



FIFTH ITEM ON THE AGENDA

**Report and conclusions of the Seventh
European Regional Meeting
(Budapest, 14-18 February 2005)***Contents*

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Introduction

1. The Seventh European Regional Meeting of the ILO was held in Budapest, Hungary, from 14 to 18 February 2005.
2. For the attendance of the Meeting, see the figures given in the report of the Credentials Committee.

I. Opening ceremony

3. The Meeting unanimously elected Mr. Gábor Csizmár, Minister of Employment and Labour, Hungary, as Chairperson of the Meeting and Mr. Michel Jadot (Government delegate, Belgium), Mr. Pavel Prior (Employers' delegate, Czech Republic) and Mr. Cándido Méndez (Workers' delegate, Spain) as Vice-Chairpersons.
4. Prime Minister Ferenc Gyurcsány of Hungary welcomed all participants at the Meeting. He saw three groups of social issues to be addressed: jobs, housing and health. Four aspects of the first of these were before the Meeting. First, jobs must be created but did not arise necessarily out of economic growth. Second, education and training needed to be constantly adapted to meet workplace demands: this was an area where families had to take more responsibility. Third, labour migration – whether regular or irregular – influenced local, inflexible, labour markets, a problem which his country had not yet dealt with. Fourth, personal or national cultures often weighed against acceptance of change of job location or learning to work with new technologies, especially from middle age on. A competitive economy and a cooperative society were mutually reinforcing. The Meeting should help the people and countries of the region find solutions which it would be the role of politicians then to apply.
5. Prime Minister Jean-Claude Juncker of Luxembourg, President of the European Union (EU) Council of Ministers, recalled his long association with the ILO and praised the strong tradition of continuity and devotion among the Organization's constituents. Europe had changed considerably in 15 years, to the point where Hungary, the present host country, among those which had made a remarkable transition, was now one of 25 EU Member States with shared ambitions. This Meeting brought those EU Members together with the countries of the Commonwealth of Independent States (CIS) and the Stability Pact. It was in fact the ILO which had provided the basis for the European social model, through the strength of its normative action. The ILO showed too how tripartism and social dialogue – its Golden Rule – could achieve consensus and move forward on that basis: and this might be a lesson for the possibly painful process of promoting the Lisbon Strategy and making sure it served human ends. So, while competitiveness had to be enhanced in the EU, it must be an accompaniment to job creation and social cohesion. This in turn meant social dialogue at the national level leading to 25 implementation programmes. It was such inspiration and determination which created human history.
6. The Employer spokesperson (Mr. Michel Barde) saw the aim of competitiveness as a way of promoting sustainably higher living standards, following a strategy of research, reduction of bureaucracy and increased flexibility, with a common vision for the whole region.
7. The Worker spokesperson (Ms. Ursula Engelen-Kefer) hoped the Meeting would help build bridges: between governments, employers and workers and their organizations in Europe and lead to practical solutions making the opportunities of globalization available

to all. This in turn required free and independent trade unions operating in accordance with fundamental labour standards, able to negotiate collective agreements with employers. The ILO's standard-setting system was a major contribution to this process and to current transitions in Eastern Europe; and the policy of raising the Organization's profile with the Decent Work Agenda was very positive.

8. Presenting his Report, the Director-General of the ILO (Mr. Juan Somavia) welcomed all delegates and particularly the Prime Ministers of Hungary, Kazakhstan, Luxembourg and Malta who would take part in the High-level Panel discussion. The present ILO gathering was a unique forum where EU, Council of Europe, CIS and Stability Pact States could meet with tripartite delegations to discuss common concerns. Tripartism and social dialogue provided the creativity needed to find tailored solutions for diverse countries all pursuing the goal of decent work. But, while shared democratic values and lowered barriers aided integration, other divisions grew – between cultures, rich and poor, the economic and social. The Decent Work Agenda helped create opportunities and bridge those divisions; and the well-received message of the World Commission on the Social Dimension of Globalization was that agreement on the changes needed would speed the process. The European Commission's Social Policy Agenda demonstrated the common thinking here.
9. The four leading policy issues before the Meeting – youth employment, job flexibility, labour migration and pension sustainability – represented key transitions, moments of tension and potential, in people's lives. This life-cycle approach, in which gender aspects were mainstreamed, lent perspective to how ILO mechanisms apply to working people. Individual responsibility was essential, but within a framework of good governance and coherent policies where collective responsibility supported the ladder of opportunity, enterprise development and decent work. These transitions involved both risk and opportunity, as the Report to the Meeting indicated: the first choice of entry into work was crucial for the future of young women and men; job change needed to be well managed to avoid family upheaval and social and economic loss; labour migration had become increasingly diverse and provoked cultural and political reactions and, with an ageing population, high employment participation rates were essential to viability of pension schemes – as well as for the earlier transitions of life. All of those transitions in fact called for higher levels of employment than had been the case in 2004, when the 3.5 per cent growth in the economy of the European and Central Asian region had generated employment growth of only half a percentage point. This did not make for a politically stable situation.
10. The ILO, given its tripartism and especially with the training facilities of the Turin Centre, could help build bridges also among CIS and Stability Pact countries themselves, and this work could be scaled up. Cooperation between the ILO and the European Commission (EC) could be seen as the beginning of a global rights-based approach to productive employment, enterprise promotion and social protection, steadily integrated into decent work country programmes backed by statistical indicators. Meanwhile, the now almost universal ratification by the countries of the region of the eight fundamental Conventions of the ILO – with only 16 ratifications missing – would be a global first, and dialogue with non-ratifying countries was proceeding to achieve this. Of course, implementation must also be pursued, and there could be no room for complacency when freedom of association of employers as well as workers remained a problem in some countries. This issue was addressed in respect of Belarus by the Sixth European Regional Meeting, following which the Commission of Inquiry under article 26 of the ILO Constitution was set up and had reported: President Lukashenko was urged to give urgent attention to the recommendations made.

11. Inclusive and equitable globalization was the challenge of the generation, and its governance would dominate national and international debate. The 25-Member EU was a crucible for a socially inclusive model reconciling productivity and competitiveness with fairness and opportunity. The drive for a better world lay in a strong tripartite Europe stretching from the Atlantic to the Pacific. Europe had the vision to overcome the Great Depression, defeat fascism, dismantle the Berlin Wall and build a progressively integrated continent on a strong social foundation, and it would continue to contribute to a more stable world.

II. Panel discussion: Will social dialogue survive globalization?

12. The Director-General moderated a High-level six-member Panel discussion on the relationship between social dialogue at different levels and globalization.
13. Prime Minister Lawrence Gonzi of Malta found it difficult for a small country such as his to compete against countries with much lower labour costs: people found globalization a threat rather than an opportunity, and this necessitated policies for investment both in modern technologies and retraining human resources, at the same time as addressing – through social dialogue – urgent issues such as pensions and health. Trade unions and others might then find it hard to accept needed changes, which called for the right strategy on social dialogue: he questioned whether consensus should be sought at a relatively general level, or whether long dialogue should be engaged to arrive at broader decisions. The criterion would have to be the results which were achieved. In this, worker and employer representatives had to exercise leadership, convincing their own supporters of the value of pursuing common goals.
14. Prime Minister Danial Akhmetov of Kazakhstan said that globalization also posed threats for a large but young State. Social partnership was needed to deal with the social problems arising as his country struggled to catch up technologically and compete in the world. Without knowledge transfer, the gap between rich and poor countries was increasing. His country had the advantage of stability and should make all possible efforts to develop with the significant natural resources at its disposal. Kazakhstan recognized the ideals of social dialogue but needed study and assistance to create a culture of partnership and the necessary institutions for social dialogue.
15. The secretary-general of the European Trade Union Confederation (ETUC) (Mr. John Monks) thought social dialogue was now in danger from a supposed “consensus” that the welfare state was too expensive, unions impeded necessary change and public services were always inefficient. Big European companies were relocating to countries where operations were cheaper, so that governments on both sides might seem powerless. This did not need to be the reality: in fact we should point to good models; for example in the Nordic countries, where effective social dialogue took place and enterprises were thriving. Unemployment in the industrialized countries could cause social and political unrest, which called for careful policies that accorded due importance to social and environmental problems. It would be important to maintain the “consensus” on the successful European social model (based as it was on social norms and standards conceived in the ILO after the Second World War) and this should actively be “exported” in competition with the North American model. The Social Agenda recently adopted by the EC constituted an important element of the European social model.
16. The President of the International Organisation of Employers (IOE) (Mr. François Perigot) saw social dialogue as an opportunity rather than a threat: but it needed to be defined and agreed if it was to provide a means of addressing the problems of globalization. The mode

of social dialogue must now take account of new stakeholders and actors, non-governmental organizations: this should be associated in an appropriate way in cooperation with responsible representative organizations. Social dialogue too must now be globalized, in order to tackle issues at that level that would otherwise escape control. For this, a more informed picture of the situation was required.

- 17.** The Prime Minister of Hungary said that the challenges of globalization were only partly technology- and knowledge-related: a political process and open markets were also needed to help balance labour and employment. This had been the role of national governments, but that had now changed. For example in Hungary, commercial issues were decided by the boards of international companies, and governments' economic sovereignty was subject to the European level, while actors on the labour side had not changed. This prevented national social dialogue from developing and acting as an effective tool. At the global level, politics were not intense enough and markets did not operate well enough: both social dialogue and political will were lacking. A United Nations or ILO model at the international level was required.
- 18.** The Prime Minister of Luxembourg and President of the EU Council of Ministers noted that globalization was viewed sometimes romantically, sometimes critically; but the essential thing was to harness it and make it beneficial rather than harmful. This might be done by global governance – or by social dialogue. Social dialogue would survive as a framework, but it should not be confused with the idea of soft consensus. The test must be results, and social partners must contemplate integrating government interests into their agreements. So an agreement which had government, employer and worker support must be preferred, even if incomplete. Many perfect treaties were not applied, whereas treaties that were imperfect might nevertheless be applied with good will and bring good results. Social dialogue had moved in Europe to the regional level: it must move further to the multilateral level, with the World Bank and the International Monetary Fund (IMF) listening to the ILO and understanding the European social model.
- 19.** Questions came from each of the three groups.
- 20.** The Prime Minister of Malta, in response, saw the contradiction in pursuing competitiveness and quality of life at the same time. Some of the basic ingredients, especially for a small country like his, had to be knowledge and human resources. Rapid change called for rapid response; and employer/worker partnership meant seeking and promoting common goals rather than an older give-and-take approach.
- 21.** The Prime Minister of Kazakhstan's view was also that globalization was different now from in the past. For small or weak countries to compete, transfer of modern technologies was vital; and social dialogue should adopt a new aim of ensuring competitiveness.
- 22.** The secretary-general of the ETUC commented that, in order to promote international labour standards and economic progress, the answer was to persuade people that a mix of different policies was needed. It was thus right to follow the EC's Social Policy Agenda in reconciling macroeconomics with fiscal, trade and other relevant policies.
- 23.** The President of the IOE confirmed the willingness of enterprises to engage in social dialogue and the pursuit of consensus to address the issues of globalization. But there must be reflection on the methods, and the ILO must look to other organizations. He cited India as an example of economic importance growing out of the acceptance of knowledge and technology.

24. The Prime Minister of Hungary considered that social dialogue need not jeopardize competitiveness so long as it did not unduly focus on the short term rather than long-term shared values.
25. The Prime Minister of Luxembourg and President of the EU Council of Ministers responded to a question on the role of the Bretton Woods institutions: he found the IMF lacked nuance in its policy advice, and it should not be assumed that adjustments always had to be made on the social front to deal with economic problems. The ILO should intensify its discussion with the IMF and the World Bank.
26. The Director-General observed finally that the development of social dialogue required leadership, partnerships, and it could produce hard agreements and trade-offs. Reforms were certainly necessary, and the values of European social policy should be upheld. This meant some tough decisions, but Europe had the benefit of institutions not present in other regions. An overarching value system would give guidance and improve the fair chances of small countries alongside the larger. The sharing of knowledge was a common theme. Success should perhaps be measured on the basis of national perspectives rather than theoretical concepts.

III. Discussion of the Report of the Director-General

27. Many Government representatives described their countries' current or planned approaches to meeting the four challenges outlined in the Director-General's Report. To combat youth unemployment, governments were seeking to improve the match between education and vocational training programmes, on the one hand, and actual job openings and labour shortages, on the other, not only nationally but on a regional basis. Governments were also working to increase the efficiency of the employment services in assisting young workers.
28. The need for greater flexibility in labour markets was recognized by some governments and employers. Government representatives stressed repeatedly that flexibility was a crucial prerequisite for improving economic productivity, and that productivity was in turn a prerequisite for decent work. Several Employer representatives cited rigid employment legislation as a serious barrier to labour market entry. At the same time, security was considered as important as flexibility in improving productivity, since insecure workers could not be expected to cooperate in efforts to raise productivity. Workers' delegates stressed the need to strengthen security in changing times and all delegations considered international labour standards a vital pillar of true globalization with social peace.
29. Some Government and Employers' delegates stated that higher levels of migration were essential in order to address national labour shortages; but migration must be orderly and in line with the needs of both receiving and sending countries, as well as migrants and their families. The representative of the Government of the Netherlands stated that in general terms migration would not bring a solution to the ageing problem in the Netherlands. Several Workers' delegates said that the process of migration should be dealt with on a rights-based approach. Close cooperation was required between sending and receiving States; illegal migrants should be legalized and integrated into the formal economy.
30. As regards pension financing and demographic ageing, many Government representatives indicated attempts to raise overall employment levels and thus the ratio of pension contributors and beneficiaries. Several groups were targeted for special support to boost their participation rates, including women, persons with disabilities, youth and older persons. The importance of "making work pay" was underscored, as well as of providing financial incentives for older workers to remain active longer and retire gradually.

However, the labour market access of other vulnerable groups, such as women and youth, was of special concern. Many governments were raising pensionable ages, restricting early retirement and encouraging supplemental savings, although this was a secondary solution.

31. The Minister for Work and Pensions of the United Kingdom highlighted the need to create opportunities to work and thereby opportunities to save. This in turn provided opportunities for decent income in retirement. To do this, he said we needed to make work possible, to make work pay, to make pensions possible and to make pensions pay.
32. The Minister of Labour of Luxembourg encouraged inter-enterprise social dialogue. Security was as important as flexibility and would minimize damage to the social fabric. The ILO could help by explaining the life-cycle and pension issues to men and women workers.
33. The Employer spokesperson had a positive view of the Report, but would have appreciated more evaluation of the various ILO activities that it described. He called for better coordination of various ILO offices (headquarters, subregional offices, the Turin Centre and national correspondents), closer cooperation between the ILO and the EC, and sharper focus on the Organization's priority goals, especially those for which there was strong support from constituents. He called also for recognition by workers and employers that they each had insights and each sometimes were mistaken.
34. The Worker spokesperson said that for social dialogue to be successful the social partners must be strong. Dialogue between parties with radically different positions would not lead to any productive outcomes unless there were a return to basic values as a starting point. ILO fundamental standards – including the work of the supervisory system – and the Decent Work Agenda should form the core of such a renewed agreement on values. Functioning trade unions and a normative framework were prerequisites for social dialogue and the application of practical policies.
35. Employer and Worker representatives agreed that social dialogue could only be successful where there was freedom of association and latitude for collective bargaining. Both also cited recent violations in the regional context and called for remedial action by the ILO.
36. The State Secretary of Labour of Germany congratulated the ILO on drawing the attention of so many prime ministers to the issue of social dialogue. This illustrated the different approaches to decent work at the level of national governments. In his own country there was a move away from early retirement because of its effect on the pension system.
37. The Minister of Labour and Social Insurance of Cyprus welcomed increased ILO/EU cooperation and the concurrence of their goals. The Minister stressed the need for young people to gain an early entry into the labour market. Active labour market and skills policies were required to address the social implications of labour market flexibility. In pension reform a key common objective should be to guarantee adequate levels of pensions over the long term. He welcomed the EU Green Paper on managing economic migration.
38. A representative of the IOE emphasized the priority for the ILO of providing technical cooperation, especially in the present European context of needed employment creation. Competitiveness was a prerequisite for decent work, but freedom of association must also be recognized. In some transition economies the enhancement of employers' organizations was urgent.
39. The Commissioner for Employment, Social Affairs and Equal Opportunities, European Commission (Mr. Vladimír Špidla) noted that the ILO and the EU had converging agendas

in a number of important areas. These involved creating the conditions for the kind of economic growth that produced new and better jobs, and the promotion of decent work for all. On the second point, he noted a common effort to find a new equilibrium between labour market flexibility and security for workers. Lifelong learning was a key tool in this effort. The Balkans, Caucasus, Republic of Moldova and Ukraine were prime targets for cooperation between the ILO and the EU, within the neighbourhood policy. He also referred to the new European Social Agenda adopted by the EC in February 2005 that covered much common ground with the ILO.

40. The assistant general-secretary of the International Confederation of Free Trade Unions (ICFTU) said that the European social model must be implemented in the light of the Decent Work Agenda and core labour standards. The collective bargaining process was often imperfect, with poor representation; it should embrace life-cycle issues and also workers' rights in multinational enterprises (MNEs). She referred to several violations of workers' rights in the region, in particular in Belarus. The Deputy Secretary-General of the World Confederation of Labour recalled that decent work for all meant correcting the informalization of labour into which many young women in particular were obliged to go. He too welcomed ILO/EU cooperation, with the central role given to international labour standards.
41. The Minister of Labour of Slovenia focused on the need for his country, in spite of a high overall employment rate, to adjust the education system to meet labour market needs and to increase the employment rate among the 55 to 64 age group through targeted active labour market policies. The ILO's assistance on these points would be appreciated. The Minister welcomed the enhanced EU/ILO cooperation in achieving common goals.
42. The Minister of Labour and of Social Affairs of Spain said that his Government had put in place a new policy based on social dialogue and on the active, constant, continuous and sustained participation of the social partners, which aimed at creating more stable work of quality. In July 2004, the Government adopted a Declaration for Social Dialogue (2004) with the employers' and workers' organizations, on competitiveness, stable employment and social dialogue. Moreover, in December 2004, a Regulation on the Rights and Liberties of Foreigners in Spain and their Social Integration had been adopted, which, in line with the ILO's position on decent work, provided for a time-bound mechanism for the legalization of thousands of foreign workers and the enjoyment of the rights and obligations which when applied would permit full access to the labour market.
43. The Under-Secretary of State for Labour of Poland said the ILO had helped his country establish social dialogue systems. But the ILO should have a wider role at the international level in promoting cooperation among organizations.
44. The Minister of Labour of Ireland said that a strong social partnership culture in his country was challenged when decisions were now taken by other actors. The ILO could assist in promoting a more inclusive form of social dialogue and partnership.
45. The Minister of Labour of Romania said that in his country active participation of people concerned was needed for a range of measures, such as reduction of the tax burden, business incentives, labour market liberalization, education and training for the young, and pension reform. That must mean reinforcing capacity for social dialogue. He declared that the new Government of his country had foreseen putting in place a series of measures concerning tax reductions, familiarizing the young with the spirit of enterprise, education and training, the liberalization of the labour market and the modernization of the pension system. All these measures required the participation of many actors and thus the process was not possible without the reinforcement of social dialogue.

46. The Minister of Labour and Social Security of Turkey stressed the usefulness of social dialogue in dealing with labour market problems in his country, where the need for flexibility impacted on an already difficult situation of high and undeclared unemployment, especially among the young. The ILO was helping address the issue of informal economy and establish tripartite mechanisms to look also at migration.
47. The Minister of Labour and Social Protection of Azerbaijan thought that international organizations could help for example CIS countries, by promoting decent work in the face of the problems of globalization. The ILO should help especially by getting companies to respect fundamental principles and rights at work. Trade liberalization would also open up new markets for his country, thus increasing employment.
48. The Minister of Labour and Social Policy of Bulgaria was deeply satisfied with the Report. The measures taken in her country in relation to migration, youth employment, pension reform and social security had the full support of the social partners.
49. The First Deputy Minister of Labour and Social Policy of Ukraine said that the activation of social dialogue and increased role of trade unions had contributed to social peace in his country. The priorities of the new Government included a programme for the introduction of European social standards. He hoped for the ILO's cooperation in the reform of labour legislation, and in the areas of child labour and collective bargaining. He also proposed creating a European and Central Asian regional database with decent work indicators.
50. A representative of the Government of Belarus first referred to the conclusions of the World Commission and social protection policies in his country. He acknowledged the importance of social dialogue and said that his Government would endeavour to implement the recommendations of the Commission of Inquiry in Belarus, taking account of realities.
51. The discussion suggested that the ILO should serve as a clearing house for best practices in meeting the four challenges in the Director-General's Report. The ILO should develop a handbook of best practices in encouraging a new balance between labour market flexibility and security for workers. With the prospect of increased migration to meet labour shortages, the ILO should help ensure that migrants were afforded basic rights and protections. The ILO should actively promote social dialogue as an inclusive process – not decision-making by a few individuals behind closed doors but a broad, open and inclusive mode of policy-making.
52. Many Government, Worker and Employer representatives thought social dialogue the only effective tool for integrating economic and social issues in a globalized world. Unpopular reforms could not be imposed but must instead be formulated and implemented through social partnership, with public education and open discussion as key tools. Strong social partnerships could limit risks and overcome resistance; flexibility could only be effective if it stemmed from social dialogue; and competitiveness, active labour market policies, macroeconomic policies and social partnership must go hand in hand.

IV. Summary of parallel discussions

53. Four parallel sessions were held during the Meeting to address the principal themes of the Director-General's Report: (a) Refocusing on youth as the key to lifelong employment; (b) Strengthening the rights-based framework for managing migration; (c) Balancing flexibility, stability and security in European labour markets; and (d) Ageing, labour market participation and pension reform.

Refocusing on youth as the key to lifelong employment

- 54.** The session was chaired by the Minister of Employment and Labour of Hungary. Panellists were: Ms. Jane Stewart, Deputy Executive Director of the Employment Sector of the ILO; Ms. Evelyn Toth, Workers' delegate from Croatia; Ms. Antje Gerstein, Employers' delegate from Germany; Mr. Peter Weller, Government adviser from the United Kingdom; and Ms. Proença Afonso, Government delegate from Portugal.
- 55.** For the Office, Ms. Stewart stressed the importance of decent employment for young people not only for their success at work and in their personal lives but also for their families, communities and country. While young people should be considered an asset for countries with an ageing population, they paradoxically tended to lack access to decent jobs; in Europe and Central Asia, youth unemployment was more than double the level of adult joblessness.
- 56.** Addressing the challenge of youth employment required first of all relevant education of good quality, to prevent, rather than cure, unemployment. The Tripartite Meeting on Youth Employment, held in Geneva in October 2004, had advocated an integrated and coherent approach combining interventions at the macro and microeconomic level, focusing on labour demand and supply, and addressing both the quantity and quality of employment. The EU Employment Strategy was an example of an integrated employment policy, but other countries in the region, such as Azerbaijan, adopted a similar approach. Any strategy for improving the employment prospects of young people should be part of broader economic and social policies in which employment should have a central place. Macroeconomic and development policies should be combined with intervention aimed at disadvantages connected with gender, ethnicity, social class, etc., faced by specific groups of young people. Active labour market policies and programmes, when well targeted at disadvantaged youth, were the appropriate tools for such intervention. The social partners had a key role in designing, implementing and evaluating youth employment policy; and the need to guarantee the rights and representation of young people.
- 57.** ILO activities were based on three major pillars: (i) expanding the knowledge base through research and school-to-work transition surveys; (ii) advocating decent and productive work for youth by building consensus and mobilizing partnerships at the national and international level; the ILO hosted and led the permanent secretariat of the Youth Employment Network – a broad United Nations platform for promoting youth employment; and (iii) assisting governments and the social partners in developing integrated youth employment policies and programmes. The ILO was committed to mobilizing support and action on youth employment across countries and between regions.
- 58.** Ms. Toth pointed to the precarious labour market for youth in Western Europe but even more so in Eastern Europe. Young people were suffering from high unemployment as well as overrepresentation in low-paid, part-time, temporary or casual jobs. The process of privatization and restructuring further weakened their position. Young women encountered additional problems: many experienced sexual harassment at work and discrimination in recruitment. Due to inadequate job offers, many young people opted for emigration causing brain-drain losses for their countries. In order to improve the employment prospects of young people, their access to education and training needed to be improved; and the implementation of macroeconomic and active labour market policies was indispensable. High involvement of youth in the informal economy, especially in south-eastern Europe and the CIS, deprived them of social protection, making their transfer to formal jobs more difficult. Young workers in casual and informal jobs often performed in small enterprises were deprived of collective bargaining, which would otherwise defend their rights. The solution should be sought in the collaboration of governments, employers

and workers on programmes promoting education and training and stimulating development of economic sectors providing job opportunities for young people. The ILO had a unique mandate to provide guidelines on such programmes, which would result in concrete actions, including better observance of rights.

- 59.** Ms. Gerstein advocated an integrated approach for tackling the youth employment challenge. The Youth Employment Network generated many important ideas in four areas: (i) employability, requiring more investment in education and training; (ii) equal opportunities, improving access of women to better jobs through, for instance, training in male-dominated professions; (iii) entrepreneurship, helping young people to start their own businesses; and (iv) employment creation. Training was the most important area due to high unemployment of low-skilled persons. Germany provides a good example of a well-adapted vocational training system, providing good chances also to disadvantaged groups. The lifelong learning framework of action created in 2002 provided annually many examples of the involvement of social partners.
- 60.** Mr. Weller spoke of his country's policies to help youth employment; a jobseekers' allowance for short-term unemployed and a New Deal programme for long-term unemployed, offering four options: subsidized employment; full-time training; community work; and voluntary work. Reform of the education system had also played an important part in helping to eradicate long-term youth unemployment. There was still a problem of young people who were neither in education nor in employment. He asked the ILO to undertake more research on issues such as young people working abroad and the impact of voluntary work on youth employment prospects.
- 61.** Ms. Proença Afonso pointed to the specific labour market problems of all young people in Portugal, including those with higher education. She mentioned four areas of government policy: (i) diversify available education and training ensuring its alignment with labour market needs; (ii) integration of training and work in enterprises to give first work experience and enhance employability; (iii) new Labour Code requiring employers to give training to unskilled youth and school drop-outs; and (iv) exemption of social security contributions to employers offering unlimited contracts to young people. She called for more involvement of the social partners in education and training, to make it more flexible and responsive to labour market needs.
- 62.** Many speakers on the floor pointed to the vulnerable situation of youth in the informal sector and the lack of their trust in the trade unions who were unable to defend their rights. Informal labour affected all three parties. Participation in trade unions was said to be low among the young, who did not find unions attractive enough: more education on the role of unions and workers' rights, but also on entrepreneurship, would be helpful. Social dialogue should also take place with mechanisms better adapted to the young. Gender inequalities emerged already among the young: women were very vulnerable in some countries to sexual exploitation – trafficking for prostitution, or harassment at work, or disguised forms of poor employment or temporary work. While decent minimum wages were an important tool for equity, minimum wages specifically for youth could have contradictory effects. Labour market information and forecasts were essential to adapt education and training to employment prospects.
- 63.** In response, Mr. Weller noted that governments had different priorities. Following the United Kingdom's success in virtually eradicating long-term youth unemployment, they were now focusing resources on other disadvantaged groups. Ms. Proença Afonso agreed that education and training were lifelong needs, and public employment services should also intervene more specifically in respect of young people, in particular as regards encouraging entrepreneurship. Ms. Gerstein recalled the responsibilities of governments for education and training systems, and the responsibilities of employers for making

workplace training available. Ms. Stewart underlined the need to address youth employment at the macroeconomic level; and the need to reach out to disadvantaged youth. The ILO could facilitate exchange of information on experience here. And she hoped governments would make their views known in the United Nations analysis of youth employment issues.

64. The Panel Chairperson stressed the need to exchange national experiences. The education system needed constant interaction with the labour market. Young people should be well informed of their rights and helped to exploit their individual potential.

Strengthening the rights-based framework for managing migration

65. The session was chaired by the Workers' delegate from Spain (Mr. Cándido Méndez). Panellists: were Ms. Pauline Barrett Reid, Director of the ILO Subregional Office in Moscow; Mr. Ivan Hnybidenko, First Deputy Minister of Labour and Social Policy of Ukraine; Mr. Oleg Eremeev, Employers' delegate from the Russian Federation; and Ms. Sofi Taylor, Workers' adviser from the United Kingdom.
66. The Panel Chairperson highlighted the need to address labour migration in a long-term perspective and to envisage comprehensive measures, including labour legislation, national policies, creation of better jobs, and equality of treatment. He stressed the importance of ILO Conventions Nos. 97 and 143 on migration for employment and the 1990 International Convention on the Protection of Migrant Workers, together with the centrality of tripartite cooperation to guarantee basic rights and ensure equality of treatment. Spain's recent regularization programme was a responsible exercise of tripartite cooperation between the Government, employers and trade unions to deal with serious problems. Each country's domestic policies must reflect international standards and cooperative approaches. Migration was in part the result of the absence of decent work in countries of origin, and thus required international tripartite cooperation to address it. The challenge here was to elaborate a European application of the conclusions and Plan of Action adopted in 2004 by the International Labour Conference.
67. For the Office, Ms. Barrett Reid indicated that migration had become a central policy issue throughout Europe and was fundamental to the ILO's mandate and concerns. Migration is a fundamental concern for the Decent Work Agenda; it could have positive and negative effects. Forces that drive migration were many and complex, including lack of employment prospects and debt in home countries, as well as demand in host countries. Migrants were concentrated in dirty, dangerous and difficult jobs – "3D jobs" – and in highly skilled professions, raising both protection and brain-drain challenges. Social consequences of migration included family destabilization as well as isolation, poor working conditions and lack of health care for migrant workers. Societal dimensions included discrimination, absence of legislation and labour protection and lack of social partner participation in policy elaboration. Workers' organizations had particularly important roles in organizing migrants, ensuring solidarity among workers and cooperating with employers to achieve multicultural workplaces.
68. Migration flows had generally increased across the entire region since the 1990s, with some countries experiencing dramatic increases, but situations in different parts of Europe were not homogenous. Harmonization of migration and asylum policies had progressed. Some Western European countries experienced the largest growth of immigration in the region. Developments in Central and Eastern Europe were bound up with EU enlargement and looming depopulation, with out-migration from accession States estimated at less than 1 per cent of populations over the next five years. Meanwhile, south-eastern Europe,

Caucasus and Central Asian States were worried about high emigration levels, loss of highly skilled nationals and consequent reductions in capacity for long-term development. The countries that had emerged from the former Soviet Union had to address the issue of millions of formerly displaced, newly foreign, transit and immigrating persons, with no legal or administrative mechanisms to manage these complex phenomena. Through the Issyk-kul dialogue, the countries of Central Asia and the Caucasus had prioritized improving the legislative framework, assisting placement in employment abroad, encouraging return of specialists, disseminating information and providing pre-departure training. There was wider interest in harmonizing migration policies and promoting freer circulation of labour within the CIS. The Russian Federation was increasingly dependent on migrant labour, currently seeking to address the lack of legal status and protection for migrant workers, as well as xenophobia.

- 69.** The ILO could play a central role in promoting policies to maximize the benefits and minimize the risks of labour migration, in particular through elaboration of the multilateral rights-based non-binding labour migration policy framework mandated by the conclusions of the International Labour Conference in 2004. It should also better promote the ILO migration for employment Conventions and other applicable instruments, facilitate regional social dialogue on migration and enhance regional cooperation.
- 70.** Mr. Hnybidenko noted the number of Ukrainian nationals facing poor conditions. If people did not have jobs, they would leave. Better legislation to govern migration was clearly needed in many countries; migrants commonly faced barriers and restrictions on movement and entry. Contradictions abounded, including different requirements for low skilled than high skilled. Remedies were required to ensure that migration took place in a legal and civilized way. Rules were required to ensure protection. The ILO should play a leading role to ensure that the horrors of abuse and exploitation disappeared.
- 71.** Mr. Eremeev emphasized that migration was a key factor in determining economic development in all European countries. Since the 1990s, migration had become primarily labour and economic, and one of the most important elements of economic policy. Migrants represented 7 per cent of the economically active population in the Russian Federation. Important factors of migration included demographic deficits – the working population in the Russian Federation would drop by 5 million in the coming years; human resources deficits; and the tremendous importance of remittances for housing, consumption and education in home countries. The lead role of interior ministries was problematic, as they did not cooperate well with ministries of labour, economy, health or others. Two years ago, the Russian Federation’s social partners formulated a broad policy approach as an alternative to a control-based approach. Bilateral agreements might be an important option. Migration policy might remain a national prerogative, but common regional approaches and rules were needed, as was international coordination led by the ILO and the International Organisation for Migration (IOM).
- 72.** Ms. Taylor stated that protection of all workers depended fundamentally on the rule of good law enforced by effective public services and labour inspectorates; and on the collective solidarity of workers through self-organization in free and democratic trade unions. Migrant workers could not be effectively protected under law unless they had legal status and guaranteed labour rights. The Morecambe Bay tragedy in Great Britain galvanized social partners to achieve adoption of a new law regulating gangmasters. Europe’s present and future prosperity depended on migrant labour, as did the future of social security systems. Nonetheless, current patterns of exploitation of migrants reflected the unsustainability of current globalization. Racism and discrimination must be rejected, while the positive economic, social and cultural impacts of migration needed to be recognized. As human and labour market issues, migration policies needed to be developed through social dialogue. Governments must promote equitable labour market policies and

decent work for all, and must protect the fundamental rights of all workers. All European countries should ratify ILO Conventions Nos. 97 and 143. This Meeting was about implementing the plan of action adopted in 2004 at the International Labour Conference. The ILO provided a unique tripartite forum in Europe; workers supported establishing an international forum on migration under ILO auspices.

- 73.** Government speakers from the floor described diverse conditions across Europe and varying policy approaches. One emphasized that solutions would need to be tailored to each country. Delegates of several countries noted similar emphases on policy lines of organizing legal migration in accord with labour market needs, promoting effective integration, combating illegal migration, enhancing labour inspection where migrants are working, and training officials and others. Two speakers expressed divergent assessments of relationships between immigration and demography, noting that current policy included selective admissions of highly skilled, restrictions on low-skilled admissions, and concern for integration of second and third generation post-immigrant populations experiencing high levels of unemployment and low-schooling attainment. Several speakers highlighted recent or forthcoming programmes to regularize populations of irregular immigrants. Others flagged concerns that regularization is perceived to encourage subsequent irregular immigration and may put people in hands of traffickers. Several innovative government initiatives were highlighted, including a specialized ministry department focusing on nationals abroad, interagency cooperation on labour inspection, tripartite skills recognition councils and a national high commissioner on ethnic minorities and immigrants. One speaker raised the need for harmonization of social security and health coverage protections between origin and host countries in the broader European context. Some speakers noted the need for policy and action to improve employability of refugees and immigrants. Advice and support should be available for employers. A number of speakers indicated that migration is a major concern for protection, organizing and social welfare. Some emphasized the need to strengthen legal protection of migrant workers, particularly by ratification and effective implementation of ILO and UN Conventions on migrant workers; the need for opportunities for legal migration and freer circulation of labour, as well as regularization programmes to eliminate clandestine migration and its inevitable abuse; full ratification and enforcement of ILO fundamental Conventions, as well as other labour protection instruments; and more effective measures to combat discrimination, racism and xenophobia. Several speakers asked the ILO to obtain data on labour migration.
- 74.** A representative of the EC emphasized common concern for coherent policy in Europe and announced the publication of a Green Paper on managing labour migration. He highlighted support for the ILO Plan of Action on migrant workers and EU co-funding of ILO migration projects in Europe and Africa. A representative of the IOM noted that cooperation with the ILO was a component of its work.
- 75.** In response, Mr. Hnybidenko stressed the role of the ILO in solving migration problems, since they could not be seen merely as national issues. Mr. Ereemeev concluded that migration was a natural phenomenon which had to be better managed rather than trying to abolish it. Ms. Barrett Reid summarized the many ways in which the ILO could contribute to addressing the issues, as revealed in the discussion.
- 76.** The Panel Chairperson refined the conclusion further: to achieve migration goals what was needed was social dialogue and equal rights. The ILO offered a framework for progress based on the conclusions of the International Labour Conference in 2004.

Balancing flexibility, stability and security in European labour markets

77. The session was chaired by an Employers' delegate from the United Kingdom (Mr. Mel Lambert). Panellists were Mr. Peter Auer, Chief of the ILO Employment Analysis and Research Unit; Ms. Czuglerne-Ivany, Workers' adviser from Hungary; Ms. A. Simonyi, Government adviser from Hungary; and Mr. Arnout De Koster, Employers' delegate from Belgium.
78. For the Office, Mr. Auer examined the three key elements of the concept of "flexicurity": flexibility (or adaptability), stability, security and their different combinations. He remarked on the life-cycle dimension of the concept, as different needs for flexibility and security might arise over the lives of people. Starting with stability/security, he noted that while Western European countries still enjoyed a relatively high level of stable jobs, this stability was not necessarily synonymous with a perceived sense of employment security. In the countries of Eastern Europe and Central Asia, despite an increase in the flexibility of labour markets, mobility in the formal labour market had not in general improved. There was an acute perception of job insecurity. Workers were hesitant to leave their jobs voluntarily and move on to others because of generally weak labour demand and unemployment protection. Hence, the perception of security seemed to be a decisive factor, even more so as it determined the actions and strategies of people. Some Western European countries had good labour market performance and among the best records of job quality and perceived security. These countries, such as Denmark, had labour market institutions that provided high labour market mobility together with strong security through active labour market policies. While the benefit for the country of such a combination was close to full employment of good quality, the cost was high taxes and expenditure on the labour market and social welfare system, and this could not be afforded by every country for political and economic reasons.
79. Another fundamental element of flexicurity related to social dialogue: some policy choices related to trade-offs between flexibility and security required tough bargaining on issues such as employment protection, social protection, productivity and income. Negotiation and compromise linked to flexicurity could be facilitated at the national level by the organization of national tripartite seminars. Models and their relevance over time could also be questioned: clearly, there was no single optimal institutional setting for any specific country because all countries differed in terms of their national experience, culture and circumstances. It was recalled that labour market regulation could not alone shoulder the task of establishing sound labour market functioning and outcomes: effective macroeconomic policies, efficient wage policies, education and other policies were fundamental to progress towards full employment and decent work.
80. Ms. Czuglerne-Ivany emphasized that needs for flexicurity were different between Eastern and Western Europe: she pointed out that certainly the "security" side of the concept should be strengthened in the Eastern European and Central Asian countries to achieve decent work; she also recalled that pure deregulation did not lead to job creation in the region. She also advocated that flexicurity should be based on social dialogue, but that social dialogue needed a common understanding of values and targets.
81. Ms. A. Simonyi referred to the situation in the early 1990s in Hungary and explained how the country had tried to balance radical labour market changes by introducing adequate provision for social security and labour market facilitation, despite the criticism of the World Bank and the IMF. She appreciated the technical assistance provided by the ILO in advising her country on how best to link economic and social policy. She referred to the recently launched ILO flexicurity project that had stimulated much debate and contributed to activating social dialogue in Hungary; the concept of flexicurity had been integrated into

the Hungarian Employment Policy Guidelines and into the National Action Plan for Social Cohesion.

- 82.** Mr. De Koster welcomed the concept of flexicurity as a “third way” to solve the apparent dichotomy between flexibility and security. According to him, however, security should mean activation and not welfare; moreover, costs should be closely monitored, as the flexicurity model, such as in Denmark could be very expensive. While he appreciated the Director-General’s Report, he noted that it lacked a clear commitment to the priority of job creation through economic growth. He added that growth and wealth creation must come before redistribution.
- 83.** Many speakers on the floor emphasized that there was no universal solution, that it was impossible to have a “one size fits all” model: each country should try to identify possible trade-offs between employment, social and income protection, to find a reasonable balance between flexibility and security. Therefore, flexicurity should be examined, not only at the national level, but also at the sectoral and enterprise levels.
- 84.** Many delegates were of the opinion that flexicurity was by no means a panacea for resolving labour market problems, but that it needed to be integrated with other policy areas, such as macroeconomic policy for growth, education, housing and family policies.
- 85.** Several speakers hinted at the incoherence of advocacy in the multilateral system, for example between the World Bank, the IMF and the ILO; the World Bank and the IMF had advised on adopting more flexible policies but often also without explicit social partner involvement. The ILO advocated a negotiated flexicurity. More coherence could be brought to the debate through the ongoing policy coherence initiatives between the ILO and other organizations of the multilateral system. A Workers’ delegate from Romania expressed his great concern regarding possible drastic changes in the Labour Code proposed by the World Bank that would sacrifice the fundamental rights of workers guaranteed by ILO Conventions and in line with the European Employment Strategy.
- 86.** Several speakers questioned the relevance of flexicurity in countries with high share of informal economy, such as Ukraine or other CIS countries; that in the former transition countries there was a constant pressure on enterprises to adapt to changing environments, and that competition from multinational firms in particular made it necessary to give managers the highest degree of liberty possible, thereby enabling them to counter the competitive challenges faced. For these reasons there was no room for the security component of flexicurity.
- 87.** Several delegates shared their experiences of certain forms of flexicurity and detailed specific measures of their national system. A Government delegate from Denmark noted that his country, despite having high overall employment rates, nevertheless had country-specific problems that needed to be addressed in order to secure continued welfare for all groups in Denmark in a globalized world. As an example, a special programme targeting the relatively high unemployment of one of the marginalized groups in Denmark – immigrants and refugees – was mentioned. This example illustrated the need to address matters of flexicurity in a country-specific process.
- 88.** Finally, the Panellists expressed their appreciation for the rich debate that showed the varied and contrasting experiences in Europe and Central Asia. However, the concept of flexicurity was broad enough to be shared across countries in Europe. More evidence on good and bad practice was needed before more detailed changes in legislation could be proposed. However, the principles allowing adjustments to be made, while at the same time providing security with solutions negotiated by the social partners, were clear.

Ageing, labour market participation and pension reform

- 89.** The session was chaired by the Government delegate from Belgium (Mr. Michel Jadot). Panellists were: Mr. Emmanuel Reynaud, Chief of the Social Security Policy and Development Branch of the Social Protection Sector of the ILO; Mr. Matti Salmenpera, Government delegate from Finland; Mr. Cristian Toma, Government delegate from Romania; Mr. Bernard Boisson, Employers' delegate from France; and Mr. Rudy de Leeuw, Workers' delegate from Belgium.
- 90.** On behalf of the Office, Mr. Reynaud had reported that, having led the world in the development of national pension systems, the countries of the European region were confronted by two common challenges. On the one hand, the ageing of national populations was projected to place a major strain on scheme financing. On the other, Europe's profound economic and social transformation created a need to redesign the pension benefit package. Effective strategies to meet these challenges must involve action in three areas.
- 91.** First, it was now widely recognized that the replacement of social insurance with private individual savings would not help meet the financial cost of ageing, as previously claimed. Rather, all pension schemes, however financed, would experience problems under conditions of demographic ageing. Moreover, the difficulties of relying on individual savings to provide old-age security were revealed in Adair Turner's report on the United Kingdom's recent experience. What was needed instead was an increase in the portion of the population that was working and paying pension contributions. This could be achieved, in particular, by increasing employment rates among women, young people and older workers. Second, extending working life was one way of raising employment, and there was a broad consensus among policy-makers and experts that this was a logical response to increasing longevity. However, it was also an unpopular solution. Policy measures would have to be carefully crafted to take into account the needs and rights of older workers, especially those with difficult jobs or health problems and those who began work at an early age. The most promising approaches involved new economic incentives to remain in the workforce, options for gradual retirement, lifelong training to sharpen existing skills and build new ones, and anti-discrimination laws. Third, in addition to encouraging longer working life, pension reforms were needed to adapt schemes to new work patterns and needs in Europe's rapidly changing economies. In Central and Eastern Europe, many countries had recently scaled down social insurance schemes in favour of privately managed individual savings. Minimum benefits were needed to protect those workers with low earnings and irregular employment patterns, among whom women were disproportionately represented. It was also necessary to limit the private management fees that new private funds were imposing on workers and to improve the collection of pension contributions.
- 92.** Each country would need to find its own balance among these approaches through open social dialogue among governments, workers and employers. There were no standard solutions, and only "home-grown" reforms developed in this way could be expected to succeed. The ILO was well placed to support such efforts with a body of international labour standards, the capacity to support tripartite initiatives, and an international expertise on the whole spectrum of work-related issues.
- 93.** Mr. Salmenpera described a major pension reform enacted by the Finnish Government based on a strong social consensus. Projections showed that this reform would restore the long-run financial solvency of the pension system if workers responded to the incentives that the reform created for later retirement. The actual retirement age would need to increase from an average of just under 60 years to 62 or 63 years. Studies provided strong

evidence that most older workers were capable both physically and mentally of extending their working life. However, there was little enthusiasm for this. Hence, the challenge facing the Finnish Government was to find effective ways of encouraging longer work. This involved creating jobs that were rewarding, provided a sense of dignity and presented opportunities to put to use previously acquired skills and knowledge.

- 94.** Mr. Toma said that pension reform was a high priority for the new Romanian Government. It was planning to recalculate pensions for those who retired before the 2000 reform and to find ways to boost the coverage of farmers and the self-employed. Acceleration of the retirement age increase enacted in 2000 was being analysed. The Government had also announced its intention to review legislation adopted at the end of 2004 to divert a portion of public pension revenues to a new system of privately managed individual savings accounts. The review was viewed as necessary in order to avoid the financial shortfall that would result from this diversion of revenues from the public pension system.
- 95.** Mr. Boisson stressed that ageing had two aspects: one positive – increased length of life; the other negative – a reduction in the birth rate. He was surprised that this second aspect, which he believed essential, had not been addressed. Increased longevity must lead to a progressive prolongation of active life beyond its present length. This was the decision taken by France in its 2003 retirement reform. Such reforms required the development of productive employment as the only means of creating the wealth necessary for the maintenance of a good level of social protection. In an increasingly competitive world economy, this rendered essential the strengthening of Europe's economic competitiveness. He described several ways in which France was attempting to boost employment, including an agreement on lifelong training signed by the five trade unions and three employers' associations and new efforts to support women in their dual roles as workers and family-care givers. However, the most important tool was a creative economy that promoted entrepreneurship and innovation. Tripartite consensus could not always be counted on to produce positive policy outcomes, as illustrated by the French approach to early retirement. Governments should always consult with the social partners before acting, but a lack of consensus on the part of the social partners was not an excuse for government inaction.
- 96.** Mr. de Leeuw stated that increasing the retirement age was a poor solution to the pension-financing problems created by demographic ageing. Experience had shown that this approach simply shifted older workers into relying on other forms of social security benefits or left workers in poverty. The preferred solution was to establish positive incentives to continue working, including decent work for everyone and lifelong learning programmes. In addition, the demographic reserve fund created by the Belgian Government was a promising approach. Early (pensionable) retirement remained indispensable and was the only socially acceptable solution, in particular in cases of restructuring or in cases of jobs involving hardship. The partial privatization of pensions in many Central and Eastern European countries was resulting in some early problems: negative real returns on workers' investments; high private administrative charges; financial shortfalls to public pension systems due to the diversion of scheme revenues to individual accounts; and growing gender inequities. Privatization was also failing to produce the hoped-for economic growth. Given these trends, it was important to identify damage control measures. He called for: (i) priority of public pension systems; (ii) decent pensions; (iii) equality between men and women; and (iv) a strong social contract.
- 97.** An Employers' delegate from the United Kingdom commented that the demographics of falling birth rates and the general trend of people living longer were putting significant strain on the long-term viability of pension schemes. Ideas were suggested to improve the situation, including working longer and proposals to get young people involved in contributing to pension schemes. These proposals should be the subject of social dialogue.

- 98.** Several worker delegates took the floor to reiterate Mr. de Leeuw's concern that a mandatory increase in the retirement age was a poor response to demographic ageing. They stressed that workers must have a genuine choice of whether to continue in employment or to retire. This choice would not exist if the statutory age were increased and early retirement was penalized. Several delegates from Central and Eastern Europe took the floor to express concerns about the early performance of partially privatized pension systems. The "hole" in the financing of the public pension system created by diverting revenues to individual accounts was seen as particularly threatening to future retirement security. The representative of the Government of Israel noted that, in collaboration with the social partners, his Government had passed a law raising the retirement age from 65 to 67 years of age for men, and from 60 to 62 years of age for women. This would permit an increase in labour participation rates and, therefore, contribution levels to pension accounts.
- 99.** Mr. Reynaud identified two broad areas of consensus in the discussion: first, ageing was seen by all as a positive trend, a sign of social progress. However, increased longevity also posed some risks of a social setback: namely, that failure to address financing problems would lead to a destabilization of the pension system, that reductions in benefits would increase poverty among the elderly and that reforms would worsen social inequalities. Second, it was agreed by all that the main solution to pension financing problems lay in the labour market, i.e. in increasing employment rates. While there were no magic solutions, it was the responsibility of all – governments, workers, and employers alike – to find effective approaches. Social dialogue was essential in order to develop reforms that could succeed and endure.

V. Challenges ahead

- 100.** Following the reports on parallel discussions, the Meeting considered the prospects, in particular as regards the role of the ILO in the region.
- 101.** The Minister of Employment and Labour of Hungary indicated that national economic deficits were more responsible for worsening problems in member States than globalization. But the solutions could be found not only at the national level but in the pursuit of global objectives: employment, labour market efficiencies, decent work throughout the working life cycle and investment for flexicurity. He advocated the path of social dialogue pursued by his own country in that direction.
- 102.** Several Employers' delegates called on the ILO to reduce the expense of Regional Meetings in future by limiting them to three days. They wished the ILO to facilitate further social dialogue on how progress could be made in the light of realities. An Employers' delegate from Austria placed emphasis on assistance to small and medium-sized enterprises (SMEs) in Stability Pact countries, the Caucasus and Central Asia, in cooperation with national employers' organizations. An Employers' delegate from Slovenia was concerned nevertheless whether the European social model could be achieved in all countries without damaging competitiveness: the role of the ILO was not just to be a meeting point – rather the Organization was a stakeholder and an actor in the necessary processes. An Employers' delegate from Norway also stressed the need for the ILO to uphold its unique credibility and integrity among organizations: its roles were in industrial relations, occupational safety and health, promotion of the ratification and implementation of core Conventions, the promotion of social dialogue and tripartism, promotion of the social elements of corporate social responsibility and technical cooperation. The last of these should aim especially to strengthen employers' and workers' organizations' capacity. A representative of the IOE called for maximum coordination among the different responsible units of the ILO. He also identified the need to assist in the

improvement of governance by addressing the scourge of corruption. An Employers' delegate from Spain emphasized the ILO's role in analysing demographic changes affecting youth employment and labour market reform.

- 103.** A Workers' delegate from the Netherlands underlined the positive role of migrant labour and urged his own country and others to seek solutions within a framework of ILO instruments and a rights-based approach. This was preferable to a position oriented on other business-dominated international organizations. An Employers' delegate from the Netherlands stated that the Dutch employers' organizations and their members, in close cooperation with the Government, fully respected the rights-based approach as discussed and recommended at the 92nd Session of the International Labour Conference. A Workers' delegate from Poland felt the ILO should work further for implementation of the core Conventions, while tackling other issues of youth employment, social protection in the face of excessive privatization, and awareness raising on the importance and techniques of social dialogue. A Workers' delegate from Belgium reminded the Meeting of the sometimes unhelpful pressure on labour law and rights exerted by international financial institutions: governments should be consistent in their policies in the different organizations, and the ILO should have a strong presence in world governance. He considered the European social model and the ILO's standard-setting system complementary, coherent and mutually reinforcing. In addition to the core Conventions, the ILO should actively promote ratification and implementation of the Labour Inspection Convention, 1947 (No. 81), the Workers' Representatives Convention, 1971 (No. 135), and the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144). A Workers' delegate from Estonia also called for due attention to be given to inspection, including in the informal economy and to cover the problem of undeclared wages. A Workers' delegate from Serbia and Montenegro saw absence of social dialogue and national strategy as the root of social and economic problems in respect of migration, and the ILO could assist in this area: trade unions should not be made a scapegoat. A Workers' delegate from France remarked on the leading role in this debate taken by Employers' and Workers' delegates rather than Governments. International labour standards were the backbone of the ILO, and a strong basis for argument in relations with the financial institutions: but the ILO must give itself – and governments must give it – the financial as well as the political means to do what is necessary to obtain the application of standards. The European social model could be a good one in so far as it was the fruit of social dialogue and negotiation. A representative of the ICFTU warned of the danger of the kind of violations of freedom of association seen in Belarus being allowed to spread to other countries: European countries could bring economic pressure to bear on that government, and the ILO must remain watchful against misrepresentation of its position and to ensure its recommendations were respected.
- 104.** Workers' and Employers' delegates to the Meeting applauded the centrality given by the ILO to the right of employers and workers to organize in accordance with Conventions Nos. 87 and 98, and they wished the Organization to continue to give freedom of association the necessary priority.
- 105.** The Meeting took note of the delegates' statements on the way to address challenges raised.

VI. Adoption of the report and conclusions of the Meeting

- 106.** The Meeting adopted its conclusions and report without a vote. The report of the Credentials Committee was duly noted.

- 107.** As regards the drafting of the conclusions, the Employers' and Workers' delegates noted that the discussion had been difficult and the resulting text reflected the negotiations which had taken place. The Employers' delegates considered that the conclusions did not fully reflect the rich discussions at the Meeting.
- 108.** As regards paragraph 5 of the conclusions, there was debate concerning draft wording referring to "common ground" between the ILO and the EC in relation to the latter's Social Agenda, 2005-10. The Meeting understood that the Social Agenda had just been adopted by the Commission but remained to be considered by the European Parliament. In this light, Workers' and Government delegates accepted the Employers' delegates' proposal to delete that reference, but they wished the present report to record their regret at this deletion.
- 109.** As regards paragraph 20 of the conclusions, it was indicated that the majority of the Government delegates considered the text unduly weak. A Government delegate from Austria had wished to see more reference to the question of active ageing, the extension of working life and sustainable pension systems. A Government delegate from Belgium concluded that those problems must be addressed in a balanced way. In the absence of consensus on this particular point, the text of paragraph 20 appearing in the appended conclusions was adopted.
- 110.** The Director-General congratulated the Meeting on conclusions which were a sound footing for the future of the region. The uniqueness of this Regional Meeting of the ILO was reflected in the high level of participants, including four prime ministers and many ministers of labour, as well as leading representatives of the IOE and the ETUC. The relationship between the ILO and the EU in particular was important and had grown closer. He hoped the innovative format of the Meeting – with the Prime Ministers' Panel, interactive discussions and the Informal Ministerial Meeting – would be considered by the Governing Body. Moreover, the life-cycle approach to decent work too was developing significantly in a universally agreed framework of social dialogue and tripartism.
- 111.** The Minister of Employment and Labour of Hungary thanked the large number of participants at the Meeting for their support and cooperation; and the Meeting was closed.
- 112. *The Governing Body may wish to request the Director-General:***
- (a) to draw the attention of the governments of member States of the European region and, through them, that of their national employers' and workers' organizations, to the conclusions adopted by the Meeting;*
 - (b) to bear the conclusions in mind in executing ongoing programmes and in preparing future programme and budget proposals;*
 - (c) to transmit the text of the conclusions:*
 - (i) to the governments of all member States and, through them, to national employers' and workers' organizations;*
 - (ii) to the international organizations concerned, including the international non-governmental organizations having consultative status.*

Geneva, 10 March 2005.

Point for decision: Paragraph 112.

Appendix I

Informal Ministerial Meeting

(15 February 2005)

1. A brief informal meeting of ministers was held during the Regional Meeting, to discuss the follow-up to the report of the World Commission on the Social Dimension of Globalization. The meeting was chaired by the Chairperson of the ILO Governing Body, Mr. Philippe Séguin, and was attended by ministers or their representatives, as well as representatives of the Employers' and Workers' groups.
2. The Informal Ministerial Meeting was interested to be updated by Mr. Vladimír Špidla, European Union Commissioner for Employment, Social Policy and Equal Opportunities, on the EU's experience as a model of "managed globalization", based on the shared values and democratic governance discussed by the World Commission. In practical terms, this meant pursuing twin goals of decent job creation and economic growth in a spirit of renewed partnership and the Lisbon Programme of Action. And, in relation to the ILO, it meant in particular strengthening the rule of law and good governance through universal ratification and application of the fundamental Conventions. The European social model was the region's distinctive contribution towards fairer globalization.
3. The Informal Ministerial Meeting supported the important work of the World Commission, which had from divergent points of view found common ground. The ILO similarly converged with the EU Commission on the need to manage or harness globalization to serve social ends. The EU's Social Policy Agenda appeared also to underline the internal and external aspects of policy. At the global level it had become necessary at the coming review of achievement of the Millennium Development Goals to include specific mention of the role of employment in fighting poverty.
4. Social dialogue should be pursued at regional and international levels as well as the national, but it depended on governments and social partners to initiate and institutionalize this. Given also the desirability of intensifying the dialogue and interaction between the ILO and other international organizations, including the financial institutions, the decision of the Government of Germany to host a forum this year aimed at catalysing the policy coherence initiatives advocated by the World Commission was very welcome. A subregional tripartite conference for south-eastern Europe would be hosted by the Bulgarian Government in April 2005 to discuss the conclusions and recommendations of the report of the World Commission and their implementation. The informal meeting displayed convergence of views on the role of international labour standards, particularly the eight fundamental Conventions, and the approach they offered to managing the social aspects of economic globalization (such as delocalization and social dumping).
5. The Informal Ministerial Meeting reinforced the feeling of confidence on the part of EU Members, CIS States and Stability Pact countries alike, in the ILO's role and its ability to address the social dimension of globalization by strengthening all the actors, both social partners and labour administrations, on the Organization's principles.

Appendix II

Gender equality side event

The need for social dialogue on gender equality, the greater visibility of women in the labour market and gender-sensitive labour market information were highlighted by a panel of speakers from ILO constituents held on 16 February. Over 150 delegates from ILO constituent bodies participated in a useful East-West exchange of experiences. The discussion highlighted the challenges faced by countries in Central and Eastern Europe in the process of transformation, as well as the countries in Western Europe, of creating flexible labour markets to ensure competitiveness while at the same time providing decent jobs and income security for workers.

A presentation of the main findings of a comparative report on the gender dimension of labour market flexibility and security in Central and Eastern Europe was made. Following this, the Minister of Youth, Family, Social Affairs and Equal Opportunities (Mr. Kinga Göncz) of Hungary, the Employer spokesperson (Ms. Christiane Bertrand-Schaul) and the Worker spokesperson (Ms. Karin Beate Theodorsen), drawing from their own experiences, recommended to delegates and the ILO that the needs and concerns of men and women workers must be the subject of dialogue between the social partners. Gender concerns, and in particular women's concerns, must be made visible in all discussions on labour issues and mainstreamed in all ILO activities. It was noted that this would only be possible if there was adequate representation of women in constituent organizations at decision-making levels, in their delegations, in bargaining teams and in business. It was seen as important to increase participation rates of women in the labour market, but this would mean that issues such as work-family responsibilities, pension scheme reform, part-time work, gender pay gaps needed to be addressed. Up-to-date sex-disaggregated labour market information was essential to facilitate informed discussion and the ILO had a role to assist governments in this regard.

Appendix III

Conclusions

1. Participants at the Seventh European Regional Meeting of the ILO welcomed the Report of the Director-General, ILO activities 2001-04: Cooperation in a changing environment (Volume I) and Managing transitions: Governance for decent work (Volume II).
2. Delegates thanked the Hungarian Government for hosting the event in Budapest and the Luxembourg Government, European Union (EU) presidency during the first half of 2005, for making the Regional Meeting a part of its EU agenda. Delegates highly appreciated the venue of the European Regional Meeting and the hospitality of the Hungarian constituents.
3. Member States, employers' and workers' organizations represented at the Meeting noted the many areas of convergence among them and agreed on the following conclusions.

Promoting dialogue for a common future: The ILO's role in Europe and Central Asia

4. The ILO European Regional Meeting is the only regional institutional space where the Member States of the EU, countries covered by the Stability Pact for the Reconstruction of South-East Europe, the Commonwealth of Independent States and the Council of Europe come together, to address in a tripartite manner, issues of common concern in the world of work. Europe, East and West, and Central Asia, in all its diversity, is bound by geography, history and shared ILO values. Governments, employers' and workers' organizations throughout the region agree to work together through dialogue and cooperation to promote a common future of democracy, economic prosperity and social justice.
5. Many elements of a common vision for Europe and Central Asia are shared by ILO constituents across the region. These include growth and competitiveness, more and better jobs and social cohesion, equality and fairness, and respect for fundamental principles and rights at work. ILO cooperation with Member countries of the EU, the CIS and the Stability Pact, and with the European Commission, should serve to reinforce social and economic policies that offer new combinations of opportunity and protection, individual and collective responsibility, in key transitions of work and life.
6. The participation of the Prime Ministers of Hungary, Kazakhstan, Luxembourg and Malta, the EU Commissioner for Employment and Social Affairs and a large number of Ministers of Labour reaffirms the central importance of genuine social dialogue in meeting the challenges of globalization.

The social dimension of regional and global economic integration

7. Globalization and rapid economic integration pose common challenges to countries, enterprises and workers in the European and Central Asian region. Enhanced economic competition and capital and enterprise mobility may stimulate economic growth and integration. Globalization may also carry social costs in the form of industrial and enterprise restructuring, which can lead to job losses, unemployment, more inequality and insecurity.
8. Dynamic and competitive economies require a supportive environment for public and private investment and enterprise development so that buoyant job creation can ensure steady progress towards full and productive employment. Genuine social dialogue and making decent work a global goal are the essential means of bringing about a fair globalization providing opportunities for all.
9. The report of the World Commission on the Social Dimension of Globalization "A fair globalization: Creating opportunities for all" is a useful stimulus to dialogue at the national, regional and international levels on the promotion of decent work as a global goal. The ILO tripartite constituents in the European and Central Asian region share a common view of the need for greater policy coherence, at home, regionally and globally, between economic, social, financial and trade

policies and policies for decent work based on fundamental principles and rights at work, employment, social protection and social dialogue.

10. The Meeting welcomes the United Nations General Assembly resolution requesting the Secretary-General to take account of the World Commission's recommendations in the forthcoming review of the Millennium Development Goals. The ILO,¹ a number of other international bodies and the EU are well placed to consider further the approaches put forward by the World Commission.
11. The valuable working relationship between the ILO and the institutions of the EU can support economic and social policy coherence in the multilateral system, and in shaping development cooperation towards the promotion of decent work in the region and worldwide.

East-West cooperation for decent work

12. In pursuit of decent work, governments should work towards greater coherence between the trade and financial policies and the labour and social policies they support in the IMF, the World Bank, the WTO and the ILO. Consultations between the IMF and the World Bank, the national authorities and national organizations of employers and workers should be strengthened. The ILO should pursue its close collaboration with the Bretton Woods institutions, in keeping with their respective mandates.
13. The ILO should continue to support cooperation between Central Asia, East and West Europe and within the various subregional groupings. The ILO should strengthen its partnerships with donor countries and the European Commission in providing technical cooperation for decent work policies in countries requesting such assistance. Employers' and workers' organizations should be closely consulted in both donor and receiving countries.
14. Enhanced efforts are required to increase public awareness and knowledge in the region about the ILO, its values, labour standards and policies.

Governance and democratic institutions

15. Good governance, economic and social progress, and the fight against corruption rests on democratic institutions drawing their legitimacy from freely elected representation, effective social dialogue, fundamental principles and rights at work, and the rule of law.

Life cycles and work transitions

16. The ILO mandate spans key transitions in life and work. The following four elements were discussed at the Meeting.

Starting right

17. A broad-based quality education is a basic foundation for working life. In many countries of the region, the transition from school to work is difficult for young people. An integrated approach to entry into employment is recommended, combining supportive macroeconomic policy and targeted measures aimed at addressing both demand and supply and quantity and quality dimensions of youth employment. A lasting integration in the labour market should also be promoted. Apprenticeship schemes and other combinations of training and work can contribute significantly to employment prospects of young people. Governments, in consultation with the social partners, are specifically requested to address the needs of young workers in national employment strategies. The ILO should encourage exchange of experience on mechanisms for the assessment and recognition of previous experience and skills and prior learning. The partnership between the UN, World Bank and ILO in the Youth Employment Network is a welcome innovation. Countries are encouraged to join the Network.

¹ In accordance with the decisions of the Governing Body of the ILO.

Balancing flexibility and security

18. Enterprises face enhanced competition as a result of globalization and adaptation to rapidly changing markets. A policy of flexibility and security for enterprises and for workers by providing new training opportunities to improve employability, job search assistance, income support and social protection has worked well in some countries. Critical elements in balancing flexibility with security are tripartite social dialogue in the framework of broader national macroeconomic strategies, collective bargaining and respect of labour legislation. The ILO is encouraged to pursue tripartite consultations on flexibility and security and facilitate the exchange of good practices, recognizing that any approach must be context-specific.

Labour migration

19. The growing importance of labour migration in the region is noted. The current bilateral, regional and international mechanisms appear insufficient to ensure management of labour migration which upholds the rights of legal migrants. The decision of the 92nd Session (2004) of the International Labour Conference requesting tripartite constituents “to develop a non-binding multilateral framework for a rights-based approach to labour migration which takes account of national labour market needs” is particularly pertinent to the countries of Europe and Central Asia. National policies for migrant workers, developed through tripartite consultations, should ensure equality of treatment, in line with relevant international labour standards. At the same time the ILO should facilitate the exchange of good practice in protecting the rights of migrants and in combating clandestine trafficking of women, men and children for labour, as well as combating illegal work and in fighting against racism, xenophobia and discrimination.

Security in old age

20. Increased life expectancy and other demographic changes and employment trends pose new challenges to pension systems in most countries of the region. Social dialogue concerning policy options for socially inclusive and sustainable pensions is essential. To assist in meeting these challenges, the ILO is requested to provide technical assistance to constituents in the region, as well as to facilitate the exchange of experience in the design and management of pension systems.

Good governance in the world of work

Fundamental principles and rights at work and international labour standards

21. There is full commitment to ILO fundamental principles and rights at work concerning freedom of association and effective recognition of the right to collective bargaining, eradication of child labour and forced labour, and equal opportunity and treatment in employment and occupation. The Europe and Central Asia region is close to achieving the first universal ratification of all fundamental international labour standards. Member States that have not yet done so are encouraged to complete the ratification of the eight relevant instruments in good time for the 10th Anniversary of the Declaration on Fundamental Principles and Rights at Work.
22. The full application of these instruments in law and practice across the Europe and Central Asia region and indeed worldwide is an essential dimension of a fair globalization. The ILO is requested to actively promote and assist with the full implementation of fundamental principles and rights at work and international labour standards worldwide.
23. Many problems continue to plague the application of ratified international labour standards, including fundamental principles and rights at work in the region, as evidenced by reports of the Committee of Experts on the Application of Conventions and Recommendations and conclusions of ILO standards supervisory bodies. Member States are encouraged to submit timely and complete reports on ratified instruments. The ILO is called upon to promote dialogue within and across countries in the region in order to exchange good practices in overcoming problems of application.
24. Following the Commission of Inquiry that investigated cases of violations of freedom of association and the right to collective bargaining in Belarus, the ILO should closely monitor the effect given to

the recommendations of the Commission of Inquiry. The recommendations are to be promptly followed up and the Government of Belarus is called upon to cooperate in their full implementation.

Social dialogue, tripartism and reform

25. Employment, labour and social policies are in the midst of major reform debates throughout the region. Globalization presses for economic and social reforms but no reforms can be successful without strong social dialogue, including free and unconstrained collective bargaining and tripartite and bipartite consultations. National solutions to common problems are needed, through dialogue and consultations, based on ILO principles and labour standards, in particular Conventions Nos. 87, 98 and 144.
26. Governments should facilitate the work of organizations of employers and of workers, strictly applying principles of freedom of association and voluntary membership, and refraining from interference that could restrict the right to freely join those organizations. Independence, democracy and representativity are essential for effective social dialogue.
27. In the light of the resolution adopted at the Warsaw Regional Conference in 1995, and reiterated at the Sixth European Regional Meeting in 2000, governments that have not yet taken the necessary measures are reminded that they should facilitate by all means (including tax deductions) policies that stimulate the expansion of membership of free and independent employers' and workers' organizations.
28. Economic and social reforms and the promotion of decent work for all call for robust social dialogue to arrive at genuine solutions adapted to the changing conditions in a globalized economy.

Equality and rights at work

29. Discrimination in access to employment and in occupation, whether based on gender, ethnic origin, political or religious beliefs and other forms of discrimination, including age, disability and sexual orientation, remains a problem in the region. The commitment to principles of non-discrimination is strongly reaffirmed. The principle of equal pay for work of equal value between women and men must be upheld. The ILO is encouraged to monitor closely discrimination in labour markets, and facilitate the exchange of good experience in promoting equality and rights at work, in particular through the application of ILO instruments.

Social protection for all

30. The commitment to social protection for all throughout people's life cycles is reaffirmed. Social protection plays an essential role in reducing poverty, raising security and smoothing the peaks and troughs of economic cycles and income volatility. The sustainability of many social protection systems in the region is dependent on higher employment rates in general, and of women and younger and older workers in particular. High rates of employment participation, especially for women workers, should be supported by social protection policies. Measures to reconcile work and family life, including maternity protection and childcare, should be further developed. The ILO is encouraged to strengthen national and international efforts through policy coherence, technical advice and exchange of experiences, particularly regarding mutually supportive social protection and employment policies.

Labour administration

31. Across the region the capacity of labour administrations is increasingly constrained by declining financial and human resources. Within the framework of national legislation, effective labour administration and/or tribunals in the area of working conditions, occupational safety and health, observance of wage agreements, labour inspection, vocational training and employment services is essential to sound industrial relations and good economic, social and labour outcomes. Governments are reminded of the importance of well-functioning labour administrations for decent work. The ILO is requested to strengthen its support of labour administration.

Employment and entrepreneurship

32. The importance of steering economic and social policy to a level as close as possible to full employment is acknowledged. In line with the ILO Global Employment Agenda, a range of policies is to be encouraged, including: sound monetary and fiscal policies; supportive environments for investment, trade and enterprise development, in particular small enterprises and cooperatives; high productivity supported by sound microeconomic practices of enterprises; incentives for innovation and cooperation among local institutions, including microfinance; strong support for initial training and lifelong learning; adequate labour market regulations; and social protection systems.

Investment, growth and employment

33. Varying trends in the region regarding investment, economic growth and employment call for different policy mixes. The ILO is encouraged to carry out, when a country so requests and following tripartite consensus, country analyses of the likely impact on decent work of trade, fiscal, monetary and labour market policies. Such analyses would contribute to the development of national, regional and global policies for decent work. The studies would be discussed in tripartite meetings and facilitate the exchange of experience among constituents in the region.

Decent work country programmes

34. ILO assistance to constituents in member States will increasingly be prepared and implemented within time-bound and resourced decent work country programmes. These programmes will define, within UN frameworks, an ILO strategy for the promotion of decent work in accordance with the specific characteristics and needs of each country. The ILO is encouraged to strengthen its support to the exchange of experience and good practice among countries, employers' and workers' organizations in the region.
35. Timely and comprehensive statistical data and knowledge to support decent work policies are essential. The ILO is encouraged to develop its knowledge base and facilitate the exchange of knowledge, experience and good practices among constituents throughout the region.

Follow-up action on the conclusions of the Meeting

36. The ILO is invited to explore the holding of tripartite subregional and Regional Meetings to review major policy issues. The ILO will ensure that such reviews are consistent with existing regional initiatives.
37. ILO technical assistance should support increased capacity of the tripartite constituents to develop integrated policies on employment, social protection, social dialogue and standards. The Governing Body is requested to conduct a mid-term review of follow-up action on these conclusions.

Appendix IV

Report of the Credentials Committee

1. The Credentials Committee, which was appointed by the Meeting at its first sitting, met on 15, 16 and 17 February 2005, to examine, in conformity with article 9 of the Rules for Regional Meetings, the credentials of the delegates and technical advisers accredited to the Meeting, as well as one objection and two complaints pertaining to the credentials of three countries. The Committee was composed as follows:
Mr. Eli Ben-Tura (Government delegate, Israel), Chairperson;
Ms. Lucia Sasso Mazzufferi (Employers' delegate, Italy);
Mr. John Svenningsen (Workers' substitute delegate and adviser, Denmark).
2. Credentials in the form of official instruments, official letters or official facsimiles had been received in respect of the members of the delegations as shown in the annex to this report. The Committee draws the attention of the governments to the importance of respecting article 9, paragraph 1, of the abovementioned Rules, according to which credentials must be deposited at least 15 days before the opening of a meeting (i.e. 31 January 2005 for this Meeting). The Committee is concerned that credentials from 16 Members were not received within that time limit.

Composition of the Meeting

3. At the time of the adoption of this report, of the 50 member States invited to attend the Meeting, 46 Members had sent credentials. The Meeting was composed of 91 Government delegates, 45 Employers' delegates and 46 Workers' delegates, i.e. 182 delegates in all. In addition, there were nominated 94 Government advisers, 62 Employers' advisers and 104 Workers' advisers, i.e. a total of 260 advisers. Persons appointed as both substitute delegates and advisers have been included among the advisers. The total number of nominated delegates and advisers was thus 442.
4. With respect to the delegates and the advisers registered, the number of Government delegates was 85; there were 44 Employers' delegates and 43 Workers' delegates, that is to say, a total of 172 delegates. Total advisers were 228, of those 82 were Government advisers, 55 were Employers' advisers and 91 were Workers' advisers. The annex to this report contains more detailed information as to the number of accredited and registered delegates to the Meeting.
5. One delegation was incomplete, as it did not comprise the Employers' delegate.
6. The Committee noted that 27 per cent of the delegates accredited and 32 per cent of the advisers accredited were women, as compared with 21 per cent and 29 per cent respectively at the last European Regional Meeting. Four Prime Ministers and 28 Ministers or Vice-Ministers of 27 member States of the region attended the Meeting.
7. Four Members of the Meeting were not represented while seven Members of the region were not present at the last European Regional Meeting. In this connection, the Committee hoped that all member States would in future be in a position to participate in regional meetings and that appropriate steps would be taken to this effect.

Observers

8. On the basis of a standing invitation, the Holy See appointed an observer delegation.
9. The Republic of Korea, which will host the Fourteenth Asian Regional Meeting, was invited at its request by the Governing Body to be represented at the Meeting and appointed an observer delegation.

Representatives of official international organizations

10. Of the official international organizations invited to attend the Meeting, in accordance with the relevant agreements or decisions of the Governing Body, the following were represented:
- Office of the United Nations High Commissioner for Refugees;
 - United Nations Interim Administration Mission in Kosovo;
 - Food and Agriculture Organization of the United Nations;
 - International Organization for Migration;
 - European Union;
 - Council of Europe;
 - Executive Secretariat of the Commonwealth of Independent States;
 - Danube Commission.

Representatives of international non-governmental organizations

11. The international non-governmental organizations invited to participate at the Meeting in conformity with article 1, paragraph 7, of the Rules that were represented were:
- International Confederation of Free Trade Unions;
 - World Confederation of Labour;
 - World Federation of Trade Unions;
 - International Organisation of Employers;
 - International Social Security Association;
 - European Trade Union Confederation;
 - General Confederation of Trade Unions.

Objections

12. The Credentials Committee received three objections, concerning respectively the delegations of Albania, Belarus and Serbia and Montenegro, the latter two of which were late.

Objection concerning the nomination of the Employers' delegate of Albania

13. The Committee had before it an objection lodged by the Employers' group of the Meeting concerning the nomination of the Employers' delegate from Albania.
14. The Employers' group submitted that the nomination of the Employers' delegation of that country did not fulfil the requirements of article 1, paragraph 4, of the Rules for Regional Meetings, as the delegate, Mr. Vladimir Koka, was not nominated in agreement with the Council of Employers' Organizations (KOP), which was and had always been the most representative employers' organization in Albania. According to the Employers' group, Mr. Koka had been dismissed from the position of Chairman of the Regional Council of Employers' Organizations of the Tirana Region (KOP-Tirana) by decision of 5 March 2004 by the governing body of KOP-Tirana; he could therefore no longer represent KOP or KOP-Tirana. This issue had also been the subject in 2004 of a complaint to the Committee on Freedom of Association (Case No. 2345) concerning the use of the name of KOP by Mr. Koka. In its recommendations, the Committee on Freedom of Association requested the Government to refrain from any action which could give rise to interference with the independence of the employers' organization of Albania.
15. The Employers' group requested the Committee to call upon the Government to provide clear explanations with regard to their alleged failure to consult KOP as the most representative

employers' organization and to give the reasons for nominating Mr. Koka as the Employers' delegate to the Meeting; to refrain from further interfering with the activities of Employers' organizations; and to comply with article 1 of the Rules at all future ILO European Regional Meetings.

16. In a letter dated 15 February 2005, the Committee invited the Government to comment on the substance of the objection and to provide precise information on a number of points relating thereto. The letter was delivered on 15 February 2005 around noon by hand to the Deputy Minister of Labour and Social Affairs of Albania attending the Meeting. Copy was sent by fax to the Permanent Mission of Albania in Geneva on the same day. The Committee deplors that the Government has not responded to this invitation to submit comments, except for an informal telephone call by the Permanent Representative of Albania in Geneva to the Legal Adviser of the Meeting.
17. Under these circumstances, the Committee warns that for want of an official reply by the Government or sufficient justification for its absence, the Committee can decide to examine an objection on the basis of the information provided to it by the sole objecting organization. Having said that, the Committee notes on the one hand that, according to the objection, Mr. Koka was dismissed from the position of Chairman of KOP-Tirana by that organization's governing body on 5 March 2004. On the other hand, in its report on Case No. 2345, referenced in the objection, the Committee on Freedom of Association found, on the basis of information submitted to it after that date, respectively by the Council of Employers' Organizations (KOP) and the Government, that the case was one of conflict between two rival executive committees of the same organization; in this connection it requested the Government to refrain from any action that could give rise to interference in the framework of the resolution of the question of KOP leadership.
18. While the Credentials Committee was therefore not put in a position to reach conclusions concerning the objection, it wishes to stress that the nomination of the non-governmental members of the tripartite delegations has to be made after the widest consultations with all the representative organizations of employers and workers and that the relevant deliberations of the said organizations should not suffer any interference by governments. It hopes that the Government of Albania will in the future be in a position to show that it has respected those principles.

Late objections

19. The Committee received a communication dated 15 February from the International Confederation of Free Trade Unions (ICFTU) concerning the nomination of the Workers' delegate of Belarus, which was delivered to the Committee's secretariat on 16 February 2005, the second day of the Meeting, at 10.50 a.m. Pursuant to article 9, paragraph 4(a), of the Rules for Regional Meetings, an objection is not receivable if it is not lodged with the secretariat of the Meeting by 11 a.m. on the first day of the Meeting, unless the Committee considers that there were valid reasons why the time limit could not be respected. Since the communication did not state any such reasons, the Committee considered that in so far as it constituted an objection, the communication was not receivable in accordance with the abovementioned provision of the Rules.
20. The Committee received a communication dated 15 February from the ICFTU concerning the consultation procedure used by the Government in order to nominate the Workers' delegate of Serbia and Montenegro, which was delivered to the Committee's secretariat on 16 February 2005 at 10.50 a.m. Since the communication did not state any reasons why it was submitted only on the second day of the Meeting, the Committee considered that, in so far as it constituted an objection, the communication was not receivable in accordance with article 9, paragraph 4(a), of the Rules for Regional Meetings.

Complaints

21. The Committee received two complaints concerning the obligation of Members, in accordance with article 1, paragraph 1, of the Rules for Regional Meetings, to pay travel and subsistence expenses of their tripartite delegations.

Complaint concerning non-payment of the
travel and subsistence expenses of the
Workers' delegate of Georgia

22. The Committee had before it a complaint, submitted by the ICFTU, concerning the non-payment of the travel and subsistence expenses of Mr. Irakli Tugushi, Chairperson of the Trade Union of Georgia and Workers' delegate to this Regional Meeting.
23. The complaint alleged that the Government of Georgia had not honoured its commitment to pay the expenses to the Georgian Workers' delegate for his participation in the Regional Meeting.
24. Mr. Levan Peradze, Director of the Social Assistance and Employment State Agency, orally stated before the Committee that the relevant payment, as it was the case for the Employers' delegate, was simply delayed, due to technical reasons linked to a recent change in Georgia's financial regulations. He gave assurances to the Committee that both the Employers' and Workers' delegates would receive appropriate payment soon after they returned home.
25. The Committee takes note of the Government's good will to cope with its obligation under article 1, paragraph 1, of the Rules for ILO Regional Meetings to at least cover the expenses of a complete tripartite delegation so as to enable its members to participate in the Meeting until the end of its work.
26. The Committee stresses, however, that the timely fulfilment of this obligation plays an important role in ensuring the actual presence of a tripartite delegation at regional meetings. The Committee hopes that the Government will in future abide by this obligation in a timely manner.

Complaint concerning non-payment of the
travel and subsistence expenses of the
Workers' delegate of Azerbaijan

27. The Committee had before it a complaint, submitted by the ICFTU, concerning the non-payment of the travel and subsistence expenses of Ms. Jamila Sattarova, Member of the Executive Committee of the Trade Unions Confederation of the Republic of Azerbaijan, affiliated to the ICFTU, and Workers' delegate to this Regional Meeting.
28. The complaint alleged that while originally the union had put forward another delegate to the Regional Meeting, proper information was channelled to both the Government and the ILO about the change; therefore the Government should honour its commitment to pay the expenses to the Azerbaijani Workers' delegate for the participation in the Regional Meeting.
29. By letter received by the Committee on Wednesday 16 February 2005, the ICFTU notified the Committee that, having received the assurance, from the representative of the Government, that the issue would be settled as soon as the delegation was back in Baku and expecting that in future every delegate would be paid in advance as per the rules of the ILO, it accepted to withdraw its complaint.
30. The Committee took note of the withdrawal of the complaint.

* * *

31. The Credentials Committee unanimously adopted this report and recommends that the Meeting include it amongst the documents that the Office is to bring to the attention of the Governing Body, in conformity with article 9, paragraph 5, of the Rules for Regional Meetings.

Budapest, 17 February 2005.

(Signed) Mr. Eli Ben-Tura,
Chairperson.
Ms. Lucia Sasso Mazzufferi.
Mr. John Svenningsen.

Annex A

Accredited delegates and advisers

(updated as of 4 p.m. on 17 February 2005)

County	Government delegates	Government advisers	Employers' delegates	Employers' advisers	Workers' delegates	Workers' advisers
Albania	2	–	1	–	1	–
Armenia	2	–	1	–	1	–
Austria	2	3	1	–	1	–
Azerbaijan	2	1	1	–	1	–
Belarus	2	1	1	1	1	–
Belgium	2	6	1	–	1	6
Bosnia and Herzegovina	2	–	1	–	1	–
Bulgaria	2	2	1	1	1	4
Croatia	2	2	1	1	1	1
Cyprus	2	–	1	1	1	1
Czech Republic	2	–	1	1	1	1
Denmark	2	–	1	–	1	2
Estonia	2	–	1	–	1	–
Finland	2	–	1	1	1	1
France	2	5	1	5	1	8
Georgia	2	–	1	2	1	–
Germany	2	1	1	1	1	2
Greece	2	–	1	1	1	2
Hungary	2	20	1	13	1	21
Iceland	2	–	1	–	1	–
Ireland	2	3	1	1	1	1
Israel	2	–	1	–	1	–
Italy	2	7	1	1	1	15
Kazakhstan	2	1	1	–	1	–
Kyrgyzstan	–	–	–	–	–	–
Latvia	2	–	1	–	1	–
Lithuania	2	–	1	–	1	–
Luxembourg	2	6	1	2	1	2
Malta	2	–	1	–	1	–
Republic of Moldova	2	1	1	1	1	1
Netherlands	2	3	1	2	1	1
Norway	2	1	1	1	1	2
Poland	2	1	1	2	1	4
Portugal	2	2	1	3	1	1

County	Government delegates	Government advisers	Employers' delegates	Employers' advisers	Workers' delegates	Workers' advisers
Romania	2	5	1	5	1	4
Russian Federation	2	6	1	1	1	4
San Marino	2	–	1	1	1	1
Serbia and Montenegro	2	4	1	2	1	1
Slovakia	2	1	1	1	1	1
Slovenia	2	2	1	–	1	–
Spain	2	2	1	2	1	2
Sweden	2	–	1	1	1	2
Switzerland	2	3	1	2	1	2
Tajikistan	2	–	–	–	1	–
The former Yugoslav Republic of Macedonia	–	–	–	–	–	–
Turkey	2	–	1	5	1	6
Turkmenistan	–	–	–	–	–	–
Ukraine	2	–	1	–	1	3
United Kingdom	2	5	1	1	1	2
Uzbekistan	–	–	–	–	–	–
Total	91	94	45	62	46	104

Annex B

Registered delegates and advisers
(updated as of 4 p.m. on 17 February 2005)

County	Government delegates	Government advisers	Employers' delegates	Employers' advisers	Workers' delegates	Workers' advisers
Albania	2	–	1	–	1	–
Armenia	2	–	1	–	1	–
Austria	2	3	1	–	1	–
Azerbaijan	2	1	1	–	1	–
Belarus	2	1	–	–	1	–
Belgium	2	6	1	–	1	5
Bosnia and Herzegovina	1	–	1	–	1	–
Bulgaria	2	1	1	1	1	3
Croatia	2	2	1	–	1	1
Cyprus	1	–	1	1	1	1
Czech Republic	2	–	1	1	1	1
Denmark	1	–	1	–	1	2
Estonia	2	–	1	–	1	–
Finland	2	–	1	1	1	1
France	2	4	1	5	1	8
Georgia	1	–	1	1	1	–
Germany	2	–	1	1	1	2
Greece	2	–	1	1	1	2
Hungary	2	15	1	10	1	18
Iceland	1	–	1	–	1	–
Ireland	2	3	1	1	1	1
Israel	2	–	1	–	1	–
Italy	2	6	1	–	1	12
Kazakhstan	2	1	1	–	1	–
Kyrgyzstan	–	–	–	–	–	–
Latvia	2	–	1	–	1	–
Lithuania	2	–	1	–	1	–
Luxembourg	2	3	1	2	–	2
Malta	2	–	1	–	1	–
Republic of Moldova	2	1	1	1	1	1
Netherlands	2	3	1	2	1	1
Norway	2	1	1	1	1	2
Poland	2	1	1	2	1	4
Portugal	2	2	1	3	1	1

County	Government delegates	Government advisers	Employers' delegates	Employers' advisers	Workers' delegates	Workers' advisers
Romania	2	5	1	5	1	3
Russian Federation	2	6	1	1	1	3
San Marino	2	–	1	1	1	1
Serbia and Montenegro	2	4	1	2	1	1
Slovakia	2	1	1	1	1	1
Slovenia	2	2	1	–	1	–
Spain	2	2	1	2	–	2
Sweden	1	–	1	1	–	2
Switzerland	2	3	1	2	1	2
Tajikistan	2	–	–	–	1	–
The former Yugoslav Republic of Macedonia	–	–	–	–	–	–
Turkey	2	–	1	5	1	4
Turkmenistan	–	–	–	–	–	–
Ukraine	1	–	1	–	1	2
United Kingdom	2	5	1	1	1	2
Uzbekistan	–	–	–	–	–	–
Total	85	82	44	55	43	91

Appendix V

Organisation internationale du travail

Septième Réunion régionale européenne

14-18 février 2005, Budapest

DÉLÉGATIONS

International Labour Organization

Seventh European Regional Meeting

14-18 February 2005, Budapest

DELEGATIONS

Organización Internacional del Trabajo

Séptima Reunión Regional Europea

14-18 de febrero de 2005, Budapest

DELEGACIONES

**Liste finale
Final list
Lista final**

18.02.2005

Albanie Albania Albania

Minister attending the Meeting

CENI, Ahmet, Mr., Deputy Minister of Labour and Social Affairs.

Person accompanying the Minister

SULO, Eduard, Mr., Ambassador of Albania, Hungary.

Government delegates

MERSINI, Spartiak, Mr., Director, Foreign Relations Department.
MUÇAJ, Gjergji, Mr., Director, Labour Relations Department.

Employers' delegate

KOKA, Vladimir, Mr., Employers' Organization KOP.

Workers' delegate

KALAJA, Gezim, Mr., Head, Workers' Organization, Independent Trade Union Organization.

Allemagne Germany Alemania

Minister attending the Meeting

ANZINGER, Rudolf, Mr., State Secretary.

Government delegates

MICHALZIK, Peter, Mr., Counsellor, German Embassy, Hungary.
SCHLEEGER, Magdalena, Ms., Government Director.

Employers' delegate

GERSTEIN, Antje, Ms., Deputy Director, European Affairs and International Social Policy Department, European and International Social Policy, Confederation of German Employers' Association (BDA).

Adviser

CLEVER, Peter, Mr., Member of Management, Confederation of German Employers' Association (BDA).

Workers' delegate

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

Advisers

VON SEGGERN, Burkhard, Mr., Labour Market and International Social Policy Department, Federal Executive Board, DGB.
ADAMY, Wilhelm, Mr., Federal Executive Board, German Trade Union Federation DGB.

Arménie Armenia Armenia

Government delegates

VARDANYAN, Aghvan, Mr., Minister of Labour and Social Affairs.
SHAKARYAN, Armella, Ms., Third Secretary, UN Desk, Ministry of Foreign Affairs.

Employers' delegate

PILOSYAN, Kristapor, Mr., Vice-President, Union of Manufacturers and Businessmen of Armenia.

Workers' delegate

HARUTYUNYAN, Martin, Mr., President, Confederation of Trade Unions of Armenia.

Autriche Austria Austria

Government delegates

DEMBSHER, Iris, Ms., Head, International Social Policy Unit, Federal Ministry of Economic Affairs and Labour.
EDLINGER, Hannes, Mr., Active Labour Market Policy, Federal Ministry of Economic Affairs and Labour.

Adviser and substitute delegate

BUCZOLICH, Gerhard, Mr., Director, Federal Ministry of Social Security and Generations and Consumer Protection.

Advisers

KUTROWATZ, Heinz, Mr., International Labour Market Law, Federal Ministry of Economic Affairs and Labour.
GUSCHELBAUER, Peter, Mr., Division for Social Affairs, Federal Ministry for Foreign Affairs.

Other person attending the Meeting

BAYER-BALINT, Veronika, Ms.

Employers' delegate

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

Workers' delegate

FRIEHS, Franz, Mr., Social Policy Division, Austrian Confederation of Trade Unions.

Azerbaïdjan Azerbaijan Azerbaidjân

Government delegates

NAGHIYEV, Ali, Mr., Minister of Labour and Social Protection of Population.
HASANOV, Hasan, Mr., Ambassador, Embassy of the Republic of Azerbaijan, Hungary.

Adviser

NAJAFOV, Huseyn, Mr., First Secretary, Embassy of the Republic of Azerbaijan, Hungary.

Employers' delegate

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

Workers' delegate

SATTAROVA, Jamila, Ms., Member, Executive Committee, Trade Unions Confederation of the Republic of Azerbaijan.

Belarus

Government delegates

STAROVOYTOV, Igor, Mr., Director, External Relations and Partnership Policy Department, Ministry of Labour and Social Protection.
RUMAK, Alexander, Mr., Deputy Director, Financial Relations Branch, Principal Economic Department, Prime Minister's Office.

Adviser

VOROBYEV, Evgeniy, Mr., First Secretary, Embassy of the Republic of Belarus, Hungary.

Employers' delegate

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

Adviser

SEVROUKEVICH, Vitaly, Mr., Deputy Director-General, Belarusian Confederation of Industrialists and Entrepreneurs.

Workers' delegate

MATULIS, Edward, Mr., Deputy Chairman, Federation of Trade Unions of Belarus.

Belgique Belgium Belgique

Délégués gouvernementaux

JADOT, Michel, M., Président, Comité de direction, Service public fédéral emploi, travail et concertation sociale; représentant, Conseil d'administration du BIT.
VANTHUYNE, Jan, M., Directeur général, Direction générale de l'emploi et marché du travail.

Conseillers techniques

VANDAMME, François, M., Conseiller général, chef, Division des affaires internationales du service public fédéral emploi, travail et concertation sociale.
SIMON, André, M., Conseiller général, Direction des études socio-économiques.
OUZIEL, Jacques, M., Conseiller "international", Cellule stratégique du ministre de l'Emploi.
CLOESEN, Joseph, M., Conseiller, Division des affaires internationales, Service public fédéral emploi, travail et concertation sociale.
VAN PEER, Ria, M^{me}, Chargée de mission, "Sociaal Economische Raad van Vlaanderen".
BUELENS, Theo, M., Expert administratif, Service des relations multilatérales, Service public fédéral emploi, travail et concertation sociale.

Délégué des employeurs

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

Délégué des travailleurs

DE LEEUW, Rudy, M., Secrétaire fédéral, Fédération générale du travail de Belgique.

Conseillers techniques

LEEMANS, Marc, M., Secrétaire national, Confédération des syndicats chrétiens.
DOS SANTOS COSTA, Vera, M^{me}, Chef, Service Europe, Centrale générale des syndicats libéraux de Belgique.
MACOURS, Jean-François, M., Attaché, Service d'études, Fédération générale du travail de Belgique.
DEREYMAEKER, Jan, M., Chef, Service des relations internationales, Fédération générale du travail de Belgique.

DRION, Cécile, M^{me}, Attachée, Service des relations internationales, Confédération des syndicats chrétiens.
DEMOOR, Ann, M^{me}, Conseiller juridique, Service d'études, Confédération des syndicats chrétiens.

Bosnie-Herzégovine Bosnia and Herzegovina Bosnia y Herzegovina

Government delegates

DIZDAREVIC, Damir, Mr., Assistant Minister, Civil Affairs of Bosnia and Herzegovina.
DURIC, Aida, Ms., Expert, Ministry of Civil Affairs.

Employers' delegate

IBISEVIC, Esad, Mr., Director, Employers' Association of BiH.

Workers' delegate

VOLAS, Cedo, Mr., President, Confederation of Trade Unions of Republika Srpska.

Bulgarie Bulgaria Bulgaria

Minister attending the Meeting

CHRISTOVA, Christina Velcheva, Ms., Minister of Labour and Social Policy.

Person accompanying the Minister

GYAUROV, Dimo, Mr., Ambassador, Embassy of Bulgaria, Hungary.

Government delegates

APOSTOLOV, Valery, Mr., Deputy Minister of Labour and Social Policy.
EVTIMOV, Alexander, Mr., Director, European Integration and International Relations, Ministry of Labour and Social Policy.

Advisers

POPOVA-GENOVA, Jasmin, Ms., State Expert, International Humanitarian Organizations Unit, Ministry of Foreign Affairs.
VIDENOVA, Ludmila, Ms., Head, Public Relations Unit, Ministry of Labour and Social Policy.

Employers' delegate

GEORGIEVA, Rumyana Kirilova, Ms., Director, Bulgarian Industrial Association.

Adviser

DECHEV, Teodor, Mr., Vice-President, Union for Private Economic Enterprises.

Workers' delegate

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

Advisers

TRENCHEV, Konstantin, Mr., President, Confederation of Labour, Podkrepa.
DIMITROV, Plamen, Mr., Vice-President, Confederation of Independent Trade Unions in Bulgaria.
KOKALOV, Ivan, Mr., Vice-President, Confederation of Independent Trade Unions in Bulgaria.
BOYADJIEV, Vladimir, Mr., Adviser, Confederation of Labour, Podkrepa.

Chypre Cyprus Chipre

Minister attending the Meeting

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

Government delegates

SAMUEL, Lenia, Ms., Permanent Secretary, Ministry of Labour and Social Insurance.
KYPRIANOU, Kypros, Mr., Acting Director, Department of Labour, Ministry of Labour and Social Insurances.

Employers' delegate

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

Adviser

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

Workers' delegate

PIERIS, Pieri, Mr., Secretary, Youth Department, Pancyprian Federation of Labour.

Adviser

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

Croatie Croatia Croacia

Government delegates

ZGANEC, Nino, Mr., State Secretary, Ministry of Health and Social Welfare.
 NICK, Stanko, Mr., Ambassador, Embassy of the Republic of Croatia, Hungary.

Advisers

KAZIJA, Nenad, Mr., Junior Adviser, Ministry of Economy, Labour and Entrepreneurship.
 SIMAC, Smiljan, Mr., Minister, Embassy of the Republic of Croatia, Hungary.

Employers' delegate

POPIJAC, Djuro, Mr., Director, Croatian Employers Association.

Adviser

JAKELIC, Bernard, Mr., Deputy of Director, Croatian Employers' Association.

Workers' delegate

HANZEVACKI, Marija, Ms., First Secretary, Independent Croatian Unions.

Adviser

TOTH MUCCIACCIARO, Evelin, Ms., Head, Department for International Cooperation, Federation of Independent Unions of Croatia.

Danemark Denmark Dinamarca

Government delegates

SIBBERSEN, Jens, Mr., Head of Section, Danish National Labour Market Authority.
 JUNGE, Annette Saskia, Ms., Head of Section, Danish National Labour Market Authority.

Employers' delegate

ROENNEST, Joergen, Mr., Director, International Affairs, Confederation of Danish Employers.

Workers' delegate

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

Adviser and substitute delegate

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

Adviser

WIENE, Jens, Mr., Confederal Secretary, Salaried Employees' and Civil Servants Confederation.

Espagne Spain España

Ministro asistente a la Reunión

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

Personas que acompañan al Ministro

ORTÍZ GARCÍA, Antonio, Sr., Embajador, Hungría.
 PÉREZ SANZ, Julio, Sr., Director, Gabinete del Ministro, Ministerio de Trabajo y Asuntos Sociales.
 DE PASCUAL-TERESA FERNÁNDEZ, Gloria, Sra., Asesora, Gabinete del Ministro, Ministerio de Trabajo y Asuntos Sociales.
 ALBERTOS CARRIÓN, Félix, Sr., Asesor Ejecutivo, Gabinete de Comunicación, Ministerio de Trabajo y Asuntos Sociales.
 AZNAR CAMPOS, Eduardo, Sr., Consejero, Embajada, Budapest.

Delegados gubernamentales

MARCH PUJOL, Juan Antonio, Sr., Embajador, Representante Permanente, Ginebra.
 ARNAU NAVARRO, Francisco, Sr., Consejero de Trabajo y Asuntos Sociales, Ginebra.

Consejeros técnicos

GIL LEAL, Miguel Ángel, Sr., Jefe, Área de la Dirección General de Integración de los Inmigrantes, Ministerio de Trabajo y Asuntos Sociales.
 OLAGUIBEL MORET, Beatriz, Sra., Consejera Técnica, Gabinete de la Secretaria de Estado de la Seguridad Social, Ministerio de Trabajo y Asuntos Sociales.

Delegado de los empleadores

LACASA ASO, José María, Sr., Relaciones Internacionales de la Confederación Española de Organizaciones Empresariales (CEOE).

Consejero técnico y delegado suplente

SUÁREZ SANTOS, Roberto, Sr., Confederación Española de Organizaciones Empresariales, CEOE.

Consejero técnico

DEL PUEYO PÉREZ, Eduardo, Sr., Confederación Española de Organizaciones Empresariales, CEOE.

Delegado de los trabajadores

MÉNDEZ, Cándido, Sr., Secretario General, Unión General de Trabajadores (UGT).

Consejero técnico y delegado suplente

JIMÉNEZ, Juan Carlos, Sr., Confederación Sindical de Comisiones Obreras (CC.OO.).

Consejero técnico

FRADES, Jaime, Sr., Unión General de Trabajadores, UGT.

Estonie Estonia Estonia**Government delegates**

KAADU, Tiit, Mr., Adviser, Working Life Development Department, Ministry of Social Affairs.
HANNUST, Dea, Ms., Second Secretary, Embassy of the Republic of Estonia, Hungary.

Employers' delegate

MERILAI, Marika, Ms., Executive Director, Estonian Traders Association.

Workers' delegate

TOOMSALU, Kaja, Ms., Wage Secretary, Confederation of Estonian Trade Unions.

Finlande Finland Finlandia*Minister attending the Meeting*

FILATOV, Tarja, Ms., Minister of Labour.

Persons accompanying the Minister

LEHTO-KOMULAINEN, Katja, Ms., Ministerial Adviser, Ministry of Labour.
KUJASALO, Pekka, Mr., Ambassador, Embassy of Finland, Hungary.

Government delegates

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

Employers' delegate

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

Adviser

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

Workers' delegate

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

Adviser

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

France France Francia**Délégués gouvernementaux**

THIERRY, Michel, M., Inspecteur général des affaires sociales; membre suppléant, Conseil d'administration du BIT.
GRAVIER, Jean-Marc, M., Premier conseiller, ambassade de France, Hongrie.

Conseillers techniques

TAHERI, Mazyar, M., Chargé de mission, Délégation aux affaires européenne et internationales,
PARRA, Carine, M^{me}, Chargée de mission, Délégation aux affaires européennes et internationales, ministère de l'Emploi, du Travail et de la Cohésion sociale.
PETITGUYOT, Marie-Christine, M^{me}, Chargée de relations internationales, Délégation générale à l'emploi et à la formation professionnelle, ministère de l'Emploi, du Travail et de la Cohésion sociale.
DANKOVICS, Laszlo, M., Attaché de Coopération, ambassade de France, Hongrie.
LE GUEVEL, Audrey, M^{me}, Deuxième secrétaire, Mission permanente, Genève.

Autre personne assistant à la Réunion

TROGRILIC, Jean-François, M.

Délégué des employeurs

BOISSON, Bernard, M., Conseiller, MEDEF.

Conseiller technique et délégué suppléant

ROILAND, Marie-Paule, M^{me}, Directeur, Affaires européennes et internationales, Union des industries métallurgiques et minières (UIMM).

Conseillers techniques

GUY, Monique, M^{me}, MEDEF.
JULIEN, Emmanuel, M., Directeur adjoint, Direction des relations du Travail, MEDEF.
PATINET, Didier, M., Directeur, Emploi, UIMM.
TISSIE, Georges, M., Directeur, Affaires sociales, CGPME.

Délégué des travailleurs

BRUNEL, Huguette, M^{me}, Responsable, Service international et Europe, CFDT.

Conseiller technique et délégué suppléant

MARTINET, Luc, M., Responsable, Coopération internationale, CFDT.

Conseillers techniques

RETUREAU, Daniel, M., Conseiller confédéral, CGT.
 TORD, Jack, M., Conseiller confédéral, CGT.
 BLONDEL, Marc, M., ex-Secrétaire général de la CGT-FO, membre adjoint, Conseil d'administration du BIT.
 VEYRIER, Yves, M., Secrétaire confédéral (secteur international – Europe), CGT-FO.
 JULIA, Christian, M., Président, FNEMA CFE-CGC, Fédération nationale des métiers de l'aérien.
 TRICOCHÉ, Jean-Claude, M., Délégué général, UNSA.
 THOUVENEL, Joseph, M., Secrétaire général adjoint chargé des affaires européennes et internationales, CFTC.

Géorgie Georgia Georgia**Government delegates**

PERADZE, Levan, Mr., Head, State Agency, Social Affairs and Employment.
 SOPROMADZE, Zaza, Mr., General Director, State United Fund of Social Insurance of Georgia.

Employers' delegate

MELADZE, Elguja, Mr., President, Employers' Association of Georgia.

Advisers

SKHVITARIDZE, Mamuka, Mr.
 GOGUADZE, George, Mr.

Workers' delegate

TUGUSHI, Irakli, Mr., Chairman, Trade Union of Georgia.

Grèce Greece Grecia*Ministre assistant à la Réunion*

PANAGIOTOPOULOS, Panos, M., Minister of Employment and Social Protection.

Personnes accompagnant le Ministre

MYROGIANNI, Maira, M^{me}
 ZERVOU, Kyriaki, M^{me}

MANOLIS, Nikos, M.

HATZOPOULOS, Dimitris, M., Counselor, Chargé d'affaires, ambassade de Grèce, Budapest.

Délégués gouvernementaux

LAIOY-SPANOPOULOU, Maria, M^{me}, Director, Directorate of International Relations, Ministry of Employment and Social Protection.

KARAGIANNI, Styliani, M^{me}, Official, Directorate of International Relations, Ministry of Employment and Social Protection.

Délégué des employeurs

CHARAKAS, Charilaos, M., Legal Adviser, Federation of Greek Industries.

Conseiller technique et délégué suppléant

BARDANI, Irine, M^{me}, Coordinator, Social Partners' Net, Federation of Greek Industries.

Délégué des travailleurs

TZOTE-LANARA, Zoi, M^{me}, Secretary, International Relations, General Confederation of Greek Workers.

Conseillers techniques

KRATIMENOU, Vassiliki, M^{me}, International Relations, General Confederation of Greek Workers.
 PSAROYIANNI, Kyriaki, M^{me}, International Relations, General Confederation of Greek Workers.

Hongrie Hungary Hungria*Ministers attending the Meeting*

CSIZMÁR, Gábor, Mr., Minister of Employment and Labour.

GÖNCZ, Kinga, Ms., Minister of Child, Youth and Equal Opportunities.

Persons accompanying the Minister

SZABÓ, Szilvia, Ms., Deputy State Secretary, Ministry of Child, Youth and Equal Opportunities.

SKÉKELY, Judit, Ms., Deputy State Secretary, Ministry of Employment and Labour.

GARZÓ, Lilla, Ms., Deputy State Secretary, Ministry of Employment and Labour.

KORDÁS, László, Mr., State Secretary, Ministry of Employment and Labour.

VADÁSZ, János, Mr., Government Commissioner, Prime's Minister.

HAGYMÁSI, Tünde, Ms., Ministère des Affaires étrangères.

BÁLINT, Vera, Ms., Ministère des Affaires étrangères.

JAKAB, András, Mr., Ministère des Affaires étrangères.

Government delegates

HÉTHY, Lajos, Mr., Secretary of State, Ministry of Employment and Labour.
HERCZOG, László, Mr., Deputy Secretary of State, Ministry of Employment and Labour.

Advisers and substitute delegates

SIMONYI, Ágnes, Ms., Deputy Secretary of State, Ministry of Employment and Labour.
LADÓ, Mária, Ms., Director-General, Ministry of Employment and Labour.

Advisers

ÁCS, Veronika, Ms., Senior Expert, Ministry of Employment and Labour.
BÉKÉES, András, Mr., Director-General, Hungarian Labour Inspectorate.
BIHARY, Pál, Mr., Expert, Ministry of Employment and Labour.
FÁRI, László, Mr., Deputy Head of Department, Ministry of Employment and Labour.
FEHÉR, Zoltán, Mr., Attaché, Ministry of Foreign Affairs.
FÜLÖP, Edit, Ms., Chief Counsellor, Ministry of Employment and Labour.
HORVÁTH, István, Mr., Head of Department, Ministry of Employment and Labour.
NAGY, Katalin, Ms., Deputy Head of Department, Ministry of Foreign Affairs.
PIRISI, Károly, Mr., Director-General, National Employment Office.
POSTA, István, Mr., Deputy Head of Department, Ministry of Foreign Affairs.
SCHEILING, Magdolna, Ms., Chief Counsellor, Ministry of Employment and Labour.
SZALÓKINÉ-CSIMA, Katalin, Ms., First Secretary, Permanent Mission, Geneva.
THÁR, Orsolya, Ms., Expert, Ministry of Employment and Labour.
CSUHAJ, Lászlóné, Ms., Adviser Ministry of Employment and Labour.
KOVACS, Géza, Mr., Expert, Ministry of Employment and Labour.
BERKY, Tamás, Mr., Head of Section; National Development Office.
HARSÁNYL, Eszter, Ms., Head of Section, National Development Office.
VISZOCZKY, Emese, Ms., Expert, National Development Office.

Other persons attending the Meeting

KLEKNER, Péter, Mr., Senior Adviser, Prime Minister's Office.
SIMON, Gábor, Mr., Member of Parliament, Employment Committee.
GÚR, Nándor, Mr., Member of Parliament, Employment Committee.
FILLÓ, Pál, Mr., Member of Parliament, Employment Committee.

BALSAI, István, Mr., Member of Parliament, Employment Committee.
BÉKI, Gabriella, Ms., Member of Parliament, Employment Committee.
BERNÁTH, Ildikó, Ms., Member of Parliament, Employment Committee.

Employers' delegate

ROLEK, Ferenc, Mr., Vice-President, Confederation of Hungarian Employers and Industrialists.

Adviser and substitute delegate

SZIRMAI, Péter, Mr., Co-President, National Association of Entrepreneurs and Employers.

Advisers

ALMÁSI, László, Mr., Expert, National Association of Industrial Corporation.
BOROSNÉ-BARTHA, Terézia, Ms., International Director, Confederation of Hungarian Employers and Industrialists.
G. TÓTH, Károly, Mr., Consultant, National Confederation of Companies for Strategic Services and Public Utilities.
FODOR, László, Mr., Counsellor, National Federation of Agricultural Cooperators and Producers.
KOMORÓCZKI, István, Mr., Secretary-General, National Federation of Traders' and Caterers.
OLAY, Pétermé, Ms., Chief Counsellor, Hungarian Industrial Association.
SZABADKAI, Antal, Mr., Head Secretariat, Union of Agrarian Employers.
SZEREMI, Lászlóné, Ms., Chief Counsellor, National Federation of Agricultural Cooperators and Producers.
SZÜCS, György, Mr., President, National Association of the Industrial Corporation.
SZÉKELY, Péter, Mr., Vice-President, Confederation of Hungarian Employers and Industrialists.
VADÁSZ, Péter, Mr., Vice-President, Confederation of Hungarian Employers and Industrialists.
WIMMER, István, Mr., Secretary-General, Confederation of Hungarian Employers and Industrialists.

Other persons attending the Meeting

BARTUS, Pál, Mr., President, National Federation of General Consumer Cooperatives.
DEMJAN, Sándor, Mr., President, National Association of Entrepreneurs and Employers.
TÓTH, István, Mr., President, National Confederation of Companies for Strategic Services and Public Utilities.
TOLNAI, Tibor, Mr., President by rotation, National Association of Entrepreneurs and Employers.
SZÉLES, Gábor, Mr., President, Confederation of Hungarian Employers and Industrialists.
HÖRÖMPÖLY, László, Mr., President, Hungarian Industrial Association.
NAGY, Tamás, Mr., President, National Federation of Agricultural Cooperators and Producers.

KÖRÖSI, Imre, Mr., President, Union of Agrarian Employers.

Workers' delegate

PALKOVICS, Imre, Mr., President, National Federation of Workers' Councils.

Adviser and substitute delegate

CZUGLERNÉ-IVÁNY, Judit, Ms., Director, Human Rights and Labour Standards, National Federation of Workers' Councils.

Advisers

AGG, Géza, Mr., Expert, Cooperative Forum of Trade Unions.
 BORSIK, János, Mr., President, National Federation of Autonomous Trade Unions.
 CSER, Ágnes, Ms., President, Democratic Trade Union of Health Workers.
 FEHÉR, József, Mr., Secretary-General, Trade Union of Hungarian Civil Servants and Public Servants.
 GASKÓ, István, Mr., President, Democratic League of Independent Trade Unions.
 GÁL, Rezső, Mr., President, Trade Union of Electric Energy Industry Workers.
 GERGELY, Pál, Mr., Senior Expert, National Federation of Autonomous Trade Unions.
 GYÖRGY, Károly, Mr., Member, Executive Board, National Confederation of Hungarian Trade Unions.
 HÓDI, Zoltán, Mr., Vice-President, Confederation of Ironworkers' Trade Unions.
 HORVÁTH, Lajos, Mr., Vice-President, Democratic League of Independent Trade Unions.
 HUSZTA, Krisztián, Mr., Counsellor, Democratic League of Independent Trade Unions.
 KUTI, László, Mr., Vice-President, Trade Union Group of Professionals.
 MIGÁCS, Tibor, Mr., Expert, Democratic League of Independent Trade Unions.
 PATAKY, Péter, Mr., Vice-President, National Confederation of Hungarian Trade Unions.
 SZABÓ, Endre, Mr., President, Cooperative Forum of Trade Unions.
 TÓTH, Attila, Mr., Counsellor, Trade Union Group of Professionals.
 VÁRNAI, Zsuzsa, Ms., Managing Director, Trade Union of Traders and Caterers.
 VÍGH, László, Mr., President, Trade Union Group of Professionals.
 WITTICH, Tamás, Mr., President, National Confederation of Hungarian Trade Unions.
 ZSÍROS, Sándor, Mr., Co-President, National Federation of Autonomous Trade Unions.

Irlande Ireland Irlanda

Minister attending the Meeting

KILLEEN, Tony T.D., Mr., Minister for Labour Affairs.

Government delegates

WALSH, John, Mr., Assistant Secretary, Department of Enterprise, Trade and Employment.
 PENDER, Michael, Mr., Assistant Principal, Department of Enterprise, Trade and Employment.

Advisers

McMAHON, Brendan, Mr., Ambassador, Embassy of Ireland, Hungary.
 McIVOR, Peter, Mr., First Secretary, Embassy of Ireland, Hungary.
 JOO, Marianna, Ms., Attaché, Embassy of Ireland, Hungary.

Employers' delegate

CRONIN, Maria, Ms., Director, European and Social Policy, Irish Business and Employers' Confederation.

Adviser and substitute delegate

MAGUIRE, Catherine, Ms., Social Policy Executive, Irish Business and Employers' Confederation.

Workers' delegate

LYNCH, Esther, Ms., Legislation Officer, Irish Congress of Trade Unions.

Adviser and substitute delegate

NULTY, Owen, Mr., General Secretary, Mandate Trade Union.

Islande Iceland Islandia

Government delegates

MAGNÚSSON, Árni, Mr., Minister of Social Affairs.
 KRISTINSSON, Gylfi, Mr., Director, Ministry of Social Affairs.

Employers' delegate

STEFÁNSDÓTTIR, Hrafnhildur, Ms., Chief Attorney, Confederation of Icelandic Employers.

Workers' delegate

ARNBJÖRNSSON, Gylfi, Mr., Executive Director, Icelandic Confederation of Labour.

Israël Israel

Government delegates

YITZHAKI, Shlomo, Mr., Chief, Labour Relations Officer, Ministry of the Trade, Industry and Labour.
BEN-TURA, Eli, Mr., Deputy Director, Ministry of Foreign Affairs.

Employers' delegate

ZILBERSHATZ, Alon, Mr., Advocate, Manufacturers Association.

Workers' delegate

KARA, Yousef, Mr., Member, Executive Bureau Histadrut.

Italie Italy Italia

Ministre assistant à la Réunion

MARONI, Roberto, M., ministre du Travail.

Personnes accompagnant le Ministre

SPINELLI, Paolo, M., Ambassadeur d'Italie, Budapest.
VILLANI, Marco, M., Conseiller diplomatique, ministère du Travail
MAURI, Matteo, M., ministère du Travail.
PROPERSI, Daniela, M^{me}, ministère du Travail.
MARTINO, Katia, M^{me}, ministère du Travail.
OLIVETTI, Emidio, M., ministère du Travail.
PERRI, Stefano, M., ministère du Travail.

Délégués gouvernementaux

TRIA, Giovanni, M., ministère des Affaires étrangères.
PRIA, Angela, M^{me}, Chef de cabinet, ministère du Travail.

Conseillers techniques

PASTORELLI, Giuseppe, M., Premier secrétaire, Ambassade d'Italie.
DESSI, Giorgia, M^{me}, Protection des conditions de travail, ministère du Travail.
FERRAILOLO, Carmen, M^{me}, Protection des conditions de travail, ministère du Travail.
CATALDI, Maria Grazia, M^{me}, Direction générale des politiques de prévoyance.
TAGLIATESTA, Pietro, M., Direction générale des politiques de prévoyance, ministère du Travail.
HENRY, Giulia, M^{me}, Direction générale pour l'immigration, ministère du Travail.
MASSONI, Mauro, M., Conseiller, ministère des Affaires étrangères.

Délégué des employeurs

SASSO MAZZUFFERI, Lucia, M^{me}, Dirigeant, Bureau des affaires industrielles, Confindustria.

Conseiller technique

ROSSI, Stefania, M^{me}, Travail et relations industrielles, Confindustria.

Délégué des travailleurs

TIMI, Maria Antonietta, M^{me}, Marché du travail, UIL.

Conseillers techniques

TARTAGLIA, Leopoldo, M., Département international, CGIL.
BELLINI, Renzo, M., Secrétaire confédéral, CISL.
IULIANO, Giuseppe, M., Département international, CISL.
TAVERNESE, Giulia, M^{me}, Département formation, CISL.
MARINELLI, Angelo, M., Département politiques sociales, CISL.
LEONE, Elisabetta, M^{me}, Secrétaire générale, SPI CGIL.
GALANTE, Antonio, M., Institut de coopération, CGIL.
GENOVESI, Alessandro, M., Département marché du travail, CGIL.
BENZI, Gianfranco, M., Département international, CGIL.
ROSSI, Bruno, M., Département international, CGIL.
FLORIO, Susanna, M^{me}, Comité économique et social européen, CGIL.
SOLDINI, Piero, M., Bureau de l'immigration, CGIL.
CEDRONE, Carmelo, M., Comité exécutif, CES-UIL.
IOZIA, Edgardo, M., Comité économique et social européen, UIL.
PRESTILEO, Carmelo, M., Marché du travail, UIL.

Kazakhstan Kazakhstan Kazajstán

Ministers attending the Meeting

AKHMETOV, Danial, Mr., Prime Minister, Republic of Kazakhstan.
DUNAYEV, Arman, Mr., Minister of Finance.

Government delegates

KARAGUSSOVA, Gulzhana, Ms., Minister of Labour and Social Protection.
VOLKOV, Aleksey, Mr., Vice-Minister of Foreign Affairs.

Advisers

TURSYNOV, Saginbek, Mr., Ambassador of the Republic of Kazakhstan, Hungary.

Employers' delegate

BAIKENOV, Kadyr, Mr., Chairman, Employers' Confederation.

Workers' delegate

MUKASHEV, Siyazbek, Mr., Chairman, Trade Unions' Federation.

Lettonie Latvia Letonia**Government delegates**

STAKE, Dagnija, Ms., Minister of Welfare.
VJAKSE, Ineta, Ms., Head of Unit, Labour Relations and Social Dialogue Unit, Labour Department, Ministry of Welfare.

Employers' delegate

EGLE, Elina, Ms., Director-General, Latvian Employers' Confederation.

Workers' delegate

BALDZENS, Egils, Mr., Vice-President, Free Trade Union Confederation of Latvia.

Lituanie Lithuania Lituania**Government delegates**

KAIRELIS, Rimantas, Mr., State Secretary, Ministry of Social Security and Labour.
JAKUCIONYTE, Reda, Ms., Attaché, Social Security and Labour, Permanent Mission, Geneva.

Employers' delegate

ZINNICKAS, Vytautas Vidmantas, Mr., Presidium Member, Lithuanian Business Employers' Confederation.

Workers' delegate

PUSKEPALIS, Vydas, Mr., Chairman, Lithuanian Labour Federation.

Luxembourg Luxembourg Luxemburgo*Ministres assistant à la Réunion*

JUNCKER, Jean-Claude, M., Premier ministre.
BILTGEN, François, M., ministre du Travail et de l'Emploi.

Personnes accompagnant les ministres

FABER, Paul, M., Ambassadeur, ambassade du Luxembourg, Vienne.
BERNS, Alphonse, M., Ambassadeur, Mission permanente, Genève.
WAGENER, Laure, M^{me}, Chargée de mission, Service information et presse.
SIWECK, Jean-Lou, M., ministère d'Etat.
BRAS, Fernanda, M^{me}, Chargée de mission, ministère d'Etat.

Délégués gouvernementaux

ZAHLEN, Jean, M., Premier conseiller, ministère du Travail et de l'Emploi.
WELTER, Nadine, M^{me}, Attachée de premier rang, ministère du Travail et de l'Emploi.

Conseillers techniques

FABER, Joseph, M., Conseiller de direction première classe, ministère du Travail et de l'Emploi.
FURLANI, Patrice, M^{me}, Attachée, ministère du Travail et de l'Emploi.
TUNSCH, Gary, M., Inspecteur principal premier rang, ministère du Travail et de l'Emploi.
RIPPERT, Jacqueline, M^{me}, Attachée, Mission permanente, Genève.
ANCEL, Jacqueline, M^{me}, Premier conseiller, Mission permanente, Genève.
STOLL, Marie-Lise, M^{me}, Attachée de légation, Ambassade du Luxembourg, Vienne.

Délégué des employeurs

BERTRAND-SCHAUL, Christiane, M^{me}, Conseillère, FEDIL.

Conseillers techniques

SOISSON, Nicolas, M., Directeur, FEDIL.
ENGELS, François, M., Conseiller, Fédération des artisans.

Délégué des travailleurs

PIZZAFERRI, René, M., membre, Bureau exécutif de l'OGB-L.

Conseillers techniques

GOERGEN, Viviane, M^{me}, Secrétaire générale adjointe, LCGB.
TRAUSCH, Pierre, M., Vice-président, CGFP.

Malte Malta Malta*Minister attending the Meeting*

GONZI, Lawrence, Mr., Prime Minister.

Persons accompanying the Minister

CACHIA CARUANA, Richard, Mr., Permanent Representative of Malta to the European Union.
 BUTTIGIEG SCICLUNA, Noel, Mr., Ambassador of Malta, Hungary.
 GALEA CURMI, Edgar, Mr., Head, Prime Minister's Secretariat.

Government delegates

PULLICINO, Frank, Mr., Director, Industrial and Employment Relations.
 AZZOPARDI, Anthony, Mr., Assistant Director, Department of Industrial and Employment Relations.

Employers' delegate

PISANI, Victor, Mr., Deputy President, Malta Employers' Association.

Workers' delegate

MICALLEF, Emmanuel, Mr., Deputy Secretary-General, General Workers Union.

**République de Moldova
 Republic of Moldova
 República de Moldova**

Délégués gouvernementaux

REVENCO, Valerian, M., ministre du Travail et de la Protection sociale.
 LAUR, Mihail, M., Ambassadeur extraordinaire et plénipotentiaire, ambassade de la République de Moldavie, Hongrie.

Conseiller technique

ILASCIUC, Andrei, M., Second Secretary, ambassade de la République de Moldavie, Hongrie.

Délégué des employeurs

CERESCU, Leonid, M., Président, Confédération nationale du patronat.

Conseiller technique

AXENTI, Adrian, M., Directeur général exécutif, Confédération nationale du patronat.

Délégué des travailleurs

HINCU, Mihail, M., Vice-président, Confédération des syndicats.

Conseiller technique

BUDZA, Oleg, M., Premier vice-président, Confédération des syndicats libres "Solidarité".

Norvège Norway Noruega

Government delegates

VIDNES, Oyvind, Mr., Counsellor, Permanent Mission, Geneva.
 YTTERDAL, Grete, Ms., Adviser, Ministry of Labour and Social Affairs.

Adviser

STENVOLD, Thoralf, Mr., Adviser, Ministry of Foreign Affairs.

Employers' delegate

LINDEFJELD, Vidar, Mr., Senior Adviser, Confederation of Norwegian Business and Industry (NHO).

Adviser

RIDDERVOLD, Toril, Ms., Adviser, NHO.

Workers' delegate

THEODORSEN, Karin B., Ms., Deputy international Secretary, LO-Norway.

Advisers

MARSTRANDER, Toril, Ms., Adviser, Programme Officer, Confederation of Vocational Unions (YS).
 EGGEN, Gjertrud, Ms., Senior Adviser, Confederation of Higher Education Unions (UHO).

**Pays-Bas Netherlands
 Países Bajos**

Government delegates

BEETS, Lauris, Mr., Director, International Affairs, Ministry of Social Affairs and Employment.
 KOOPMAN, Alieke, Ms., Senior Policy Adviser, Ministry of Social Affairs and Employment.

Advisers

ALDERS, Peter, Mr., Policy Adviser, Ministry of Social Affairs and Employment.
 SERIESE, Ans, Ms., Head of Department, Ministry of Social Affairs and Employment.
 WOETS, Paulus, Mr., Policy Adviser, Ministry of Social Affairs and Employment.

Employers' delegate

HUNTJENS, Ton M., Mr., Director, International Social Affairs, Confederation of Netherlands Industry and Employers (VNO-NCW), Deputy Member, Governing Body of the ILO.

Advisers

POPTA VAN, Benne, Mr., Director, European Affairs, Royal Dutch Small Business Association.
GRIND VAN DER, Gerard, Mr., Manager, Social Economic Affairs, Dutch Organization for Agriculture and Horticulture.

Workers' delegate

ETTY, Tom, Mr., Policy Adviser, International Affairs, Netherlands Trade Union Confederation (FNV).

Adviser

NELISSEN, Floor, Ms., Programme Officer, Central and Eastern Europe, National Christian Trade Union Confederation (CNV).

Pologne Poland Polonia**Government delegates**

KULPA, Piotr, Mr., Undersecretary of State, Ministry of Economic Affairs and Labour.
STREJCZEK, Jaroslaw, Mr., Counsellor, Department of the United Nations System and Global Affairs, Ministry of Foreign Affairs.

Adviser

STEFANSKA, Maria Danuta, Ms., Adviser to the Minister, Ministry of Economic Affairs and Labour.

Employers' delegate

KARWOWSKI, Leszek, Mr., Vice-President, Confederation of Polish Employer.

Advisers

LENART, Zbigniew, Mr., Member of the Board, Polish Craft Association.
PERNAL, Hanna, Ms., Expert, Confederation of Polish Employers.

Workers' delegate

WOJCIK, Tomasz, Mr., Member, National Commission, Independent and Self-Governing Trade Union, "Solidarnosc"; Deputy Member, ILO Governing Body.

Advisers and substitute delegates

LEPIK, Ryszard, Mr., Vice-President, All-Poland Alliance of Trade Unions.
WOJTASIK, Tadeusz, Mr., Expert, Trade Unions' Forum.

Advisers

JASKOLKA, Ewa, Ms., Expert, Trade Unions' Forum.
GORSKA, Zuzanna, Ms., Expert, Independent and Self-Governing Trade Union "Solidarnosc".

Portugal**Délégués gouvernementaux**

PROENÇA AFONSO, Maria da Conceição, M^{me}, Sous-directeur général, Direction générale de l'emploi et des relations du travail.
DE SOUSA FIALHO, José António, M., Conseiller, Affaires du travail et de l'emploi, Mission permanente, Genève.

Conseillers techniques

PACCETTI CORREIA, Maria Teresa, M^{me}, Assesseur principal, Direction générale de l'emploi et des relations du travail.
GONÇALVES, Mário Rui, M., Chef, Division de la direction générale de la sécurité sociale, de la famille et de l'enfant.

Délégué des employeurs

D'ALMEIDA FREIRE, Pedro, M., Vice-président, Confédération du commerce et services.

Conseillers techniques

JUBERT DE NAGY MORAIS, Cristina, M^{me}, Chef du cabinet, Direction de la confédération des Agriculteurs.
SALGUEIRO, Heitor, M., Directeur général adjoint, Confédération de l'Industrie portugaise.
DA SILVA BERNARDO, Nuno Alexandre, M., Juriste, Cabinet juridique, Confédération du Tourisme portugais.

Délégué des travailleurs

MARQUES, Fernando, M., Cabinet d'études, Confédération générale des travailleurs portugais - Intersyndicale nationale (CGTP-IN).

Conseiller technique

MATA BERNADO, Ana Paula, M^{me}, Membre, Commission permanente, Union générale des Travailleurs (UGT).

Roumanie Romania Rumania

Ministre assistant à la Réunion

BARBU, Gheorghe, M., ministre du Travail, de la Solidarité sociale et de la Famille.

Délégués gouvernementaux

DIRINEA, Diana Elena, M^m, Expert, Relations internationales, ministère du Travail, de la Solidarité sociale et de la Famille, MTSSF.

TOMA, Cristian, M., Conseiller supérieur, MTSSF.

Conseillers techniques

BLANARIU, Petre, M., Directeur, Relations internationales, Agence nationale pour l'emploi de la main-d'œuvre.

OLIJ, Violeta, M^m, Conseillère supérieure, MTSSF.

ALEXANDRU, Loredana, M^m, Conseillère d'intégration, ministère de l'Intégration Européenne.

HATEGANU, Andrei, M., Chargé d'affaires a.i.

BIRTA, Albert, M., Attaché, Labour and Social Affairs.

Délégué des employeurs

VARFALVI, Stefan, M., Président exécutif, UGIR.

Conseillers techniques

PLATONA, Pavel, M., Ambassadeur, Conseiller Relations internationales, UGIR-1903.

BONTEA, Ana, M^m, Spécialiste juridique, CNIPMMR.

ALEXIU, Narvick-Cătălin, M., Directeur général, PR.

KOVACS, Lorant, M., Directeur exécutif, CONPIROM.

MANOLIU, Mihai, M., Secrétaire général, ACPR.

Délégué des travailleurs

RUSU, Sabin, M., Secrétaire général, CSDR.

Conseillers techniques

DANDEA, Petru Sorin, M., Vice-président, CSN, "Cartel Alfa".

JURCA, Ovidiu, M., Vice-président, BNS.

STAN, Sorin, M., Secrétaire général, CNSLR-Fratia.

POPA, Ionut Cosmin, M., Juriste, CSN Meridian.

Royaume-Uni United Kingdom Reino Unido

Minister attending the Meeting

WICKS, Malcolm, Mr., Minister of State for Pensions.

Government delegates

BRATTAN, Sara, Ms., Senior Policy Adviser, Joint International Unit, Department for Work and Pensions.

WELLER, Peter, Mr., Team Leader, Jobseekers Analysis Division, Department for Work and Pensions.

Advisers

PENNEY, Stefan, Mr., Policy Adviser, Department for Work and Pensions.

FAIRHURST, Kathryn, Ms., Team Leader, Economy and Labour Market Division, Department for Work and Pensions.

NICHOLS, John, Mr., Ambassador, British Embassy, Budapest.

MOORE, Jason, Mr., Second Secretary, British Embassy, Budapest.

MURRAY, Tracy, Ms., Policy Adviser, EU Pensions Policy Team, Department for Work and Pensions.

Employers' delegate

LAMBERT, Mel, Mr., Confederation of British Industry, Member, Governing of the ILO.

Adviser

SYDER, Chris, Mr., Associate, Clark's Solicitors.

Workers' delegate

TAYLOR, Sofi, Ms., Member of Executive Council Unison, Member of Trade Union Congress General Council.

Advisers

STEYNE, Simon, Mr., International Officer, Trades Union Congress.

BOYLE, Sandy, Mr., Assistant General Secretary, Amicus.

Fédération de Russie Russian Federation Federación de Rusia

Minister attending the Meeting

LEVITSKAYA, Alexandra, Ms., Deputy Minister of Health and Social Development.

Government delegates

SAFONOV, Alexander, Mr., Director, Department of Labour Relations, Ministry of Health and Social Development.

STUKALO, Aleksei, Mr., Deputy Director, Department of Economic Cooperation, Ministry of Foreign Affairs.

Advisers

CHERKASOV, Aleksei, Mr., Chief of Branch, Department of Legal and International Activities, Ministry of Health and Social Development.

STEPANOV, Viktor, Mr., Consultant, Department of Legal and International Activities, Ministry of Health and Social Development.

ALEKHINA, Elena, Ms., Chief of Branch, Legal Department, Federal Service of Labour and Employment.

TSIGANKOVA, Tatiana, Ms., Chief of Branch, Department of Employment, Federal Service of Labour and Employment.

STROEV, Efim, Mr., Third Secretary, Department of Ecomic Cooperation, Ministry of Foreign Affairs.

ZAGAYNOV, Evgeny, Mr., Counsellor, Permanent Mission, Geneva.

Employers' delegate

EREMEEV, Oleeg, Mr., Director-General, Coordinating Council of Employers Unions of Russia (KSORR).

Adviser

POLUEKTOV, Alexander, Mr., Director, International Cooperation, KSORR.

Workers' delegate

SHMAKOV, Mikhail, Mr., President, Federation of Independent Trade Unions of Russia (FNPR).

Adviser and substitute delegate

SIDOROV, Evgeny, Mr., Secretary, FNPR, Member, ILO Governing Body.

Advisers

VODPIANOVA, Tatiana, Ms., Chairperson, Federation of Trade Unions of Tatarstan Republic, Russian Federation.

SHEPEL, Alexander, Mr., Chairman, Confederation of Labour of Russia (KTR).

KRAVCHENKO, Boris, Mr., Secretary, KTR.

Saint-Marin San Marino San Marino

Délégués gouvernementaux

BIGI, Federica, M^{me}, Ambassadeur, représentant permanent, Mission permanente, Genève.

BRONZETTI, Denise, M^{me}, ministère du Travail et de la Coopération.

Délégué des employeurs

UGOLINI, Pio, M., Secrétaire général, Union nationale des artisans (UNAS).

Conseiller technique

BOFFA, Carlo, M., Conseiller, Organisation des travailleurs autonomes (OSLA).

Délégué des travailleurs

PIERMATTEI, Gilberto, M., Secrétaire confédéral, Confédération du travail (CSDL).

Conseiller technique

BATTAZZA, Mirco, M., Secrétaire général adjoint, Confédération démocratique des travailleurs (CDLS).

Serbie et Monténégro Serbia and Montenegro Serbia y Montenegro

Minister attending the Meeting

LALOVIC, Slobodan, Mr., Minister of Labour and Employment, Republic of Serbia.

Government delegates

JANCA, Dejan, Mr., Ambassador of Serbia and Montenegro, Hungary.

MILOSAVLJEVIC, Ljiljana, Ms., Deputy Minister of Labour and Employment, Republic of Serbia.

Advisers

DJERDJ, Matkovic, Mr., Minister Counsellor, Embassy of Serbia and Montenegro, Hungary.

BUKUMIRIC-KATIC, Radmila, Ms., Assistant Minister of Labour and Employment, Republic of Serbia.

NADJ, Jelena, Ms., Director, Department of International Relations, Ministry of Labour and Employment, Republic of Serbia.

MAKSIC, Ivana, Ms., Chief, Cabinet of the Minister of Labour and Employment, Republic of Serbia.

Employers' delegate

NINKOVIC, Rato, Mr., President, Employers' Union of the Republic of Serbia.

Advisers

ZOVIC, Marijan, Mr., Secretary General, Employers' Union of the Republic of Serbia.

ATANASKOVIC, Branislav, Mr., Executive Director, Employers' Union of the Republic of Serbia.

Workers' delegate

CANAK, Branislav, Mr., President, United Branch Trade Unions "Independence" ("Nezavisnost").

Adviser

VITOROVIC, Aleksandra, Ms., President, Youth Section, United Branch Trade Unions "Independence".

Slovaquie Slovakia Eslovaquia*Person accompanying the Minister*

JUHÁS, Pavol, Mr., Director, Department for Matters of European Union and International Relations, Ministry of Labour, Social Affairs and Family.

Government delegates

MACHALÍKOVÁ, Anna, Ms., Director, Personal Office, Ministry of Labour, Social Affairs and Family.
HUSÁRIKOVÁ, Vlasta, Ms., Director-General, Legislative Section, Ministry of Labour, Social Affairs and Family.

Adviser

LENDACKY, Marek, Mr., Director-General, Social Insurance and Pension Saving Section, Ministry of Labour, Social Affairs and Family.

Employers' delegate

PITORÁK, Martin, Mr., US Stel Kosice, limited liability company, Vice-President, Personality and Organization, Republic Union of Employers.

Adviser

KROMEROVÁ, Viola, Ms., Secretary-General, Slovak Union of Tradesmen, Federation of Employers' Unions and Associations of the Slovak Republic.

Workers' delegate

BUSO, Milan, Mr., Expert for Employment, Confederation of Trade Unions.

Adviser

SVORENOVÁ, Mária, Ms., Expert for Social Security, Confederation of Trade Unions.

Slovénie Slovenia Eslovenia*Minister attending the Meeting*

DROBNIC M.A., Janez, Mr., Minister of Labour, Family and Social Affairs.

Person accompanying the Minister

HAJDINJAK, Valentin, Mr., Head of the Minister's Office, Ministry of Labour, Family and Social Affairs.

Government delegates

GERENCER, Andrej, Mr., Ambassador, Embassy of the Republic of Slovenia.
CESEN, Tanja, Ms., Acting Director-General, Labour Market, Employment Professional Training Department, Ministry of Labour, Family and Social Affairs.

Advisers

POGACNIK, Marko, Mr., Minister Plenipotentiary, Embassy of the Republic of Slovenia.
RIHAR BAJUK, Katja, Ms., Adviser, International Relations and European Affairs Department, Ministry of Labour, Family and Social Affairs.

Employers' delegate

HRIBAR MILIC M.A., Samo, Mr., Secretary General, Association of Employers of Slovenia (ZDS).

Workers' delegate

MIKLIC, Gregor, Mr., Executive Secretary, Association of Free Trade Unions of Slovenia (ZSSS).

Suède Sweden Suecia**Government delegate**

WIKLUND, Kerstin, Ms., Counsellor, Ministry of Industry, Employment and Communications.

Employers' delegate

LAURENT, Birgitta, Ms., Legal Adviser, Confederation of Swedish Enterprise.

Adviser and substitute delegate

TROGEN, Göran, Mr., Director-General, Almega IT-Employers' Association.

Workers' delegate

EDSTRÖM, Ulf, Mr., Head, International Department, Swedish Trade Union Confederation.

Adviser and substitute delegate

ZETTERMARK, Ake, Mr., International Secretary,
Swedish Confederation of Professional Associations.

Adviser

MANN, Jessica, Ms., Research Officer, Swedish
Confederation of Professional Employees.

Suisse Switzerland Suiza**Délégués gouvernementaux**

NORDMANN, Jean-Luc, M., Directeur, Département
fédéral de l'économie, Secrétariat d'état à l'économie
(SECO), Direction du travail.

ELMIGER, Jean-Jacques, M., Ambassadeur, chef, Affaires
internationales du travail, Direction du travail, SECO.

Conseillers techniques

ROHNER, Kurt, M., Chef suppléant, Domaine de direction
travail, libre circulation & emigration, Département
fédéral de justice et police (DFJP), Office fédéral des
migrations.

SCHILLIGER-MAKAUSZ, Dora, M^{me}, Chef, Projets et
tâches spécialisées, Secteur question fondamentales et
analyses, SECO-DA, Marché du travail et assurance-
chômage.

WEBER, Bernhard, M., Collaborateur scientifique,
Analyse du marché du travail et politique sociale,
SECO, Direction de la politique économique.

Délégué des employeurs

BARDE, Michel, M., Directeur général, Fédération des
entreprises romandes (FER).

Conseiller technique et délégué suppléant

PLASSARD, Alexandre, M., membre de la Direction,
Union patronale suisse (UPS).

Conseiller technique

HEFTI, Daniel, M., Conseiller économique, UPS.

Délégué des travailleurs

PRINCE, Jean-Claude, M., Secrétaire central, Union
syndicale suisse (USS).

Conseiller technique et délégué suppléant

THOMMEN, Charles, M., Formateur syndical, FTMH.

Conseiller technique

LEPORI, Rolando, M., Secrétaire régional, FTMH.

**Tadjikistan Tajikistan
Tayikistán****Government delegates**

VAZIROV, Zokir, Mr., Minister of Labour and Social
Protection.

MAHMADOV, Bobokhon, Mr., Head, Department of
Employment.

Workers' delegate

SALIKHOV, Murodali, Mr., Chairman, Federation of
Trade Unions.

**République tchèque
Czech Republic República Checa***Minister attending the Meeting*

SKROMACH, Zdenek, Mr., First Deputy Prime Minister,
Minister of Labour and Social Affairs.

Persons accompanying the Minister

VEJMELKOVÁ, Hana, Ms., General Director, Cabinet of
the Minister of Labour and Social Affairs.

FERBAROVÁ, Alena, Ms., Assistant to the Minister.

BERÁNKOVÁ, Katerina, Ms., Press Spokesperson,
Ministry of Labour and Social Affairs.

GROSPIC, Stanislav, Mr., Deputy, Parliament.

HUBÁCKOVÁ, Hana, Ms., Ambassador, Embassy of the
Czech Republic, Hungary.

OPÉLOVÁ, Maria, Ms., Counsellor, Embassy of the
Czech Republic, Hungary.

Government delegates

PRIBYL, Miroslav, Mr., Director, Labour Market
Department, Ministry of Labour and Social Affairs.

KRÁL, Jiri, Mr., Director, Social Insurance Department,
Ministry of Labour and Social Affairs.

Employers' delegate

PRIOR, Pavel, Mr., Deputy President, Union of Industry
and Transport.

Adviser

SVOBODA, Jiri, Mr., Specialist for International Affairs,
Union of Czech and Moravian Producers Cooperatives.

Workers' delegate

MÁLEK, Zdenek, Mr., Deputy President, Czech-Moravian
Confederation of Trade Unions.

Adviser

BAUEROVÁ, Jaroslava, Ms., Adviser, Czech-Moravian Confederation of Trade Unions.

Turquie Turkey Turquía

Minister attending the Meeting

BASESGIOGLU, Murat, Mr., Minister of Labour and Social Security.

Government delegates

YETER, Enis, Mr., Under-Secretary, Ministry of Labour and Social Security.
 YESILDAGLAR, Aysegül, Ms., Head, Department of Coordination for European Union, Ministry of Labour and Social Security.

Employers' delegate

KUDATGOBILIK, Tügrül, Mr., President, Turkish Confederation of Employer Associations (TISK).

Advisers

PIRLER, Bülent, Mr., Secretary-General, TISK.
 BAYAZIT, I. Sancar, Mr., Secretary-General, Cement Producers Employers' Association.
 BÖLÜKBASI, Ahmet Nedim, Mr., Deputy Secretary-General, Employers' Association of Metal Industries, TISK.
 ERSOY, Necati, Mr., Secretary-General, Construction and Installation Contractors, Employers' Association, TISK.
 ARSLAN, Türker, Mr., Deputy Secretary-General, Textile Industry Employers' Association, TISK.

Workers' delegate

KILIC, Salih, Mr., President, Confederation of the Turkish Trade Unions (TURK-IS).

Advisers

USLU, Salim, Mr., President, Confederation of Real Trade Unions (HAK-IS).
 KUMLU, Mustafa, Mr., Secretary-General, TURK-IS.
 UZUNER, Hülya, Ms., Expert, TURK-IS.
 YILDIZ, Osman, Mr., Adviser to the President, HAK-IS.
 ÇOBAN, Tonguç, Mr., Director, International Relations Department, Confederation of Progressive Trade Unions (DISK).
 GÖK, Uğras, Mr., External Relations Expert, TURK-IS.

Ukraine Ukraine Ucraina

Délégués gouvernementaux

HNYBIDENKO, Ivan, M., First Deputy Minister of Labour and Social Policy.
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