



Governing Body

324th Session, Geneva, 13 June 2015

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Minutes of the 324th Session of the Governing Body of the International Labour Office

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The 324th Session of the Governing Body of the International Labour Office was held in Geneva on Saturday, 13 June 2015, presided over by Mr Apolinário Jorge Correia of Angola, as outgoing Chairperson, and Ms Misako Kaji of Japan, as incoming Chairperson.

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

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Institutional Section

First item on the agenda

Election of the Officers of the Governing Body for 2015–16 (GB.324/INS/1)

1. *The outgoing Chairperson*, Mr Apolinário Jorge Correia (Angola), said that, following the system of geographical rotation, it was the turn of the Asia and the Pacific region to nominate a candidate for the position of Chairperson of the Governing Body for 2015–16. He invited the Government group to submit its nomination.
2. *The outgoing Chairperson of the Government group of the Governing Body*, Ms Marilina Armellini (Italy), put forward the candidacy of Ms Misako Kaji of Japan as Chairperson of the Governing Body. Ms Kaji had a background in politics and economics, and had pursued an extensive diplomatic career, both in the Japanese Foreign Service and within the United Nations (UN) system, serving as Special Adviser to the United Nations High Commissioner for Refugees and working at the Japanese missions to the UN in New York and to the European Union (EU), and also at her country's embassies in Viet Nam and the United Kingdom. She had also served as a member of the UN Advisory Committee on Administrative and Budgetary Questions from 2007 to 2010, and of the Advisory Group on the UN Peacebuilding Fund since 2011. The Government group was confident that her background and experience made her the ideal candidate for the post of Chairperson of the Governing Body.
3. *The Employer coordinator and the Worker Vice-Chairperson* endorsed the candidature of Ms Kaji.

Decision

4. *The Governing Body elected Ms Misako Kaji, Ambassador and Deputy Permanent Representative of Japan 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 2015 to June 2016.*

(GB.324/INS/1, paragraph 3.)

5. *The outgoing Chairperson* congratulated Ms Kaji on her election and conveyed his best wishes for her forthcoming term of office.
6. Reviewing the work of the Governing Body over the period of his own incumbency as Chairperson, he said that the readiness for dialogue and collaboration prevailing in the Governing Body had enabled it to achieve the desired results. The November 2014 session had been one of its most difficult, in terms both of its agenda and of the atmosphere that had prevailed. That notwithstanding, a path towards dialogue had been found, including with regard to the Standards Initiative. Thus, at the February 2015 Tripartite Meeting on the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), in relation to the right to strike and the modalities and practices of strike action at national level, a plan of action had been developed to enhance the operation of the standards supervisory system.

7. The unanimous approval of the Programme and Budget for 2016–17 had eloquently demonstrated the confidence placed by the Governing Body in the Director-General's vision of the management of the Organization's resources, which took into account the positions of the different groups.
8. On the issue of reform, it was his view that, without prejudice to the review to be conducted by the Governing Body at its November 2015 session, the two-week session of the International Labour Conference, as proposed by the Governing Body, had worked and had been widely appreciated.
9. After referring to some of the other issues that had received the attention of the Governing Body, he voiced his conviction that the Governing Body had fully discharged its duties of governance and supervision and had been significantly strengthened by the reforms carried out. He thanked all colleagues for their trust and support and commended them on their professionalism, commitment to progress, sense of compromise and openness to dialogue. In particular, he thanked his fellow Officers, with whom he had worked in an atmosphere of cordiality and close collaboration. It was his belief that the Officers of the Governing Body – representing the tripartite nature of the Organization – played an essential role in the interface between the Governing Body, the Director-General and the secretariat.
10. In conclusion, he paid tribute to the organizers of the seminar in Addis Ababa for African members of the Governing Body, which he hoped would be emulated by other regions. Expressing the hope that, through his discharge of the duties of Chairperson, he had justified the optimism and trust placed in him by his continent, Africa, in putting him forward as its candidate, he pledged his full cooperation to his successor.
11. *The Director-General*, recalling the conditions of the previous year in which the Governing Body had elected Mr Correia to its helm, said that the atmosphere which currently prevailed was markedly more positive and permitted the optimism to which the outgoing Chairperson had alluded. That showed how far the Governing Body had come over that year under his guidance, in dealing with the controversial issue of standards, in preparing a programme and budget for the next biennium which had been adopted without opposition, in enhancing the standing of the ILO in the UN-wide preparations for the post-2015 development agenda and in promoting the Organization's current process of reform. The highly positive balance sheet of Mr Correia's term of office had been in large measure due to his personality, his skill and the manner in which he had led the Governing Body, with a combination of openness, patience, dialogue and a determination to reach consensus.
12. There had been moments over the previous year when many members were despairing of achieving consensus, but the outgoing Chairperson had persuaded them to keep going. Through that determination and his remarkable identification with the values and working methods of the Organization, he had earned the fullest respect of everyone in the Governing Body and a genuine friendship with many that, in the Director-General's case, had been cemented by his recent visit to Angola. In that context, he conveyed his gratitude to the Angolan Government for making Mr Correia's services available to the Organization and to the Governing Body. He was sure that the Governing Body would continue to benefit from Mr Correia's attendance at its sessions and from his wisdom and cooperation in the years ahead.
13. In closing, and in compliance with a long-standing tradition in the Organization, as a token of its appreciation, he presented Mr Correia with the gavel of the Governing Body.

14. *The Worker Vice-Chairperson* commended the outgoing Chairperson on the serenity and perseverance with which he had guided the work of the Governing Body in a difficult year, enabling the Workers' and Employers' groups, with government support, to reach a consensus solution ensuring the proper functioning of the supervisory machinery and, indeed, of the Organization as a whole. That consensus had enabled the International Labour Conference at its 104th Session to achieve the results that it had achieved.
15. *The Employer coordinator* echoed the praise addressed to the outgoing Chairperson, affirming that, without his active engagement, the Governing Body would not have reached the goals that it had achieved.
16. *Speaking on behalf of the Africa group*, a Government representative of Zimbabwe expressed admiration of the excellent manner in which Mr Correia had chaired the Governing Body during his tenure and appreciation of the contribution of the Vice-Chairpersons, steering the Governing Body through very turbulent waters. To break the impasse on standards, Mr Correia had successfully facilitated the initiation of the Standards Review Mechanism and had stepped up the process of reform of the Governing Body and the International Labour Conference, including by piloting a shortened session of the Conference. The Africa group was proud to have put forward his candidature as Chairperson of the Governing Body and wished him every success in his future endeavours.
17. The group also congratulated Ambassador Kaji on her election as the new Chairperson of the Governing Body and pledged its full support to her in the discharge of her duties.
18. *Speaking on behalf of the group of Latin American and Caribbean countries (GRULAC)*, a Government representative of Cuba commended the outgoing Chairperson on his outstanding performance at the helm of the Governing Body and pledged the group's support for the new Chairperson.

(Ms Kaji took the Chair.)

19. *Ms Kaji, Chairperson of the Governing Body for 2015–16*, thanked the Governing Body for the confidence that it had placed in Japan and in her personally, and the previous speakers for their words of support and congratulation. It was her hope to emulate the performance of her predecessor in office and she pledged to do her utmost in her own term as Chairperson.

Decision

20. ***The Governing Body re-elected Mr Jørgen Rønne (Employer, Denmark) as Employer Vice-Chairperson of the Governing Body, and Mr Luc Cortebeeck (Worker, Belgium) as Worker Vice-Chairperson of the Governing Body, for the 2015–16 period.***

(GB.324/INS/1, paragraph 3.)

Second item on the agenda

Approval of the minutes of the 323rd Session of the Governing Body (GB.324/INS/2)

Decision

- 21. *The Governing Body approved the minutes of its 323rd Session as amended.***

(GB.324/INS/2, paragraph 2.)

Third item on the agenda

Questions arising out of the 104th Session of the International Labour Conference, requiring immediate attention

- 22. *The Employer coordinator*** said that, as part of the evaluation of the Conference, the Governing Body, at its November 2015 session, should consider how to follow up on the Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204), and the related discussions. Given the different manifestations of informality in different parts of the world, it would be useful to review the issue at the Regional Meetings, including – if there was still time – the forthcoming African Regional Meeting.
- 23. *The Worker Vice-Chairperson***, noting that the issue would be properly reviewed at the November 2015 session, said that favourable first impressions and the high level of consensus reached indicated that the two-week format for the Conference had, on the whole, been workable. Attention should, however, be given to the particular situations of the Committee on the Application of Standards, which had still been in session while the meeting in plenary was concluding, and of the Credentials Committee.
- 24. *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, including all those working behind the scenes, for the hours that they had put in to ensure a successful session. The group also commended the Office on the information, consultations and briefings provided in the months leading up to the session. In IMEC's view, the preparatory work carried out for the Committee on the Transition from the Informal to the Formal Economy was critical in ensuring its success, in particular in view of the reduction of the originally allotted time for the standard-setting negotiations.
- 25.** Noting that, over the years, action had been taken on many points raised by IMEC in its feedback on the Conference, she conveyed the group's appreciation for particular improvements to the operation of the Conference, including: the installation of screens in every committee room; the provision of information well in advance, including the tentative workplans of the committees and the posting of all committee documents online; the improvements to the daily bulletin; and the improvements relating to the adoption of conclusions. IMEC was particularly pleased by the effective discharge of its duties by the Committee on the Application of Standards, including the adoption of conclusions in every single case, and it looked forward to the continued smooth functioning of that Committee.

26. IMEC strongly believed that the piloted two-week session had been a success and that, emboldened by that achievement, the Office should carry out other reforms. Thus, the technical committees should aim for shorter, more focused and action-oriented draft conclusions which avoided duplication. The initial draft conclusions from the Office should be no longer than five double-spaced pages. There was scope to improve the structure of the general and recurrent discussions, and the working methods of the relevant committees.
27. Time limits should be imposed on statements made in technical committees to promote discussions of a more interactive nature. Technical committees should start and finish on time and, to that end, the room allocation system should be improved. In the Committee on the Application of Standards, the timing structure should be amended to ensure appropriate time, after drafting, to consider the entire text prior to its adoption in plenary. Where possible, reports should be available well before their adoption in plenary – at a minimum, 24 hours in advance – and printed versions of the *Provisional Record* should be made available, in particular those containing the texts of standards.
28. Noting that the overlap of the plenary with committees placed additional burdens on small delegations, she commended the attempts by the President of the Conference to enforce meeting discipline, in particular the strict limitation on speaking time, and encouraged members to support that endeavour by drafting their statements accordingly.
29. Further improvements were still possible in the timing of sittings in the World of Work Summit, in particular, plenary sittings addressed by high-level speakers. Given the increased pace and intensity of the shortened session, she wondered whether it made sense to schedule the Summit at the end of the session and suggested, also, that innovative ways should be explored of making the panel discussion more interactive.
30. IMEC commended all those involved in organizing the session on the success of the two-week pilot and acknowledged the commitment of the social partners, other governments and the Office in ensuring that success. It looked forward to future sessions following that format and pledged its readiness to participate actively in the assessment of the pilot at the 325th Session of the Governing Body.
31. A *Government representative of India* congratulated the incoming Chairperson on her election and commended the Director-General and the Office on the successful organization of the first-ever two-week session. He hailed the adoption of an historic Recommendation on the transition from informality, the constructive discussions on small and medium-sized enterprises and on labour protection, and the successful operation of the Committee on the Application of Standards after the blockage of three successive years.
32. Noting with approval that the Conference committees had largely managed without extended sittings, he stressed the need to continue that trend and commended the effective use of information technology to make the proceedings more efficient. Further savings in time could be gained by posting any amendments that were linguistic in nature on the Committee websites and, where no objections were lodged within a specified time, those could be announced as adopted. Side events should, if possible, be held in the early evening, rather than at lunch time. His delegation looked forward to the consolidation of those and further reforms.

Outcome

33. *The Office took note of the guidance provided by the Governing Body.*

(No document was submitted.)

Fourth item on the agenda

Complaint concerning non-observance by Guatemala of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), made by delegates to the 101st Session (2012) of the International Labour Conference under article 26 of the ILO Constitution (GB.324/INS/4)

34. *The Employer coordinator* welcomed the report, supported the draft decision and looked forward to receiving additional information from the Government of Guatemala so that the substance of the issues in question could be discussed at the next session of the Governing Body.
35. *The Worker Vice-Chairperson* said that it was evident from the report that the situation in Guatemala had not changed. There had been no progress in the investigation, prosecution and conviction of the perpetrators responsible for the killings of trade union members and there had been no response to the trade unions' request for greater support from the International Commission against Impunity in Guatemala (CICIG) in the prosecution of those offences. Nor had there been any progress in addressing the persistent anti-union dismissals. No reforms to align the country's legislation with Convention No. 87 had been implemented. While progress had been made on two of the six cases being examined by the Committee for the Settlement of Disputes before the ILO, more action was needed on cases concerning trade union registration. Furthermore, trade unions had not been consulted on the protocol for the implementation of preventive security measures and no information had been provided concerning the list of 25 security measures. He urged the Government to address the four priority issues that required further action listed in the report. The Workers' group would monitor the Government's efforts and would expect significant and tangible progress by November 2015. He urged the Government to present an updated timetable for addressing the priority issues identified in the roadmap. The Workers supported the draft decision.
36. *A Government representative of Guatemala* conveyed the Minister of Labour and Social Welfare's commitment to improve labour relations within a framework of social dialogue and promote decent work and freedom of association. Since the adoption of the roadmap, his Government had continued to promote a culture of respect for freedom of association and had taken steps to support trade unionism, protect union leaders and members, and strengthen state bodies. The Special Representative of the Director-General in Guatemala had encouraged tripartite dialogue and participated in ILO technical assistance and support programmes in the country. The Public Prosecutor's Office had requested the CICIG to review the cases of the victims in the 58 cases that had preceded the adoption of the roadmap. The Commission had identified 20 cases in which the victims were trade union members and 32 in which they were not, four cases in which the victims' status was uncertain and one case in which the victim was a lawyer who had represented trade unions. The motives for the murders had been classified by category, including: those attributed to youth criminality; those related to trade union activities; offences such as assault and extortion; those linked to other crimes; and a few cases involving police violence. The CICIG had also identified factors with an impact on the investigations and suggested ways to improve the methods employed. A special unit for crimes against trade unionists had been established in the Public Prosecutor's Office in order to centralize and improve the investigation of such crimes. The protocol on preventive security measures, which covered

trade union leaders and members, had entered into force and the Public Prosecutor's Office had requested such measures in 25 cases. Inter-agency and tripartite institutional meetings were being held but had not always culminated in agreements, and the hotline established under the roadmap had been in operation since May 2015. The number of recommended prosecutions of employers failing to implement labour court rulings was 987 in 2014 and 476 to date in 2015. The Committee for the Settlement of Disputes before the ILO in the Area of Freedom of Association and Collective Bargaining was considering several complaints. An awareness-raising campaign had been prepared by a consultancy contracted by the ILO on the basis of sectoral consultations and would be submitted to the Tripartite Committee on International Labour Affairs for approval. As to the proposed legislative reforms, the Government had submitted the social partners' proposals and the comments made by the Committee of Experts on the Application of Conventions and Recommendations to Congress; the employers had also submitted their comments. While the proposed reforms had not been approved, they offered an opportunity for social dialogue and agreement on draft legislation.

37. *Speaking on behalf of the EU and its Member States*, a Government representative of the Netherlands said that the former Yugoslav Republic of Macedonia, Montenegro, Serbia, Albania, Norway, Republic of Moldova and Armenia aligned themselves with the statement. He noted that Guatemala benefited from trade incentives under the EU Generalised Scheme of Preferences, for countries that implemented international Conventions relating to human and labour rights. Further, through the EU–Central America Association Agreement, the EU and Guatemala had reaffirmed their commitment to ensuring respect for fundamental principles and rights at work and cooperating in their promotion. However, he expressed concern at the gaps in addressing serious violations of freedom of association, and the failure to properly investigate, prosecute and punish the perpetrators; the additional murders committed since 2014 were particularly disturbing. He welcomed the Government's efforts to address the issues raised in the complaint, its cooperation with the ILO and its assurances that it was taking all possible measures to combat violence and impunity, and encouraged it to take additional legal and institutional measures to ensure freedom of association and protect the right to organize established in Convention No. 87. He urged the Government to step up its efforts, with the assistance of the Office and in consultation with the social partners, to ensure effective fulfilment of the commitments contained in the roadmap and the Memorandum of Understanding, particularly in the priority areas identified in the report. It should continue to report on the progress made on the issues raised in the complaint and to fulfil its reporting obligations within the ILO supervisory system. He expressed the EU's resolve to support Guatemala's efforts to meet the required international labour standards and welcomed the Office's provision of assistance to the tripartite constituents with a view to implementation of the Memorandum of Understanding and the roadmap. He supported the draft decision.
38. *Speaking on behalf of GRULAC*, a Government representative of Cuba recalled that the Committee on the Application of Standards had recently completed its review of Guatemala, and the country's Minister of Labour and Social Welfare had reiterated the Government's commitment to the ILO's supervisory machinery and to providing periodic updates on the situation and strengthening national institutions. The Special Representative of the Director-General ensured a continuing ILO presence in the country and was working on measures that could be implemented in practice and result in sustainable solutions. Together with the CICIG, the Special Representative was helping the authorities to investigate the complaints under review by the Committee on Freedom of Association. The speaker called on all sectors to pursue their joint efforts to implement the current and future measures agreed through tripartite dialogue, and trusted that the constituents would continue to take steps to ensure the implementation of Convention No. 87. He reiterated GRULAC member countries' commitment to freedom of association and the right to unionize, and supported the draft decision.

39. *A Government representative of the United States* said that the findings of the Committee of Experts on Guatemala's compliance with Convention No. 87 were well known; however, despite the Government's having regularly informed the Governing Body and the ILO supervisory bodies of its plans to make both law and practice compliant with international standards, the most recent observations of the Committee of Experts and conclusions of the Committee on the Application of Standards showed that the requisite changes had not been made. He therefore urged the Government to undertake the long-promised reforms as soon as possible and to take full advantage of ILO technical assistance, bearing in mind that the receipt of technical assistance was a tool for achieving compliance with international standards and not, itself, an indicative process. He reiterated that failure to implement the recommendations of the Committee of Experts by November 2015 would prompt his country to support the establishment of a commission of inquiry, and supported the draft decision.

Decision

40. *Bearing in mind that, at its 325th Session (November 2015), the Governing Body would consider the decision to establish a commission of inquiry and, in the light of the information provided by the Government and the workers' and employers' organizations of Guatemala in relation to the key indicators and the points in the roadmap, on the recommendation of its Officers, the Governing Body:*
- (a) *urged the Government to take, without delay, with the assistance of the Office, all the measures necessary to fully implement the key indicators and the roadmap, including the priority areas that continued to require additional and urgent action;*
 - (b) *requested the Office to provide the Officers of the Governing Body, at its 325th Session (November 2015), with updated information on the progress made, including information provided by the Government and the employers' and workers' organizations of Guatemala, in particular on the follow-up given to the key indicators and the points of the roadmap;*
 - (c) *invited the international community to make available the necessary resources to enable the office of the Special Representative of the ILO Director-General in Guatemala to continue to support the tripartite constituents in the implementation of the Memorandum of Understanding and the roadmap.*

(GB.324/INS/4, paragraph 27.)

Fifth item on the agenda

Complaint concerning non-observance by Fiji of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), made by delegates to the 102nd Session (2013) of the International Labour Conference under article 26 of the ILO Constitution (GB.324/INS/5(Rev.))

41. *The Worker Vice-Chairperson* expressed disappointment that the joint implementation report promised as part of the Tripartite Agreement between the Government of Fiji, the Fiji Trades Union Congress (FTUC) and the Fiji Commerce and Employers' Federation (FCEF) had not been submitted and that the Governing Body had accepted a draft from the Government without input from the social partners. That showed that the Government was not honouring the spirit and intent of the agreement. Furthermore, it was amending the Employment Relations Promulgation by incorporating some of the provisions of the Essential National Industries (Employment) Decree 2011, despite claiming that the latter would be repealed as urged by the Committee of Experts. In so doing, it had retained the denial of the right to strike for all essential services and industries and had even extended the prohibition to cover all government-owned enterprises and corporations. The Government had failed to take into account the outcome of the tripartite review as stipulated in the agreement, and had not submitted draft legislation to the Employment Relations Advisory Board for vetting before submission to Parliament. Instead, it had presented the social partners with a copy of the draft legislation and made minor adjustments and noted disagreements. The FTUC would have to request any further changes to the bill through a submission to Parliament. While the bill did address the issues of collective bargaining rights and freedom of association, it failed to resolve other issues. There had been no negotiations on issues that were important to workers and it would be meaningless simply to repeal the decree and the amendment without addressing them. The Government had made no effort to reach consensus on issues or to examine its draft legislation for compliance with the ILO core Convention. The FTUC had had to insist on the three meetings held and the Government had withheld the minutes. The FTUC had reminded the Government of its obligations under the agreement on a number of occasions, but no action had been taken. The Workers' group called on the Government to engage in genuine consultations with the social partners in order to address all the issues in the agreement within the specified time frame and to implement it fully and in good faith. It looked forward to receiving a joint tripartite report before the November 2015 session. If no progress had been achieved, the Governing Body would have to consider the establishment of a commission of inquiry. The group supported the draft decision.
42. *The Employer coordinator* expressed regret that the Government had failed to present a joint implementation report as a follow-up to the Tripartite Agreement and that there had been very little progress. The Employers' group supported the draft decision.
43. *A Government representative of Fiji* (Minister for Employment, Productivity and Industrial Relations) said that in April 2015, in accordance with the Tripartite Agreement, he had appointed four worker representatives, four employer representatives, three government representatives and a chairperson to the Employment Relations Advisory Board, which had held its first meetings in May. Although those meetings had not always led to a consensus, they had resulted in a bill that would be debated during the July and August session of Parliament. The Board's members had then proposed a number of amendments, which had been incorporated for discussion. While the Government and the employers'

representatives had agreed with the bill, the workers' representatives had raised a number of objections. It had been agreed that, once the bill had been tabled in Parliament, there would be an opportunity to make submissions to the relevant parliamentary committee. The Board would address the standing committee and provide comments before the bill was sent back to Parliament in July 2015. The bill fully addressed the recommendations of the report by the direct contacts mission in relation to essential industries and public services, with explicit provisions on freedom of association and collective bargaining and an independent tripartite arbitration court. It preserved bargaining units in essential industries but allowed workers to decide whether to bargain through them or join a union. Moreover, the bill ensured compliance with all ILO core Conventions. Thus, the Government had addressed all the outstanding concerns raised in the mission report with regard to freedom of association and collective bargaining and considered that the article 26 complaint had been resolved.

44. *Speaking on behalf of the EU and its Member States*, a Government representative of the Netherlands said that the former Yugoslav Republic of Macedonia, Montenegro, Serbia, Albania, Norway, Republic of Moldova and Armenia aligned themselves with the statement. He urged the Government of Fiji to respect its commitments regarding human rights, fundamental freedoms, democratic principles, the rule of law, and freedom of expression and assembly. He expressed regret that the joint implementation report had not been submitted to the Governing Body and reiterated the request that it should be submitted by the next session. Failing that, the Governing Body should consider the establishment of a commission of inquiry. He supported the draft decision and, in particular, the recommendation that the Government of Fiji should review its labour laws to ensure compliance with the ILO core Conventions.
45. *A Government representative of Australia* welcomed the tripartite discussions that had taken place in Fiji and the continuing process of bringing the country's labour law into line with the ILO core Conventions. She noted that those discussions had not resulted in a tripartite implementation report and urged Fiji's Government, employer and worker partners to continue their dialogue with a view to submitting such a report before the November 2015 session of the Governing Body. Furthermore, she encouraged the tripartite partners to fully implement the March 2015 agreement and to meet the recommendations of the Governing Body and the direct contacts mission.
46. *A Government representative of the United States* expressed the hope that the parties would honour their commitments under the Tripartite Agreement, but was extremely concerned about the pace of implementation. Further concerns arose from: the fact that the joint implementation report had not been signed by the workers; the failure to implement the recommendations of the Committee of Experts; the failure to repeal the decree banning union activities in essential industries; the lack of independent enterprise unions to replace deregistered unions; the failure to reinstate collective bargaining agreements that had been abrogated; the continued lack of workers' and employers' rights rescinded under the Employment Relations Promulgation; and the fact that government workers still lacked key rights and protections. Accordingly, unless the terms of the Tripartite Agreement were implemented and the concerns of the Committee of Experts addressed by the November 2015 session of the Governing Body, his delegation would be compelled to support the establishment of a commission of inquiry. He nevertheless expressed the hope that that step would not be needed, and supported the draft decision.

Decision

47. ***Recalling the Tripartite Agreement signed by the Government of the Republic of Fiji, the Fiji Trades Union Congress (FTUC) and the Fiji Commerce and Employers' Federation (FCEF) on 25 March 2015 and the Governing Body's***

request to the Government and the social partners to submit a joint implementation report to the Governing Body at its 324th Session (June 2015) in accordance with that Agreement,

Noting the joint communication of 2 June 2015 submitted by the Government of the Republic of Fiji and the Fiji Commerce and Employers' Federation (FCEF), and the separate communication of 2 June 2015 from the Fiji Trades Union Congress (FTUC),

Regretting the failure to submit a joint implementation report as called for in the decision adopted by the Governing Body at its 323rd Session (March 2015),

On the recommendation of its Officers, the Governing Body:

- (a) urged the Government of Fiji through the Employment Relations Advisory Body to review its labour laws to ensure compliance with ILO core Conventions;*
- (b) reiterated the request for the submission of a joint implementation report, in accordance with the Tripartite Agreement signed in March 2015, before the 325th Session of the Governing Body (November 2015);*
- (c) would consider at its 325th Session the establishment of a commission of inquiry.*

(GB.324/INS/5(Rev.), paragraph 3.)

Sixth item on the agenda

Report of the Committee on Freedom of Association

375th Report (GB.324/INS/6)

- 48.** *The Chairperson of the Committee on Freedom of Association, introducing the Report, recalled that there were 137 cases before the Committee, of which 27 had been examined on their merits.*
- 49.** *The Government of Cambodia had attended a hearing with the Committee to discuss long-standing serious matters (Cases Nos 2318 and 2655), in which little progress had been made. The Committee welcomed the Government's constructive engagement in that process and the written and oral information provided. It expected further information on the concrete steps taken to implement its recommendations on those matters of serious concern, so that it could note significant progress when it next examined the two cases.*
- 50.** *Urgent appeals had been made to governments that had failed to send complete observations, despite the time that had elapsed since the submission of the complaints, regarding the following Cases Nos: 3104 (Algeria), 3102 (Chile), 3091 (Colombia), 3067 (Democratic Republic of the Congo), 3099 (El Salvador), 2723 (Fiji), 2989 and 3094 (Guatemala), 3081 (Liberia), 3076 (Republic of Maldives), 3086 (Mauritius), 3101*

(Paraguay), 2949 (Swaziland) and 2994 and 3095 (Tunisia). Those Governments should transmit their observations as a matter of urgency.

51. The Committee had highlighted in its report that it had been obliged to examine Cases Nos 3070 (Benin), 2753 (Djibouti), 3018 (Pakistan) and 3105 (Togo) in the absence of a government reply. At the request of the Committee, he had met with the delegations of Benin, Djibouti and Pakistan the previous day to raise concerns about their repeated lack of cooperation with the Committee's procedures, despite the grave nature of the complaints. He trusted that greater commitment would be shown by those countries in the future.
52. The Committee had examined eight cases in which governments had informed it of measures taken to provide follow-up to its recommendations. In that regard, it had noted with interest, in respect of Case No. 2453 (Iraq), the information provided on the election of the executive bureau of the General Federation of Iraqi Trade Unions (GFITU), and had welcomed the lifting of the seizure of the federation's assets. The Committee had also welcomed, in respect of Case No. 2611 (Romania), the process of free collective bargaining between the parties involved, which had given rise to an agreement establishing the rights and working conditions of staff/members of the Court of Audit.
53. The Committee drew the Governing Body's special attention to three serious and urgent cases: Nos 2923 (El Salvador), 2508 (Islamic Republic of Iran) and 2254 (Bolivarian Republic of Venezuela). Regarding the latter case, the Committee deeply regretted the failure by the Government to provide the additional information requested on the criminal proceedings against the Venezuelan Federation of Chambers and Associations of Commerce and Production (FEDECAMARAS), its member organizations, their leaders and affiliated companies. It expressed its deep concern at the lack of progress in implementing the Committee's recommendations concerning the long-standing allegations of serious forms of stigmatization and intimidation directed against FEDECAMARAS officers. It once again urged the Government to implement the recommendations of the high-level tripartite mission, including taking the first step suggested of allowing a FEDECAMARAS representative to be appointed to the Higher Labour Council. Noting with concern new allegations, the Committee again requested the Government to complete its response, indicating the specific charges brought against the employers and business leaders detained or placed under precautionary measures, and providing information on developments in the judicial proceedings. It also requested the Government to consider lifting the precautionary custodial measures imposed on employers and business leaders pending trial.
54. Concerning Case No. 2508 (Islamic Republic of Iran), the Committee regretted the lack of investigation into the allegations of ill treatment suffered by Mr Madadi and Mr Shahabi while in detention. It urged the Government to carry out independent investigations into the allegations and to secure the definitive release of Mr Shahabi without further delay. The Committee noted that a recent resolution by the National Labour Conference had called for the preparation of the necessary groundwork for the ratification of Convention No. 87, the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), and the Minimum Age Convention, 1973 (No. 138), and encouraged the Government to accept the technical assistance of the Office in that regard, with a view to bringing legislation and regulations into full conformity with the principles of freedom of association.
55. Regarding Case No. 2923 (El Salvador), which concerned the murder of a trade union leader, the Committee again requested the Government to provide information on the criminal proceedings initiated and to take all available measures to clarify the facts, identify the guilty parties and impose commensurate punishment, with a view to preventing such heinous acts in the future.

56. *The Employer spokesperson* for the Committee drew attention to the extreme seriousness and urgency of Cases Nos 2923 (El Salvador) and 2508 (Islamic Republic of Iran). He reiterated the Committee's continuing deep concern over the lack of progress in implementing its recommendations in Case No. 2254 (Bolivarian Republic of Venezuela), emphasizing that freedom of association was not an exclusive right of trade unions; it applied equally and uniformly to private sector employers' organizations as well.
57. He thanked the representatives of the Cambodian Government for attending the hearing on 29 May. A hearing of a government was a successful innovation for the Committee, especially if it resulted in improved government cooperation. He highlighted a Committee conclusion in Case No. 3105 (Togo) regarding the need for employers' organizations to ensure credibility and independence vis-à-vis the national authorities by avoiding any conflict of interest in their executive bodies; it was incompatible for a government official to sit on the executive body of a national employers' organization as well. He also highlighted that the Committee had drawn to the attention of the Committee of Experts on the Application of Conventions and Recommendations the legislative aspects of Cases Nos 3004 (Chad) and 3025 (Egypt), as a result of the ratification of Conventions Nos 87 and 98.
58. Turning to governance and working methods, the Employers drew the Governing Body's attention to the need to update the *Digest of decisions and principles of the Freedom of Association Committee* to reflect developments since its last revision in 2006. Updating the *Digest* would, however, have budgetary implications.
59. Regarding the Committee's time-management pressures, the Employers hoped to provide the Governing Body with concrete proposals for improvement when the Committee reported on the outcomes of discussions on working methods. Those outcomes would also have budgetary implications.
60. The Committee was reliant on the Office preparing the often detailed and lengthy tentative working papers, and it was vital that all parties had sufficient time to discuss the alleged violations. Given that the Employers received no secretariat support for their work in the Committee, and the importance of the guidance the Committee was mandated to give to governments, there was a clear need to consider how to improve time management to ensure that all Committee members were able to prepare their views in advance and express them. The Employers therefore urged the Governing Body to reflect on the number of complaints currently before the Committee. They would welcome a Governing Body discussion on issues such as admissibility criteria. Any delay in the receipt of the Office-prepared papers would affect the Committee's ability to review those papers prior to sessions. Moreover, the Committee's report had only been made available immediately prior to the Governing Body meeting, which could affect decisions on whether or not to adopt it. More consideration should be given to the use of tracked changes during the amendment process.
61. He concluded by paying tribute to Ms Cleopatra Doumbia-Henry, Director of the International Labour Standards Department, thanking her for all her efforts and support for the Committee over the years.
62. *The Worker spokesperson* for the Committee said that the Workers were deeply concerned about serious and urgent Case No. 2508 (Islamic Republic of Iran), which dated back to 2006 and involved acts of violent repression against the leaders and members of a local trade union in a bus company. He drew attention to serious and urgent Case No. 2923 (El Salvador), concerning the murder of a trade union leader, which had also been examined by the Committee on the Application of Standards at the 104th Session of the

International Labour Conference. The Workers had noted the Committee's conclusions on the case.

63. Referring to the hearing with the Government of Cambodia regarding Cases Nos 2318 and 2655, he drew attention to the Committee's expectation that the Government would provide further information on the concrete steps taken to implement the Committee's recommendations, so that the latter would be able to note progress when it examined the two cases in October 2015.
64. He also drew attention to Cases Nos: 3063 (Colombia), concerning the violation of the right to bargain collectively in several power companies; 3025 (Egypt), concerning the serious and systematic violation of the right to freedom of association, including legislative issues related to restriction of the right to strike and interference in election processes, and of the right to organize and to bargain collectively; and 3018 (Pakistan), concerning anti-union actions by management and the failure of the Government to ensure the principles of freedom of association. He highlighted a recommendation concerning Case No. 2753 (Djibouti), which referred to the Djibouti Labour Union being able to participate effectively in the work of national and international advisory bodies and in that of all other organizations representing employers and workers in the country. The Credentials Committee at the 104th Session of the International Labour Conference had renewed the reinforced monitoring measures concerning Djibouti, and he drew attention to *Provisional Record* No. 5C,¹ which confirmed the need for the Government to implement the recommendation.
65. Referring to the joint statement of the Workers' and Employers' groups agreeing to review the Committee's working methods, he said that the Workers considered it a necessary exercise in order to strengthen efforts to implement the Committee's conclusions and recommendations. However, the Committee's recommendations must continue to be based on the general principles of legal certainty. While the Workers were committed to reporting back to the Governing Body in March 2016 when the discussions on working methods had been finalized, there had been no agreement by the Workers on the comments made by the Employer spokesperson.
66. *The Worker Vice-Chairperson* paid tribute to Ms Cleopatra Doumbia-Henry, Director of the International Labour Standards Department, and thanked her for all her efforts in supporting the Committee over the years, particularly her contribution to modernizing working methods. He wished her every success in her new role as President of the World Maritime University.
67. *Speaking on behalf of the Government members of the Committee on Freedom of Association*, nominated by the Governments of Argentina, Dominican Republic, Japan, Kenya, Romania and Spain, a Government representative of Spain thanked the Office for its efforts in supporting the Committee's work. They expressed their willingness to receive any comments and input from the Government members of the Governing Body on improving the Committee's working methods.
68. A Government representative of the Islamic Republic of Iran expressed surprise that Case No. 2508 (Islamic Republic of Iran) had been included in the Committee's list of serious and urgent cases. His Government had provided the Committee with all information requested and had responded to all its questions. He informed the Governing Body that Mr Shahabi had been released from detention and had returned to work. The Government was seeking a pardon for Mr Shahabi, although some allegations unrelated to freedom of

¹ ILO: *Reports on Credentials: Second report of the Credentials Committee, Provisional Record* No. 5C, International Labour Conference, 104th Session, Geneva, 2015.

association activities remained outstanding. He requested the Committee to take into account the information provided.

69. *Speaking on behalf of GRULAC*, a Government representative of Cuba reiterated his group's concern over the imbalance of cases from Latin America and the Caribbean with, yet again, over half of the cases examined in the Report coming from that region. The matter should be investigated and a way found to ensure a better balance in the future.

Decision

70. *The Governing Body took note of the introduction to the Report of the Committee, contained in paragraphs 1–72, and adopted the recommendations made in paragraphs: 101 (Case No. 3085: Algeria); 115 (Case No. 3070: Benin); 135 (Case No. 3063: Colombia); 170 (Case No. 3080: Costa Rica); 181 (Case No. 2753: Djibouti); 200 (Case No. 3071: Dominican Republic); 210 (Case No. 3025: Egypt); 234 (Case No. 2871: El Salvador); 267 (Case No. 2896: El Salvador); 282 (Case No. 2923: El Salvador); 329 (Case No. 3054: El Salvador); 353 (Case No. 2962: India); 371 (Case No. 2508: Islamic Republic of Iran); 389 (Case No. 2794: Kiribati); 418 (Case No. 3018: Pakistan); 428 (Case No. 3049: Panama); 437 (Case No. 2648: Paraguay); 459 (Case No. 3010: Paraguay); 482 (Cases Nos 3065 and 3066: Peru); 491 (Case No. 3004: Chad); 531 (Case No. 3105: Togo); 559 (Case No. 3098: Turkey); 618 (Case No. 2254: Bolivarian Republic of Venezuela); 630 (Case No. 2968: Bolivarian Republic of Venezuela); 665 (Case No. 3059: Bolivarian Republic of Venezuela) and 693 (Case No. 3082: Bolivarian Republic of Venezuela), and adopted the 375th Report of its Committee on Freedom of Association as a whole.*

(GB.324/INS/6.)

Seventh item on the agenda

Report of the Director-General

Obituary

(GB.324/INS/7)

Mr Jesús Urbietta

71. *The Worker Vice-Chairperson* said that his group had been saddened to learn of the death of Mr Jesús Urbietta, who had been a trade union official of the Venezuelan Workers' Confederation (CTV) and had served as a Worker member of the Governing Body between 2002 and 2005, making important contributions in the area of training and social dialogue. On behalf of the Workers' group, he conveyed his sincere condolences to Mr Urbietta's family.

Decision

- 72. *The Governing Body paid tribute to the memory of Mr Jesús Urbieta and invited the Director-General to convey its sincere condolences to Mr Urbieta's family and to the National Institute of Labour Studies of the Bolivarian Republic of Venezuela (INAESIN).***

(GB.324/INS/7, paragraph 4.)

**First Supplementary Report: Appointment
of the Regional Director for Latin America
and the Caribbean
(GB.324/INS/7/1(Rev.))**

- 73. *The Chairperson*** said that, having duly consulted the Officers of the Governing Body, the Director-General had appointed Mr José Salazar-Xirinachs as the Regional Director for Latin America and the Caribbean.
- 74. *The Employer coordinator*** congratulated Mr Salazar on his appointment, noting that her group had derived great benefit from his knowledge and experience over the years, including as one of the intellectual fathers of the Global Apprenticeships Network.
- 75. *The Worker Vice-Chairperson*** also congratulated Mr Salazar and wished him success in his new position.
- 76. *Speaking on behalf of GRULAC***, a Government representative of Cuba congratulated the new Regional Director and said that GRULAC stood ready to support him in his work.
- 77. *A Government representative of Panama*** expressed the hope that the Regional Office would support his Government in its commitment to eradicate child labour by 2020.
- 78. *The Regional Director for Latin America and the Caribbean*** thanked the Director-General for the trust that he had placed in him. He was enthusiastic to take up a position which would take him back to his home region, with both its challenges and its opportunities.

Decision

- 79. *The Governing Body noted the appointment made by the Director-General, after having duly consulted the Officers of the Governing Body.***

(GB.324/INS/7/1(Rev.), paragraph 4.)

Second Supplementary Report: Inclusion of the Russian Federation in the list to be established under Article 5, paragraph 6, of the Seafarers' Identity Documents Convention (Revised), 2003 (No. 185)
(GB.324/INS/7/2)

80. *The Worker Vice-Chairperson* welcomed the Report, recalling the tripartite agreement to revise the annexes to Seafarers' Identity Documents Convention (Revised), 2003 (No. 185), to bring them up to date and embrace the widely adopted International Civil Aviation Organization (ICAO) e-passport standard. He hoped that adopting revised annexes would be conducive to the wider ratification of the Convention.
81. *A Government representative of the Russian Federation*, thanking the ILO for including his country in the list, expressed the hope that it would soon be joined by other countries.

Decision

82. *Noting the positive conclusions of the independent evaluation report submitted by the Russian Federation in accordance with Article 5, paragraph 4, of Convention No. 185, of the ILO technical expert's assessment and of the report of the Review Group established under arrangements adopted in accordance with Article 5, paragraph 6, of the Convention, the Governing Body approved the inclusion of the Russian Federation as the first ratifying Member to be listed as fully meeting the minimum requirements referred to in Article 5, paragraph 1, of the Convention.*

(GB.324/INS/7/2, paragraph 5.)

Third Supplementary Report: Financial arrangements relating to an Ad Hoc Tripartite Maritime Committee
(GB.324/INS/7/3)

Decision

83. *The Governing Body approved that the cost of the Ad Hoc Tripartite Maritime Committee, estimated at US\$224,500, be financed in the first instance from savings in Part I of the budget or, failing that, through Part II, on the understanding that, should this subsequently prove impossible, the Director-General would propose alternative methods of financing at a later stage in the 2016–17 biennium.*

(GB.324/INS/7/3, paragraph 5.)

**Fourth Supplementary Report: Documents
submitted for information only
(GB.324/INS/7/4)**

Outcome

- 84. *The Governing Body took note of the information contained in the documents listed in the appendix to document GB.324/INS/7/4.***

(GB.324/INS/7/4, paragraph 4.)

**Fifth Supplementary Report: Report of the
Committee set up to examine the
representation alleging non-observance by
Portugal of the Labour Inspection Convention,
1947 (No. 81), the Labour Inspection
(Agriculture) Convention, 1969 (No. 129), and
the Occupational Safety and Health
Convention, 1981 (No. 155), made under
article 24 of the ILO Constitution by the
Union of Labour Inspectors (SIT)
(GB.324/INS/7/5)**

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

Decision

- 85. *The Governing Body:***

- (a) *approved the report of the Committee contained in document GB.324/INS/7/5;***
- (b) *encouraged the Government, in light of the conclusions set out in paragraphs 84, 94, 97, 111, 115, 118, 123, 126, 129, 134, 138, 140, 144, 146, 155, 156, 159, 165, 170 and 180, to take such measures as might be necessary to ensure the effective implementation of the provisions of the Labour Inspection Convention, 1947 (No. 81), the Labour Inspection (Agriculture) Convention, 1969 (No. 129), and the Occupational Safety and Health Convention, 1981 (No. 155);***
- (c) *entrusted the Committee of Experts on the Application of Conventions and Recommendations with following up on the issues raised in the report in respect of the application of the Labour Inspection Convention, 1947 (No. 81), the Labour Inspection (Agriculture) Convention, 1969 (No. 129), and the Occupational Safety and Health Convention, 1981 (No. 155);***

- (d) *made the report publicly available and closed the procedure initiated by the representation made by the Union of Labour Inspectors (SIT) alleging non-observance by Portugal of the Labour Inspection Convention, 1947 (No. 81), the Labour Inspection (Agriculture) Convention, 1969 (No. 129), and the Occupational Safety and Health Convention, 1981 (No. 155).*

(GB.324/INS/7/5, paragraph 181.)

Sixth Supplementary Report: Report of the Committee set up to examine the representation alleging non-observance by the Plurinational State of Bolivia of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), submitted under article 24 of the ILO Constitution by the Bolivian Workers' Federation (COB)
(GB.324/INS/7/6)

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

Decision

86. *In the light of the considerations on which the Tripartite Committee's conclusions, as set out in paragraphs 20–28 of the report (document GB.324/INS/7/6), were based, the Governing Body:*

- (a) *approved the report and, in particular, the conclusion formulated by the Committee in paragraph 28;*
- (b) *made the report publicly available and closed the procedure initiated by the representation made by the Bolivian Workers' Federation alleging the non-observance by the Plurinational State of Bolivia of Convention No. 111.*

(GB.324/INS/7/6, paragraph 29.)

Eighth Supplementary Report: Report of the Committee set up to examine the representation alleging non-observance by Portugal of the Dock Work Convention, 1973 (No. 137), submitted under article 24 of the ILO Constitution by the Union of stevedores, cargo handlers and maritime checking clerks in central and southern Portugal, the Union XXI – Trade union association of administrative staff, technicians and operators at the container cargo terminals in the Port of Sines, the Union of dockworkers in the Port of Aveiro, and the Union of stevedores, cargo handlers and checking clerks at the Port of Caniçal (GB.324/INS/7/8)

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

Decision

87. The Governing Body:

- (a) approved the report of the Tripartite Committee contained in document GB.324/INS/7/8;*
- (b) encouraged the Government to continue opting for social dialogue in the event of future reforms in the port sector and to submit information to the Committee of Experts on the results obtained by virtue of measures taken in a tripartite context with a view to continuous improvement of working conditions and efficiency in ports (paragraph 57);*
- (c) invited the Government to submit information to the Committee of Experts on the measures taken both by the authorities concerned and the employers' organizations signatory to the agreement of 12 September 2012 for the new legal framework governing the port sector including up-to-date comparative statistical data on the dock workforce in the country, as well as information on the number of temporary or casual dockworkers (paragraph 83) and on the action taken to bring the collective agreements in force in the country's various ports in line with the new legal framework governing dock work in accordance with Act No. 3/2013 (paragraph 84);*
- (d) entrusted the Committee of Experts with following up on the issues raised in the Committee's report with respect to the application of the Dock Work Convention, 1973 (No. 137);*
- (e) made the report publicly available and closed the procedure initiated by the representation of the Union of stevedores, cargo handlers and maritime checking clerks in central and southern Portugal, the Union XXI – Trade union association of administrative staff, technicians and operators at the*

container cargo terminals in the Port of Sines, the Union of dockworkers in the Port of Aveiro, and the Union of stevedores, cargo handlers and checking clerks at the Port of Caniçal, alleging the non-observance by Portugal of Convention No. 137.

(GB.324/INS/7/8, paragraph 85.)

Ninth Supplementary Report: Report of the Committee set up to examine the representation alleging non-observance by Qatar of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), made under article 24 of the ILO Constitution by the International Trade Union Confederation and the International Transport Workers' Federation
(GB.324/INS/7/9)

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

Decision

88. In the light of the conclusions set out in paragraphs 25–48 of the Tripartite Committee's report (document GB.324/INS/7/9), the Governing Body:

- (a) approved the report;*
- (b) requested the Government, in order to ensure that the employees concerned enjoyed the protection provided for in the Convention, to take into account the action requested in paragraphs 32, 35, 36, 40, 42, 46 and 48;*
- (c) entrusted the Committee of Experts on the Application of Conventions and Recommendations with following up the matters raised in this report, in particular in the paragraphs set out in subparagraph (b) above, with respect to the application of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111);*
- (d) made the report publicly available and closed the procedure initiated by the representation.*

(GB.324/INS/7/9, paragraph 49.)

Eighth item on the agenda

Reports of the Officers of the Governing Body

First report: Representation alleging non-observance by Ukraine of the Protection of Wages Convention, 1949 (No. 95), made under article 24 of the ILO Constitution by the Federation of Trade Unions of Ukraine, the Federation of Transport Workers' Trade Unions, the Association of All-Ukrainian Autonomous Trade Unions, the Association of All-Ukrainian Trade Unions and Trade Union Associations "lednist", the Confederation of Free Trade Unions of Ukraine and the Federation of Trade Unions of Small and Medium Enterprises Workers of Ukraine (GB.324/INS/8/1)

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

Decision

89. *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.324/INS/8/1, paragraph 5.)

Second report: Representation alleging non-observance by Argentina of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), made by the Confederation of Workers of Argentina (CTA Autonomous) under article 24 of the ILO Constitution (GB.324/INS/8/2)

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

Decision

90. *In the light of the information presented in document GB.324/INS/8/2, and on the recommendation of its Officers, the Governing Body decided that the representation was receivable in terms of article 2, paragraph 2, of the Standing Orders. In addition, by virtue of article 3, paragraph 2, of the Standing Orders*

and since the representation related to a Convention dealing with trade union rights, the Governing Body referred it to the Committee on Freedom of Association for examination in accordance with articles 24 and 25 of the Constitution.

(GB.324/INS/8/2, paragraph 5.)

Ninth item on the agenda

Composition and agenda of standing bodies and meetings

(GB.324/INS/9)

Tripartite Sectoral Meeting on Safety and Health in the Road Transport Sector

(Geneva, 12–16 October 2015)

Invitation of international non-governmental organizations

Decision

91. *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:*

- *International Organization for Standardization (ISO);*
- *International Road Transport;*
- *International Social Security Association (ISSA).*

(GB.324/INS/9, paragraph 3.)

Appointment of Governing Body representatives on various bodies

Tripartite Sectoral Meeting on Occupational Safety and Health and Skills in the Oil and Gas Industry Operating in the Polar and Subarctic Climate Zones of the Northern Hemisphere

(Geneva, 26–29 January 2016)

92. *The Chairperson said that, in accordance with established practice, the appointment of a Governing Body representative to attend and chair the meeting should be made from among the Employer members of the Governing Body. The Employers' group had nominated Mr Peter Woolford.*

Decisions

- 93. *The Governing Body appointed Mr Peter Woolford (Employer, Canada) as its representative at the Meeting and its Chairperson.***

(GB.324/INS/9, paragraph 4.)

- 94. *The Governing Body took note of the other information presented in document GB.324/INS/9.***

Other matters

2015–24 International Decade for People of African Descent

- 95. *A Government representative of Brazil*** recalled that, in Resolution 68/237, the UN General Assembly had proclaimed 2015–24 the International Decade for People of African Descent. The aim was to strengthen national, regional and international cooperation to ensure that people of African descent had access to the full enjoyment of economic, social, cultural, civil and political rights. The General Assembly had called on all international organizations to: raise awareness of and widely disseminate the Durban Declaration and Programme of Action and the International Convention on the Elimination of All Forms of Racial Discrimination; assist States in the full and effective implementation of the Durban Declaration and Programme of Action; collect statistical data; incorporate human rights in development programmes; and honour and preserve the memory of persons of African descent. The ILO should make use of the decade to counter the lasting consequences of slavery within the wider framework of tripartism and the international labour standards relating to the elimination of racism, racial discrimination, xenophobia and intolerance. Accordingly, he requested the inclusion of a specific point in the agenda of the March 2016 session of the Governing Body, for the discussion of relevant action and to provide the Office with guidance.

Appendix

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

**324^e session – Genève – juin 2015
324th Session – Geneva – June 2015
324.^a reunión – Ginebra – junio de 2015**

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Membres gouvernementaux titulaires**Miembros gubernamentales titulares****Titular Government members****Président du Conseil d'administration:****Chairperson of the Governing Body:****Presidente del Consejo de Administración:****Ms M. KAJI (Japan)****Algérie Algeria Argelia**

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suppléant(s):

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Allemagne Germany Alemania

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Angola

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

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**Cambodge Cambodia
Camboya**

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Chine China

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

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

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

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

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**Etats-Unis United States
Estados Unidos**

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France Francia

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Ms L. MENSAH, Secretary, Parliamentary Select Committee.
Mr R. MODEY, Special Adviser, Ministry of Employment and Labour Relations.
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Mr E. NARH KORTELEY, Acting Chief Labour Officer, Ministry of Employment and Labour Relations.
Mr O. YIADOM, Head, National Tripartite Secretariat, Ministry of Employment and Labour Relations.

Mr R. ACHEAMPONG, Member, Parliamentary Select Committee.
Mr A. GYAN-TUTU, Member, Parliamentary Select Committee.
Mr O. AGYEKUM, Member, Parliamentary Select Committee.

Inde India

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

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

Mr M. VAGHFI, Director General for International Affairs, Ministry of Cooperatives, Labour and Social Welfare.

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Italie Italy Italia

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Japon Japan Japon

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Panama Panamá

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

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Sra. I. ATENCIO, Asesora, Políticas de Empleo, Ministerio de Trabajo y Desarrollo Laboral.

Sra. M. ALVAREZ, Jefa, Departamento de Productividad y Salario Mínimo, Oficina de Planificación, Ministerio de Trabajo y Desarrollo Laboral.

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Permanent Mission, Geneva.

**Royaume-Uni
United Kingdom
Reino Unido**

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

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Mission, Geneva.

substitute(s):

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Permanent Mission, Geneva.

Soudan Sudan Sudán

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Ministry of Labour and Administrative
Reform.

substitute(s):

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Relations, Ministry of Labour and
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Ministry of Labour and Administrative
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**Trinité-et-Tobago
Trinidad and Tobago
Trinidad y Tabago**

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Ms M. FONROSE, Second Secretary,
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Turquie Turkey Turquía

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Ms E. BILEN, Expert, Ministry of Labour and
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Mr M. AKIN, Expert, Ministry of Labour and
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Mr N. KODAL, Expert, Ministry of Labour and
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**Venezuela (Rép. bolivarienne du)
Venezuela (Bolivarian Rep. of)
Venezuela (Rep. Bolivariana de)**

Sr. E. COLMENARES, Viceministro para
Derechos y Relaciones Laborales.

suplente(s):

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Representante Permanente, Misión
Permanente, Ginebra.

Sra. R. SÁNCHEZ, Embajadora, Representante
Permanente Alternativa, Misión Permanente,
Ginebra.

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

acompañado(s) de:

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Zimbabwe

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

Mr C. CHIUTSI, Counsellor, Permanent Mission, Geneva.

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

Ms K. SHUMBAYAONDA, Minister's Aide.

Mr C. CHISHIRI, Minister Counsellor, Permanent Mission, Geneva.

Ms N. CHIVAKE, Legal Adviser, Public Service Commission.

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Australie Australia

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Ms S. MHAR, Assistant to the Minister Counsellor (Employment).

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Mr T. MENADUE.

Bahreïn Bahrain Bahrein

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Bangladesh

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

Belgique Belgium Bélgica

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

**Brunéi Darussalam
Brunei Darussalam**

Mr R. YUSOF, Acting Commissioner of Labour, Department of Labour, Ministry of Home Affairs.

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Ms N. HAJI HUSSIN, Assistant Commissioner of Labour, Department of Labour, Ministry of Home Affairs.

Burkina Faso

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República Dominicana**

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Espagne Spain España

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Representante Permanente Adjunto, Misión
Permanente, Ginebra.
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Consejería de Empleo y Seguridad Social,
Misión Permanente, Ginebra.
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Ethiopie Ethiopia Etiopía

Mr N. BOTORA, Ambassador, Permanent
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 Ms Y. HABTEMARIAM, Second Secretary.
 Mr Y. ALEMU, Counsellor, Permanent Mission, Geneva.

Indonésie Indonesia

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accompanied by:

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 Mr A. FIRDAUSY, Counsellor, Permanent Mission, Geneva.
 Ms S. ERMINA, Director.
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Jordanie Jordan Jordania

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Lesotho

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Lituanie Lithuania Lituania

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Mali Malí

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Pologne Poland Polonia

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United Republic of Tanzania
República Unida de Tanzania**

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Tchad Chad

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Thaïlande Thailand Tailandia

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**Membres employeurs titulaires Titular Employer members
Miembros empleadores titulares**

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Secrétaire adjoint du groupe des employeurs: Deputy Secretary of the Employers' group: Secretario adjunto del Grupo de los Empleadores:	Sr. R. SUÁREZ SANTOS (IOE)

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Miembros empleadores adjuntos	

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Mr H. CHIBANDA (Zambia), Executive Director, Zambia Federation of Employers (ZFE).

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Mr K. NAUMAN (Pakistan), President, Employers' Federation of Pakistan.

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

Autres personnes assistant à la session:

Other persons attending the session:

Otras personas presentes en la reunión:

Mr M. CONZEMIUS (Germany).

Mr M. MORAVEJ HOSSEINI (Islamic Republic of Iran).

Ms S. TASDIGHI (Islamic Republic of Iran).

Membres travailleurs titulaires Titular Worker members Miembros trabajadores titulares	
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)

Mr F. ATWOLI (Kenya), General Secretary, Central Organization of Trade Unions (COTU K).

Ms A. BUNTENBACH (Germany), Deutscher Gewerkschaftsbund (DGB).

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

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

Mr S. GURNEY (United Kingdom), Labour Standards and World Trade, Trade Union Congress (TUC).

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

Sr. G. MARTINEZ (Argentina), Secretario internacional, Confederación General del Trabajo (CGT).

Mr K. ROSS (United States), Deputy Policy Director, American Federation of Labor and Congress of Industrial Organizations (AFL-CIO).

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

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

Membres travailleurs adjoints	Deputy Worker members
Miembros trabajadores adjuntos	

Mr M. AL MAAYTAH (Jordan), President, General Federation of Jordanian Trade Unions (GFJTU).

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

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

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. F. DJONDANG (Tchad), secrétaire général, Union des syndicats du Tchad (UST).

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

Sra. E. FAMILIA (República Dominicana), Vicepresidenta encargada de Política de Equidad de Género, Confederación Nacional de Unidad Sindical (CNUS).

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

Ms M. LIEW KIAH ENG (Singapore), SMOU General Secretary.

Mr M. MAUNG (Myanmar), General Secretary, Federation of Trade Unions (FTUM).

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

Ms B. PANDEY (Nepal), General Federation of Nepalese Trade Unions (GEFONT).

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

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.

Egypte Egypt Egipto

Ms H. EL TAHER ABDALLA, Labour Counsellor, Permanent Mission, Geneva.

El Salvador

Sr. J. MAZA MARTELLI, Embajador, Representante Permanente, Misión Permanente, Ginebra.
 Sra. R. MENÉNDEZ ESPINOZA, Ministra Consejera, Misión Permanente, Ginebra.

Fidji Fiji

Mr J. KONROTE, Minister of Employment, Productivity and Industrial Relations.
 Ms N. KHAN, Ambassador, Permanent Representative, Permanent Mission, Geneva.
 Ms R. MANI, Barrister and Solicitor, Office of the Attorney General.
 Ms V. VAREA, Director, Labour Policy and Productivity, Ministry of Employment, Productivity and Industrial Relations.
 Ms N. KHATRI, Deputy Permanent Representative, Permanent Mission, Geneva.
 Mr A. PRATAP, First Secretary, Permanent Mission, Geneva.

Grèce Greece Grecia

Ms E. CHRYSANTHOU, Head, Directorate of International Relations, Ministry of Labour, Social Security and Welfare.
 Mr A. BOUDOURIS, First Counsellor, Permanent Mission, Geneva.
 Ms S. LASKARIDOU, Directorate of International Relations, Ministry of Labour, Social Security and Welfare.
 Mr G. PAPADATOS, Counsellor, Permanent Mission, Geneva.

Guatemala

Sr. F. VILLAGRAN DE LEON, Embajador, Representante Permanente, Misión Permanente, Ginebra.
 Sra. A. CHÁVEZ BIETTI, Representante Permanente Alterno, Misión Permanente, Ginebra.

Hongrie Hungary Hungría

Ms K. PELEI, Adviser, Ministry for National Economy.
 Ms Z. TVARUSKÓ, Third Secretary, Permanent Mission, Geneva.

Irlande Ireland Irlanda

Mr D. SHERIDAN, Principal Officer, Department of Jobs, Enterprise and Innovation.

Koweït Kuwait

Mr A. AL-RASHIDI, Supervisor, Foreign Relations Department, Public Authority for Manpower.

Mr J. AL-ALI, Supervisor, Labour Coordination Department, Public Authority for Manpower.

Lettonie Latvia Letonia

Mr R. JANSONS, Ambassador, Permanent Representative, Permanent Mission, Geneva.

Mr E. KORCAGINS, Counsellor, Permanent Mission, Geneva.

Ms I. DREIMANE ARNAUD, First Secretary, Permanent Mission, Geneva.

Mozambique

M. E. MAVILA, directeur national, ministère du Travail, de l'Emploi et de la Sécurité sociale.

M. J. DENGGO, conseiller, mission permanente, Genève.

Myanmar

Mr M. WAI, Ambassador Extraordinary and Plenipotentiary, Permanent Representative, Permanent Mission, Geneva.

Mr M. AUNG, Director-General, Department of Labour, Ministry of Labour, Employment and Social Security.

Mr M. SOE, Ambassador, Deputy Permanent Representative, Permanent Mission, Geneva.

Mr W. TUN, Minister Counsellor, Permanent Mission, Geneva.

Mr K. NYEIN, Minister Counsellor, Permanent Mission, Geneva.

Ms T. YE HTUN, Deputy Director, Ministry of Labour, Employment and Social Security.

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

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

Mr T. NAING, First Secretary, Permanent Mission, Geneva.

Ms T. TUN, First Secretary, Permanent Mission, Geneva.

Ms M. SWE, Attaché, Permanent Mission, Geneva.

Namibie Namibia

Mr E. NGHIMTINA, Minister of Labour, Industrial Relations and Employment.

Mr B. SHINGUADJA, Commissioner of Labour, Ministry of Labour and Social Welfare.

Ms E. AMUTENYA, Personal Assistant.

Ms V. YA TOIVO, Special Adviser to the Minister, Ministry of Labour, Industrial Relations and Employment.

Niger Níger

M. A. ELHADJI ABOU, ambassadeur, représentant permanent, mission permanente, Genève.

M^{me} M. KOUNTCHE GAZIBO, premier secrétaire, mission permanente, Genève.

**Nouvelle-Zélande
New Zealand
Nueva Zelandia**

Mr M. HOBBY, Principal Adviser, International Strategy and Partnerships, Ministry of Business, Innovation and Employment.

Ms J. RUSSELL, Senior Adviser, International Strategy and Partnerships, Ministry of Business, Innovation and Employment.

Portugal

Mr J. ROSA MACEDO, Director of Labour Conditions, Directorate-General for Employment and Industrial Relations.

Mr A. VALADAS DA SILVA, Social Counsellor, Permanent Mission, Geneva.

Qatar

Mr M. AL-SIDDIQI, Representative of the
Ministry of Labour and Social Affairs,
Permanent Mission, Geneva.

Mr S. AL-MARRI, Director of the Legal
Affairs Department, Ministry of Labour and
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Mr K. AL-SULAITI, Director of the
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of Labour and Social Affairs.

**Singapour Singapore
Singapur**

Mr K. FOO, Ambassador Extraordinary and
Plenipotentiary, Permanent Representative,
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Mr J. HAN, Deputy Permanent Representative,
Permanent Mission, Geneva.

Ms J. BOO, First Secretary, Permanent
Mission, Geneva.

Suisse Switzerland Suiza

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

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

**Union européenne
European Commission
Unión Europea**

Mr P. SØRENSEN, Ambassador, Head of the Permanent Delegation of the European Union to the United Nations in Geneva.

Mr D. PORTER, Minister Counsellor, Deputy Head of the Permanent Delegation of the European Union to the United Nations in Geneva.

Mr M. FERRI, Minister Counsellor, Permanent Delegation of the European Union to the United Nations in Geneva.

Ms E. PICHOT, Team Leader, Unit External Relations, Neighbourhood Policy, Enlargement, IPA, Directorate for Employment and Social Inclusion, European Commission.

Mr L. DIALLO, Policy Officer, Unit External Relations, Neighbourhood Policy, Enlargement, IPA, Directorate for Employment and Social Inclusion, European Commission.

Ms B. LOPEZ MARTINEZ, Permanent Delegation of the European Union to the United Nations in Geneva.

**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. SUÁREZ SANTOS, Deputy Secretary-General.

**Confédération syndicale internationale
International Trade Union Confederation
Confederación Sindical Internacional**

Ms R. GONZÁLEZ, Director, Geneva Office.
Ms E. BUSSER, Assistant Director, Geneva Office.
