



INTERNATIONAL LABOUR OFFICE

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296th Session

Governing Body

Geneva, June 2006

Minutes of the 296th Session

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The 296th Session of the Governing Body of the International Labour Office was held in Geneva, on Monday, 12 and Friday, 16 June 2006, under the chairmanship of Mr. Carlos Tomada (Argentina) and Mr. Membathisi Mdladlana (South Africa).

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

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**MINUTES OF THE 296TH SESSION
OF THE GOVERNING BODY OF THE
INTERNATIONAL LABOUR OFFICE**

Geneva, Monday, 12 June and Friday, 16 June 2006

First item on the agenda

ELECTION OF THE OFFICERS OF THE GOVERNING BODY FOR 2006-07
(GB.296/1)

1. *A Government representative of Pakistan*, speaking on behalf of the Chairperson of the Government group, announced her group's nomination of Mr. Membathisi Mdladlana, Minister of Labour of the Republic of South Africa, as Chairperson of the Governing Body of the International Labour Office for 2006-07. Mr. Mdladlana had impressive experience of labour issues at a national and international level. He had led the South African Government delegation to a number of international conferences at the ILO, the former Organisation of African Unity (OAU) and the Southern African Development Community (SADC). He had been Minister of Labour since 1998 and a member of the National Executive Committee of the National African Congress. His wide experience in handling labour issues would guide the members immensely during their deliberations in the Governing Body over the next year.
2. *The Employer and Worker Vice-Chairpersons* supported the candidature of Mr. Membathisi Mdladlana as Chairperson of the Governing Body of the ILO for 2006-07.

Governing Body decision:

3. *The Governing Body unanimously elected Mr. Membathisi Mdladlana, Minister of Labour of South Africa, as its Chairperson for the 2006-07 period.* (GB.296/1, paragraph 3.)
4. *Mr. Carlos Tomada*, outgoing Chairperson of the Governing Body, recalled two important events which had taken place during his period in office and which would influence the future of the ILO. The first was the adoption of the Maritime Labour Convention in February 2006. That Convention, characterized, from the beginning, by close cooperation between the three groups, would mark the history of standards building. The second significant occurrence was the Sixteenth American Regional Meeting, which provided the ministers of labour of the region with the opportunity for a most enriching and stimulating discussion.
5. The speaker was convinced of the need to improve the functioning of the International Labour Conference. The necessary mechanisms had to be found to ensure that the ministers of labour and representatives of the social partners participated fully and actively in the work. The speaker welcomed the organization, in the course of the next year, of a forum on decent work and a fair globalization which would be open to stakeholders not usually involved in dialogue with the Organization.
6. Lastly, Mr. Tomada emphasized that he had been honoured to chair the Governing Body over the past year and thanked the Employer and Worker Vice-Chairpersons, as well as the Director-General and his team, for the support they had given him over that period.

(Mr. Membathisi Mdladlana took his seat as Chairperson of the Governing Body.)

7. *The Chairperson* thanked the African governments for their support of his nomination and the honour thereby bestowed upon South Africa. He welcomed the fact that decent work had become a global concept, but recalled that much remained to be done if that were to become a reality. Unemployment and poverty were the biggest threats to peace and security. People were losing patience but there was still hope. The speaker emphasized that next year would be a budget year and that the means should be found to sustain the ability of the ILO to service its Members. The work of the Committee on Technical Cooperation and the discussions scheduled for the 96th Session of the International Labour Conference in 2007 on strengthening the ILO's capacity to assist member States should afford guidance on that matter. He stressed the importance of reaching conclusive and decisive positions at the same Conference when the topic of work in the fishing sector would be revisited. In conclusion, the speaker recalled that labour rights were human rights and that the Organization had been given the task of ensuring that those rights were upheld.

Governing Body decision:

8. *The Governing Body re-elected Mr. Daniel Funes de Rioja (Employer, Argentina) and Sir Leroy Trotman (Worker, Barbados) as Employer and Worker Vice-Chairpersons, respectively, for the 2006-07 period.* (GB.296/1, paragraph 3.)

Second item on the agenda

APPROVAL OF THE MINUTES OF THE 295TH SESSION OF THE GOVERNING BODY
(GB.296/2)

Governing Body decision:

9. *The Governing Body approved the minutes of its 295th Session, as amended.* (GB.296/2, paragraph 3.)

APPROVAL OF THE MINUTES OF THE 294TH SESSION (NOVEMBER 2005)
OF THE GOVERNING BODY
(GB.296/2/1)

Governing Body decision:

10. *The Governing Body approved the following amendment to the minutes of its 294th Session:*

Paragraph 167 (statement of the Worker spokesperson) should read: "In Case No. 2252 on the Philippines, the Government had supplied no further information concerning any moves to reinstate the 227 dismissed trade union members and officers, and the Toyota Motor Philippines Corporation had, since 1999, refused to negotiate with the Toyota Motor Philippines Corporation Workers' Association (TMPCWA). This union's case for recognition had been before the courts for years, while the Ministry of Labor agreed apparently without hesitation to authorizing a new certification ballot requested by an allegedly company-controlled union. Moreover, the Committee reminded the Government that it should amend article 263(g) of the Labour Code concerning the right to strike."

(GB.296/2/1, paragraph 3.)

Third item on the agenda

QUESTIONS ARISING OUT OF THE 95TH SESSION OF THE INTERNATIONAL LABOUR CONFERENCE

11. The Governing Body paid tribute to South Africa, the country of the Chairperson, which on 16 June 2006 was celebrating Youth Day, in commemoration of all the young people that lost their lives in the struggle against apartheid.
12. *The Employer Vice-Chairperson* referred to the Report entitled *Changing patterns in the world of work*, submitted to the 95th Session of the International Labour Conference by the Director-General. The Employers had stressed during the Conference, and wished to reiterate, that the world was going through a period of change, and the ILO had to be prepared to respond to this change. The strength of the Organization therefore lay more than ever in encouraging social dialogue and in providing the technical assistance appropriate to its mandate. The Employers were concerned that other organizations exceeded their mandates, but would do all possible to ensure that the ILO accomplished the tasks imposed by its terms of reference. The Conference this year had discussed themes of great importance, directly relevant to the world of work.
13. The group was pleased that the item on technical cooperation had been taken up in the manner proposed and had been dealt with successfully. Programmes should be developed on key themes, including the promotion of an entrepreneurial spirit, the creation of new enterprises, the development of an encouraging environment for creating enterprises, microfinance, the formalization of the informal economy, labour inspection and administration, productivity and competitiveness. Decent work could only exist where there was productive employment, and this required policies which favoured the creation of sustainable enterprises, with respect for property and free initiative.
14. The Employers urged that technical cooperation activities in the occupied Arab territories should be given new impetus, and called on the Government of Israel and on the Palestinian Authority to resolve the conflict between them.
15. The group welcomed the presence at the Conference of Presidents Sirleaf of Liberia and Arias Sanchez of Costa Rica. The Employers supported President Sanchez's call for free trade as a means of generating employment and believed that education and international trade were subjects that should be discussed within the Governing Body and particularly in the Working Party on the Social Dimension of Globalization.
16. There was a need to reform the Conference, to allow it to set out the main lines of governance and discuss the important issues relevant to the ILO. The Conference should have greater visibility and vitality, qualities lacking at present, not because of the subjects discussed, but because of the structure of the debates, especially in plenary. The world today moved fast and, if the Conference did not move as well, it would lose credibility and impact. The speakers' list, especially as regards the first three days of the second week of the Conference, contained too many ministers and insufficient interventions by the social partners. Provision should be made for a representative number of interventions by the Employers and Workers. If any speeches had to be displaced, it should be those by international non-governmental organizations which, while having a legitimate right to address the Conference, should not be given precedence over the main actors.

17. The Employer Vice-Chairperson expressed appreciation for the tripartite agreement reached in respect of Colombia in the Committee on the Application of Standards. The case was critical in that it concerned the right to life and eradicating the impunity of those who challenged that right. The Committee's discussion on the Bolivarian Republic of Venezuela had been disappointing. The Employers stressed their right to organize freely without state interference, as stipulated by Convention No. 87. If this right were to disappear, then one of the fundamental principles of the ILO would come into question. It was in this sense that the question regarding FEDECAMARAS, an entity that was well known to the ILO, with a long history of democracy, had been raised.
18. The Employers welcomed the Convention and Recommendation concerning the promotional framework for occupational safety and health, and the progress made in adopting an integrated approach in the field. However, the group had a concern of a procedural nature regarding the resolution concerning asbestos that had been put forward. It in no way opposed a discussion on the subject of asbestos, but had reservations regarding the Office's opinion on the receivability of a resolution linked only to the subject matter of the Convention and Recommendation by a reference in an appendix to the instruments, not by a direct link to the body of the text. The Committee on Legal Issues and International Labour Standards should consider this question and if, in the light of the integrated approach, it appeared that all subjects interacted, a transparent regulatory mechanism should be sought to prevent matters from getting out of hand. Highly technical subjects of this sort required the presence of the relevant technical experts. The Employers had been in no way prepared or equipped to deal with the subject of asbestos at this session of the Conference. The Governing Body should provide guidance on the procedure to be followed in future.
19. Regarding the discussion on the employment relationship, the Employers had profound misgivings. The group maintained that the terms of reference for the discussion were different from those approved in 2003. The subject was highly complex both politically and technically. The Employers' group had participated in the debates in a responsible manner, and had not sought to avoid provisions in the Recommendation through procedural tactics. The group had voted against the Recommendation because it was substantively opposed to it. The euphoria that greeted the result of the voting was regrettable. The neutrality of the Office was also of critical importance to the credibility of the adoption process of such texts. Tripartism within the ILO had been damaged. In 2005, when the discussion on work in the fishing sector broke down, and the Convention failed to pass, the Employer Vice-Chairperson had immediately spoken on behalf of the Employers, calling for further dialogue so as to find a solution acceptable to all. The group was also concerned that the press release stated that 94 votes had been cast against the instrument, without explaining that this represented the Employers' group's vote.
20. The *Worker Vice-Chairperson* said that the jubilation in the Assembly Hall the previous day had been because the Workers' group considered that a situation which might have been lost had been saved, and an instrument had been adopted which provided clarity in an area which had previously been unclear. The Workers acknowledged the role played by the Employers in the discussions and thanked the group for voting against the Recommendation, rather than abstaining, as they had done in 2005 in respect of the Convention on work in the fishing sector.
21. Overall, the Workers considered that the Conference had been extremely successful and should serve as a reference for future Conferences. In the discussion on the Director-General's Report, *Changing patterns in the world of work*, speakers had tended to come with pre-prepared speeches which did not necessarily address that Report. The group felt that the Report was too important to be set aside as another Conference document. It

should be discussed in depth elsewhere, for example in the Working Party on the Social Dimension of Globalization.

22. Some members of the Workers' group had complained of difficulties in obtaining visas. The other groups had certainly experienced the same difficulty. The Director-General should consult the Swiss Ministry of Foreign Affairs so as to be in a position to offer advice to governments and facilitate their efforts to obtain visas for the members of their delegations.
23. The very unfortunate motor accident was an issue of concern and the Director-General should pursue his request to the United Nations to investigate this matter. Where compensation was due to those involved in the accident, it should be paid.
24. The tripartite agreement reached on the question of Colombia represented a courageous approach and was profoundly welcome. The Office should make arrangements for the permanent ILO presence in Bogotá to be established very soon, if possible before 1 July 2006. The two- to three-year basis which had been discussed for this presence should be considered as a first phase only, and a commitment should be made towards continuing the presence beyond that phase. The Government of Colombia had offered to provide initial funding – some US\$3-4 million had been mentioned. It was hoped that the larger figure was the correct one. The amount should be paid to the ILO, so that the programme could be properly and transparently budgeted and organized. The Governing Body should authorize the Director-General to establish a procedural protocol. The money from the Government could not come before a formal decision by Parliament, and would therefore not arrive before 1 July; the Director-General should therefore be authorized to use contingency funds to set the procedure in motion, and report on progress at the 297th (November 2006) Session of the Governing Body. As the amount of money donated by the Colombian Government was unlikely to prove sufficient, the speaker launched an appeal to all donors to support the effort of the Government and help provide funding. The agreement reached should not be interpreted as a substitute to the work of the Committee on Freedom of Association or of the Committee on the Application of Standards. It should be viewed as complementary to, and reinforcing, those bodies. There should be a specialist in freedom of association in the Bogotá Office.
25. In respect of Myanmar, the Worker Vice-Chairperson hoped that the country would take the excellent opportunity offered, through the understanding and good will of the Employers, Workers and Governments, to take a meaningful step towards the eradication of forced labour, and that the Governing Body in November would be able to see some initial work achieved. The Governing Body should request that the Director-General be ready to act promptly, should it be necessary to continue the work set out in the conclusions adopted.
26. The Workers' group did not feel the Conference did enough in addressing the rights and safety of workers in the occupied Arab territories. More time should be given to considering further support for these workers, and to how the ILO could help more effectively.
27. A major event had taken place during the Conference in the field of child labour. Neither the Workers' nor the Employers' groups had been involved in this event. This projected a false picture of the ILO's work, and would leave the public thinking that the United Nations, or the World Trade Organization was responsible for the great work achieved in the field of child labour. More should be made of the fact that progress was on the basis of a Convention, negotiated between the three parties.

28. Lastly, the Workers considered that there was a need to revisit the ILO's approach to HIV/AIDS. The Governing Body should request the Director-General to produce a vision paper for the November session, outlining ways in which the issue might be taken forward.
29. *A Worker representative from France* questioned the Office's policy in respect of the *Conference Provisional Record*. Commitments in the work of the committees had made it impossible for the speaker to attend the address of President Arias Sanchez, and it was therefore very satisfactory that subsequent publication in French had made it possible for French speakers to read the President's important message. However, the speech of the Secretary-General of the International Confederation of Free Trade Unions, or that by the Vice-Minister of Labour and Social Security of China, to take but two examples, were only published in English. This penalized the Workers' group in particular because there were fewer members in the group, meaning they were frequently occupied with committee work and unable to attend plenary, and because they spoke fewer languages. A calculation should be made of the savings accruing from this economy, and the Director-General, when presenting his next budget, should increase the total by the same amount, to allow the *Provisional Record* to be published in its entirety in the three languages. All efforts should be made to allow full, democratic participation by all participants.
30. *A Government representative of Canada*, speaking on behalf of the governments of the Industrialized Market Economy Countries (IMEC), welcomed the review of procedures presented to participants in the Committee on Technical Cooperation, and the use of modern technology in the Committee on the Employment Relationship, as well as the web cast of plenary discussion. Use of technology should be enhanced, in particular that of screens to display amendments and subamendments to text.
31. IMEC appreciated the efficient in-session distribution of documentation, and the efforts made to allocate meetings services as necessary. Access to computer facilities had also improved. Conference reports were still not distributed early enough to allow sufficient time for consultations and preparation. The posting of draft committee reports on the Internet, and their distribution by email, should yield welcome savings in the number of paper copies required.
32. IMEC also appreciated the improved working methods of the Committee on the Application of Standards, with the early distribution of a preliminary list of individual cases, the selection of a broad range of countries and Conventions, and the discussion on cases of progress. Additional improvements were required in time management. The informal consultations initiated by the Office on the working methods of the Committee on the Application of Standards had been welcome, but more advance notice of the working group and earlier distribution of the briefing note would have allowed consultations to take place. The working group's mandate should be limited to issues concerning the working methods of the Committee. The question of a country-specific approach to standards supervision should be subject to wider consultation and examined in the Committee on Legal Issues and International Labour Standards.
33. The Conference should be carefully scheduled through advance planning. Meetings should start on time and statements should be time-limited. Governments must be included in consultations concerning significant changes to the agreed Conference workplan. Allotted time should be more efficiently used: in general discussions in particular, the sittings were suspended while a small working group developed conclusions. To reduce the time spent in drafting them, such conclusions should be focused and concise. During discussion of the Director-General's Reports, the Assembly Hall had frequently been almost empty again this year. The Global Report discussion was well attended, but not interactive. A possible improvement would be to have focused panel discussions, followed by interactive discussions, the distribution of specific questions or themes for discussion well in advance.

However, interactivity would ultimately depend on participants' willingness to abandon prepared statements.

34. The functioning of the plenary and the efficiency of the Conference continued to be of concern to IMEC. It was important that the Conference attracted high-level participation, addressed timely and important global issues, and supervised the application of standards effectively, through constructive tripartite dialogue. The working group established to review the functioning of the Conference should have taken the opportunity to meet during the Conference. The group should consider options to make the Conference more pertinent, productive and cost-effective. If the group could not meet or agree on recommendations, the Office should develop detailed proposals and concrete scenarios, including cost estimates for various Conference formats, to be discussed at the 297th (November 2006) Session of the Governing Body. Information should also be provided on changes already made, and their implications in terms of savings.
35. *A Government representative of Spain* questioned whether it might not be possible to carry out some type of survey covering the treatment of the Conference's results in the media. This would be a useful means of gauging public interest in the work carried out, and could also provide indications as to how to move forward with the proposed reforms to the Conference. The 95th Session of the Conference had been particularly successful. The Convention on a promotional framework for occupational safety and health provided a sound foundation on which to build national safety and health systems, and avoid the numerous occupational accidents and illnesses that occurred otherwise. In respect of the Recommendation on the employment relationship, he stated that the text introduced clarity in an area where there had before been doubt; it also established the notion of legal certainty with regard to determining the existence of an employment relationship in a given country; thus it represented progress. In concrete terms, it would clarify whether a plumber, employed in a foreign country by a person investing in that country, had entered into an employment relationship with that investor, or was simply under contract to supply a service. The Office would always be present to provide technical explanations, where required.
36. The speaker also referred to a subject that had been discussed in the Committee on Technical Cooperation: labour migration. This was a subject of great importance, and his Government had accordingly introduced an amendment to paragraph 37 of the conclusions, to read, "Migration for employment, which is increasingly becoming a major issue in the global agenda, should also be addressed [by the ILO]". Migration issues should actively be addressed by ILO technical cooperation programmes.
37. *A Government representative of the Bolivarian Republic of Venezuela* felt that the Conference had been very successful. Particular congratulations were due to those that had worked on the Recommendation concerning the employment relationship. The resulting instrument was both broad and flexible and had been produced in a true spirit of social dialogue, with neither winners nor losers. The euphoria provoked by the success of the vote was simply a human reaction. Lastly, the speaker said he had listened with great interest to the Employer Vice-Chairperson's statement on the principles of freedom of association, principles which his Government entirely upheld and applied in a practical manner, by providing the means required to obtain the ends, with the application of human rights as a starting point. For these reasons he believed that a culture of complete compliance with the law would make matters easier for the Government.
38. *A Government representative of Pakistan* reported on the progress made by the Working Group on the International Labour Conference. The predominant sentiment of the Working Group was that the process should be expedited. The Workers' group was asked to finalize and submit the position paper that had been promised for June, and the Chairperson was

requested to hold inter-session consultations with group members before its session in November.

39. The Government of Pakistan was very satisfied with the outcome of the Conference, but felt, in relation to the discussion in the Committee on the Employment Relationship, that more effort should have been made to make the process tripartite and include the Employers' group in the outcome. His Government had voted in favour of the Recommendation.
40. *A Government representative of Colombia*, in reply to a point raised by the Worker Vice-Chairperson regarding the recently signed tripartite agreement, said that the Government was consulting with the ILO, and the social partners, on ways to implement the agreement. The resources pledged by the Government were at present going through the legal approval stages before inclusion in the national budget to be submitted to Congress on 28 July 2006. The Government again expressed thanks to the ILO, and the Governments, Employers and Workers who had supported the agreement.
41. *The Employer Vice-Chairperson* said that the Office must ensure that close attention was paid to the terms of reference of the Colombian agreement which, as it stood, appeared to provide space for excellent action. In respect of Myanmar, the Employers shared the concerns voiced by the Worker Vice-Chairperson. The speaker welcomed the consensus on the issue achieved at the Conference but regretted that, because of the lack of progress in the country, it had been necessary for the Governing Body to place the question of Myanmar before the Conference.
42. The Employer Vice-Chairperson thanked the Government representative of Pakistan for his comment regarding greater insistence on tripartism, and the inclusion of the Employers' group, in the negotiations for the adoption of the Employment Relationship Recommendation, 2006 (No. 198). This echoed the comments made by the Government of Japan at the time of the vote on the Recommendation. In response to the intervention by the Government representative of the Bolivarian Republic of Venezuela, the speaker stressed that the Employers' group fully supported legality and respect for form; as regards the euphoria provoked by the result of the vote, more restraint should have been shown. The Government representative of Spain had illustrated his Government's support for the Recommendation by using the example of a plumber, working in one country for an investor from another country. The problem for the Employers was that, under the terms of the Recommendation, if the plumber remained on site for more than two days, as plumbers frequently did, this could constitute a presumption of an employment relationship.
43. The question of child labour was naturally one of great importance, and the group shared the concerns expressed by the Worker Vice-Chairperson. However, it was not simply a case of abuse, but also a question of culture and poverty. Action to change culture and eradicate poverty had to be joint action, and for this reason the damage done to tripartism at the Conference must be repaired. The comments of the Worker Vice-Chairperson in respect of the Employment Relationship Recommendation suggested that he was in favour of sustained, in-depth and wide-ranging promotion of the instrument. The speaker requested the Office to take into account the fact that the entire Employers' group not only voted against the Recommendation, but had serious reservations about it. Notwithstanding the legality of the Recommendation, thought should be given as to how to accommodate the existence of different points of view.
44. In closing, the speaker stressed the need for much improved time management at the Conference. The second week contained many gaps, with speakers delivering their speeches almost alone in the Assembly Hall; in the third week also many spaces occurred after the completion of votes, when other agenda items could be taken up, thus making it

possible to shorten the Conference. Many participants found it difficult to devote three weeks of their time to the Conference.

45. *A Government representative of Spain* reiterated that the Employment Relationship Recommendation, which was no more than a Recommendation, introduced clarity into the issue. An employer contracting a person in another country could check that country's legislation in respect of the employment relationship, and accordingly establish his or her responsibilities precisely.
46. *The Worker Vice-Chairperson* replied to a query raised in the statement by the Government of Pakistan. Informal talks on reforming the Conference had been held during the Conference period. The Workers' group shared some of the concerns expressed by the other groups, and would produce the promised paper in due course. Further discussions would be held on the matter before November.
47. *A representative of the Director-General* noted that two proposals had been made for inclusion on the agenda of the Committee on Legal Issues and International Labour Standards. These would be put to the Officers of the Governing Body for a decision as to how to proceed. There had been a proposal to re-establish the *Provisional Record* at the Conference. It should be recalled that two budgetary measures had been introduced in the programme and budget as a means of financing the 94th (Maritime) Session of the Conference (February 2006). These had been, firstly, to forego a Resolutions Committee at the 95th (May-June 2006) Session and, secondly, not to produce the *Provisional Record* in three languages. To replace the written record, it had been planned to have a video version recorded in DVD form in seven languages, but a last-minute dispute with the interpreters in respect of copyright had made this impossible. To re-establish the *Provisional Record* would cost about US\$350,000, funds that were not available in the budget.
48. *The Legal Adviser* informed the Governing Body that those injured in the accident involving the shuttle bus service and the United Nations security installations had received treatment and had not been retained in hospital for more than 24 hours. In the days following the incident, the Conference services had called for others who might have been injured to come forward, and also for witnesses. The Office of the ILO Legal Adviser was in contact with its UN counterpart. At the ILO's suggestion, an independent fact-finding panel had been established, with UN and ILO representation. Steps had been taken to ensure that those affected by the incident suffered no financial prejudice. Henceforward, the Executive Director for Management, Administration Services, was responsible for this issue.
49. *The Director-General* welcomed the fact that the Conference had provided the Office with a very clear series of mandates.
50. In reply to the Worker Vice-Chairperson's comments regarding Colombia, the Director-General said that a first draft of the proposed programme was ready for consultation, and the Office was working to ensure its early implementation in the coming months. Discussions on finance with the Government of Colombia were in their final stage, but it was significant that the Government had decided to incorporate its financial participation into the regular national budget. This process might however take some time, and it would probably be necessary for the Office to provide some resources, if the early implementation desired was to be obtained. A full report would be provided to the Governing Body at its 297th Session in November.
51. On the question of migration, the Director-General referred to the multilateral structure that the Office had developed, which would be put before the UN High-level Dialogue on International Migration and Development to be held in September. As the Government

representative of Spain had rightly said, migration was a field in which technical cooperation and tripartism could play an extraordinary role, helping to balance, in an integrated manner, the interests of countries of origin, countries of transit and receiving countries and, above all, the interests of the migrants themselves.

Fourth item on the agenda

342ND REPORT OF THE COMMITTEE ON FREEDOM OF ASSOCIATION (GB.296/4)

- 52.** *The Reporter* stated that the Committee had noted 102 pending cases, of which 31 had been examined on their merits. The Committee reiterated its urgent appeals to the Governments of Burundi, Eritrea, Iraq, Nigeria and Zimbabwe, which had not transmitted all the information requested, despite the time which had elapsed since the submission of the complaints. In 36 cases, the governments had kept the Committee informed of the measures taken to give effect to its recommendations, and the Committee had noted with satisfaction developments in five of those cases. However, it wished to draw the Governing Body's attention to the cases of Cambodia, Djibouti and Zimbabwe, which it considered to be particularly serious.
- 53.** In Case No. 2318, on Cambodia, concerning the murder of two trade union leaders, this was the second time that the Committee had reached interim conclusions. It deplored the absence of a reply from the Government to its previous recommendations and urged it to be more cooperative in the future. It emphasized once again the seriousness of the allegations, firmly urging the Government to reopen the investigation and to take measures to ensure that the trade union rights of workers in Cambodia were fully respected and that trade unionists were able to exercise their activities in a climate free of intimidation and risk to their personal security.
- 54.** In Case No. 2450, on Djibouti, the Committee had reached interim conclusions and requested the Government to reply without delay to the serious allegations raised. It also requested the Government to take measures concerning the reinstatement of trade union officials and workers dismissed following a strike, and to launch an independent inquiry into the allegations of harassment and dismissal of trade union officials.
- 55.** In Case No. 2323, on the Islamic Republic of Iran, which involved allegations of the arrest, detention and conviction of several trade union leaders, of police repression of the May Day 2004 rally as well as of other strikes, the Committee welcomed the latest information received from both the complainant and the Government, but observed that other charges remained. It expressed the firm expectation that the Court of First Instance would fully acquit the trade union leaders of all remaining charges. The Committee urged the Government to institute an independent inquiry and to keep it informed.
- 56.** In Case No. 2447, on Malta, the Committee had reached final conclusions and requested the Government to amend section 6 of the National Holidays and Other Public Holidays Act, so as to ensure that that provision did not render automatically null and void relevant texts in existing collective agreements and did not preclude voluntary negotiations in the future over that issue.
- 57.** In respect of Case No. 2366, on Turkey, the Committee expressed concerns that references in a union's by-laws to the right to education in a mother tongue had given and could give rise to the call for dissolution of the trade union, and requested the Government to keep it informed of developments concerning the application of the Trade Union of Public Servants in the Education Branch (Egitim Sen) to the European Court of Human Rights.

58. In Case No. 2365, on Zimbabwe, the Committee had reached interim conclusions for the third time. The case was extremely serious, and the Committee deplored the fact that the Government had not replied to its previous recommendations. It urged the Government to be more cooperative in the future and to accept a direct contacts mission, and reiterated its deep concern at the climate of insecurity affecting trade union activities in Zimbabwe.
59. *The spokesperson for the Employers' group* welcomed the very complete report that had been presented and commended the extensive work that had been carried out. The speaker considered that, for greater clarity, the cases presented in the introduction should be classified according to whether they were interim reports, definitive reports or reports in which the Committee requested to be kept informed of developments. The speaker then highlighted some of the cases that dealt with important principles and in which important decisions had been taken. In Cases Nos. 2408 (Cape Verde) and 2337 (Chile), the Committee recalled the principle of the voluntary nature of collective bargaining.
60. In Cases Nos. 2321 (Haiti), 2365 (Zimbabwe) and 2450 (Djibouti), the Employers' group supported the requests for direct contacts missions. As to Case No. 2447, on Malta, it welcomed the conclusions and recommendations regarding changes introduced by the Government to the National Holidays and Other Public Holidays Act.
61. Case No. 2254, on the Bolivarian Republic of Venezuela, was a very important case for the Employers. They had drawn the Committee's attention to the problems that were being experienced by the employers' organization, the Venezuelan Federation of Chambers of Commerce and Manufacturers' Associations (FEDECAMARAS).
62. There were some cases in which the Employers expressed reservations or concern. In Case No. 2408 (Cape Verde) and in all cases of countries where there were only a few collective agreements, they wished to recall the voluntary nature of collective bargaining. Concerning Case No. 2423 (El Salvador), the Employers considered that there should be an active relationship between a worker and an employer for the worker to join or form a trade union. Concerning Cases Nos. 2365 (Zimbabwe), 2372 (Panama), 2390 (Guatemala) and 2411 (Indonesia) relating to unconditional reinstatement, the Employers considered it inconsistent to require adequate compensation if reinstatement were not possible.
63. Lastly, in Case No. 2388 (Ukraine), the Employers thanked the Government, which, even though it had not provided all the requested information, had nonetheless made serious efforts to cooperate with the Committee.
64. In conclusion, the Employers' group was very satisfied with the effective and efficient work of the Committee on Freedom of Association, and implored governments to respond expeditiously to the Committee's requests in order to help it in its work.
65. *The spokesperson for the Workers' group* endorsed the statement made by the Reporter and invited the Governing Body to adopt the Committee's conclusions and recommendations. The Workers' group expressed grave concern with regard to Cases Nos. 2318 and 2262, both on Cambodia. The Government was requested to introduce in its legislation sanctions against anti-union discrimination. Dissuasive sanctions were also requested in relation to Case No. 2317 concerning the Republic of Moldova.
66. In Case No. 2356, on Colombia, the Committee requested the Government to amend article 451 of the Substantive Labour Code in accordance with the principle that the responsibility for declaring a strike illegal should lie with an independent body which has the confidence of the parties concerned. In Case No. 2448, again concerning Colombia, the Workers' group was deeply concerned by the attitude of the Government, and the Committee requested that the minor workers be granted their trade union rights.

67. Referring to Case No 2450, on Djibouti, as serious, the speaker pointed out that for a number of years that country's legitimate trade unions had not been represented at the International Labour Conference.
68. In Case No. 2423, on El Salvador, the Committee urged the Government to grant legal personality to the trade unions STIPES and SITRASSPES. In Case No. 2323, on the Islamic Republic of Iran, the Workers stressed that no one should be harassed or arrested for legitimate trade union activities.
69. In Case No. 2441, on Indonesia, the Committee urged the Government to cease harassing trade union officials and initiate an independent investigation forthwith. Mr. Daud Sukamto, the trade union leader dismissed for advising his members to reject a proposed wage increase as too low, should be reinstated. Section 158(1)(f) of the Manpower Act of 2003 should be reviewed to prevent the term "gross misconduct" from including legitimate trade union activities. The Government should avail itself of ILO technical assistance.
70. The Workers expressed concern at the attitude shown by the Government of Australia in Case No. 2326 and its interpretation of what constituted freedom of association principles. They urged it to show some positive political will. On the other hand, Cases Nos. 2305 (Canada), 2364 (India) and 2281 (Mauritius) were encouraging examples of consensus through social dialogue.
71. In Case No. 2447, on Malta, the Government was requested to amend the National Holidays and Other Public Holidays Act, and the Workers' group expected the Government to refrain from interfering in the right to bargain collectively.
72. The Workers' group noted with deep concern that, in Cases Nos. 2203 (Guatemala), 2279 (Peru) and 2321 (Haiti), the relevant governments had not given effect to the Committee's recommendations. In the latter case on Haiti, a direct contacts mission was recommended. Case No. 2365, on Zimbabwe, was another urgent case in which the Workers strongly urged the Government to be more cooperative.
73. In a number of cases, the Committee proposed technical cooperation, and the Workers encouraged governments to accept such assistance.
74. Lastly, the Workers regretted the very long list of cases in which governments were requested to provide follow-up information, as indicated in paragraph 204 of the report.
75. *A Government representative of Burundi* explained that the complaints concerning his country in Case No. 2426, mentioned in paragraph 10 of the report, were no longer applicable and that his Government had sent its observations to the Office.
76. *The Employer Vice-Chairperson*, referring to Case No. 2363 on Colombia, explained that an agreement had been reached between the Government, the employers and the workers of that country to cooperate in resolving the issues that had remained pending.

Governing Body decision:

77. *The Governing Body took note of the introduction to the report of the Committee on Freedom of Association in paragraphs 1 to 206 of document GB.296/4 and adopted the Committee's recommendations in paragraphs 222 (Case No. 2420: Argentina), 234 (Case No. 2262: Cambodia), 256 (Case No. 2318: Cambodia), 276 (Case No. 2408: Cape Verde), 298 (Case No. 2337: Chile), 372 (Case No. 2356: Colombia), 411 (Case No. 2448: Colombia), 436 (Case No. 2450: Djibouti), 498 (Case No. 2423: El Salvador), 517 (Case No. 2203: Guatemala),*

538 (Case No. 2295: Guatemala), 550 (Case No. 2298: Guatemala), 566 (Case No. 2390: Guatemala), 583 (Case No. 2421: Guatemala), 593 (Case No. 2321: Haiti), 628 (Case No. 2441: Indonesia), 697 (Case No. 2323: Islamic Republic of Iran), 721 (Case No. 2453: Iraq), 752 (Case No. 2447: Malta) of the report.

78. A Government representative of Morocco, referring to Case No. 2455, recalled that on 15 February 2006 an agreement had been reached between the trade union STAM and the Royal Air Maroc enterprise, proving that the latter effectively recognized freedom of association. The Government of Morocco was always willing to act as a facilitator in collective bargaining and was currently setting up a collective bargaining council to that end.

Governing Body decision:

79. *The Governing Body adopted the recommendations formulated by the Committee on Freedom of Association contained in paragraphs 771 (Case No. 2455: Morocco), 802 (Case No. 2442: Mexico), 821 (Case No. 2444: Mexico), 837 (Case No. 2446: Mexico), 878 (Case No. 2317: Republic of Moldova), 891 (Case No. 2372: Panama), 905 (Case No. 2279: Peru), 917 (Case No. 2366: Turkey), 994 (Case No. 2388: Ukraine), 1019 (Case No. 2254: Bolivarian Republic of Venezuela), 1039 (Case No. 2422: Bolivarian Republic of Venezuela), 1053 (Case No. 2365: Zimbabwe) of the report and adopted the report as a whole. (GB.296/4.)*

Fifth item on the agenda

REPORT OF THE DIRECTOR-GENERAL

First report: Report of the Joint ILO/IMO Ad Hoc Expert Working Group on the Fair Treatment of Seafarers in the Event of a Maritime Accident (GB.296/5/1)

Governing Body decision:

80. *The Governing Body:*

- (i) took note of the information provided;*
- (ii) approved the draft guidelines and authorized their dissemination by the ILO as of 1 July 2006;*
- (iii) approved the terms of the draft resolution proposed by the second session of the Joint ILO/IMO Ad Hoc Expert Working Group on the Fair Treatment of Seafarers in the Event of a Maritime Accident; and*
- (iv) deferred the approval of the revised Terms of Reference for the Joint Working Group, as contained in Annex 5 of the report of the meeting (LEG 91/5/1) until its 297th Session (November 2006).*

(GB.296/5/1, paragraph 6.)

*Second report: Date of opening of the 96th Session (2007)
of the International Labour Conference
(GB.296/5/2)*

Governing Body decision:

- 81. *The Governing Body decided that the 96th Session (2007) of the International Labour Conference would open on Tuesday, 29 May and close on Thursday, 14 June 2007.*** (GB.296/5/2, paragraph 4.)

*Third report: Report of the Committee set up to examine the representation alleging non-observance by Mexico of the Indigenous and Tribal Peoples Convention, 1989 (No. 169), made under article 24 of the ILO Constitution by the Union of Metal, Steel, Iron and Allied Workers (STIMAHCS)
(GB.296/5/3)*

- 82.** *The Employer and Workers Vice-Chairpersons* approved the conclusions of the report as well as the proposal to declare the present procedure closed.
- 83.** *A Government representative of Mexico* welcomed the constructive dialogue that had taken place in the Committee. She recalled that her Government was firmly committed to applying the provisions of the Indigenous and Tribal Peoples Convention, 1989 (No. 169), and would therefore give very careful consideration to the Committee's recommendations and continue to cooperate closely with the supervisory bodies of the Organization.

Governing Body decision:

- 84. *The Governing Body adopted the report of the Committee and declared the present procedure closed.*** (GB.296/5/3, paragraph 46.)

Committee set up to examine the representation alleging non-observance by France of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and the Termination of Employment Convention, 1982 (No. 158), made under article 24 of the ILO Constitution by the General Confederation of Labour-Force ouvrière

Committee set up to examine the representation made by the Confederation of Turkish Trade Unions (TÜRK-İS) under article 24 of the Constitution of the ILO, alleging non-observance by the Netherlands of the Equality of Treatment (Social Security) Convention, 1962 (No. 118)

- 85.** *The Chairperson* announced the new composition of these Committees.

Sixth item on the agenda

REPORTS OF THE OFFICERS OF THE GOVERNING BODY
[No business]

Seventh item on the agendaCOMPOSITION AND AGENDA OF STANDING BODIES AND MEETINGS
(GB.296/7)*Committee of Experts on the Application of Conventions and Recommendations***Governing Body decision:**

- 86. *The Governing Body appointed the following person as a member of the Committee for a period of three years:***

Mr. Lélío Bentes Correa (Brazil): Judge at the Labour Federal High Court (Tribunal Superior do Trabalho) of Brazil.

(GB.296/7, paragraph 1.)

Information notesPROGRAMME OF MEETINGS AS APPROVED BY THE OFFICERS OF THE GOVERNING BODY
(GB.296/Inf.1)APPROVED SYMPOSIA, SEMINARS, WORKSHOPS AND SIMILAR MEETINGS
(GB.296/Inf.2)

- 87. *The Governing Body took note of the information presented in the documents indicated above.***
- 88. Mr. Anand (Employer member, India), responded to being honoured in the Conference plenary sitting of 16 June 2006, the occasion of his 90th birthday. He made a call to Governing Body members for commitment to the ILO's ideals and vision, and noted, from his long history of association with the ILO, that a "silent revolution" had occurred within the Governing Body, and that an environment of conflict had been replaced by an environment of unity. However, this spirit did not always continue outside the Governing Body, and this explained a lack of ratifications.**

Annexe / Appendix / Anexo

296e session – Genève – juin 2006
296th Session – Geneva – June 2006
296.ª reunión – Ginebra – junio de 2006

Liste des personnes assistant à la session

List of persons attending the session

Lista de las personas presentes en la reunión

Membres gouvernementaux titulaires

Regular Government members

Miembros gubernamentales titulares

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

Mr. M.M.S. MDLADLANA
(South Africa)

Afrique du Sud South Africa **Sudáfrica**

Mr. M.M.S. MDLADLANA, Chairperson of the ILO Governing Body and Minister of Labour.

substitute(s):

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

Mr. S. NDEBELE, Counsellor (Labour), Permanent Mission, Geneva.

accompanied by:

Ms. G. MTSHALI, Ambassador, Permanent Mission, Geneva.

Ms. S. ZONDEKI, Chief of Staff, Ministry of Labour.

Ms. N. NONJOJO, Protocol Officer to the Minister of Labour.

Mr. M. PELA, Executive Manager, Communications, Department of Labour.

Allemagne Germany **Alemania**

Ms. E. HÖGL, Head, Division for ILO and UN Affairs, Federal Ministry of Labour and Social Affairs.

substitute(s):

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

Arabie saoudite Saudi Arabia **Arabia Saudita**

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

substitute(s):

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

**Argentine Argentina
Argentina**

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

suplente(s):

Sra. N. RIAL, Secretaria de Trabajo,
Ministerio de Trabajo, Empleo y
Seguridad Social.

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

acompañado(s) de:

Sr. D. CELAYA ÁLVAREZ, Consejero,
Misión Permanente, Ginebra.

Sra. S. CORRADETTI, Asesora,
Ministerio de Trabajo, Empleo y
Seguridad Social.

Sr. E. VARELA, Asesor, Ministerio de
Trabajo, Empleo y Seguridad Social.

**Australie Australia
Australia**

Mr. J. SMYTHE, Chief Counsel,
Workplace Relations Legal Group,
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substitute(s):

Ms. L. LIPP, Executive Director,
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Department of Employment and
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Mr. S. EVANS, Director, International
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Bélarus Belarus Belarús

Ms. E. KOLOS, First Deputy Minister,
Ministry of Labour and Social
Protection.

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

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

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

Brésil Brazil Brasil

Mr. C. ROCHA PARANHOS,
Ambassador, Alternate Permanent
Representative, Permanent Mission,
Geneva.

substitute(s):

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Counsellor, Permanent Mission, Geneva.

Mr. P. CARVALHO NETO, Counsellor,
Permanent Mission, Geneva.

accompanied by:

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

Mr. P. CASTRO SALDANHA, Second
Secretary, Permanent Mission, Geneva.

Mr. S. PAIXÃO PARDO, Head of
International Organizations Division,
Ministry of Labour and Employment.

**Cameroun Cameroon
Camerún**

M. R. NKILI, ministre du Travail et de la
Sécurité sociale.

suppléant(s) :

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

M. R. AKOLLA EKAH, chargé de
mission à la présidence de la République
du Cameroun.

accompagné(s) de:

M. C. EBOT AYUK, conseiller technique, chef de division, Division des affaires sociales, services du Premier ministre.
 M. C. MOUTE A BIDIAS, directeur général du Fonds national de l'emploi.
 M. R. YAPELE, directeur, Direction des relations professionnelles, ministère du Travail et de la Sécurité sociale.
 M^{me} M. KALATI LOBE, chef de cellule, Cellule de suivi, ministère du Travail et de la Sécurité sociale.
 M. J. EDANG OLINGA, sous-directeur, Sous-direction de la coopération technique.
 M^{me} A. NJIWAM, chargée d'études, assistante, ministère du Travail et de la Sécurité sociale.

Canada Canada Canadá

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

substitute(s):

Ms. D. ROBINSON, Director, International Labour Affairs, Labour Program, Human Resources and Social Development Canada.
 Mr. P. OLDHAM, Counsellor and Consul, Permanent Mission, Geneva.

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Chine China China

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Ms. X. LU, Counsellor, Permanent Mission, Geneva.

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Mr. L. ZHANG, Director, Department of International Cooperation, Ministry of Labour and Social Security.
 Mr. S. RONG, Second Secretary, Permanent Mission, Geneva.

Cuba

Sr. J. FERNÁNDEZ PALACIOS, Embajador, Misión Permanente, Ginebra.

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Sra. M. LAU VALDÉS, Directora de Relaciones Internacionales.
 Sr. P. FANEGO, Especialista del Ministerio de Relaciones Exteriores.
 Sra. G. HERNÁNDEZ OLIVA, Especialista Principal de Relaciones Internacionales, Ministerio de Trabajo y Seguridad Social.
 Sr. M. SÁNCHEZ OLIVA, Tercer Secretario, Misión Permanente, Ginebra.

El Salvador

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

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

Espagne Spain España

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**Etats-Unis United States
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and Labor Attaché, Permanent Mission,
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Inde India India

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Italie Italy Italia

Prof. G. TRIA, délégué du Gouvernement
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Japon Japan Japon

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Mr. H. MINAMI, Minister, Permanent
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Mr. M. HAYASHI, Counsellor,
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Maroc Morocco Marruecos

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Kenya

Mr. N. KULUNDU, Minister for Labour and
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Mr. J. KAVULUDI, Labour
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Nigéria Nigeria Nigeria

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Ms. J.E. AMEGO, Director, Planning
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Mr. B. EWA-HENSHAW, Senator.

Mr. R. HANGA, Senator.

Mr. O. OJO, Chairman, MILLS.

Mr. J. OKOLI, Chairman, Board of
NSITF.

Mr. A. ADEWOLU, Chairman, IAP.

Mr. V. TUKURA, Special Assistant to the
Minister.

Ms. S. AJAYI, Director-General, National
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accompanied by:

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Ms. I. NWANKWO, Deputy Director
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Malawi

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Mr. D. NEBURAGHO, Chief Labour
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Pérou Peru Perú

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**Philippines Philippines
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**Roumanie Romania
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**Royaume-Uni
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Reino Unido**

Mr. S. RICHARDS, Head of ILO & UN
Employment Team, Joint International
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Ms. C. KITSELL, First Secretary,
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accompanied by:

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

Mr. V. LOSHCHININ, Ambassador,
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Mr. N. LOZINSKIY, Senior Counsellor,
Permanent Mission, Geneva.
Mr. I. GRIBKOV, Third Secretary,
Permanent Mission, Geneva.
Mr. M. KOCHETKOV, Attaché,
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Sri Lanka

Mr. M. MADIHAHEWA, Secretary,
Ministry of Labour Relations and
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substitute(s):

Ms. S.I. EDIRISINGHE, Additional
Commissioner General of Labour,
Department of Labour.

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

accompanied by:

Mr. W.I.R.C. FERNANDO, District
Factory Inspecting Engineer.

Mr. E.M. GUNAPALA, Deputy
Commissioner of Labour.

Mr. R.B. GODAMUNE, Assistant
Commissioner of Labour, Department of
Labour.

Mr. W.D.S.C. WELIWATTE, Assistant
Commissioner of Labour, Department of
Labour.

Membres gouvernementaux adjoints Deputy Government members
Miembros gubernamentales adjuntos

Barbade Barbados
Barbados

Mr. C. SIMMONS, Permanent Secretary (Labour), Ministry of Labour and Civil Service.

Burundi

M. J. NGORWANUBUSA, ministre de la Fonction publique, du Travail et de la Sécurité sociale.

suppléant(s) :

M. A. NDIKUMWAMI, conseiller au Cabinet, ministère de la Fonction publique, du Travail et de la Sécurité sociale.

accompagné(s) de:

M. N. NKUNDWANABAKE, premier conseiller, mission permanente, Genève.

Cambodge Cambodia
Camboya

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

Chili Chile Chile

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

suplente(s):

Sr. J. EGUIGUREN, Ministro Consejero, Misión Permanente, Ginebra.

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

Corée, Rép. de
Republic of Korea
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Mr. D. CHANG, Deputy Permanent Representative, Permanent Mission, Geneva.

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Mr. H. CHUNG, Deputy Director, International Labour Policy Team, Ministry of Labour.

Ms. E. PARK, Assistant Director, International Labour Policy Team, Ministry of Labour.

Côte d'Ivoire

M. H. OULAYE, ministre de la Fonction publique, de l'Emploi et de la Réforme administrative.

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Trinidad y Tabago**

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Tunisie Tunisia Túnez

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

Sr. R. MOLINA, Director de la Oficina de
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Misión Permanente, Ginebra.

acompañado(s) de:

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Ms. T. PHAM, Senior Expert, Department
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Mr. T. NGUYEN, International
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International Relations, Ministry of
Labour, Invalids and Social Affairs.

Membres employeurs titulaires	Regular Employer members
Miembros empleadores titulares	

Vice-président du Conseil d'Administration : Vice-Chairperson of the Governing Body: Vicepresidente del Consejo de Administración:	Sr. D. FUNES DE RIOJA (Argentina)
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Mr. P. ANDERSON (Australia), Director, Workplace Policy, Australian Chamber of Commerce and Industry.

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

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

Sr. D. FUNES DE RIOJA (Argentina), Vicepresidente del Consejo de Administración de la OIT, Presidente del Departamento de Política Social, Unión Industrial Argentina (UIA).

Ms. R. GOLDBERG (United States), Executive Vice-President and Senior Policy Officer, United States Council for International Business.

Mr. A. JEETUN (Mauritius), Director, Mauritius Employers' Federation.

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

Sr. D. LIMA GODOY (Brasil), Vicepresidente, Confederación Nacional de la Industria (CNI).

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

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

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

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

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

Mr. G. TROGEN (Sweden), Senior Adviser, International Affairs, Confederation of Swedish Enterprise.

Membres employeurs adjoints Deputy Employer members
Miembros empleadores adjuntos

- Mr. M. ABDO (Egypt), Federation of Egyptian Industries.
- Mr. A. ABU RAGHEB (Jordan), Secretary-General, Jordan Chamber of Industry.
- Mr. I. ANAND (India), Chairman, Shivathene Corporate Centre.
- M^{me} F. AWASSI ATSIMADJA (Gabon), représentante, Confédération patronale gabonaise.
- Mr. L. CHEN (China), Vice-President, China Enterprise Confederation.
- Sr. J. DE REGIL (México), Vicepresidente, Comisión de Trabajo, Confederación de Cámaras Industriales de los Estados Unidos Mexicanos.
- Sr. A. ECHAVARRÍA SALDARRIAGA (Colombia), Vicepresidente de Asuntos Jurídicos y Sociales, Asociación Nacional de Industriales (ANDI).
- Mr. A. FINLAY (Canada), Vice-President and Assistant General Counsel, Employee Relations and Employment Group, The Bank of Nova Scotia.
- Mr. W.A. HILTON-CLARKE (Trinidad and Tobago), Vice-Chairman , Employers' Consultative Association of Trinidad and Tobago.
- Ms. L. HORVATIC (Croatia), Director of International Relations, Croatian Employers' Association.
- Ms. R. KARIKARI ANANG (Ghana), Executive Director, Ghana Employers' Association.
- Mr. T. MAKEKA (Lesotho), Executive Director, Association of Lesotho Employers and Business.
- M. E. MEGATELI (Algérie), secrétaire général, Confédération générale des opérateurs économiques algériens.
- Mr. O.A. OSHINOWO (Nigeria), Director-General, Nigeria Employers' Consultative Association.
- Mr. C. RENIQUE (Netherlands), Head, Education and Training Department, VNO-NCW.
- Ms. R. SSENABULYA (Uganda), Executive Director, Federation of Uganda Employers.
- Mr. P. TOMEK (Austria), Representative, Federation of Austrian Industry.
- M. L. TRAORE (Mali), secrétaire général, Conseil national du patronat du Mali.
- Mr. V. VAN VUUREN (South Africa), Chief Operations Officer, Business Unity South Africa.

Membres travailleurs titulaires	Regular Worker members
Miembros trabajadores titulares	

Vice-président du Conseil d'Administration : Vice-Chairperson of the Governing Body: Vicepresidente del Consejo de Administración:	SIR ROY TROTMAN (Barbados)
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Mr. N. ADYANTHAYA (India), Vice-President, Indian National Trade Union Congress.

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Mr. S. STEYNE (United Kingdom), International Officer, EU and International Relations Department, Trades Union Congress.

Mr. S. SYED SHAHIR (Malaysia), President, Malaysian Trade Union Congress (MTUC).

Sir R. TROTMAN (Barbados), Vice-Chairperson of the ILO Governing Body, General Secretary, Barbados Workers' Union.

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

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

Ms. M. HAYASHIBALA, accompanying Mr. Nakajima.

Membres travailleurs adjoints	Deputy Worker members
Miembros trabajadores adjuntos	

- Mr. K. AHMED (Pakistan), General Secretary, All Pakistan Federation of Trade Unions.
- Mr. M. AL-MA'AYTA (Jordan), President, General Federation of Jordanian Trade Unions.
- Sra. H. ANDERSON NEVÁREZ (México), Secretaria de Acción Femina del Comité, Confederación de Trabajadores de México.
- Mr. L. BASNET (Nepal), President, Nepal Trade Union Congress.
- M. M. BLONDEL (France), Confédération générale du travail-Force ouvrière (CGT-FO).
- M^{me} C. BRIGHI (Italie), Assistant Director International, C.I.S.L.
- Mr. B. CANAK (Serbia), President, United Branch Trade Unions, United Branch Trade Unions – Nezavisnost.
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- M. B. HOSSU (Roumanie), président, Confédération nationale syndicale.
- Mr. A. HUSAIN (Bahrain), General Federation for Bahrain Workers' Trade Unions.
- Sr. G. MARTÍNEZ (Argentina), Confederación General del Trabajo.
- Mr. L. ONGABA (Uganda), Secretary-General, National Organization of Trade Unions.
- M. A. PALANGA (Togo), secrétaire général, Confédération nationale des travailleurs du Togo (CNTT).
- Ms. C. PANDENI (Namibia), Treasurer, National Union of Namibian Workers (NUNW).
- Mr. E. PATEL (South Africa), National Labour Convenor, COSATU.
- Mr. R. SILABAN (Indonesia), General Chairman, Confederation of Indonesian Prosperous Labour Union (K-SBSI).
- Ms. H. YACOB (Singapore), Assistant Secretary-General, National Trade Unions Congress.

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

Algérie Algeria Argelia

M. F. ZAIDI, directeur des études et des systèmes d'information, ministère du Travail et de la Sécurité sociale.

Autriche Austria Austria

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

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