

Curriculum Vitae

Assane Diop



Senegal

The Governing Body of the International Labour Office will elect a new Director-General on 28 May 2012.

I present my candidacy with a sense of commitment and responsibility to serve the Organization.

I can offer threefold experience:

- as a trade union leader at both national and continental levels
- as a member of Government (Minister of Health and Social Welfare, Minister of Labour and Employment, and again Minister of Health) for a total of ten years
- as Executive Director since 2000 of the ILO's key Social Protection Sector

Personal information

<i>Nationality</i>	Senegalese
<i>Date of birth</i>	3 December 1948
<i>Marital status</i>	Married, four children

Both from experience and personal inclination, I consider teamwork an essential tool to achieve meaningful results. My approach, as witness the reforms implemented during my various ministries, has always been a participatory one, involving stakeholders at all levels of government as well as the social partners and civil society. My political experience has led me to understand leadership as being the ability to foster and mobilize every available resource, to consult and then to take decisions.

International competencies and relations with the constituents

My experience has given me international expertise at two levels: of bilateral relations through my ministerial functions, and multilateral relations in my international trade union duties and as Executive Director of the ILO. In these different areas I have lived in a fulfilling multicultural environment which I have greatly enjoyed. Nationally and internationally, I have worked closely with the tripartite constituents of the Organization.

Managerial capacity

All the positions I have occupied involved managing in settings that were increasingly large and complex, both technically and politically and in terms of their international dimension.

Competencies acquired

My duties as a trade union leader, Minister of Labour and Employment, Minister of Health and Social Welfare, and ILO Executive Director for Social Protection have helped me gain a thorough understanding of the main themes covered by the ILO's mandate: employment and social protection and their impact on the informal economy, gender and migrant workers. This knowledge also extends to the key mechanisms promoted by the ILO: social dialogue, tripartism and standards policy. I am intimately familiar with practice in developing countries but also, because of my international professional activities, in developed countries.

Professional experience

Date 1974–80
Position occupied Head of secondary education in three high schools
Date 1980–82
Position occupied Adviser to the National Institute of Studies and Action for Development and Education (INEADE)
Responsibilities and performance
Advised Ministry of Education on teaching strategy in areas of education and development.

Date 1982–83
Position occupied Deputy headteacher
Responsibilities and performance
Responsible for managing teaching syllabus and staff of Van Vollenhoven Lycée, Dakar (high school employing 150 teaching staff for 4,000 students, where the majority of Senegalese leaders were educated). Gained valuable experience of managing a large administration and improved my familiarity with training and teaching strategies.

Date 1982–86
Position occupied Secretary General of the Senegalese Teachers' Trade Union (SYPROS)
Responsibilities and performance
In this post I was able to strengthen my leadership skills in the concrete defence of social justice while deepening my experience of managing a complex organization with a political dimension. I also experienced in a practical way the benefits and challenges of collective bargaining and social dialogue.

Date 1982–86
Position occupied Director of the International Department of the National Confederation of Workers of Senegal (CNTS)

Responsibilities and performance

I carried out this mandate in parallel with that of Secretary General of SYPROS. As part of these functions I naturally broadened my knowledge and experience of international relations, dealing not only with other countries' trade unions but also with their employers and governments.

Date 1987–1990
Position occupied Deputy Secretary General, Organization of African Trade Union Unity (OATUU), Accra (Ghana)

Responsibilities and performance

I was responsible for worker education throughout the African continent through a series of projects including the Pan-African Workers' Education Programme (PanAf) in collaboration with Sweden's LO-TCO, the Netherlands FNV's African programme for participatory development, as well as the African-American Labor Center (AALC) of the AFL-CIO.

Date 1990–95
Position occupied Minister of Health and Social Welfare, Senegal

Responsibilities and performance

Under this mandate, the social policies that I implemented with the ministry team included the first National Plan for Social and Health Development, the development of a community health policy for better access to medication, and an HIV prevention policy recognized as a model by WHO and UNAIDS. I also encouraged the development of a social safety net for vulnerable people and their social inclusion through the implementation of individual and group projects.

To finance these new health policies, I organized the coordination of multilateral and bilateral donors (World Bank, WHO, UNICEF, UNFPA, UNDP, USAID, AFD, GTZ, JICA, cooperation with Belgium, Canada, Italy, Luxemburg, United Kingdom, EU, etc.).

This experience as a minister gave me valuable insight into how to design, implement and monitor large-scale social projects with the motivation to achieve concrete results in close consultation with national and international counterparts.

I was a member of the WHO Health and Development Working Group in 1992.

Personal representative of the President of Senegal in the Preparatory Committee for the World Summit for Social Development in 1995 in Copenhagen, I actively participated in the Summit.

I was also, with the Minister for the Family, joint leader of the Senegalese delegation to the Beijing Conference of 1995.

Date 1996–98
Position occupied Minister of Labour and Employment, Senegal
Responsibilities and performance

During the course of this ministerial portfolio, where I was responsible for the design and implementation of labour and employment policy in Senegal, I notably saw three key reforms through to completion: a new employment policy (following the devaluation of the national currency with its negative impact on business and public service recruitment); a labour market reintegration programme for unemployed graduates; and a tripartite reform of the Labour Code in 1997, with the participation of the ILO at my request. I also organized and supervised the annual collective negotiations around trade union wage demands. During this mandate, I enhanced my experience of tripartism in action while deepening my knowledge of core ILO issues. I was also over this period head of the Senegalese tripartite delegation to the International Labour Conference.

(From March to July 1998, in addition to my duties as Minister of Labour and Employment, I was acting Minister of Health.)

Date 1998–2000
Position occupied Minister of Health, Senegal
Responsibilities and performance

My third ministerial experience before joining the International Labour Office allowed me to consolidate my experience of the design and implementation of large-scale programmes. During this mandate, the social policies that I implemented with the ministry team, following a participatory process involving various stakeholders, included the programme for integrated health and social action sector development and investment (PDIS); a national plan for health personnel training (initial and continuing education); reform of the pharmaceutical sector to ensure universal access to affordable, good-quality, essential drugs; hospital reform; the alternative health finance reform; and health information management system (GIS).

To summarize, through these three ministerial mandates I gained thoroughgoing knowledge of employment and social protection, the ability to manage large and complex organizations and a taste for team leadership.

Date 2000 – present
Position occupied Executive Director, International Labour Office
Responsibilities and performance

This past decade as head of the Social Protection Sector has enabled me to expand my knowledge and my international experience, especially in the ILO's fields of competence. Within this framework, in close consultation with the tripartite constituents of the Organization, I supervised the work of ILO technical teams, notably for the following activities: 2001's Social Security: A New Consensus; the World Social Security Report 2010/11 and subsequent Social Protection Floor promotional campaign; successive Global Wage Reports; the Joint outcome on the informal economy in collaboration with the Employment Sector; the ILO Multilateral Framework on Labour Migration; and the promotional framework for occupational safety and health. Among the instruments adopted under my leadership Recommendation No. 200 concerning HIV and AIDS and the world of work and the Convention concerning Decent Work for Domestic Workers, inter alia, gave me the opportunity to gain knowledge of the regulatory mechanisms of our Organization, fundamental to the life of the ILO.

These threefold responsibilities – trade union, governmental and ILO – have brought me varied and complementary experiences and enabled me to develop the capacity for comparative analysis.

In each of these functions I have been able to use my managerial skills to mobilize and harness the skills and motivation of my colleagues or collaborators, for higher performance in pursuing and achieving their targets.

It is this approach that I intend to follow now.

Education and honours	<i>Date</i>	1974
	<i>Title</i>	BA in Modern Languages
	<i>Institution</i>	University of Dakar, Senegal
	<i>Date</i>	1976
	<i>Title</i>	MA in Romance Languages
	<i>Institution</i>	University of Dakar, Senegal
	<i>Date</i>	1991
	<i>Title</i>	Commandeur dans l'Ordre des Palmes académiques
	<i>Institution</i>	Prime Minister of France
	<i>Date</i>	1999
	<i>Title</i>	Honorary Citizen
	<i>Institution</i>	State of Georgia, United States
Languages	French	Completely fluent
	English	Professional proficiency
	Portuguese	Written and spoken
	Wolof	Mother tongue