



Governing Body

327th Session, Geneva, 11 June 2016

GB.327/PV

Minutes of the 327th Session of the Governing Body of the International Labour Office

Minutes of the 327th Session of the Governing Body of the International Labour Office

The 327th Session of the Governing Body of the International Labour Office was held in Geneva on Saturday, 11 June 2016, presided over by Ms Misako Kaji of Japan, as outgoing Chairperson, and Mr Ulrich Seidenberger (Germany), as incoming Chairperson.

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

Table of contents by order of item on the agenda

<i>Item No.</i>	<i>Document No.</i>	<i>Title</i>	<i>Page</i>	<i>Decision/ outcome paragraph No.</i>
Institutional Section				
1	GB.327/INS/1	Election of the Officers of the Governing Body for 2016–17	1	3, 11
2	GB.327/INS/2	Approval of the minutes of the 326th Session of the Governing Body	2	12
3		Questions arising out of the 105th Session of the International Labour Conference, requiring immediate attention	3	19
4		Reports of the Committee on Freedom of Association		
	GB.327/INS/4/1	378th Report	5	27
	GB.327/INS/4/2	379th Report	7	28
5		Report of the Director-General		
	GB.327/INS/5	Obituary: Mr Homero Luis Hernández Sánchez	8	34
	GB.327/INS/5/1	<i>First Supplementary Report:</i> Appointment of a Deputy Director-General	9	35
	GB.327/INS/5/2	<i>Second Supplementary Report:</i> Documents submitted for information only	9	36
	GB.327/INS/5/3	<i>Third Supplementary Report:</i> Report of the Committee set up to examine the representation alleging non-observance by the Government of Peru of the Indigenous and Tribal Peoples Convention, 1989 (No. 169), made under article 24 of the ILO Constitution by the International Trade Union Confederation (ITUC), the Trade Union Confederation of the Americas (TUCA) and the Autonomous Workers' Confederation of Peru (CATP)	9	37
	GB.327/INS/5/4	<i>Fourth Supplementary Report:</i> Report of the Committee set up to examine the representation alleging non-observance by Portugal of the Forced Labour Convention, 1930 (No. 29), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), made under article 24 of the ILO Constitution by the National Federation of Unions of Workers in the Public and Social Services (FNSTFPS)	10	38
6		Reports of the Officers of the Governing Body		
	GB.327/INS/6/1	First report: Representation alleging non-observance by Romania of the Protection of Wages Convention, 1949 (No. 95), made under article 24 of the ILO Constitution by the Federation of Free Trade Unions of the Chemical and Petrochemical Industries (FSLCP)	11	39
7	GB.327/INS/7	Composition and agenda of standing bodies and meetings	11	40, 41
Appendix				
		Final list of persons attending the session	13	

Institutional Section

First item on the agenda

Election of the Officers of the Governing Body for 2016–17 (GB.327/INS/1)

1. *The Chairperson of the Government group* put forward the candidature of Mr Ulrich Seidenberger of Germany as Chairperson of the Governing Body. Prior to his appointment to the Permanent Mission of Germany in Geneva in August 2015, he had served his country in the Foreign Office in Germany, the Caribbean, Bucharest, New York and Helsinki. His experience as Political Counsellor at the Permanent Mission of Germany to the United Nations (UN) in New York and as Deputy Coordinator for Personnel Policy in International Organizations at the Foreign Office had given him a keen understanding of the dynamics of multilateralism. The Government group was confident that Mr Seidenberger's experience would make him an effective Chairperson of the Governing Body.
2. *The Employer Vice-Chairperson and the Worker Vice-Chairperson* endorsed the candidature of Mr Seidenberger.

Decision

3. *The Governing Body elected Mr Ulrich Seidenberger, Ambassador, Chargé d'Affaires ad interim of Germany to the United Nations Office and other international organizations in Geneva, to the post of Chairperson of the Governing Body of the ILO for the period from June 2016 to June 2017.*

(GB.327/INS/1, paragraph 3).

4. *The outgoing Chairperson* congratulated Mr Seidenberger on his election and conveyed her best wishes for his forthcoming term of office. Reviewing the work of the Governing Body during the period of her own incumbency as Chairperson, she said that she had been consistently struck by the level of engagement within the Governing Body. It was particularly difficult for the Government group to present a united front because national and international interests did not always coincide. In that regard, she paid tribute to the efforts of the regional coordinators and the Chairperson of the Government group, drawing attention to the successful mission to Fiji that he had led in January 2016.
5. The Governing Body had succeeded in placing decent work at the centre of the 2030 Agenda for Sustainable Development, which, as the Director-General had said in his opening address to the Conference, was also the ILO's agenda. The Governing Body must help the Organization to find its true place in that process and use its tripartite advantage effectively while monitoring progress under the Director-General's centenary initiatives, which were in line with the spirit and aims of the 2030 Agenda. She drew attention to some of the other issues that had received the attention of the Governing Body and said that she looked forward to the results of the High-level Global Commission on the Future of Work. The Governing Body would need to decide how and to what extent the ILO should be involved in the global refugee crisis. In that connection, she would be interested to learn how the outcome of the Tripartite Technical Meeting on the Access of Refugees and other Forcibly Displaced Persons to the Labour Market, held in Geneva in July 2016, would contribute to the high-

level meeting of the UN General Assembly to address the large movements of refugees and migrants, to be held in New York in September 2016.

6. *The Worker Vice-Chairperson* commended the outgoing Chairperson on her willingness to address the concerns of the Workers' and Employers' groups, particularly in February 2015 during the high-level tripartite mission to Qatar, and to inform herself about the issues addressed by the Governing Body.
7. *The Employer Vice-Chairperson* said that the outgoing Chairperson had fulfilled her mandate with great professionalism and respect for the ILO and the social partners.
8. *The Director-General* said that the outgoing Chairperson's success was proof of her dedication and her extraordinary capacity to absorb information and understand the tripartite structure of an organization with which she had had little previous experience. Her diplomatic capacities, good humour, unfailing courtesy and patience had been accompanied by an iron determination to get results through consensus in all the right ways. He hoped that the ILO would continue to benefit from her skills. He presented the outgoing Chairperson with the gavel of the Governing Body as a token of its appreciation.
9. *Speaking on behalf of the group of Latin American and Caribbean countries (GRULAC)*, a Government representative of Mexico praised the outgoing Chairperson's commitment to dialogue in the search for consensus.

(Mr Seidenberger took the Chair.)

10. *The incoming Chairperson* said that the ILO was an old organization with a contemporary multi-stakeholder structure and a topical agenda in an era of globalization. He looked forward to benefiting from the experience of his fellow officers and that of his predecessor and hoped to coordinate between the ILO and the G20 during the German presidency in 2017.

Decision

11. *The Governing Body re-elected Mr Jørgen Rønne (Employer, Denmark) as Employer Vice-Chairperson of the Governing Body, and Mr Luc Cortebeek (Worker, Belgium) as Worker Vice-Chairperson of the Governing Body, for the 2016–17 period.*

(GB.327/INS/1, paragraph 3.)

Second item on the agenda

Approval of the minutes of the 326th Session of the Governing Body (GB.327/INS/2)

Decision

12. *The Governing Body approved the minutes of its 326th Session as amended.*

(GB.327/INS/2, paragraph 2.)

Third item on the agenda

Questions arising out of the 105th Session of the International Labour Conference, requiring immediate attention

13. *The Worker Vice-Chairperson* said that, while members of his group were happy with the results of the Conference, their evaluation of its organization was more nuanced. With the shorter Conference, several Worker spokespersons had indicated that they had had little time for discussions within their group. The schedule of meetings of the Committee on Decent Work in Global Supply Chains had been intense, with night sittings scheduled almost daily. That Committee had produced a very good set of conclusions, but at rather a high price. The secretariat should make sure that food and beverages were made available during the night sittings of the drafting groups of general and recurrent discussions. With regard to the Committee on the Application of Standards, equal distribution of time between Governments and social partners would have to be secured the following year. His group believed that the limit had been reached in terms of shortening the duration of the Conference; it certainly could not be cut any further without having a negative impact on its outcomes. In general, however, good results had been achieved in terms of content.
14. *Speaking on behalf of the group of industrialized market economy countries (IMEC)*, a Government representative of Canada expressed thanks to the Director-General and the Office for their efforts to ensure another successful two-week Conference. The Office was to be commended on the information, consultations and briefings provided in the months before the Conference. Much of IMEC's feedback on the functioning of the Conference over the years had been actioned. Aspects that were particularly appreciated included: the provision of information well in advance; improved committee-specific web pages, notably for the Committee on the Application of Standards; the steadily increasing use of technology; and the Committee of the Whole format adopted for the Committee for the Social Justice Declaration, which had led to fruitful and interactive discussion with other international organizations. Further efficiencies could be realized in a few areas. Committee work should be focused, concise and action-oriented, and lengthy descriptive texts should be avoided. IMEC welcomed the introduction of the ILO app, but some members of his group were unable to download it due to government rules. Steps must be taken to ensure that the "paper-smart" policy did not inadvertently make some information unavailable to delegates; all documents available on the app should also be available on the ILO website. The anticipated elimination of pigeon holes raised some concerns; consideration should be given to finding some form of open-access pigeon holes for the 106th Session of the Conference. The amendments procedure in the Committee on Decent Work in Global Supply Chains had been somewhat lengthy and fragmented; it would have been more efficient for Committee members to have the option to submit only one amendment for each desired change to the text.
15. IMEC was particularly pleased with the work of the Committee on the Application of Standards. The Committee had implemented many of the recommendations of the informal tripartite consultations on its working methods. The adoption of conclusions in every single case deserved explicit mention. Nonetheless, the adoption of the report of the Committee had conflicted with the timing of the World of Work Summit and the adoption of the conclusions of the Committee for the Social Justice Declaration. With regard to the Committee on Employment and Decent Work for the Transition to Peace, IMEC was pleased with the adoption of the proposed Conclusions by the Committee but noted that important challenges lay ahead. There was broad agreement that the ILO had an important role to play in promoting decent work for peace, security and disaster resilience. However, during the Committee's discussion, it had been clear from the beginning that many of the concepts and

matters setting the context for the discussion were not solely limited to the work of the ILO. The Employment (Transition from War to Peace) Recommendation, 1944 (No. 71), had been written before the adoption of the Universal Declaration of Human Rights and other UN conventions relating to human rights, and important developments had also taken place in the area of humanitarian law. Better expert guidance from the relevant UN agencies, in particular on matters that lay at the margins of the ILO's mandate and expertise, could have played an important role in informing the Committee's discussions. The Committee had not been able to agree on important sections of the proposed Conclusions, and a whole section of text relating to refugees, internally displaced persons and returnees had been bracketed. To move forward on that discussion, the Office, in close consultation with relevant UN agencies, must play an active role in facilitating further dialogue between the governments and the social partners, in order to come up with conclusions on which consensus could be reached. The forthcoming Tripartite Technical Meeting on the Access of Refugees and other Forcibly Displaced Persons to the Labour Market should be informed about the deliberations of the Committee. From a logistical point of view, it was noted that the period for submitting amendments had overlapped with the Committee's deliberations; such a situation should be avoided the following year.

16. The Office was commended on organizing a very lively and interactive session on youth employment at the World of Work Summit; however, it would have been preferable to receive information on the setup, participants and content at an earlier stage. Greater consideration needed to be invested in the potential of the World of Work Summit; one proposal was that it could discuss the Report of the Director-General.
17. *A Government representative of the Russian Federation* said that he wished to congratulate the members of the Governing Body and the secretariat on the successful conclusion of the 105th Session of the Conference. The two weeks had not been easy, owing to the volume of work and the impassioned discussions in some of the committees. The Committee on Employment and Decent Work for the Transition to Peace, in particular, had looked at over 200 amendments to the proposed Conclusions and had managed to agree on the drafting of many points, thanks to the constructive approach taken by the Government group and by the social partners. At the same time, some of the content of the discussion had been a matter for concern; members of the Committee had questioned some key decisions taken by the UN General Assembly. As a result, many of the points in the future Recommendation went beyond the purview of the ILO. That situation did not reflect the principle of coordination between the agencies working within the UN system, particularly those providing humanitarian assistance in emergency situations. That was why his delegation had reserved its position on certain points. Since it was planned to adopt the new instrument at the Conference the following year, the secretariat should continue to work on it, taking into account the positions expressed in the Committee, drawing on the experience of other international organizations working in the area and reflecting the outcome of the tripartite technical meeting to be held in July 2016. His delegation was ready to cooperate in a constructive manner on preparing a Recommendation for submission to the 106th Session of the Conference. With regard to the organization of the Conference, particular mention should be made of the Conference Guide that had been issued and the app that had been developed, both of which had been appreciated by delegates.
18. *A Government representative of Jordan* said that her Government had very clearly expressed its position on the revision of Recommendation No. 71, both during a plenary sitting and when the report of the Committee had been introduced and adopted. There was a need to ensure that the views of the States most affected were duly reflected. Her Government's position was in line with those of the African Union, Pakistan and the Russian Federation. She looked forward to successful negotiations on the issue the following year.

Decision

19. *The Governing Body requested the Director-General to submit to its 328th Session (October–November 2016) detailed proposals relating to the modalities of recurrent discussions, as outlined in subparagraph 15.2 of the resolution on advancing social justice through decent work, with a view to better meeting their objectives and to ensure a prompt transition from the current cycle of recurrent discussions to the next cycle. These proposals would be submitted under the item already included on the agenda for the 328th Session: Follow-up to the outcome of the evaluation of the impact of the ILO Declaration on Social Justice for a Fair Globalization, 2008.*

(No document was submitted.)

Fourth item on the agenda

Reports of the Committee on Freedom of Association

378th Report (GB.327/INS/4/1)

20. *Speaking on behalf of the Chairperson of the Committee on Freedom of Association, a Government representative of Spain said that the tripartite subcommittee had held a very fruitful first meeting, at which it had prioritized serious and urgent cases, thus facilitating the work of the Committee. All of the decisions made by the subcommittee had been approved by the Committee at its plenary session. Introducing the report, he recalled that the Committee had examined 31 of the 160 cases before it, and had reached definitive conclusions in 20 cases and interim conclusions in 11 cases. It had drawn the attention of the Governing Body in particular to Cases Nos 2254 (Bolivarian Republic of Venezuela), 2609 (Guatemala), 2982 (Peru) and 3119 (Philippines), owing to their serious and urgent nature. The Committee had invited the Government of Somalia to come before it with regard to Case No. 3113 and would examine the available information at its next meeting in October–November 2016. It had been obliged to examine Cases Nos 3018 and 3119 without a reply from the Governments of Pakistan and the Philippines, respectively. He drew particular attention to the clarification provided on the status of cases, and to the paragraphs on the absence of information in grave cases, persistent non-cooperation, delays in replies and cases in follow-up.*
21. The Employer and Worker Vice-Chairpersons and the Government coordinator of the Committee had met with the Governments of the Democratic Republic of the Congo and Guatemala, and had urged them to submit observations on serious and urgent cases. The Committee had followed up on the measures adopted by the Government of Belarus to apply the Commission of Inquiry's recommendations on the application of Conventions Nos 87 and 98, which had been presented at the Governing Body in November 2004. It had also requested information on the action taken concerning the registration and legal domicile of trade unions, and the amendment of Decree No. 24 and the Law on Mass Activities. The Committee hoped that the Belarusian Government would continue working with the social partners to develop an efficient dispute settlement system.

22. *The Employer spokesperson* for the Committee said that a potential agenda for the tripartite subcommittee on the Committee's working methods had already been agreed for the subcommittee's meeting in October 2016. Several improvements had already been described in the 378th Report. The aim of the procedure for the examination of complaints regarding freedom of association was to ensure continuous cooperation with governments in order to obtain observations for each case. The clarification provided on the status of cases was groundbreaking in that it helped governments to judge whether follow-up information for a case was still required or whether the case was definitely closed. He looked forward to continuation of the discussions on working methods in order to enable the Committee to prepare, in an effective and transparent manner, a final report for the Governing Body session in June 2017.
23. Regarding Case No. 2254 (Bolivarian Republic of Venezuela), the Committee had deeply deplored the persistent lack of consultation regarding the decree-laws on important economic and production-related issues, and had urged the Government to take immediate action to create a climate of trust, including the appointment of a representative of FEDECAMARAS to the Higher Labour Council. The discussion of Case No. 2723 (Fiji) had not been timely during the meeting, as the Case had been closed at the Governing Body session in March 2016, following a tripartite mission and an agreement reached between the parties on the article 26 complaint. It had been proposed that the Fijian Government and the social partners be granted additional time to carry out the action agreed upon in the Joint Implementation Report. With regard to Case No. 3113, the Committee had again made use of its authority, as set out in paragraph 69 of its procedures, and appreciated the efforts made by the Government of Somalia to provide updated information.
24. *The Worker spokesperson* for the Committee said that he welcomed the Committee's success in completing its work and supported the adoption of the report. However, he drew attention to serious and urgent Case No. 2609 (Guatemala), which had last been examined in 2013. Since then, the Committee had received new allegations of 16 murders and new death threats against union leaders. Accordingly, he called on the Guatemalan Government to translate the commitments that it had already made into action and concrete results. In Case No. 2982, the Government of Peru had not provided information on the status of the criminal proceedings concerning the murders of four union leaders and members in the construction sector, and he recalled that the absence of judgment against guilty parties created a situation of impunity. His group was particularly concerned by cases of harassment, intimidation and threats against trade union leaders, especially when committed by the military or police forces, as in Case No. 3119 (Philippines). He noted that the Government had failed to send a reply, despite the Committee's postponements of the examination of the case on two occasions and the urgent appeal sent to the Government in March 2016.
25. He welcomed the positive changes in the Committee's report, which helped clarify the process and promoted the rapid and strong implementation of recommendations, and he commended the engagement of the Employer and Government members of the Committee. Nonetheless, he drew attention to Case No. 2753 (Djibouti), in which doubt remained as to the independence of the trade union movement; Case No. 2723 (Fiji), in which progress had been noted, despite a number of outstanding issues; and Case No. 3171 (Myanmar), concerning anti-union practices against trade unions and officials and interference in union activities, in which the Government had been requested to conduct investigations into the allegations. He also drew attention to the examination of several cases from Europe.
26. *Speaking on behalf of the Government members of the Committee*, a Government representative of Romania welcomed the establishment of the new subcommittee, which would seek to prioritize and expedite serious and urgent cases so as not to compound them through procedural delays. Such prioritization was consistent with the need to respect the duration of proceedings in other cases that were not of a serious nature and were subject to

national jurisdiction or conflict resolution mechanisms. The Committee's main goal was not to judge but to help governments align their law and practice with the principle of freedom of association. In that regard, governments were encouraged to seek technical cooperation from the ILO to promote ratification and effective implementation of Conventions. The Government members maintained that an additional day of discussions was needed for the work of the Committee on Freedom of Association.

Decision

27. *The Governing Body took note of the introduction to the Report of the Committee, contained in paragraphs 1–84, and adopted the recommendations made in paragraphs: 113 (Case No. 3155: Bosnia and Herzegovina); 131 (Case No. 3142: Cameroon); 161 (Case No. 2824: Colombia); 198 (Case No. 3114: Colombia); 212 (Case No. 3122: Costa Rica); 225 (Case No. 2753: Djibouti); 243 (Case No. 2897: El Salvador); 271 (Case No. 2723: Fiji); 325 (Case No. 2609: Guatemala); 335 (Case No. 2673: Guatemala); 356 (Case No. 3169: Guinea); 400 (Case No. 3032: Honduras); 419 (Case No. 3135: Honduras); 466 (Cases Nos 2177 and 2183: Japan); 493 (Case No. 3171: Myanmar); 505 (Case No. 3177: Nicaragua); 572 (Case No. 3147: Norway); 588 (Case No. 3018: Pakistan); 601 (Case No. 3166: Panama); 628 (Cases Nos 3110 and 3123: Paraguay); 647 (Case No. 2982: Peru); 673 (Case No. 3119: Philippines); 718 (Case No. 3111: Poland); 757 (Case No. 3145: Russian Federation); 774 (Case No. 2994: Tunisia); 808 (Case No. 3095: Tunisia); 820 (Case No. 3098: Turkey) and 854 (Case No. 2254: Bolivarian Republic of Venezuela), and adopted the 378th Report of its Committee on Freedom of Association as a whole.*

(GB.327/INS/4/1.)

379th Report

Measures taken by the Government of the Republic of Belarus to implement the recommendations of the Commission of Inquiry

(GB.327/INS/4/2)

Decision

28. *The Governing Body adopted the recommendations of the Committee on Freedom of Association contained in paragraph 34 of the Report, and adopted the 379th Report of the Committee in its entirety.*

(GB.327/INS/4/2.)

Fifth item on the agenda

Report of the Director-General

Obituary

(GB.327/INS/5)

Mr Homero Luis Hernández Sánchez

29. *Speaking on behalf of GRULAC*, a Government representative of Mexico expressed his deep condolences to the Government of the Dominican Republic and to the family of Mr Homero Luis Hernández Sánchez. His death had saddened the international community in Geneva, where he had served as Permanent Representative of the Dominican Republic to the United Nations Office and other international organizations in Geneva, demonstrating great dedication and professionalism as a skilled diplomat with extensive knowledge and experience of international relations. Through his willingness to share his experience, he had provided an important contribution to the work of government delegations to the ILO.
30. *A Government representative of the Bolivarian Republic of Venezuela* paid tribute to Mr Hernández Sánchez's skill in facilitating agreements. Through his role in GRULAC, he had placed his own personal stamp on the world of decent work and, under his Vice-Presidency, the International Labour Conference had adopted the Domestic Workers Convention, 2011 (No. 189). He expressed his sincere condolences to the Government of the Dominican Republic and to Mr Hernández Sánchez's family.
31. *A Government representative of Cuba* also paid tribute to Mr Hernández Sánchez as an outstanding figure in both his professional and personal capacities.
32. *The Worker spokesperson and the Employer spokesperson* said that they wished to extend their groups' condolences to Mr Hernández Sánchez's family, his colleagues and to the Government of the Dominican Republic.
33. *A Government representative of the Dominican Republic* received with thanks the condolences expressed in respect of Mr Hernández Sánchez, who had been known for his generosity, skilled diplomacy, integrity and exceptional human qualities. His work had brought honour to the Dominican Republic and he would leave behind a legacy in his contribution to the work of the ILO.

Decision

34. *The Governing Body paid tribute to the memory of Mr Homero Luis Hernández Sánchez and invited the Director-General to convey its sincere condolences to Mr Hernández Sánchez's family and to the Government of the Dominican Republic.*

(GB.327/INS/5, paragraph 4.)

First Supplementary Report: Appointment of a Deputy Director-General (GB.327/INS/5/1)

Decision

35. *The Governing Body noted that the Director-General, after having duly consulted the Officers of the Governing Body, had appointed Ms Deborah Greenfield as Deputy Director-General for Policy, as from 3 May 2016. Ms Greenfield made and signed the prescribed declaration of loyalty as provided under article 1.4(b) of the ILO Staff Regulations.*

(GB.327/INS/5/1, paragraph 4.)

Second Supplementary Report: Documents submitted for information only (GB.327/INS/5/2)

Outcome

36. *The Governing Body took note of the information contained in the documents listed in the appendix to document GB.327/INS/5/2.*

(GB.327/INS/5/2, paragraph 4.)

Third Supplementary Report: Report of the Committee set up to examine the representation alleging non-observance by the Government of Peru of the Indigenous and Tribal Peoples Convention, 1989 (No. 169), made under article 24 of the ILO Constitution by the International Trade Union Confederation (ITUC), the Trade Union Confederation of the Americas (TUCA) and the Autonomous Workers' Confederation of Peru (CATP) (GB.327/INS/5/3)

(The Governing Body considered this report in its private sitting.)

Decision

37. *In the light of the conclusions set out in the Committee's report (document GB.327/INS/5/3), the Governing Body:*

(a) approved the report;

- (b) *requested the Government to continue its efforts to identify those responsible and punish the guilty in the murders of Mr Edwin Chota Valera, Mr Jorge Ríos Pérez, Mr Leoncio Quinticima Meléndez and Mr Francisco Pinedo;*
- (c) *requested the Government to take steps to prevent murders and acts of violence and to ensure, in accordance with national legislation, that the complaints lodged by the families of the victims mentioned in the report were addressed;*
- (d) *invited the Government to include in its report to the Committee of Experts detailed and updated information on the other issues addressed in the report and in the Committee's conclusions;*
- (e) *made the report contained in document GB.327/INS/5/3 publicly available and closed the present procedure.*

(GB.325/INS/5/3, paragraph 321.)

Fourth Supplementary Report: Report of the Committee set up to examine the representation alleging non-observance by Portugal of the Forced Labour Convention, 1930 (No. 29), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), made under article 24 of the ILO Constitution by the National Federation of Unions of Workers in the Public and Social Services (FNSTFPS)
(GB.327/INS/5/4)

(The Governing Body considered this report in its private sitting.)

Decision

38. *In light of the conclusions set out in paragraphs 38–49 of the Committee's report (document GB.327/INS/5/4), the Governing Body:*

- (a) *approved the report;*
- (b) *invited the Government to initiate tripartite consultations with the social partners concerned with a view to evaluating all the terms and conditions for the implementation of employment insertion contracts, taking into consideration the developments contained in paragraphs 46 and 49 of the report;*
- (c) *invited the Government to provide information in that regard for examination by the Committee of Experts on the Application of Conventions and Recommendations;*

- (d) made the report contained in document GB.327/INS/5/4 publicly available and declared closed the procedure initiated by the representation.*

(GB.327/INS/5/4, paragraph 50.)

Sixth item on the agenda

Reports of the Officers of the Governing Body

First report: Representation alleging non-observance by Romania of the Protection of Wages Convention, 1949 (No. 95), made under article 24 of the ILO Constitution by the Federation of Free Trade Unions of the Chemical and Petrochemical Industries (FSLCP)
(GB.327/INS/6/1)

(The Governing Body considered this report in its private sitting.)

Decision

- 39. *On the recommendation of its Officers, the Governing Body decided that the representation was receivable and set up a tripartite committee to examine it.***

(GB.327/INS/6/1, paragraph 5.)

Seventh item on the agenda

Composition and agenda of standing bodies and meetings
(GB.327/INS/7)

Decisions

Tripartite Technical Meeting on the Access of Refugees and other Forcibly Displaced Persons to the Labour Market
(Geneva, 5–7 July 2016)

Invitation of international non-governmental organizations

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

- *Asylum Access;*
- *Danish Refugee Council;*
- *European Council on Refugees and Exiles;*

- *International Catholic Migration Commission (ICMC);*
- *International Rescue Committee;*
- *Institute for Human Rights and Business;*
- *Migrant Forum in Asia (MFA);*
- *Norwegian Refugee Council;*
- *Refugees International.*

(GB.327/INS/7, paragraph 7.)

Meeting of Experts on Fair Recruitment
(Geneva, 5–7 September 2016)

Invitation of international non-governmental organizations

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

- *Amnesty International;*
- *Anti-Slavery International;*
- *Human Rights Watch;*
- *Institute for Human Rights and Business (IHRB);*
- *Migrant Forum in Asia (MFA);*
- *Open Society Foundations (OSF);*
- *Verité.*

(GB.327/INS/7, paragraph 13.)

Appendix

Bureau international du Travail – Conseil d’administration International Labour Office – Governing Body Oficina Internacional del Trabajo – Consejo de Administración

**327^e session – Genève – juin 2016
327th Session – Geneva – June 2016
327.^a Reunión – Ginebra – junio de 2016**

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

Membres gouvernementaux titulaires Titular Government members Miembros gubernamentales titulares	p. 14
Membres gouvernementaux adjoints Deputy Government members Miembros gubernamentales adjuntos	p. 20
Membres employeurs titulaires Titular Employer members Miembros empleadores titulares	p. 25
Membres employeurs adjoints Deputy Employer members Miembros empleadores adjuntos	p. 26
Membres travailleurs titulaires Titular Worker members Miembros trabajadores titulares	p. 27
Membres travailleurs adjoints Deputy Worker members Miembros trabajadores adjuntos	p. 28
Représentants d’autres Etats Membres Representatives of other member States Representantes de otros Estados Miembros	p. 29
Représentants d’organisations internationales gouvernementales Representatives of international governmental organizations Representantes de organizaciones internacionales gubernamentales	p. 32
Représentants d’organisations internationales non gouvernementales Representatives of international non-governmental organizations Representantes de organizaciones internacionales no gubernamentales	p. 33

Membres gouvernementaux titulaires
Miembros gubernamentales titulares
Titular Government members

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

Mr U. SEIDENBERGER (Germany)

Algérie Algeria Argelia

M. B. DELMI, ambassadeur, représentant permanent, mission permanente, Genève.

suppléant(s):

M. T. DJOUAMA, ministre conseiller, mission permanente, Genève.

M^{me} H. KHERROUR, secrétaire des affaires étrangères, mission permanente, Genève.

Allemagne Germany Alemania

Mr A. SCHLÜTER, Head, International Labour Organization (ILO)/United Nations Division, Federal Ministry of Labour and Social Affairs.

substitute(s):

Mr U. SEIDENBERGER, Ambassador and Permanent Representative, Chair of the Governing Body, Permanent Mission, Geneva.

Mr J. FARZAN, Adviser, International Labour Organization (ILO)/United Nations Division, Federal Ministry of Labour and Social Affairs.

accompanied by:

Mr K. GÜNTHER, Social Affairs Adviser, Permanent Mission, Geneva.

Ms A. KERSCHBAUM, Permanent Mission, Geneva.

Angola

M. A. CORREIA, ambassadeur, représentant permanent, mission permanente, Genève.

suppléant:

M. A. GUIMARÃES, deuxième secrétaire, mission permanente, Genève.

Argentine Argentina

Sr. M. CIMA, Embajador, Representante Permanente Alterno, Misión Permanente, Ginebra.

suplente:

Sr. L. ABBENANTE, Secretario de Embajada, Misión Permanente, Ginebra.

Brésil Brazil Brasil

Ms R. CORDEIRO DUNLOP, Ambassador, Permanent Representative, Permanent Mission, Geneva.

substitute(s):

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

Ms D. ROCHA MATTOS, Chief of the International Organizations Division, Ministry of Labour and Social Security.

Mr P. GHETTI, Third Secretary, Permanent Mission, Geneva.

Bulgarie Bulgaria

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

substitute(s):

Ms I. HRISTOVA, Director, Directorate for European Affairs and International Cooperation, Ministry of Labour and Social Policy.

Ms A. DAVIDOVA, Minister Plenipotentiary, Permanent Mission, Geneva.

accompanied by:

Mr A. EVTIMOV, Head, Department for International Organizations and International Cooperation, Ministry of Labour and Social Policy.

Cambodge Cambodia Camboya

Mr V. HOU, Undersecretary of State, Ministry of Labour and Vocational Training.

substitute(s):

Ms V. SOVANN, Adviser, Ministry of Labour and Vocational Training.

accompanied by:

Mr C. BOU, Labour Counsellor, Ministry of Labour and Vocational Training.

Mr S. HUON, Adviser, Ministry of Labour and Vocational Training.

Mr S. YANG, Assistant of Labour Counsellor, Ministry of Labour and Vocational Training.

Chine China

Mr B. HAO, Director-General, Department of International Cooperation, Ministry of Human Resources and Social Security.

substitute(s):

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

accompanied by:

Mr X. DAI, Counsellor, Permanent Mission, Geneva.

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

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

République de Corée Republic of Korea República de Corea

Mr K. CHOI, Ambassador, Permanent Representative, Permanent Mission, Geneva.

substitute(s):

Mr I. KIM, Ambassador and Deputy Permanent Representative, Permanent Mission, Geneva.

Mr B. KWON, Labour Attaché, Permanent Mission, Geneva.

Ms S. KWON, Deputy Director, International Labour Affairs Division, Ministry of Employment and Labour.

Emirats arabes unis United Arab Emirates Emiratos Árabes Unidos

Mr H. ALSUWAIDI, Assistant Undersecretary for Labour Affairs, Ministry of Human Resources and Emiratization.

substitute(s):

Mr O. ALNUAIMI, Assistant Undersecretary for Policies and Strategies Affairs, Ministry of Human Resources and Emiratization.

Mr A. ZALAMI, Adviser to the Minister for International Relations, Ministry of Human Resources and Emiratization.

Mr A. ALMARZOOQI, Director, International Relations Office, Ministry of Human Resources and Emiratization.

accompanied by:

Mr O. ALZAABI, Ambassador, Permanent Representative, Permanent Mission, Geneva.

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

Mr A. FAKHFAKH, Expert in International Organizations, Permanent Mission, Geneva.

Etats-Unis United States Estados Unidos

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

substitute:

Mr G. GARRAMONE, First Secretary, Political and Specialized Agencies, Permanent Mission, Geneva.

France Francia

M. C. JEANNEROT, délégué du gouvernement de la France au Conseil d'administration du BIT.

suppléant(s):

M^{me} M. BAUDURET, cheffe du Bureau international Travail, emploi, affaires sociales et droits de l'homme, délégation aux affaires européennes et internationales, ministère du Travail, de l'Emploi, de la Formation professionnelle et du Dialogue social.

accompagné(s) de:

M. Y. CRIADO, chargé de mission, délégation aux affaires européennes et internationales, ministère du Travail, de l'Emploi, de la Formation professionnelle et du Dialogue social.

M. P. ROZET, conseiller pour les affaires sociales, mission permanente, Genève.

Ghana

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

substitute(s):

Mr J. AMENOWODE, Chairman, Parliamentary Select Committee.

Mr S. ATTAKUMAH, Chief Director, Ministry of Employment and Labour Relations.
Mr E. APPREKU, Ambassador, Deputy Permanent Representative, Permanent Mission, Geneva.

accompanied by:

Mr E. NARH-KORTELEY, Acting Chief Labour Officer, Ministry of Employment and Labour Relations.

Ms E. OFORI-AGYEMANG, Director, Policy Planning and Evaluation Division, Ministry of Employment and Labour Relations.

Mr J. OFOSU-APPIAH, Minister Counsellor, Permanent Mission, Geneva.

Inde India

Mr S. AGGARWAL, Secretary, Ministry of Labour and Employment.

substitute(s):

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

accompanied by:

Mr M. GUPTA, Joint Secretary, Ministry of Labour and Employment.

Ms A. BAPAT, Director, Ministry of Labour and Employment.

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

Mr K.M.S. KHALSA, Undersecretary, Ministry of Labour and Employment.

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

Mr R. BEHZAD, Labour Counsellor, Permanent Mission, Geneva.

Italie Italy Italia

M^{me} R. MARGIOTTA, directrice du Bureau des relations internationales, Direction générale pour la tutelle des conditions de travail, ministère du Travail et des Politiques sociales.

suppléant(s):

M. G. MARINI, conseiller, mission permanente, Genève.

accompagné(s) de:

M^{me} V. ANSALONI, mission permanente, Genève.

Japon Japan Japón

Mr T. KATSUDA, Assistant Minister for International Affairs, Ministry of Health, Labour and Welfare.

substitute(s):

Mr J. IHARA, Ambassador Extraordinary and Plenipotentiary, Permanent Representative, Permanent Mission, Geneva.

Ms M. KAJI, Ambassador, Deputy Permanent Representative, Permanent Mission, Geneva.

Mr K. NAGOAKA, Minister, Permanent Mission, Geneva.

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

accompanied by:

Mr T. MATSUBARA, Senior Policy Coordinator, Inspection Division, Labour Standards Bureau, Ministry of Health, Labour and Welfare.

Mr Y. JURI, Counsellor, Permanent Mission, Geneva.

Mr M. NISHIKAWA, Deputy Director, International Affairs Division, Ministry of Health, Labour and Welfare.

Ms R. OUCHI, Section Chief, International Affairs Division, Ministry of Health, Labour and Welfare.

Ms M. NAGATA, Official, International Affairs Division, Ministry of Health, Labour and Welfare.

Kenya

Mr K. KASSACHOON, Permanent Secretary, Ministry of Labour, Social Security and Services.

substitute(s):

Dr S. NYAMBARI, Labour Commissioner, Ministry of Labour, Social Security and Services.

Mr P. KOSGEI, Director-General, National Industrial Training Authority, Ministry of Labour, Social Security and Services.

accompanied by:

Ms E. OKOKI, Senior Assistant Director of Employment, Ministry of Labour, Social Security and Services.

Mr J. MWANZIA, Assistant Labour Commissioner, International Labour Affairs and Social Security, Ministry of Labour, Social Security and Services.

Ms E. ONUKO, Minister Counsellor (Labour), Permanent Mission, Geneva.

Mexique Mexico México

Sr. J. LOMÓNACO, Embajador, Representante Permanente, Misión Permanente, Ginebra.

suplente(s):

Sr. J. STEIN VELASCO, Titular de la Unidad de Asuntos Internacionales, Secretaría del Trabajo y Previsión Social.

Sr. R. HEREDIA, Embajador, Representante Permanente Alterno, Misión Permanente, Ginebra.

Sr. L. MORALES VÉLEZ, Ministro de Asuntos Laborales en Europa, Misión Permanente, Ginebra.

Panama Panamá

Sra. Z. SANTAMARÍA, Viceministra de Trabajo y Desarrollo Laboral.

suplente(s):

Sr. R. MORALES QUIJANO, Embajador, Representante Permanente, Misión Permanente, Ginebra.

Sr. C. GÓMEZ RUILOBA, Embajador, Representante Permanente Adjunto, Misión Permanente, Ginebra.

Sr. R. NÚÑEZ MORALES, Jefe de la Oficina de Cooperación Técnica Internacional, Ministerio de Trabajo y Desarrollo Laboral.

acompañado(s) de:

Sr. A. MENDOZA GANTES, Asesor de la Viceministra de Asuntos Multilaterales y Cooperación, Ministerio de Relaciones Exteriores.

Sra. Y. GONZÁLEZ, Asistente del Ministro de Trabajo y Desarrollo Laboral, Ministerio de Trabajo y Desarrollo Laboral.

Sr. E. D'ANGELO RODRÍGUEZ, Director de Inspección de Trabajo, Ministerio de Trabajo y Desarrollo Laboral.

Sr. F. CONTRERAS EYSSERIC, Subdirector de Trabajo, Ministerio de Trabajo y Desarrollo Laboral.

**Roumanie Romania
Rumania**

Ms C. DUMITRIU, Senior Counsellor, Direction of External Relations, Ministry of Labour, Family and Social Protection.

substitute:

Mr F. TUDORIE, Minister Plenipotentiary, Permanent Mission, Geneva.

**Royaume-Uni
United Kingdom
Reino Unido**

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

substitute(s):

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

Ms N. NOBLE, Head, Specialised Agencies Team, Permanent Mission, Geneva.

accompanied by:

Ms S. PARKINSON, Specialised Agencies Team, Permanent Mission, Geneva.

Ms A. COLE, Specialised Agencies Team, Permanent Mission, Geneva.

Ms D. GOULDING, Specialised Agencies Team, Permanent Mission, Geneva.

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

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

substitute(s):

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

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

Soudan Sudan Sudán

Mr S. MOHAMED, Undersecretary, Ministry of Labour and Administrative Reform.

substitute(s):

Mr M. AGEED, Director-General for External Relations, Ministry of Labour and Administrative Reform.

accompanied by:

Ms E. MOHAMMED, Ministry of Labour and Administrative Reform.

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

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

Ms J. BAPTISTE-PRIMUS, Minister of Labour and Small Enterprise Development.

substitute(s):

Ms M. RAMPERSAD, Head, International Affairs Unit, Ministry of Labour and Small and Micro-Enterprise Development.

accompanied by:

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

Turquie Turkey Turquía

Mr A. ÖNAY, Minister of Labour and Social Security.

substitute(s):

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

accompanied by:

Mr Ö. KURAL, Counsellor, Permanent Mission, Geneva.

Mr O. ÖZKEÇELI, Third Secretary, Permanent Mission, Geneva.

Mr N. KODAL, Expert, Ministry of Labour and Social Security.

Mr F. ACAR, Expert, Permanent Mission, Geneva.

**Venezuela (Rép. bolivarienne du)
Venezuela (Bolivarian Rep. of)
Venezuela (Rep. Bolivariana de)**

Sr. J. RIVERO, Viceministro para el Sistema Integrado de Inspección Laboral y de la Seguridad Social.

suplente(s):

Sr. J. VALERO, Embajador, Representante Permanente, Misión Permanente, Ginebra.

acompañado(s) de:

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

Sra. G. AGUIRRE, Directora de Relaciones Internacionales y Enlace con la OIT, Ministerio del Poder Popular para el Proceso Social de Trabajo.

Zimbabwe

Mr T. MUSHAYAVANHU, Ambassador, Permanent Representative, Permanent Mission, Geneva.

substitute(s):

Mr C. VUSANI, Director, Labour Administration, Ministry of Public Service, Labour and Social Welfare.

accompanied by:

Mr M. CHIGIJI, Minister Counsellor, Permanent Mission, Geneva.

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

Ms B. NYEREYEGONA, Director, Occupational Safety and Health, Ministry of Public Service, Labour and Social Welfare.

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

Ms M. MUKONDOMI, Director of Finance, Ministry of Public Service, Labour and Social Welfare.

Membres gouvernementaux adjoints
Miembros gubernamentales adjuntos
Deputy Government members
Albanie Albania

Mr B. SALA, Adviser to the Minister, Ministry of Social Welfare and Youth.

substitute:

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

Australie Australia

Ms J. PITT, Minister Counsellor (Employment).

substitute:

Ms D. WOODWARD, Senior Policy Officer, International Labour Team, Department of Employment.

Bahreïn Bahrain Bahrein

Mr F. ABDULLA, Director of International Relations, Ministry of Labour.

substitute:

Mr H. ALSHAMY, Director of Employment, Ministry of Labour.

Bangladesh

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

Belgique Belgium Bélgica

M^{me} T. BOUTSEN, conseillère générale, Division des affaires internationales, Service public fédéral emploi, travail et concertation sociale.

Botswana

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

substitute(s):

Ms G. KOKORWE, Acting Commissioner of Labour, Ministry of Labour and Home Affairs.

accompanied by:

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

Brunéi Darussalam
Brunei Darussalam

Ms A. TAIB, Assistant Commissioner of Labour, Labour Department, Ministry of Home Affairs.

substitute:

Ms A. AZAHARI, Assistant Commissioner of Labour, Labour Department, Ministry of Home Affairs.

Burkina Faso

M. J. NONGUIERMA TIGA, Directeur général du travail, ministère de la Fonction publique, du Travail et de la Sécurité sociale.

suppléant(s):

M. W. SAWADOGO, Directeur des normes et des relations internationales du travail, ministère de la Fonction publique, du Travail et de la Sécurité sociale.

M. Y. DABIRE, deuxième secrétaire, mission permanente, Genève.

Canada Canadá

Ms K. SANTOS-PEDRO, Director,
Multilateral Labour Affairs, Employment
and Social Development Canada.

substitute:

Mr K. LEWIS, Counsellor, Permanent Mission,
Geneva.

Colombie Colombia

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

Cuba

Sra. A. RODRÍGUEZ CAMEJO, Embajadora,
Representante Permanente, Misión
Permanente, Ginebra.

suplente(s):

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

acompañado(s) de:

Sra. Y. ÁLVAREZ FONSECA, Directora,
Departamento Jurídico, Ministerio de
Trabajo y Seguridad Social.

Sr. A. CASTILLO SANTANA, Consejero,
Misión Permanente, Ginebra.

**République dominicaine
Dominican Republic
República Dominicana**

Sra. M. HERNÁNDEZ, Ministra de Trabajo,
Ministerio de Trabajo.

suplente(s):

Sra. P. BAUTISTA DE LA CRUZ, Consejera,
Encargada de Negocios a.i., Misión
Permanente, Ginebra.

Sr. A. MOTA PICHARDO, Ministerio de
Trabajo.

Espagne Spain España

Sra. A. MENÉNDEZ PÉREZ, Embajadora,
Representante Permanente, Misión
Permanente, Ginebra.

suplente(s):

Prof. D. CANO SOLER, Consejero de Empleo
y Seguridad Social ante la OIT, Misión
Permanente, Ginebra.

acompañado(s) de:

Sr. V. REDONDO BALDRICH, Embajador,
Representante Permanente Adjunto, Misión
Permanente, Ginebra.

Sr. M. REMÓN MIRANZO, Consejero, Misión
Permanente, Ginebra.

Sr. J. NACHER MARTOS, Jefe de Sección
Consejería de Empleo y Seguridad Social,
Misión Permanente, Ginebra.

Ethiopie Ethiopia Etiopía

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

substitute(s):

Mr N. BOTORA, Ambassador, Permanent
Representative, Permanent Mission,
Geneva.

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

Mr F. SENBETE, Director, Harmonious
Industrial Relations, Ministry of Labour and
Social Affairs.

accompanied by:

Ms E. WOLDETSADIK, Head, Ministers'
Office of Labour and Social Affairs,
Ministry of Labour and Social Affairs.

Ms Y. HABTEMARIAM, Second Secretary,
Permanent Mission, Geneva.

Indonésie Indonesia

Mr T. WIBOWO, Ambassador, Permanent Representative, Permanent Mission, Geneva.

substitute(s):

Mr R.M. Michael TENE, Ambassador, Deputy Permanent Representative, Permanent Mission, Geneva.

Ms H. RUMONDANG, Director-General for Industrial Relations and Workers Social Security.

Ms I. PUTRI, Head of International Cooperation Bureau.

accompanied by:

Mr Y. ADIRATNA, Head of Division, Directorate General of Law Enforcement Development, Ministry of Manpower.

Ms D. PURWITASARI, Head of Division for Labour Norm and Employment Relations Inspection.

Ms S. LESTARI, Head of Division, Directorate General of Labour Placement Development.

Ms M. WULANDARI, Legislation Drafter.

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

Ms R. SETYAWATI, Second Secretary, Permanent Mission, Geneva.

Jordanie Jordan Jordania

Ms S. MAJALI, Ambassador, Permanent Representative.

substitute(s):

Mr S. DAJANI, Special Counsellor (ILO Affairs), Permanent Mission, Geneva.

accompanied by:

Mr H. MA'AITAH, Second Secretary, Permanent Mission, Geneva.

Lesotho

Mr T. MAHLAKENG, Minister of Labour and Employment.

substitute(s):

Mr K. TLHOELI, Principal Secretary, Ministry of Labour and Employment.

Mr N. MONYANE, Ambassador, Permanent Representative, Permanent Mission, Geneva.

Ms M. MATSOSO, Labour Commissioner, Ministry of Labour and Employment.

accompanied by:

Mr N. JAFETA, Minister Counsellor, Permanent Mission, Geneva.

Mr N. NTEMA, Legal Officer, Ministry of Labour and Employment.

Ms I. PHANGO, Legal Officer, Ministry of Labour and Employment.

Ms S. MOTIKOE, First Secretary, Permanent Mission, Geneva.

Lituanie Lithuania Lituania

Ms N. DULKINAITĖ, Chief Specialist, International Law Division, Department of International Affairs, Ministry of Social Security and Labour.

Mali Malí

M. M. KONATE, conseiller technique, ministère de la Fonction publique, chargé des relations avec les institutions.

suppléant(s):

M. F. COULIBALY, Directeur national du travail, ministère de la Fonction publique, chargé des relations avec les institutions.

M. D. TRAORE, conseiller, mission permanente, Genève.

Mauritanie Mauritania

M. H. OULD T'FEIL BOWBE, Directeur général du travail, ministère de la Fonction publique, du Travail et de la Modernisation de l'administration.

suppléant:

M. J. INALLA, premier conseiller, mission permanente, Genève.

Norvège Norway Noruega

Ms C. VIDNES, Counsellor, Labour Affairs, Ministry of Labour and Social Affairs.

substitute:

Ms C. ENGE, Permanent Mission, Geneva.

Pakistan Pakistán

Ms T. JANJUA, Ambassador and Permanent Representative, Permanent Mission, Geneva.

substitute(s):

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

Ms A. RAFFAT, Joint Secretary (HRD), Ministry of Overseas Pakistanis and Human Resource Development.

accompanied by:

Mr B. SHAH, First Secretary, Permanent Mission, Geneva.

**Pays-Bas Netherlands
Países Bajos**

Mr W. VAN DIJK, First Secretary, Permanent Mission, Geneva.

Pologne Poland Polonia

Mr P. STACHANCZYK, Permanent Mission, Geneva.

substitute:

Ms M. NOJSZEWSKA-DOCHEV, First Secretary, Permanent Mission, Geneva.

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

Mr E. SHITINDI, Permanent Secretary for Labour, Youth, Employment and Persons with Disabilities, Prime Minister's Office.

substitute(s):

Ms H. KABISSA, Labour Commissioner for Labour, Youth, Employment and Persons with Disabilities, Prime Minister's Office.

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

accompanied by:

Mr A. MUSA, Senior Labour Officer, Ministry of Labour and Employment.

Mr G. NTIGITI, Undersecretary, Cabinet Secretariat, State House, Ministry of Labour and Employment.

Mr D. KAGANDA, Minister Plenipotentiary, Permanent Mission, Geneva.

Tchad Chad

M. D. MBAIBARDOUM, secrétaire général adjoint, ministère de la Fonction publique, du Travail et de l'Emploi.

suppléant(s):

M^{me} R. SA- NDOUDJINANG, conseillère, ministère de la Fonction publique.

accompagné(s) de:

M. A. CHARFADINE, Directeur du travail, ministère de la Fonction publique, du Travail et de l'Emploi.

Thaïlande Thailand Tailandia

Ms C. THONGTIP, Minister Counsellor
(Labour), Permanent Mission, Geneva.

substitute(s):

Ms S. TUPPASOOT, Labour Specialist,
Professional Level, Ministry of Labour.
Ms A. TECHAGOMAIN, Labour Specialist,
Professional Level, Ministry of Labour.
Ms P. WANG-ARKAD, Foreign Relations,
Practitioner Level, Ministry of Labour.
Mr T. PHUECHPOL, Skill Development
Technical Officer, Practitioner Level,
Ministry of Labour.

Uruguay

Sr. N. LOUSTAUNAU, Viceministro de
Trabajo y Seguridad Social, Ministerio de
Trabajo y Seguridad Social.

suplente(s):

Sr. R. GONZÁLEZ ARENAS, Embajador,
Representante Permanente, Misión
Permanente, Ginebra.
Sra. A. SANTESTEBAN, Directora General,
Ministerio de Trabajo y Seguridad Social.

acompañado(s) de:

Sr. J. MESA, Director Nacional de
Coordinación en el Interior, Ministerio de
Trabajo y Seguridad Social.
Sra. D. PI, Ministra Consejera, Misión
Permanente, Ginebra.
Sra. L. BERGARA, Segunda Secretaria,
Misión Permanente, Ginebra.

Membres employeurs titulaires Miembros empleadores titulares	Titular Employer members
Vice-président du Conseil d'administration: Vice-Chairperson of the Governing Body: Vicepresidente del Consejo de Administración:	Mr J. RØNNEST (Denmark)
Secrétaire du groupe des employeurs: Secretary of the Employers' group: Secretario del Grupo de los Empleadores:	Ms L. KROMJONG (IOE)
Secrétaire adjoint du groupe des employeurs: Deputy Secretary of the Employers' group: Secretario adjunto del Grupo de los Empleadores:	Sr. R. SUAREZ SANTOS (IOE)

M. K. DE MEESTER (Belgique), premier conseiller, Fédération des entreprises de Belgique.

M. O. DIALLO (Côte d'Ivoire), Confédération générale des entreprises de Côte d'Ivoire.

Sr. J. LACASA ASO (España), Secretario General, Confederación Española de Organizaciones Empresariales.

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

Mr H. MATSUI (Japan), Senior Adviser, International Cooperation Bureau, Nippon–Keidanren/Japan Business Federation.

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

Mr P. O'REILLY (New Zealand), Chief Executive, Business New Zealand.

Mr E. POTTER (United States), Senior Counsel, United States Council for International Business.

Mr K. RAHMAN (Bangladesh), Adviser to the Executive Committee, Bangladesh Employers' Federation.

Mr J. RØNNEST (Denmark), Vice-Chairperson of the ILO Governing Body, Confederation of Danish Employers.

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

Mr P. WOOLFORD (Canada), Executive Director, Canadian Employers Council.

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

M. F. BALBOUL (Liban).

Ms S. CHOI (Republic of Korea), Director, International Affairs Team, Korea Employers' Federation.

Sr. A. LINERO (Panamá), Asesor y Miembro de la Comisión Laboral, Consejo Nacional de la Empresa Privada.

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

Ms S. ROMCHATTHONG (Thailand), Secretary-General, Employers' Federation of Thailand.

M. A. SAVANÉ (Guinée), secrétaire général, Conseil national du patronat guinéen.

Mr A. WALCOTT (Barbados), Executive Director, Barbados Employers' Confederation.

Membres travailleurs titulaires Miembros trabajadores titulares	Titular Worker members
Vice-président du Conseil d'administration: Vice-Chairperson of the Governing Body: Vicepresidente del Consejo de Administración:	M. L. CORTEBEECK (Belgique)
Secrétaire du groupe des travailleurs: Secretary of the Workers' group: Secretario del Grupo de los Trabajadores:	Sra. R. GONZÁLEZ (ITUC)
Secrétaire adjoint du groupe des travailleurs: Deputy Secretary of the Workers' group: Secretario adjunto del Grupo de los Trabajadores:	Ms E. BUSSE (ITUC)

M. L. CORTEBEECK (Belgique), Vice-président du Conseil d'administration du BIT, président d'honneur, Confédération des syndicats chrétiens de Belgique.

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

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

Mr T. SAKURADA (Japan), Takashimaya Labour Union.

M. B. THIBAUT (France), Confédération générale du travail.

M. P. COUTAZ, accompagnant M. Thibault.

Ms M. HAYASHIBALA, accompanying Mr Sakurada.

M^{me} V. ROUSSEAU, accompagnant M. Cortebec.

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

Mr A. AMANCIO VALE (Brazil), Executive Director, Secretaria de Relações Internacionais, Central Unica dos Trabalhadores.

Mr Z. AWAN (Pakistan), General Secretary, Pakistan Workers' Federation.

Ms S. CAPPUCCIO (Italy), Confederazione Generale Italiana del Lavoro.

Ms M. CLARKE WALKER (Canada), Executive Vice-President, Canadian Labour Congress.

Mr P. DIMITROV (Bulgaria), President, Confederation of Independent Trade Unions in Bulgaria.

M^{me} A. EL AMRI (Maroc), Union marocaine du travail.

M. M. GUIRO (Sénégal), secrétaire général, Confédération nationale des travailleurs du Sénégal.

Ms M. LIEW KIAH ENG (Singapore), General Secretary, Singapore Maritime Officers' Union.

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

Mr J. OHRT (Denmark), International Adviser, Landsorganisationen i Danmark.

Ms C. PASSCHIER (Netherlands), Vice-President, Federatie Nederlandse Vakbeweging.

Sra. M. TRIANA ALVIS (Colombia), Secretaria General, Confederación General del Trabajo.

M. P. COUTAZ, accompagnant M. Thibault.

Ms M. HAYASHIBALA, accompanying Mr Sakurada.

M^{me} V. ROUSSEAU, accompagnant M. Cortebeeck.

Ms A. VAN WEZEL, accompanying Ms Passchier.

Autres personnes assistant à la session:**Other persons attending the session:****Otras personas presentes en la reunión:**

Sra. J. CHIRENO GARCIA.

Mr F. ZACH (Germany), Deutscher Gewerkschaftsbund.

Mr A. ZHARKOV (Russian Federation), Federation of Independent Trade Unions of Russia.

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

Autriche Austria

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

Mr G. THALLINGER, Counsellor, Permanent Mission, Geneva.

Ms J. ZIEGELBECKER, Adviser, Permanent Mission, Geneva.

Sr. G. ORELLANA ZABALZA, Consejero, Misión Permanente, Ginebra.

Sra. C. CÁCERES, Primera Secretaria, Misión Permanente, Ginebra.

Haïti Haiti Haití

M. M. BOUTIN, conseiller, mission permanente, Genève.

**Cameroun Cameroon
Camerún**

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

M. KOMPE.

Honduras

Sra. L. JUÁREZ, Primera Secretaria, Misión Permanente, Ginebra.

Chili Chile

Sra. C. PARDAL, Misión Permanente, Ginebra.

Hongrie Hungary Hungría

Ms N. NEMES, Expert, Ministry for National Economy.

Ms Z. TVARUSKÓ, Third Secretary, Permanent Mission, Geneva.

Fidji Fiji

Ms S. DAUNABUNA, Permanent Secretary, Ministry of Employment, Productivity and Industrial Relations.

Ms R. MANI, Principal Legal Officer, Solicitor General's Office.

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

Iraq

Mr Q. MAHAL, Attaché, Permanent Mission, Geneva.

Irlande Ireland Irlanda

Ms S. O'CARROLL, Assistant Principal Officer, Department of Jobs, Enterprise and Innovation.

Guatemala

Sra. C. RODRÍGUEZ MANCIA, Embajadora, Representante Permanente, Misión Permanente, Ginebra.

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

Liban Lebanon Líbano

M^{me} N. ASSAKER, ambassadeur, représentant permanent, mission permanente, Genève.

M. A. ARAFA, conseiller, mission permanente, Genève.
 M. H. CHAAR, conseiller, mission permanente, Genève.

Myanmar

Mr M. WAI, Ambassador Extraordinary and Plenipotentiary, Permanent Representative, Permanent Mission, Geneva.
 Mr K. SHEIN, Ambassador, Deputy Permanent Representative, Permanent Mission, Geneva.
 Mr K. NYEIN, Minister Counsellor, Permanent Mission, Geneva.
 Ms S. WIN, Counsellor, Permanent Mission, Geneva.
 Ms N. SWE, Counsellor, Permanent Mission, Geneva.
 Mr T. NAING, First Secretary, Permanent Mission, Geneva.
 Ms T. TUN, First Secretary, Permanent Mission, Geneva.
 Mr M. AUNG, Chief of Chancery, Permanent Mission, Geneva.
 Mr T. WAI, Chief of Chancery, Permanent Mission, Geneva.
 Ms M. SWE, Chief of Chancery, Permanent Mission, Geneva.
 Ms M. DIN EN MAN, Attaché, Permanent Mission, Geneva.

Namibie Namibia

Mr E. NGHIMTINA, Minister of Labour, Industrial Relations and Employment.
 Mr B. SHINGUADJA, Permanent Secretary, Ministry of Labour, Industrial Relations and Employment.
 Ms V. YA TOIVO, Special Adviser to the Minister of Labour, Industrial Relations and Employment Creation.

Paraguay

Sr. V. THOMAS CÁCERES, Director General, Asesoría Jurídica, Ministerio de Trabajo, Empleo y Seguridad Social.
 Sra. V. LÓPEZ BENÍTEZ, Jefa, Departamento de Normas Internacionales, Ministerio de Trabajo, Empleo y Seguridad Social.

Sr. C. OLMEDO COLARTE, Ministerio de Trabajo, Empleo y Seguridad Social.
 Sr. M. CANDIA IBARRA, Primer Secretario, Misión Permanente, Ginebra.
 Sra. A. GAUTO VÁZQUEZ, Segunda Secretaria, Misión Permanente, Ginebra.

Portugal

M. L. DE OLIVEIRA, directeur du Service des conditions de travail, ministère du Travail, de la Solidarité et de la Sécurité sociale.
 M. P. PARDAL, conseiller, mission permanente, Genève.

Qatar

Mr M. AL-SIDDIQI, Representative of the Ministry of Administrative Development and Labour and Social Affairs, Permanent Mission, Geneva.
 Mr F. AL-DOSARI, Specialist in Cooperation and International Agreements, Ministry of Administrative Development and Labour and Social Affairs.
 Ms L. KHALED, Research Officer, Permanent Mission, Geneva.

Singapour Singapore Singapore

Mr K. FOO, Ambassador Extraordinary and Plenipotentiary, Permanent Representative, Permanent Mission, Geneva.
 Mr J. HAN, Deputy Permanent Representative, Permanent Mission, Geneva.
 Ms J. BOO, First Secretary, Permanent Mission, Geneva.
 Mr G. TAN, Deputy Director, Workplace Policy and Strategy Division, Ministry of Manpower.
 Ms L. TAI, Senior Assistant Director, Workplace Policy and Strategy Division, Ministry of Manpower.
 Ms J. CHI, Senior Manager, Workplace Policy and Strategy Division, Ministry of Manpower.

Suisse Switzerland Suiza

M. L. KARRER, premier secrétaire, mission
permanente, Genève.

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

Union européenne

European Union

Unión Europea

Ms M. GKOUVA, Policy Officer, Permanent Delegation of the European Union to the United Nations in Geneva.

Ms N. TOLSTOI, Counsellor, Permanent Delegation of the European Union to the United Nations in Geneva.

Ms E. PICHOT, Team Leader for ILO Relations, Directorate-General for Employment, Social Affairs and Inclusion, European Commission.

Mr L. DIALLO, Policy Officer, International Unit, Directorate-General for Employment, Social Affairs and Inclusion, European Commission.

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

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

Ms L. KROMJONG, Secretary-General.
 Mr R. SUAREZ SANTOS, Deputy Secretary-General.

Confédération syndicale internationale
International Trade Union Confederation
Confederación Sindical Internacional

Ms R. GONZALEZ, Director, Geneva Office.
 Ms E. BUSSE, Assistant Director, Geneva Office.
