, TÜRK-METAL.  
SOYUPEK, Mehmet, Mr., President, TÜRK-METAL, İstanbul Section.  
KOCAOĞLU, Emre, Mr., Adviser to the President, BASISEN.  
UZUNER, Hülya, Mrs., Expert, TÜRK-İS.  
ALEMDAR, Eyüp, Mr., President, TÜRK KOOP-İS.  
SAHİN, Mustafa, Mr., Secretary-General, TES-İS.  
EREN, Bayram, Mr., Secretary-General Finance, TES-İS.  
KARACAN, Abdullah, Mr., President, Rubber Worker's Union, DISK.  
OZKAN, Kemal, Mr., Coordinator, Rubber Worker's Union, DISK.  
SERDAROĞLU, Adnan, Mr., Vice-President, DISK, and President, Metal-İs.  
BUDAK, Ridvan, Mr., Previous President (1998), DISK.  
YILDIZ, Osman, Mr., Adviser to the President, HAK-İS.  
KARADERİLİ, Eyüp, Mr., President, ÖZ AGAC-İS, HAK-İS.  
ÖZKARDAS, Mehmet, Mr., Member of the Presidency Council, HAK-İS, and President, KAMU-SEN/KKTC.  
SAHİN, Muharrem, Mr., President, CELİK-İS, İstanbul section.  
GÜL, Ali Cengiz, Mr., President, CELİK-İS, Iskenderum Section.  
AKYILDIZ, Bircan, Mr., President, KAMU-SEN, and President, ENERJİ-SEN.  
YOKUS, Fahrettin, Mr., Secretary-General, KAMU-SEN, and President, BÜRO-SEN.

KAHVECI, Önder, Mr., Secretary-General Finance, KAMU-SEN, and President, SAGLIK-SEN.  
 DEMIRCI, Ahmet, Mr., External Secretary, KAMU-SEN, and President, TARIM ORMAN-SEN.  
 ESER, Bilal, Mr., General Secretary Legislation, KAMU-SEN, and President VAKIF-SEN.  
 YILMAZ, H. Hüseyin, Mr., General Secretary Training, KAMU-SEN, and President, VAKIF-SEN.  
 GÜZEL, Nazmi, Mr., Collective Conventions Secretary, KAMU-SEN, and President, ULASIM-SEN.  
 ALSANCAK, Necati, Mr., Secretary-General of Social Affairs, KAMU-SEN, and President IMAR-SEN.  
 KARADAVUT, Ismail, Mr., Secretary-General Organization, KAMU-SEN, and President HABER-SEN.  
 AZIZOGLU, Ahmet, Mr., Secretary-General Training, KAMU-SEN.  
 SENOL, Adnan, Mr., President, MEMUR-SEN, and Public Relations Secretary.  
 BAHADIR, Süleyman, Mr., Secretary of External Relations and General Training, MEMUR-SEN.  
 COLAK, Zeki, Mr., General Legislations Secretary, DIYANET-SEN.  
 ALPER, Gürkan, Mr., Secretary-General Finance, BEM-BIR-SEN.  
 AKYILDIZ, Ömür, Mr., Legislations and Training Secretary, SAGLIK-SEN.  
 PARSIN, Fatma, Mrs., State Hospital, Balikesir.  
 SERTTAS, Sevinç, Mrs., Dispensary No 12, Balikesir.  
 YILMAZ, Gülay, Mrs., Primary School, A Salmaz, Adana.

## Ukraine Ukraine Ucraina

### Government Delegates

KYRYLENKO, Viacheslav, Mr., Minister of Labour and Social Policy.  
 BELASHOV, Volodymyr, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

#### Advisers

KOVALEVSKYJ, Vadym, Mr., Chief Councillor, Regional and Bilateral Co-operation Department, Secretariat of the President of Ukraine.  
 YAMPOLSKYI, Serhii, Mr., Councillor, Permanent Mission, Geneva.

### Employers' Delegate

GRYSHCHENKO, Volodymyr, Mr., First Deputy Chairman, Federation of Employers of Ukraine.

#### Advisers

BYKOVETS, Viacheslav, Mr., First Deputy President, All Ukrainian Association of Employers.  
 KHMELYOVSKYI, Viktor, Mr., President, Association of Leaseholders and Entrepreneurs of Ukraine.

KURINKO, Rostislav, Mr., Specialist, International Relations Department, Federation of Employers of Ukraine.

### Workers' Delegate

YURKIN, Oleksandr, Mr., Chairman, Federation of Trade Unions of Ukraine.

#### Advisers

VOLYNETS, Mykhailo, Mr., Chairman, Confederation of Free Trade Unions of Ukraine.  
 DZHULYK, Oleksandr, Mr., President, All Ukrainian Union of Workers Solidarity.  
 VOLYNETS, Ludmila, Ms., Head, International Subdivision, Confederation of Free Trade Unions of Ukraine.  
 SHYLOV, Vasyl, Mr., International Co-operation Department, Federation of Trade Unions of Ukraine.  
 PETROV, Mykhailo, Mr., Chairman, Central Committee of Trade Union of Workers of the Fishing Industry.

## Uruguay

### Delegados gubernamentales

BONOMI, Eduardo, Sr., Ministro de Trabajo y Seguridad Social.  
 NARDUCCI, María, Sra., Sub-Inspectora General, Ministerio de Trabajo y Seguridad Social.

#### Consejeros técnicos y delegados suplentes

VALLES GALMÉS, Guillermo, Sr., Embajador, Representante Permanente, Misión Permanente, Ginebra.  
 GONZALEZ ARENAS, Ricardo, Sr., Embajador, Representante Permanente Alterno, Misión Permanente, Ginebra.  
 PAYSSE, María Sara, Sra., Directora Nacional de Empleo, Ministerio de Trabajo y Seguridad Social.  
 POLLAK, Raúl, Sr., Ministro, Misión Permanente, Ginebra.

#### Consejeros técnicos

LUGRIS, Fernando, Sr., 1er Secretario, Misión Permanente, Ginebra.  
 PEREIRA, Carlos, Sr., Misión Permanente, Ginebra.  
 AMÉZAGA, Inés, Srta., Misión Permanente, Ginebra.

### Delegado de los empleadores

MAILHOS, Juan, Sr., Asesor Jurídico, Camara Nacional de Comercio y Servicio.

#### Consejeros técnicos

FOSTIK, Andrés, Sr., Asesor Técnico, Cámara de Industrias.  
 FALCHETTI, Roberto, Sr., Asesor Laboral, Asociación Rural.

CLARO GALLO, Maria, Sra., Camara de Comercio.

### **Delegado de los trabajadores**

FERNANDEZ, Eduardo, Sr., Secretario de Relaciones Internacionales, Plenario Intersindical de Trabajadores, Convenio Nacional de Trabajadores.

#### *Consejeros técnicos*

POMATTA, Mario, Sr., Integrante de la Sala de Abogados, Plenario Intersindical de Trabajadores, Convención Nacional de Trabajadores.

LÓPEZ GODOY, Luis Carlos, Sr., Unión Nacional de Asalariados Trabajadores Rurales y Afín (PIT-CNT).

## **Vanuatu Vanuatu Vanuatu**

### **Government Delegate**

KALUAT, Lionel, Mr., Commissioner of Labour.

### **Employers' Delegate**

JOSEPH, Joemelson, Mr., Sales Representative, Vanuatu Chamber of Commerce.

### **Workers' Delegate**

KALSAKAU, Ephraim, Mr., General Secretary, Union Officer, Vanuatu National Workers Union (VNWU).

## **Venezuela**

#### *Ministro asistente a la Conferencia*

IGLESIAS, María Cristina, Sra., Ministra del Trabajo.

### **Delegados gubernamentales**

DORADO CANO, Manuel Ricardo, Sr., Viceministro del Trabajo.

CARRERO CUBEROS, Bernabé, Sr., Embajador, Representante Permanente, Misión Permanente, Ginebra.

#### *Consejeros técnicos y delegados suplentes*

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

POITEVIEN, Raquel, Sra., Embajadora, Alterna Representante Permanente, Misión Permanente, Ginebra.

#### *Consejeros técnicos*

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

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

MONTENEGRO, Enrique, Sr., Director General, Instituto Nacional de Prevención, Salud y Seguridad Laborales (INPSASEL).

NAVAS, Rogel, Sr., Director, Análisis del Mercado del Trabajo.

SARAGAY, Dwight, Sr., Supervisor Jefe, Unidad de Supervisión de Maturin, Edo. Monagas, Ministerio del Trabajo.

MANZOUL CAMPOS, Dellis, Sr., Diputado, Comisión de Desarrollo Social de la Asamblea Nacional.

KHAN, José, Sr., Diputado, Comisión de Desarrollo Social de la Asamblea Nacional.

GIMÉNEZ, Tulio, Sr., Diputado, Comisión de Desarrollo Social de la Asamblea Nacional.

HANDS, Maria Antonietta, Sra.

MENA ALARCON, Esther, Sra.

LYNN, Patricia, Srta.

### **Delegado de los empleadores**

MUÑOZ, Albis, Sra., Presidente, Federación de Cámaras y Asociaciones de Comercio y Producción de Venezuela (FEDECAMARAS).

#### *Consejeros técnicos*

DE ARBELOA, Bingen, Sr., FEDECAMARAS.

VALDERRAMA, Miguel, Sr., Federación de Artesanos, Micros Pequeños y Medianos Industriales de Venezuela (FEDEINDUSTRIA).

DE LA ROSA MARTINEZ, Keyla Margarita, Sra., Empresarios por Venezuela (EMPREVEN).

MEDINA, Hector, Sr., Confederación de Agricultores y Ganaderos de Venezuela (CONFAGAN).

BRITO, Vicente, Sr., FEDECAMARAS.

GARRIDO SOTO, Alexis, Sr., FEDECAMARAS.

RANGHI, Spartaco, Sr., FEDEINDUSTRIA.

SANTARO, José Luis, Sr., FEDEINDUSTRIA.

#### *Otras personas que asisten a la Conferencia*

GUINAND, Augusto, Sr., EMPREVEN.

PRADO, Jorge, Sr., CONFAGAN.

REQUENA, Ricardo, Sr., FEDECAMARAS.

VILLASMIL, Ernesto, Sr., FEDECAMARAS.

ARIAS, María Elena, Sra., FEDECAMARAS.

GUITIÉRREZ, Angel, Sr., FEDEINDUSTRIA.

RODRÍGUEZ, Antonio, Sr., EMPREVEN.

FITZGERALD, Lya, Sra., FEDECAMARAS.

MARURI, Cloe, Sr., FEDECAMARAS.

RODRÍGUEZ, Guillermo, Sr., EMPREVEN.

KHALIL, Majed, Sr., EMPREVEN.

RODRÍGUEZ, Rosa, Sra., EMPREVEN.

### **Delegado de los trabajadores**

DÍAZ, Jesús Asdrúbal, Sr., Secretario, Relaciones Internacionales del Comité Ejecutivo, Confederación General de Trabajadores de Venezuela (CGT).

#### *Consejeros técnicos*

MÀSPERO, Marcela, Sra., Coordinación General, Unión Nacional de Trabajadores (UNT); Presidenta, Federación Nacional de Trabajadores de Medicina, Cosméticos y Farmacéuticos (FETRAMECO).

IBARRA, José Gregorio, Sr., Secretario, Relaciones Internacionales del Comité Ejecutivo, Central Unitaria de Trabajadores de Venezuela (CUTV).  
 COVA, Manuel, Sr., Secretario General, Confederación General de Trabajadores de Venezuela (CTV).  
 INFANTE, Carlos, Sr., Presidente, Confederación de Sindicatos Autónomos de Venezuela (CODESA).  
 RODRÍGUEZ, Antonio Maria, Sr., Comité Ejecutivo, CGT.  
 MUDARAI, Placido, Sr., CODESA.  
 CHIRINO, Orlando, Sr., Coordinación Nacional, UNT.  
 EUSSE, Pedro, Sr., Secretario General, CUTV.

*Otras personas que asisten a la Conferencia*

CHIRENO, Juana María, Sra., Secretaría General, CGT.  
 PAIVA, Juan, Sr., CUTV.  
 DIAZ, Marco Tulio, Sr., UNETE.  
 MACIAS, Eugenio, Sr., CODESA.  
 RAMOS, Juana, Sra., CGT.  
 DELGADO, Eduardo, Sr., CGT.  
 QUIJADA, Frank, Sr., UNETE.  
 LEAL, Leny, Sr., UNETE.  
 SERRANO, Luis, Sr., UNETE.  
 NAVARRO, José, Sr., UNETE.  
 GARCÍA, Marco, Sr., UNETE.  
 MARCANO, Angel, Sr., UNETE.  
 ANTILLANA, Félix, Sr., UNETE.  
 RONDÓN, José, Sr., UNETE.

**Viet Nam Viet Nam Viet Nam**

*Minister attending the Conference*

NGUYEN, Thi Hang, Mrs., Minister of Labour, Invalids and Social Affairs.

**Government Delegates**

NGO, Quang Xuan, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
 PHAN, Chinh Thuc, Mr., Deputy Director-General, General Department of Job Training, Ministry of Labour, Invalids and Social Affairs.

*Advisers and substitute delegates*

NGUYEN, Thanh Hoa, Mr., Director, Department for Management of Labour with Foreign Countries, Ministry of Labour, Invalids and Social Affairs.  
 NGUYEN, Manh Cuong, Mr., Deputy Director, Department of International Relations, Ministry of Labour, Invalids and Social Affairs.  
 PHAM, Quoc Tru, Mr., Minister Counsellor, Deputy Permanent Representative, Permanent Mission, Geneva.  
 HOANG, Kim Ngoc, Mr., Deputy Director, Ministry's Office; Personal Secretary to the Minister, Ministry of Labour, Invalids and Social Affairs.  
 PHAM, Hong Nga, Mr., Counsellor, Permanent Mission, Geneva.

VU, Huy Tan, Mr., Senior Expert, Department of International Organizations, Ministry of Foreign Affairs.

DANG, Quoc Hung, Mr., First Secretary, Permanent Mission, Geneva.

NGUYEN, Nhu Tuan, Mr., Deputy Head, Market Section, Department for Management of Labour with Foreign Countries; Interpreter for the Minister, Minister of Labour, Invalids and Social Affairs.

NGUYEN, Thanh Hai, Mr., Officer, Department of International Relations, Ministry of Labour, Invalids and Social Affairs.

**Employers' Delegate**

NGUYEN, Xuan Hien, Mr., Vice-President, Vietnam Cooperative Alliance.

*Advisers and substitute delegates*

VO, Hoai Lam, Mr., Officer, Vietnam Cooperatives Alliance.

NGUYEN, Cuong, Mr., Vice-Director, VCCI Branch in Da Nang.

NGUYEN, Trung Kien, Mr., Officer, Chamber of Vietnam Commerce and Industry.

**Workers' Delegate**

NGUYEN, Hoa Binh, Mr., Vice-Chairman, Vietnam General Confederation of Labour (VGCL).

*Advisers and substitute delegates*

NGUYEN, Huu Xuong, Mr., Member of Presidium, Chamber of Commerce and Industry, VGCL.

NGUYEN, Thi Nhung, Mrs., Deputy Director, International Relations Department, VCCI.

**Yemen**

*Minister attending the Conference*

AL-ARHABI, Abdulkarim Isma'il, Mr., Minister of Social Affairs and Labour.

**Government Delegates**

BEN GHANIM, Faraj, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
 AL-ARYANI, Mohamed Anes, Mr., Assistant Under-Secretary, Manpower Sector.

*Advisers and substitute delegates*

OBAD, Ali Saleh, Mr., Adviser.

AL-BAKILI, A'del, Mr., Minister Plenipotentiary.

**Employers' Delegate**

TABET ASAQAF, Ahmed, Mr.

### **Workers' Delegate**

AL-KUHLANI, Yahya Mohamed, Mr., President, General Federation of Trade Union (GFTU).

#### *Adviser and substitute delegate*

NASHIR ALI, Hossein, Mr., Member, Executive Office.

#### *Adviser*

QARHASH, Reda Ahmed, Ms., Director, Yemeni Women's Unit, GFTU.

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## **Zambia    Zambia    Zambia**

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#### *Minister attending the Conference*

NAMUYAMBA, Bates, Mr., Minister of Labour and Social Security.

### **Government Delegates**

MAPOMA, Josephine, Ms., Permanent Secretary.  
SIASIMUNA, Noah S., Mr., Labour Commissioner.

#### *Advisers and substitute delegates*

MTESA, Love, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
MULINDETI, Cecilia, Ms., Assistant Labour Commissioner.  
DAKA, Mathias, Mr., Deputy Permanent Representative, Permanent Mission, Geneva.

#### *Advisers*

SICHINSAMBWE, John, Mr., Acting Director, Social Security.  
PHIRI, Raphael, Mr., Chief Planner.  
CHITAMBO, Arnold, Mr., Director, Occupational Health and Services.  
SINJELA, Encyla, Ms., Counsellor, Permanent Mission, Geneva.  
ZULU, Alfonso, Mr., First Secretary, Permanent Mission, Geneva.  
KONDOLO, Funny, Mr., Human Resources Manager.

### **Employers' Delegate**

NONDE, Joan, Ms., Executive Director, Zambia Federation of Employers.

#### *Advisers and substitute delegates*

KAPUTA, Hobby M., Mr., Human Resources Director, Bank of Zambia.  
HAMUKOMA, Passmore, Mr., Vice-President, Konkola Copper Mines.

#### *Advisers*

MUSENGE, Danny K., Mr., Director-General, National Pension Scheme Authority.

KAPEZA, Shadreck, Mr., Commissioner, Workers' Compensation.

### **Workers' Delegate**

TEMBO, Sylvester, Mr., Secretary General, Zambia Congress of Trade Unions.

#### *Adviser and substitute delegate*

CHAALA, Darrison, Mr., General Secretary, Civil Servants and Allied Workers' Union of Zambia.

#### *Advisers*

NONDE, Joyce, Ms., President, Federation of Free Trade Unions of Zambia.  
MUDENDA, Alfred, Mr., Deputy Secretary General, ZCTU.

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## **Zimbabwe**

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#### *Ministers attending the Conference*

GOCHE, Nicholas Tasunungurwa, Mr., Minister of Public Service, Labour and Social Welfare.  
KASUKUWERE, Saviour, Mr., Deputy Minister of Youth and Employment Creation.

#### *Persons accompanying the Minister*

NYANDORO, Tomu, Mr., Minister's Aide.  
BADZA, Givemore, Mr., Assistant to the Deputy Minister, Ministry of Youth Development and Employment Creation.

### **Government Delegates**

CHIPAZIWA, Chitsaka, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
MUSEKA, Lancaster, Mr., Secretary for Public Service, Labour and Social Welfare.

#### *Advisers and substitute delegates*

MHANGO, Samuel Chiwhondo, Mr., Deputy Permanent Representative, Permanent Mission, Geneva.  
DZVITI, Paul, Mr., Director for Labour Administration.

#### *Advisers*

MUDYAWABIKWA, Poem, Mr., Deputy Director for International Relations, Labour Administration.  
NYAMWANZA, Kuziwa, Mr., Director for Legal Services.  
NGORIMA, Langton, Mr., Senior Labour Officer.  
RUSERE, Simpson, Mr., Senior Research and Economics Officer.  
MUTUBUKI, Newton, Mr., Assistant General Manager for Occupational Health and Safety.  
SIBANDA, Cleopas, Mr., Senior Medical Officer.  
MUKANDURI, Samson Tapera, Mr., Minister's Counsellor.  
CHIBUWE, Richard, Mr., Counsellor.

TAKAWIRA, A. M., Mr., Assistant General Manager,  
National Social Security Authority.  
MASHONGANYIKA, Tendai, Mr., Acting Director for  
Youth and Employment Creation.

### **Employers' Delegate**

BIMHA, Michael, Mr., President, Employers'  
Confederation of Zimbabwe.

#### *Adviser and substitute delegate*

MUFUKARE, John White, Mr., Executive Director,  
Employers' Confederation of Zimbabwe.

### **Workers' Delegate**

RUZIVE, Edmund T., Mr., Third Vice President,  
Zimbabwe Congress of Trade Unions.

#### *Adviser and substitute delegate*

CHIBEBE, Wellington, Mr., Secretary General, Zimbabwe  
Congress of Trade Unions.



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**OBSERVATEURS**

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**OBSERVERS**

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**OBSERVADORES**

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

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*Représentants*

TOMASI, Silvano M., M., Nonce Apostolique, Mission permanente, Genève.

NWACHUKWU, Fortunatus, M., Mission permanente, Genève.

DE GREGORI, Massimo, M., Attaché, Mission permanente, Genève.

SALINA, Giorgio, M., Expert.

GUTIERREZ, Plácido, M., Expert.

MERICO COLOMBO, Francesca, Mme, Experte.

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**MOUVEMENT DE LIBERATION**

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**LIBERATION MOVEMENT**

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**MOVIMIENTO DE LIBERACION**

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*Palestinian Authority Representatives*

ABU-LIBDEH, HASAN, Mr., Minister of Labour and Social Affairs.  
AL-SABBAH, Mhamed Mahmoud Ibrahim, Mr., Deputy Minister of Labour and Social Affairs.  
ABU-KOASH, Mohammad, Mr., Ambassador, Permanent Mission, Geneva.  
AS'AD, Asef Sa'id Mhamed, Mr., Director-General, Arab and International Cooperation.  
TAISSIR, Al-Adjouri, Mr.  
IBRAHIM, Musa, Mr.  
HASSASSIAN, Nadine, Ms.

*Employers' Representatives*

EL-FATTAH HEJJAWI, Hussam Abd Ar-Rahman Abd, Mr., Private Sector Representative.  
AL-YAZGI, Mahmoud Tawfiq Hosni, Mr., Private Sector Representative.

*Workers ' Representatives*

AL-KARIM S'AD, Mohamed Shaher Abd, Mr., President, Palestine General Federation of Trade Union (PGFTU).  
AL-GHANI KHARISHA, Khaled Abd, Mr., Assistant Secretary-General, PGFTU.

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

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

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

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**Fonds des Nations Unies pour l'enfance**  
**United Nations Children's Fund**  
**Fondo de las Naciones Unidas para la**  
**Infancia**

---

O'BRIEN, Philip, Mr., Regional Director, Geneva.

---

**Haut Commissariat des Nations Unies pour**  
**les réfugiés**

**Office of the United Nations High**  
**Commissioner for Refugees**  
**Oficina del Alto Comisionado de las**  
**Naciones Unidas para los Refugiados**

---

KAMARA, Marjon, Ms., Director, Division of Operational Support.

LOFTUS, Martin, Mr., Head, Inter-Organization Desk, Secretariat and Inter-Organization Service.

TAN, Elizabeth, Ms., Senior Policy Officer, Bureau for Africa.

CAMARGO, Felipe, Mr., Senior Rural Development Officer, Reintegration and Local Settlement Section.

MISELENI, Stanley, Mr., Senior Self Reliance Officer, Reintegration and Local Settlement Section.

---

**Programme des Nations Unies pour le**  
**développement**

**United Nations Development Programme**  
**Programa de las Naciones Unidas para el**  
**Desarrollo**

---

SORGHO-MOULINIER, Odile, Ms., Director.

LUKE, David, Mr., Senior Adviser, Trade and Human Development Unit.

TU TRAN, Viet, Ms., Programme Officer.

---

**Programme commun des Nations Unies sur**  
**le VIH/SIDA**

**Joint United Nations Programme on**  
**HIV/AIDS**

---

MURPHY, Eamonn, Mr., Associate Director, Governance and UN System Relations.

VELA, Edward, Mr., Senior Adviser, Partnerships.

TYSZKO, Jacek, Mr., External Relations Officer.

SAPIENZA, Emanuele, Mr., External Relations Officer.

---

**Programme des Nations Unies pour les**  
**établissements humains**  
**United Nations Human Settlements**  
**Programme**

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

---

LACROUX, Sylvie, Ms., Director.

MEJIA, Marta, Ms., Liaison Officer.

---

**Institut de recherche des Nations Unies pour**  
**le développement social**

**United Nations Research Institute for Social**  
**Development**

**Instituto de Investigaciones de las Naciones**  
**Unidas para el Desarrollo Social**

---

PRASAD, Naren, Mr., Research Co-ordinator.

---

**Mission d'administration intérimaire des**  
**Nations Unies au Kosovo**

**United Nations Interim Administration**  
**Mission in Kosovo**

**Misión de Administración Provisional de las**  
**Naciones Unidas en Kosovo**

---

BARDAD-DAIDJ, Kerim, Mr.

SELMANAJ, Ibrahim, Mr.

HEBIBI, Skenderbe, Mr.

FAZLIU, Ramiz, Mr.

SHABANI, Ylber, Mr.

VISHAJ, Binak, Mr.

AJDINI, Flamur, Mr.

DEMALIAJ, Shkumbin, Mr.

RASHANI, Sabrije, Mr.

SHABANI, Bahri, Mr.

MEHAJ, Dafina, Mr.

KASTRATI, Ismajl, Mr.

JUPOLLI, Basri, Mr.

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**Organisation des Nations Unies pour  
l'alimentation et l'agriculture  
Food and Agriculture Organization of the  
United Nations  
Organización da las Naciones Unidas para la  
Agricultura y la Alimentación**

---

MASUKU, Themba N., Mr., Director, FAO Liaison Office, Geneva.  
GUDMUNDSSON, Ari, Mr., Fishery Industry Officer (Vessels), Fishing Technology Service.  
PAREDES PORTELLA, Paul, Mr.

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**Organisation des Nations Unies pour  
l'éducation, la science et la culture  
United Nations Educational, Scientific and  
Cultural Organization  
Organización de las Naciones Unidas para la  
Educación, la Ciencia y la Cultura**

---

BREINES, Ingeborg, Ms., Director, UNESCO Liaison Office, Geneva.  
HOLST, Kerstin, Ms., Liaison Officer, Geneva.

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

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CHAN, M., Mr., Director, Protection of the Human Environment.  
KEAN, B.P., Mr., Director, Department of Governance.  
TILLFORS, L., Mr., External Relations Officer, Department of Governance.

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**Union internationale des télécommunications  
International Telecommunications Union  
Unión Internacional de Telecomunicaciones**

---

CADET, Max-Henry, Mr., Head, External Affairs.

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**Organisation mondiale de la propriété  
intellectuelle  
World Intellectual Property Organization  
Organización Mundial de la Propiedad  
Intelectual**

---

PETIT, Philippe, Mr., Deputy Director General.  
KHLESTOV, Nikolay, Mr., Head, Inter-Agency Relations Section.  
WENDLAND, Wend, Mr., Head, Traditional Creativity and Cultural Expressions Section, Traditional Knowledge Division.

---

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

---

LIU, Vivien, Mrs., Counsellor, Trade and Environment Division.

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

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NDIAYE, Ndioro, Mrs., Deputy Director General.  
BONCOUR, Philippe, Mr., Special Assistant to the Deputy Director General.  
OROPEZA, José Angel, Mr., Regional Adviser for the Americas.  
DANZIGER, Richard, Mr., Head, Counter-Trafficking Service, Migration Management Services Department.  
ABDEL MONEIM MOSTAFA, Hassan, Mr., Senior Regional Adviser for the Middle East/South-West Asia, Egypt/Sudan and Special Envoy to the Gulf States.  
BARUAH, Nilim, Mr., Head, Labour Migration Service, Migration Management Services Department.  
LEE, June, Ms., Programme Officer, Labour Migration, Migration Management Services Department.  
NILSSON, Helen, Ms., Programme Officer, Counter-Trafficking Service, Migration Management Service Department.  
SAADI, Redouane, Mr., Liaison Officer for the Western Mediterranean Region.  
NONNENMACHER, Sophie, Ms., Programme Officer, Labour Migration Service, Migration Management Service Department.  
MEERA, Sethi, Ms., Regional Adviser for Sub-Saharan Africa, External Relations Department, Geneva.

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**Organisation internationale de la  
francophonie**

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CASSAN, Hervé, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.  
COULIBALY LEROY, Sandra, Mme, Adjointe au Représentant permanent, Mission permanente, Genève.  
BEAULIEU, Marc-André, M., Conseiller aux Affaires économiques.  
POIREY, Marion, Mme, Consultante.

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**Union interparlementaire  
Inter-Parliamentary Union  
Unión Interparlamentaria**

---

JOHNSSON, Anders B., M., Secrétaire général.  
TCHELNOKOV, Serguei, M., Chargé des Questions économiques et Sociales.

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**Union africaine African Union  
Unión Africana**

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MASRI, Khadija, Ms., Permanent Observer.  
GAWANAS, Bience, Mr., Commissioner for Social Affairs.  
LISWANI, Katrina, Mrs., Head of Labour, Employment and Migration, Addis Ababa.  
TAYEB, Khaldi M., Mr., Addis Ababa.  
WEGE-NZOMWITA, Venant, Mr., Counsellor.  
GEISEB, Humprey, Mr., Special Assistant to the Commissioner.

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**Centre régional africain d'administration du  
travail**

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YOÉLÉ, Pierrot, M., Directeur.

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**African Regional Labour Administration  
Centre**

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NYAMBARI, Sammy T., Mr., Executive Director.  
HLABANU, Locary k., Mr., Finance and Administration Officer.  
CHABUKA, Perpetual, Mr., Programme and Administrative Assistant.

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**Union économique et monétaire ouest-  
africaine**

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**West African Economic and Monetary Union**

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NIANGO, Augustin, M., Directeur de l'Enseignement supérieur et de la Formation professionnelle, Département du Développement social.

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**Organisation arabe du travail  
Arab Labour Organization  
Organización Arabe del Trabajo**

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GUIDER, Ibrahim, Mr., Director General.  
HUMSI, Adib, Mr., Head, Permanent Delegation, Geneva.  
TABTAB, Abdelkader, Mr., Director, Arab Institute for Workers' Education.  
KCHAOU, Mohamed, Mr., Director, ACLAE.  
ABOU HARFOUCH, Salim, Mr., Director, Information Department.  
HILAL, Amira, Mme, Permanent Delegation, Geneva.  
KASBAOUI, Zahira, Mlle, Permanent Delegation, Geneva.

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**Ligue des Etats arabes  
League of Arab States  
Liga de Estados Arabes**

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ALFARARGI, Saad, Mr., Ambassador, Permanent Observer.  
EL-HAJJE, Osman, Mr., Permanent Delegation, Geneva.  
AEID, Salah, Mr., Permanent Delegation, Geneva.

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**Organisation de la Conférence islamique  
Organization of the Islamic Conference  
Organización de la Conferencia Islámica**

---

BA, Babacar, Mr., Ambassador, Permanent Observer, Geneva.  
JERRARI, Mohammed Amine, Mr., Minister Counsellor.

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**Conseil des ministres du Travail et des  
Affaires sociales des Etats du Conseil de  
coopération du Golfe  
Council of Ministers of Labour and Social  
Affairs in Gulf Cooperation Council States**

---

AL-TEWAIGRY, Othman Abdulla, Mr., General Director, Executive Bureau.



HUMAIDAN, Jameel M. Ali, Mr., Labour Affairs  
Director.

AL-SALMAN, Jamal Hassan, Mr., Labour Researcher.

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**Union européenne    European Union**  
**Unión Europea**

---

SPIDLA, Vladimir, Mr., Commissioner for Employment,  
Social Affairs and Equal opportunities.

TROJAN, Carlo, Mr., Ambassador, Head of Delegation,  
Permanent Delegation, Geneva.

PAVAN-WOOLFE, Luisella, Mrs., Director, DG  
Employment, Social Affairs and Equal Opportunities,  
Enlargement and International Affairs.

SCHREIBER, Kristin, Mrs., Head, Cabinet of Mr. Spidla.

BÉCHET, Thierry, Mr., Minister-Counsellor, Permanent  
Delegation, Geneva.

TRICART, Jean-Paul, Mr., Head of Unit, DG  
Employment, Social Affairs and Equal Opportunities,  
Enlargement and International Co-operation Unit.

DELARUE, Rudi, Mr., Administrator, DG Employment,  
Social Affairs and Equal Opportunities, Enlargement  
and International Co-operation Unit.

ALVAREZ-HIDALGO, Francisco, Mr., Administrator,  
DG Employment, Social Affairs and Equal  
Opportunities, Health, Safety and Hygiene at Work  
Unit.

FUENTE MARTIN, Angel, Mr., Administrator, DG  
Employment, Social Affairs and Equal Opportunities,  
Health, Safety and Hygiene at Work Unit.

PEDELABAT-LARTIGAU, Patricia, Mrs., Administrator,  
DG Employment, Social Affairs and Equal  
Opportunities, Health, Safety and Hygiene at Work  
Unit.

WESTPHAL, Christiane, Mrs., Administrator, DG  
Employment, Social Affairs and Equal Opportunities,  
Employment Strategy Unit.

SOENEN, Jacques, Mr., Administrator, DG Fisheries and  
Maritime Affairs, Structural Policy Unit.

DUFOUR, Christian, Mr., Attaché, Permanent Delegation,  
Geneva.

GOODLAD, Alexandra, Mrs., Adviser, Permanent  
Delegation, Geneva.

PIANA, Fabio, Mr., Adviser, Permanent Delegation,  
Geneva.

QUINTIN, Odile, Mrs., Director-General, DG  
Employment, Social Affairs and Equal Opportunities.

JILEK, Jan, Mr., Administrator, DG Employment, Social  
Affairs and Equal Opportunities, Health, Safety and  
Hygiene at Work Unit.

\* \* \*

BRODIN, Jacques, Mr., Head, Liaison Office, General  
Secretariat of the Council of the European Union,  
Geneva.

HOUTTUIN, Guus, Mr., Deputy Head, Liaison Office,  
General Secretariat of the Council of the European  
Union, Geneva.

ALLEN, Oliver, Mr., Counsellor, Liaison Office, General  
Secretariat of the Council of the European Union,  
Geneva.

HIETANEN, Mervi, Mrs., Director General, Social  
Affairs, General Secretariat of the Council of the  
European Union, Brussels.

VAN THIEL, Servatius, Mr., Counsellor, Liaison Office,  
General Secretariat of the Council of the European  
Union, Geneva.

MALZ, Ewa, Mr., Adviser, Liaison Office, General  
Secretariat, Council of the European Union, Geneva.

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**Comité économique et social européen**  
**European Economic and Social Committee**  
**Comité Económico y Social Europeo**

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SIGMUND, Anne-Marie, Ms., Présidente.

BRIESCH, M., Vice-président.

BENCE, M., Secrétaire.



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**REPRÉSENTANTS D'ORGANISATIONS  
INTERNATIONALES NON GOUVERNEMENTALES**

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**REPRESENTATIVES OF NON-GOVERNMENTAL  
ORGANIZATIONS**

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**REPRESENTANTES DE ORGANIZACIONES NO  
GUBERNAMENTALES**

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**Alliance coopérative internationale**  
**International Co-operative Alliance**  
**Alianza Cooperativa Internacional**

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MACDONALD, Iain, Mr., Director-General.  
CHAVEZ HERTIG, Maria Elena, Ms., Deputy Director-General.  
IMBSEN, Jan-Eirik, Mr., Director of Development.  
SMITH, Sterling, Mr.

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

---

RYDER, Guy, Mr., General Secretary.  
CISSÉ, Mamounata, Ms., Assistant General Secretary.  
OLIVEIRA, José Olivio, Mr., Assistant General Secretary.  
BÁEZ MOSQUEIRA, Victor, Mr., General Secretary, Inter-American Regional Organization.  
SUZUKI, Noriyuki, Mr., General Secretary, Asian and Pacific Regional Organization.  
KAILEMBO, Andrew, Mr., General Secretary, African Regional Organization.  
FAKUN, Prem, Mr., Head, Africa Desk.  
DIALLO, Mamadou, Mr., Director, Development, Cooperation and Education.  
CAMBIER, Hubert, Mr., Head, Central and Eastern Europe.  
KUCZKIEWICZ, Janek, Mr., Director, Human and Trade Union Rights Department.  
JUSTICE, Dwight, Mr., Multinationals and Organising Unit.  
ROYER, Lucien, Mr., Secretariat.  
OULATAR, Jean, Mr., Secretariat, Development, Cooperation and Education.  
O'CALLAGHAN, Yvonne, Ms., Youth Officer, Secretariat.  
BIONDI, Anna, Ms., Director, Geneva Office.  
GONZALEZ, Raquel, Ms., Assistant Director, Geneva Office.  
BUSSER, Esther, Ms., Assistant, Geneva Office.  
DE BLONAY, Victoria, Ms., Geneva Office.  
BLUMER, Eva, Ms., Geneva Office.  
COVA, Manuel, Mr., General Secretary, Confederación de Trabajadores de Venezuela (CTV).  
RAMOS, Elsa, Ms., Director, Equality, ICFTU Secretariat.  
BORISOV, Vadim, Mr., Director, NIS Office.  
VOLYNETS, Lyudmila, Ms., Confederation of Trade Unions of Ukraine (KVPU).  
KABU, Mban, Mr., Education Officer, ICFTU-AFRO.  
BOZGUNBAEV, Sagyn, Mr., President, Federation of Trade Unions of Kyrgyzstan.  
TUGUSHI, Irakli, Mr., President, Georgian Trade Union Amalgamation (GTUA).

YAROSHUK, Aleksandr, Mr., President, Belarussian Congress of Democratic Trade Unions (BKDP).  
MAUNG, Maung, Mr., General Secretary, Federation of Trade Union-Burma (FTUB).  
MAUNG THAN LWIN, Ronnie, Mr., Administrative Executive, FTUB.  
NSAVYIMANA, Célestin, Mr., Confédération des Syndicats du Burundi (COSYBU).  
ABDOU, Adan Mohamed, Mr., General Secretary, Union Djiboutienne du Travail (UDT).  
LIN, Hui-Kuan, Mr.  
KANG, Stephen, Mr.  
YIN-DAH WONG, Lennon, Mr.  
HUANG, Chen-Wei, Ms.  
EVREN, Sami, Mr., President, Confederation of Public Employees' Unions (KESK).  
NOONAN, Tim, Mr., Campaigns and Communications, ICFTU Secretariat.  
TUCH, Margarita, Ms., ICFTU Secretariat.  
TOMBUL, Ismail Hakki, Mr., President, Confederation of Public Employees Unions (KESK).  
BASNET, Laxman Bahadur, Mr., President, Nepal Trade Union Congress (NTUC).  
LAMA, Pemba, Ms., Secretary of Central Women Workers' Department, General Federation of Nepalese Trade Unions (CWWD-GEFONT).  
HAJAYANDI, Pierre Claver, Mr., Confederation of Trade Unions of Burundi (COSYBU).  
AUNG, Zaw Win, Mr., Advisor, Federation of Trade Union-Burma (FTUB).  
BERBER, Ozge, Mr., Confederation of Public Employees Unions (KESK-Turkey).  
MATOMBO, Lovemore, Mr., President, ZCTU, Zimbabwe.  
KHANAL, Rita, Ms., Nepal Trade Union Congress.  
DHAKAL, Hari Prasad, Mr., Nepal Trade Union Congress.  
BUKHOVOSTOV, Alexander, Mr., Representative, Radioelectronic and Automotive Industry, Metal processing and other Sectors of the Economy Workers' Union, REPAM.  
CORTINA, Rubén, Mr., ICFTU-ORIT.  
DINCER, Alaaddin, Mr., President of Egitim-Sen, Turkey.  
SHEKERDJIEVA, Svetla, Ms., International Metalworkers' Federation (IMF).  
KOTHALAWALA, Bandula, Mr., TUC.  
TUDOR, Owen, Mr., TUC.

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

---

THYS, Willy, M., Secrétaire général.  
ESTEVEZ, Eduardo, M., Secrétaire général adjoint.  
WIENEN, Jaap, M., Secrétaire général adjoint.  
SEA, Hervé, M., Représentant permanent, Genève.  
VIVANCO, Ramón, M., Représentant permanent, Genève.  
PAREDES, Kattia, Mme, Directrice du Département "Egalité".  
DEBROUX, Mathieu, M., Directeur du Département information.

HOFERLIN, Isabelle, Mme, Directrice des Droits humains et des Normes internationales du travail.  
AARTS, Eric, Mr., Responsable, Capacity Building.  
DEGROOF, Wim, M., Responsable, Economie informelle.  
LEEMANS, Marc, M., Conseiller.  
CLAES, Michel, M., Conseiller.  
ROCHE, Paul, M., Délégué.  
PICANDET, Patrick, M., Conseiller.  
FAUCHERE, Béatrice, Mme, Conseillère.  
CICERON, Gaston, M., Conseiller.  
STEYNEN, Maria, Mme, Conseillère.  
KABBAJ, Mohammed larbi, M., Conseiller.  
ZIDOUH, Brahim, M., Conseiller.  
ZBIRI, Mahjouba, Mme, Conseillère.  
FORT, Robert, Mr., Conseiller.  
GO, Jean, M., Conseiller.  
CURTIAUD, Dominique, M., Conseiller.  
COUPET, Henri, M., Conseiller.  
COULON, Pierre Jean, M., Conseiller.  
GLOCK, Raymond, M., Conseiller.  
KIPULU, Angélique, Mme, Conseillère.  
BIGOT, Jacques, M., Conseiller.  
DIAZ, Marco Tulio, Mr., Conseiller.  
FAKID, Mustapha, Mr., Conseiller.  
VENJA, Hugo, Mr., Conseiller.  
MORA, Victor, Mr., Conseiller.  
MUKHLESUR, Rahman, Mr., Conseiller.  
PEÑA, Hugo, Sr., Conseiller.  
GONZALEZ, Laura, Sra., Conseiller.  
ZAGUIRE, Manuel, Mr., Conseiller.  
GARCÍA, Marco, M., Conseiller.  
CARBONE, Cervando, M., Conseiller.  
GABAGLIO, Emilio, M., Conseiller.  
OLIVEIRA, Emiliano, M., Conseiller.  
MORENO, Juan, M., Conseiller.

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

---

ZHARIKOV, Alexander, Mr., General Secretary.  
CARDONA, Ramon, Mr., Deputy General Secretary, WFTU, Geneva.  
MIRO, Adib, Mr., Deputy General Secretary.  
NETO, Antonio, Mr., President, CGTB.  
PACHO, Valentin, Mr., Deputy General Secretary.  
SUAREZ ORJUELA, Rafael Ernesto, Sr., Representación Permanente, Ginebra.  
SABOJA, P., Mr., Secretary, CGTB.  
GONZALEZ, Beiba Maria, Sra., Representación Permanente, Ginebra.  
DELGADO DE RODRIGUEZ, Gladys, Sra., Representación Permanente, Ginebra.  
RODRIGUEZ MESA, Rafael, Sr., Representación Permanente, Ginebra.  
SANCHEZ SALAZAR, Sandro, Sr., Representación Permanente, Ginebra.  
DE ANGELI, Carlos, Sr., Senior Adviser.  
BARONE, Charly, Sr.  
RODRIGUEZ CÁRDENAS, Manuel Antonio, Sr.  
GALVIS, Rafael, Sr., SINTRATELEFONOS, Colombia.

CAMINO, Carlos William, Sr., SINTRATELEFONOS, Colombia.  
CAÑON, Segundo, Sr., SINTRATELEFONOS, Colombia.  
URTASUN, Jorge, Sr.  
PAGE, Jean-Pierre, Sr.  
AVELLA GARCIA, Julio, Sr.  
AVELLA, Aida, Sra.  
MULLER, Raymond, Mr.  
MURAD, Akincilar, Mr., Representation Geneva.  
CASTRO, Teresa, Sra.  
ORTIZ, Jose A., Sr.  
GAMBOA, Jorge Enrique, Mr.  
RODRIGUEZ, Anastacio, Sr.

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

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PERIGOT, François, Mr., President.  
FUNES DE RIOJA, Daniel, Mr., Executive Vice-President.  
PEÑALOSA, Antonio, Mr., Secretary-General.  
WILTON, Brent, Mr., Deputy Secretary-General.  
DEJARDIN, Jean, Mr., Adviser.  
JAMES, George, Mr., Adviser.  
MUIA, Frederick, Mr., Adviser.  
OECHSLIN, Eric, Mr., Adviser.  
RYNHART, Gary, Mr., Adviser.  
GROS-LOUIS, Sandy, Mr., Adviser.  
YURÉN, Andrés, Mr., Adviser.  
PERKINS, Barbara, Ms., Assistant to the Secretary-General.

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

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SUNMONU, Hassan A., Mr., Secretary-General.  
DIOP, Demba, Mr., Assistant Secretary-General.  
BESHA, Michael P., Mr., Assistant Secretary-General.  
ABUZEID, Mohamed M., Mr., Treasurer-General.  
DIALLO, Lelouma, Mr., Permanent Representative, Geneva.  
GBOLU, Emmanuel K., Mr., Head, International Cooperation.  
AMOAH, Ann, Ms., Project Manager, OATUU/ILO GEPATU.  
OFOSU, Hannah D., Ms., Senior Secretary.  
ABUSETA, Mohamed, Mr., Secretary-General, Pan-African Federation of Petroleum Workers.

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

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JEETUN, Azad, Mr., Secretary General.

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**Alliance internationale des femmes  
International Alliance of Women  
Alianza Internacional de Mujeres**

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KEHL-LAUFF, Jessika, Ms.  
SACKSTEIN, Helene, Ms.

---

**Alliance internationale des arts et du  
spectacle**

**International Arts and Entertainment Alliance**

---

WILSON, Jim, Mr., Director, UNI-MEI.  
LUQUER, Dominick, Mr., General Secretary, FIA.  
MACHUEL, Benoît, Mr., General Secretary.  
DAYAN, Thomas, Mr., Deputy General Secretary.

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**Amnistie Internationale  
Amnesty International  
Amnistía Internacional**

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BALDWIN-PASK, Tania, Ms., Adviser on International  
Organizations.  
SPLINTER, Peter, Mr., Head of Office.  
SCANNELLA, Patrizia, Ms., Representative.

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**Association internationale de l'inspection du  
travail**

**International Association of Labour  
Inspection**

**Asociación Internacional de la Inspección de  
Trabajo**

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WEDEGE, Nils-Petter, Mr., Vice-President.

---

**Association internationale de médecine  
agricole et de santé rurale  
International Association of Agricultural  
Medicine and Rural Health**

---

PATIL, Ashok, Mr., President.

---

**Association internationale d'orientation  
scolaire et professionnelle  
International Association for Educational and  
Vocational Guidance  
Asociación Internacional para la  
Internacional Orientación Educativa y  
Profesional**

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FLUBACHER, Verena, Mrs.

---

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

---

HOSKINS, Dalmer D., Mr., Secretary General.  
BONILLA-GARCÍA, Alejandro, Mr., Chief, Studies and  
Operations Branch.

---

**Association internationale des universités du  
troisième âge**

**International Association of Universities of  
the Third Age**

**Asociación Internacional de Universidades  
para la Tercera Edad**

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IBRAHIM, I.A., Mr., Representative.

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**Association maritime chrétienne  
internationale**

**International Christian Maritime Association  
Asociación Marítima Cristiana Internacional**

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STEVENSON, Douglas B., Mr., Seamen's Church Institute  
of NY and NJ, New York.  
PETERS, Ken, Mr., Missions to Seafarers, London.

CICERI, Bruno, Mr., Stella Maris Seamen's Center,  
Taiwan.  
VACHER, Jean, Mr., Stella Maris Seamen's Center, Port  
Louis.

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**Association mondiale des petites et  
moyennes entreprises**

**World Association for Small and Medium  
Enterprises**

**Asociación Mundial de Empresas Pequeñas  
y Medianas**

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AGRAWAL, Arun, Mr., Secretary General.  
PRASAD, V.N., Mr., Senior Economic Advisor.

---

**Centrale latinoaméricaine des travailleurs  
Latin American Central of Workers  
Central Latinoamericana de Trabajadores**

---

GÓMEZ, Julio Roberto, Sr., President, CLAT.  
TRIANA ALVIS, Miryam Luz, Sra.

---

**Centre d'échanges et coopération pour  
l'Amérique latine**

**Exchange and Cooperation Centre for Latin  
America**

**Centro de Intercambios y Cooperación para  
América Latina**

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CELI VEGAS, Michel, M., Président.  
SUIRE, Géraldine, Mlle, Consultante.  
GARCETE, Lydia, Mlle, Consultante.  
CERTEJAN, Tiberius, M., Consultant.  
TOMONARI, Kei, M., Consultant.

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**Centre international pour les droits  
syndicaux**

**International Centre for Trade Union Rights  
Centro Internacional para los Derechos  
Sindicales**

---

BLACKBURN, Daniel, Mr., Director.  
PUERTO, Miguel, Mr.  
GIBBONS, Steve, Mr.  
HENDY, John Q.C., Mr.  
EWING, Keith, Mr.

---

**Collectif international d'appui aux travailleurs  
de la pêche**

**International Collective in Support of  
Fishworkers**

**Colectivo Internacional de Apoyo a los  
Trabajadores de la Pesca**

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SHARMA, Chandrika, Ms., Executive Secretary.  
MATHEW, Sebastian, Mr., Programme Advisor.  
O'RIORDAN, Brian, Mr., Secretary, Brussels Office.  
DEBNATH, Harekrishna, Mr.

---

**Comité consultatif mondial des amis**

**Friends World Committee for Consultation**

---

BASTICK, Megan, Ms., Programme Assistant for Human  
Rights and Refugees.  
BRETT, Rachel, Ms., Representative for Human Rights  
and Refugees.  
CAHUASQUI, Lina, Ms., Project VOICE, American  
Friends Service Committee, Quito.  
ERSTAD, Richard, Mr., International Division, American  
Friends Service Committee, Philadelphia.  
PEREZ-BUSTILLO, Camilo, Mr., Project VOICE,  
American Friends Service Committee, Philadelphia.

---

**Commission africaine des promoteurs de la  
santé et des droits de l'homme**

**African Commission for Health and Human  
Rights Promoters**

---

SAMOURA, Djély Karifa, M., Secrétaire général.  
RIVKINE, Jacques, M.  
BAUD, François, M.  
DIAWARA, Biro, M.  
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**Commission internationale de la santé au  
travail**

**International Commission on Occupational  
Health**

**Comisión Internacional de Medicina del  
Trabajo**

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RANTANEN, Jorma, Mr.  
IAVICOLI, Sergio, Mr.

---

**Commission syndicale consultative auprès  
de l'Organisation de coopération et de  
développement économiques**

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EVANS, John, Mr., General Secretary.  
SCHNEIDER, Roland, Mr., Senior Policy Adviser.  
ROYER, Lucien, Mr., Senior Policy Adviser.  
NILSSON, Veronica, Ms., Consultant.  
HABBARD, Pierre, Mr., Consultant.

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**Confédération européenne des syndicats  
indépendants**

**European Confederation of Independent  
Trade Unions**

**Confederación Europea de Sindicatos  
Independientes**

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LAURSEN, Randi, Mme, Présidente, Firma  
Funktionaererne (FF).  
HANSEN, John, M., Secrétaire général, FF.  
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EYSCHEN, Irène, Mme, Confédération Générale de la  
Fonction Publique (CGFP).  
WOLFF, Romain, M., Vice-président, CGFP.

---

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

---

SHCHERBAKOV, Vladimir, Mr., General Secretary.  
POTAPOV, Albert, Mr., Deputy General Secretary.  
YURIEV, Valery, Mr., Deputy General Secretary.  
KRAVTSOV, Valery, Mr., Head, Department for Links  
with Affiliated Organisations and Cooperation with  
World Trade Unions.  
BULGAKOV, Alexander, Mr., Adviser to the General  
Secretary.

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**Confédération internationale des  
fonctionnaires**

**International Confederation of Public Service  
Officers**

**Confederacion Internacional de Funcionarios**

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TRAUSCH, Pierre, M., Président.

WOLF, Romain, M., Secrétaire général.

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**Confédération internationale des syndicats  
arabes**

**International Confederation of Arab Trade  
Unions**

**Confederación Internacional de Sindicatos  
Arabes**

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DJEMAM, Hacene, Mr., General Secretary.  
MAATOUK, Rajab, Mr., Deputy General Secretary; Head  
of International Relations.  
ZINEDDIN, Mohamadnaim, Mr., Adviser.  
SAAD, Faroug, Mr., Director, International Relations  
Department.

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**Confédération syndicale mondiale de  
l'enseignement**

**World Confederation of Teachers  
Confederación Sindical Mundial de la  
Enseñanza**

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CORRIES, Claudio, M., Président.  
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DE LA HAYE, Gaston, M., Secrétaire général.

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**Congrès permanent de l'unité syndicale des  
travailleurs d'Amérique latine**

**Permanent Congress of Trade Union Unity of  
Latin American Workers**

**Congreso Permanente de la Unidad Sindical  
de los Trabajadores de América Latina**

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SERNA SERVÍN, Agustín, Sr., Secretario General,  
Federación Autotransporte, México.  
VÁSQUEZ MENDOZA, Isaías, Sr., Secretario General,  
CROC Monterrey, México.



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**Conseil de coordination des syndicats  
d'Afrique australe**  
**Southern African Trade Union Coordination  
Council**  
**Consejo de Coordinación Sindical de Africa  
Austral**

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KACHIMA, Moses T., Mr., Executive Secretary.  
MUNEKU, Austin, Mr., Consultant.

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**Conseil international de l'action sociale**  
**International Council on Social Welfare**  
**Consejo Internacional de Bienestar Social**

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CORRELL, Denys, Mr., Executive Director.

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**Fédération des associations de  
fonctionnaires internationaux**  
**Federation of International Civil Servants'  
Associations**  
**Federación de Asociaciones de Funcionarios  
Internacionales**

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DWEGGAH, Maria, Mme, OMS.  
MATHEYS, Jean-Pol, M., CERN.

---

**Fédération internationale des femmes de  
carrières libérales et commerciales**  
**International Federation of Business and  
Professional Women**  
**Federación Internacional de Mujeres de  
Negocios y Profesionales**

---

KAUSCH, Karin, Ms., Permanent Representative, Geneva.

---

**Fédération internationale des femmes des  
carrières juridiques**  
**International Federation of Women in Legal  
Careers**  
**Federación Internacional de Mujeres Juristas**

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HURIOS CALCERRADA, Angelina, Mme, Présidente.  
JOURDAN, Claire, Mme

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

---

PONCINI, Conchita, Mr.  
HAGEN, Katherine, Ms.  
HANSEN, Eva, Ms.  
BROWN, Susan, Ms.

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**Fédération internationale des organisations  
de travailleurs de la métallurgie**  
**International Metalworkers' Federation**  
**Federación Internacional de Trabajadores de  
las Industrias Metalúrgicas**

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MALENTACCHI, Marcello, Mr.  
FREDRICKS, Brian, Mr.  
KAMADA, Hiroshi, Mr.  
COLETTI, Carla, Ms.  
BLUM, Ronald, Mr.

---

**Fédération internationale des ouvriers du  
transport**  
**International Transport Workers' Federation**  
**Federación Internacional de los Trabajadores  
del Transporte**

---

COCKROFT, David, Mr., General Secretary.  
WHITLOW, Jon, Mr., Seafarers' Section Secretary.  
KARAVATCHEV, Rossen, Mr.

---

**Fédération internationale des syndicats de  
travailleurs de la chimie, de l'énergie, des  
mines et des industries diverses**  
**International Federation of Chemical, Energy,  
Mine and General Workers' Unions**  
**Federación Internacional de Sindicatos de  
Trabajadores de la Química, de la Energía,  
Minas e Industrias Diversas**

---

HIGGS, Fred, Mr., General Secretary.  
CATTERSON, Jim, Mr., Director.  
GREEN, Reg, Mr., Health, Safety and Environment  
Officer.  
VEART, Gerry, Mr.

---

**Fédération internationale Terre des Hommes**  
**International Federation Terre des Hommes**  
**Federación Internacional Terre des Hommes**

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KADJAR-HAMOUDA, Eylah, Mme, Coordinatrice.

---

**Fédération internationale des travailleurs du**  
**bâtiment et du bois**

**International Federation of Building and**  
**Woodworkers**

**Federación Internacional de Trabajadores de**  
**la Construcción y la Madera**

---

NORMARK, Anita, Ms.  
HELLMANN, Marion, Ms.  
YUSON, Ambet, Ms.  
MURIE, Fiona, Ms.  
STREET, William, Mr.

---

**Fédération internationale des travailleurs du**  
**textile, de l'habillement et du cuir**

**International Textile, Garment & Leather**  
**Workers' Federation**

**Federación Internacional de Trabajadores del**  
**Textil, Vestuario y Cuero**

---

KEARNEY, Neil, Mr., General Secretary.  
CAPPUCCIO, Silvana, Ms., Health and Safety Assistant.

---

**Federation mondiale des associations de**  
**direction de personnel**

**World Federation of Personnel Management**  
**Associations**

**Federación Mundial de Asociaciones de**  
**Administración de Personal**

---

ALDAO ZAPIOLA, Carlos, Sr., Immediate Past-President.

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**Fédération mondiale des Organisations de la**  
**Construction et du Bois**

**World Federation of Building and**  
**Woodworkers Unions**

**Federación Mundial de Trabajadores de la**  
**Construcción y la Madera**

---

BONNEWIJN, Guy, M., Expert international.  
NELISSEN, Piet, M., Secrétaire exécutif.

---

**Fédération mondiale des travailleurs de**  
**l'industrie**

**World Federation of Industry Workers**  
**Federación Mundial de Trabajadores de la**  
**Industria**

---

RODOMONTI, Italo, M., Secrétaire général.  
NELISSEN, Piet, M., Secrétaire exécutif.  
GAITAN, Carlos, M., Membre, Bureau exécutif.

---

**Fraternité des syndicats d'Asie**  
**Brotherhood of Asian Trade Unions**  
**Fraternidad de Sindicatos de Asia**

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LUCERO, Necie M., Ms., Secretary General.  
SHOUKET, Ali, Mr., Secretary General, All Pakistan  
Trade Union Congress.

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**Internationale de l'éducation**  
**Education International**  
**Internacional de la Educación**

---

VAN LEEUWEN, Fred, M., Secrétaire général.  
JOUEN, Elie, M., Secrétaire général adjoint.  
SCARPATO, Marta, Mme, Coordinatrice des Droits  
humains et de l'Egalité.  
ZEPEDA LOPEZ, José Antonio, M., Secrétaire général,  
CGTEN-ANDEN, Nicaragua.  
BERNIER, France, M., CSQ, Québec.

---

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

---

ENGELBERTS, Hans, Mr., General Secretary.  
LEATHER, Alan, Mr., Deputy General Secretary.  
WAGHORNE, Mike, Mr., Assistant General Secretary.

WINTOUR, Nora, Ms., Equality and Rights Office.  
CAIRD, Wendy, Ms., Quality Public Services Campaign  
Co-ordinator.

---

**Jeunesse ouvrière chrétienne internationale**  
**International Young Christian Workers**  
**Juventud Obrera Cristiana Internacional**

---

CIROCCO, Anna, Ms., General Secretary.  
YOVEL, Thiruvalluvar, Mr., President.  
VILLAMIN, Teresa B., Ms., Philippines National  
President.  
BELTEUS, Yves Rameau, Mr., Haiti National  
Coordinator.  
BAA-BII, Michael Wombeogo, Mr., PanAfrican  
Coordinator.

---

**Mouvement mondial des travailleurs  
chrétiens**

**World Movement of Christian Workers**  
**Movimiento Mundial de Trabajadores  
Cristianos**

---

NDONG, Brigitte, Mme, Secrétaire générale.  
EDWARDS, Paul Joseph, M., Secrétaire général.  
NGATOM, Batepame Odette, Mme, Déléguée.  
DEEPAM, Ignatius, M., Délégué.  
WILLIMAN, Thomas, M., Délégué.

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**Nord-Sud XXI North-South XXI**  
**Norte-Sur XXI**

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SOUEISSI, Ahmad, M.  
GUICHARD, Manuel, M.  
QUESADA JURE, Alfredo R., M.  
STEINER, Michelina, Mme  
TSAKIMP NANKAMAI, Nelly Kisar, Mme

---

**Organisation démocratique syndicale des  
travailleurs africains**  
**Democratic Organization of African Workers'  
Trade Union**  
**Organización Democrática Sindical de los  
Trabajadores Africanos**

---

BENYDIN, Toolsyraj, M., Président.  
AKOUETE, Adrien Beleki, M., Secrétaire général.  
KABRAJ, Mohamed Larbi, M., Vice-président.

---

**Organisation internationale de l'énergie et  
des mines**

**International Energy and Mines' Organisation**  
**Organización Internacional de Energía y  
Minas**

---

SIMON, Alain, M.  
TERRIER, Serge, M.  
CARLIER, Jean-François, M.  
NUSTAD, Terje, M.  
LAVERY, Ian, M.

---

**Organisation internationale de perspective  
mondiale World Vision International**  
**Visión Mundial Internacional**

---

GETMAN, Tom, Mr., Director of Humanitarian Affairs  
and International Relations.

---

**Organisation mondiale contre la torture**  
**World Organization Against Torture**  
**Organización Mundial contra la Tortura**

---

SOTTAS, Eric, M., Directeur.  
LACROIX, Anne-Laurence, Mme, Directrice-adjointe.  
MÜTZENBERG, Patrick, M., Responsable de Programme.  
BASTOS DUARTE, Mariana, Mme, Chargée de mission  
pour le Programme défenseurs des Droits de l'homme.  
GOMEZ ZULUAGA, Alberto Léon, M., Membre,  
Assemblée des Délégués.

---

**Société anti-esclavagiste internationale**  
**Anti-Slavery International**

---

CUNNEEN, Mary, Ms., Director.  
KAYE, Mike, Mr., Communications Manager.  
TURNER, Catherine, Ms., Child Labour Officer.  
WILLIAMS, Sarah, Ms., Campaigns Officer.

---

**Soroptimist International**  
**Soroptimist International**  
**Soroptimist International**

---

NORDBACK, Inger Sofie, Ms.  
GALLEY-SCHROPP, Jacqueline, Ms.

---

**Union des Associations Internationales  
Union of International Associations  
Unión de Asociaciones Internacionales**

---

RITCHIE, Cyril, Mr., Vice-President.

---

**Union générale des chambres de commerce,  
industrie et agriculture des pays arabes  
General Union of Chambers of Commerce,  
Industry and Agriculture for Arab Countries  
Unión General de Cámaras de Comercio,  
Industria y Agricultura de los Países Arabes**

---

GHANTOUS, Elias, Mr., Secretary General.

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**Union internationale chrétienne des  
dirigeants d'entreprise  
International Christian Union of Business  
Executives  
Unión Internacional Cristiana de Dirigentes  
de Empresa**

---

LEDOUBLE, Philippe, M., Administrateur.  
BONAMY, Benoît, M., Secrétaire général.  
KLEIN, Jean-Pierre, M., Représentant.

---

**Union internationale des syndicats des  
travailleurs de l'agriculture, l'alimentation, du  
commerce, de l'industrie textile et similaires  
Trade Unions International of Workers in  
Agriculture, Food, Commerce, Textiles and  
Allied Industries**

---

HUCK, Freddy, M., Président.

---

**Union internationale des syndicats des  
travailleurs du bâtiment, du bois et des  
matériaux de construction**

**Trade Unions International of Workers of the  
Building, Wood and Building Materials  
Industries**

**Unión Internacional de Sindicatos de  
Trabajadores de la Construcción, Madera y  
Materiales de Construcción**

---

DINIS, José, Mr., General Secretary.  
SUTTON, John, Mr., President.

---

**Union internationale des syndicats des  
travailleurs de l'énergie, des métaux, de la  
chimie, du pétrole et des industries  
similaires**

**Trade Unions International of Workers of  
Energy, Metal, Chemical, Oil and Allied  
Industries**

**Unión Internacional de Sindicatos de  
Trabajadores de la Energía, el Metal, la  
Química, el Petróleo e Industrias Afines**

---

FLORES FLORES, C. Rosendo, Sr., Secretario General.  
ALMAZÁN GONZÁLEZ, C. José Antonio, Sr., Secretario  
del Exterior.

---

**Union internationale des syndicats des  
travailleurs de la fonction publique et  
assimilés**

**Trade Unions International of Public and  
Allied Employees**

**Unión Internacional de Sindicatos de  
Trabajadores de Servicios Públicos y  
Similares**

---

SEN, Sukomal, Mr., General Secretary.  
SOTAKA, Lulamile, Mr., President.  
SEN, Roma, Ms., International Relations Officer.

---

**Union internationale des travailleurs de  
l'alimentation, de l'agriculture, de l'hôtellerie-  
restauration, du tabac et des branches  
connexes**

**International Union of Food, Agricultural,  
Hotel, Restaurant, Catering, Tobacco and  
Allied Workers' Associations**

**Unión Internacional de Trabajadores de la  
Alimentación, Agrícolas, Hoteles,  
Restaurantes, Tabaco y Afines**

---

AMUKO, Omara, Mr.  
BARONCINI, Jacqueline, Ms.  
BUDIN, Barbro, Ms.  
DALBAN MOREYNAS, Patrick, Mr.  
GARVER, Paul, Mr.

---

**Union latino-américaine des travailleurs  
municipaux**

**Latin American Union of Municipal Workers  
Unión Latinoamericana de Trabajadores  
Municipales**

---

POL YANEZ, OSCAR, Sr.  
QUEZADA PULIDO, Marcelo, Sr.

---

**Union mondiale des organisations féminines  
catholiques**

**World Union of Catholic Women's  
Organizations  
Unión Mundial de las Organizaciones  
Femeninas Católicas**

---

BARTER-HEMMERICH, Ursula, Mme

---

**Union mondiale des professions libérales  
World Union of Professions**

**Unión Mundial de las Profesiones Liberales**

---

SALMON, Henry, M., Président d'honneur délégué.  
RONDEAU, Christian, M.

---

**Union Network International  
Union Network International  
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JENNINGS, Philip J., Mr., General Secretary.  
BOWYER, Philip, Mr., Deputy General Secretary.  
REQUENA, Raul, Mr., Assistant General Secretary.  
PEDERSEN, John, Mr., Assistant General Secretary.  
ROSENZVAIG, Adriana, Ms., Head of Department.

---

**Union syndicale des Travailleurs du Maghreb  
arabe**

**Union of Workers of the Arab Maghreb  
Unión Sindical de Trabajadores del Maghreb  
Arabe**

---

JRAD, Abdessalem, Mr., Secrétaire général.  
RHOUMA, Nouri Salem, Mr., Vice Secrétaire général.  
SAHRAOUI, Abdelmajid, Mr., Secrétaire général adjoint.  
DORCI, Aboubaker Moussa, Mr., Secrétaire général  
adjoint.  
ACHOUR, Abdelhamid, Mr., Directeur exécutif.

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