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**FOR DECISION**

SEVENTEENTH ITEM ON THE AGENDA

**Report of the Director-General**

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## I. Obituaries

### Mr Ashraf W. Tabani

1. The Director-General announces with great regret the death, on 16 July 2009, of Mr Ashraf Tabani, whose first attendance at the International Labour Conference as an Employers' delegate was at the 63rd Session in 1977 and who had served as an Employer member of the Governing Body of the International Labour Office since 1990. Mr Tabani was present at both the Conference and Governing Body sessions in June 2009.
2. Born in Rangoon on 17 December 1930, Mr Tabani received part of his education in the United States, graduating in Textile Engineering from the Philadelphia College of Textile and Science. The open, international outlook which characterized him must have been reinforced by this experience, and certainly stood him in good stead to guide one of Pakistan's foremost business groups, the interests of which span textiles, fashion garments, leather, tourism, automobiles, shipping, air transport, power generation, oil and gas, metals, chemicals, fertilizers, cement and medicines. At various stages of his career, he acted as Chairman of the Board of Directors of the Industrial Development Bank of Pakistan, the Export Promotion Bureau, the Cotton Board of Pakistan, the Fisheries Board and the Pakistan Silk and Rayon Mills Association. From 1978 to 1981 and from 1985 to 2009 he was President of the Employers' Federation of Pakistan, and had the honour of holding the post of President of the International Organisation of Employers. He also served as Minister for Finance, Industries, Excise and Taxation in the Government of the Province of Sindh from 1981 to 1984, and as Governor of the Province from 1987 to 1988.
3. In his long association with the ILO he performed many vital roles within the Organization. He was Employer Vice-President of the Asian Regional Conference in 1991, Employer Vice-President of the International Labour Conference in 1993 and in 2008. His belief in the ILO prompted him to devote a huge amount of time and energy to improving its ways of operating. For this reason it was fitting that he should accept the appointment as Employer Vice-Chairperson during the 2007 discussions on strengthening the ILO's capacity to assist its Members to achieve its objectives in the context of globalization. This "great work" as he called it himself, was dear to his heart, and the ILO has emerged stronger thanks to his personal contribution to the powerful achievement that is the 2008 ILO Declaration on Social Justice for a Fair Globalization.
4. Mr Tabani's life and career were marked by a profound belief in social justice, a determination that the developing countries should not be left by the wayside of economic and social advance, and the conviction that employment, through decent work, was the principal route out of poverty. He will be remembered as a man of modesty, a devoted family man, a man of gentle manners but of convictions of steel, a man who truly espoused the values of the ILO and of tripartism.
5. *The Governing Body will no doubt wish to request the Director-General to convey its condolences to Mr Tabani's family and to the Employers' Federation of Pakistan.*

### Mr Mohamed Samba Kébé

6. The Director-General announces with deep regret the death, on 26 July 2009, of Mr Mohamed Samba Kébé (Republic of Guinea), former General Secretary of the National

Confederation of Workers of Guinea (CNTG) and former Worker member of the Governing Body of the ILO.

7. Born in 1942 in Boké, Mr Kébé first studied chemistry before entering the teaching profession. This charismatic trade unionist also served a number of causes close to his heart with unflagging energy, including the struggle against apartheid. His sense of commitment led him to occupy the post of General Secretary of the CNTG for 15 years, from 1985 to 2000. A convinced pan-Africanist, he became President of the Organization of Trade Unions of West Africa (OTUWA) and Vice-President and member of the Executive Committee of the Organization of African Trade Union Unity (OATUU), thus playing a vital role in the expansion of the African trade union movement.
8. In June 1990, Mr Kébé was elected Worker member of the Governing Body, a position he held until May 1993. From 1985 to 2000, he took part in 13 sessions of the International Labour Conference.
9. Mr Kébé will be remembered by those who had the privilege of working with him or simply knowing him as a great trade union leader, entirely devoted to the service of the Guinean, African and international working class. His death means a great loss for the global trade union movement.
10. ***The Governing Body will no doubt wish to invite the Director-General to convey its sincere condolences to the family of Mr Mohamed Samba Kébé and to the National Confederation of Workers of Guinea.***

## **Mr Jack Coates**

11. The Director-General announces with great regret the death, on 17 July 2009, of Wing Commander Jack Coates, DFC, CBE, former United Kingdom Employer delegate to the International Labour Conference and Employer member of the Governing Body.
12. Born on 28 September 1920, John Arthur Gordon Coates received a traditional British education and obtained a place at Trinity College Cambridge to study Mechanical Sciences in 1938. However, his university studies were interrupted by the Second World War; he enlisted in the Royal Air Force and began active operations in August of 1940. He saw action over the North Sea, the Aegean and the Mediterranean, flying reconnaissance sorties and providing support to convoys and land- and sea-based military actions. At the age of 21, stationed in the Western Desert in North Africa, he was promoted to squadron leader and flight commander. He was mentioned in despatches and, for an act of particular bravery, was awarded the Distinguished Flying Cross.
13. On leaving the RAF in 1946 Jack Coates studied personnel management at the London School of Economics, before joining Imperial Chemicals Industries (ICI) in 1948. He rose to become general manager for the coordination of the company's worldwide personnel. In 1980, he received a CBE for services to industry. He also chaired the Confederation of British Industry (CBI) International Labour Committee.
14. Jack Coates was the UK Employer delegate to the International Labour Conference from 1974 to 1980, and Employer member of the Governing Body from 1975 to 1981. He led the Employers' group during the discussions of the Tripartite Advisory Meeting on the Relationship of Multinational Enterprises and Social Policy, and thus played a crucial role in the drafting of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration), adopted by the Governing Body in November 1977. Thirty years later this groundbreaking text remains a key tool for

promoting labour standards and principles in the corporate world. He also took on the role of Employer Vice-President at the 63rd Session of the International Labour Conference (June 1977).

15. Jack Coates described himself as an “employer of conscience”. In his view, what is now known as corporate social responsibility was simply the correct way in which to run a business. He was convinced that the world’s large companies and their activities were an effective means of advancing development in the developing nations, at the same time acknowledging misgivings that could arise about the power and size of such enterprises. He argued that the ILO should avoid wasting energy on political questions that fell outside its mandate, and should make the best use of its “great influence and prestige” in performing its core task: bettering the lives of the millions of working people across the globe. The Organization will remember Jack Coates as a man of courage, integrity and consensus, who always took the time to listen to, and understand, what his counterparts on the Government and Worker benches were saying, often pointing to potential areas of agreement, while clearly explaining the point of view of enterprise.
16. *The Governing Body will no doubt wish to request the Director-General to convey its condolences to Mr Coates’ family and to the Confederation of British Industry.*

## II. Membership of the Organization

17. Under the terms of article 1, paragraph 3, of the Constitution and article 27 of the Standing Orders of the International Labour Conference, a Member of the United Nations may become a Member of the International Labour Organization by communicating to the Director-General its formal acceptance of the obligations of the Constitution.

### Membership of the Republic of Maldives

18. In a letter dated 3 December 2008, received on 15 May 2009, the Government of the Republic of Maldives, which has been a Member of the United Nations since 21 September 1965, communicated to the Director-General its formal acceptance of the obligations of the Constitution of the International Labour Organization.
19. The Republic of Maldives accordingly became the 183rd member State of the International Labour Organization on 15 May 2009.

## III. Progress in international labour legislation

### Ratifications of Conventions and Protocols to Conventions

20. Since the information submitted to the 304th Session of the Governing Body up to 15 September 2009, the Director-General has registered the following **27** ratifications of international labour Conventions. In addition, a ratification of **one** Protocol has also been registered.

**Bahrain**

*Ratification registered on 9 September 2009:*

Occupational Safety and Health Convention, 1981 (No. 155)

**Brazil**

*Ratification registered on 15 June 2009:*

Social Security (Minimum Standards) Convention, 1952 (No. 102)

**Bulgaria**

*Ratification registered on 17 July 2009:*

Home Work Convention, 1996 (No. 177)

**Cyprus**

*Ratification registered on 14 May 2009:*

Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)

**Iceland**

*Ratifications registered on 24 March 2009:*

Labour Inspection Convention, 1947 (No. 81)

Labour Inspection (Agriculture) Convention, 1969 (No. 129)

**India**

*Ratification registered on 25 March 2009:*

Human Resources Development Convention, 1975 (No. 142)

**Kiribati**

*Ratifications registered on 17 June 2009:*

Equal Remuneration Convention, 1951 (No. 100)

Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

Worst Forms of Child Labour Convention, 1999 (No. 182)

**Latvia**

*Ratification registered on 9 February 2009:*

Maternity Protection Convention, 2000 (No. 183)

**Morocco**

*Ratifications registered on 3 April 2009:*

Labour Administration Convention, 1978 (No. 150)

Collective Bargaining Convention, 1981 (No. 154)

**Netherlands**

*Ratification registered on 15 January 2009:*

Maternity Protection Convention, 2000 (No. 183)

**Niger**

*Ratifications registered on 19 February 2009:*

Occupational Safety and Health Convention, 1981 (No. 155)

Occupational Health Services Convention, 1985 (No. 161)

Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)

**Norway**

*Ratification registered on 10 February 2009:*

Maritime Labour Convention, 2006

**Panama**

*Ratification registered on 6 February 2009:*

Maritime Labour Convention, 2006

**Philippines**

*Ratification registered on 21 April 2009:*

Migration for Employment Convention (Revised), 1949 (No. 97)

**Spain**

*Ratification registered on 5 May 2009:*

Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)

## **Syrian Arab Republic**

*Ratifications registered on 19 May 2009:*

Occupational Safety and Health Convention, 1981 (No. 155)

Protocol of 2002 to the Occupational Safety and Health Convention, 1981

## **Timor-Leste**

*Ratifications registered on 16 June 2009:*

Forced Labour Convention, 1930 (No. 29)

Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)

Right to Organise and Collective Bargaining Convention, 1949 (No. 98)

Worst Forms of Child Labour Convention, 1999 (No. 182)

## **Uzbekistan**

*Ratification registered on 6 March 2009:*

Minimum Age Convention, 1973 (No. 138)

## **Declarations concerning the application of Conventions to a non-metropolitan territory (article 35 of the Constitution)**

The Director-General registered the following declarations concerning the application of international labour Conventions regarding non-metropolitan territories:

## **Denmark**

*Declaration registered on 28 January 2009:*

Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)

*Not applicable: Faeroe Islands and Greenland*

## **United Kingdom**

*Declaration registered on 5 May 2009:*

Worst Forms of Child Labour Convention, 1999 (No. 182)

*Applicable without modifications: St Helena*

## Ratifications/acceptances of the instrument for the amendment of the Constitution of the International Labour Organization, 1997

Since the 303rd Session of the Governing Body, the Director-General has received the following ratifications and acceptances of the instrument:

Eritrea	Acceptance	23 September 2009
Jamaica	Ratification	17 December 2008
Latvia	Acceptance	6 February 2009
Serbia	Ratification	16 September 2009

The total number of ratifications and acceptances is now **111**, including six by States of chief industrial importance.<sup>1</sup>

### IV. Internal administration

Article 4.2(d) of the Staff Regulations states:

Vacancies in the Director and Principal Officer category shall be filled by the Director-General by transfer in the same grade, promotion or appointment. Such promotions or appointments, other than to vacancies in technical cooperation projects, shall be reported to the Governing Body with a short statement of the qualifications of the persons so promoted or appointed.

The following appointments and promotions are accordingly reported to the Governing Body:

#### **Mr Paulo Bárcia** (Portugal)

Appointed Director of the Relations, Meetings and Document Services Department (RELCONF), with effect from 1 April 2009. Born in 1952.

Mr Bárcia holds a Masters degree in Economics from the University of Lisbon, Portugal (1974) with a specialization in Human Resources Development.

He joined the ILO in 1984 as Chief Technical Adviser of various ILO/UNDP Vocational Training Programmes in Angola. In 1992 he was appointed as ILO Regional Adviser for Vocational Training in Africa, based at the Regional Office in Abidjan, and from 1993 to 1999 as Senior Human Resources Specialist in the multidisciplinary team in Dakar.

From 1999 to 2004 Mr Bárcia was a member of the Portuguese diplomatic corps, acting as Labour Attaché at the Permanent Mission of Portugal in Geneva. During that period he was a Government delegate to the International Labour Conference, member of the Governing Body (1999 to 2002) and Regional Coordinator for Western Europe (2002 to 2004). In July 2004, he returned to the ILO as Director of the Lisbon Office.

<sup>1</sup> As of the date of writing, an additional 11 ratifications/acceptances by member States were required for the instrument to enter into force.

Prior to joining the ILO, Mr Bárcia was a teacher at university level, co-director of a development NGO and international consultant.

**Ms Anna Biondi (Italy)**

Appointed Deputy Director of the Bureau for Workers' Activities (ACTRAV), Social Dialogue Sector, with effect from 1 February 2009. Born in 1958.

Ms Biondi holds a cum laude degree in Political Science from the "C. Alfieri" University in Florence (1983).

Prior to joining the ILO, she was Deputy Director and then Director of the Geneva office of the International Trade Union Confederation, and the first woman to be elected Secretary of the Workers' Group in the ILO Governing Body. She was part of the negotiating team of the ILO Declaration on Social Justice for a Fair Globalization (2008). In December 2007, she was elected First Vice President of the Conference of NGOs in Consultative Status with the UN, representing the NGO's Geneva community. At the founding Congress of the International Trade Union Confederation (2006), she was in charge of coordinating the composition of the new General Council.

From 1990 to 1998 she lived in New York City and was President of INCA USA, in charge of the administration of a non-profit organization established with Italian Government and trade union funds with offices across the United States, providing free social security and emigration counselling. She was Notary Public for the State of New Jersey from 1995 to 1998.

From 1986 to 1990 she lived in Rome, Italy, where she worked for the Confederazione Italiana Generale del Lavoro (CGIL). She coordinated the first CGIL delegation to an ICFTU Congress in Melbourne, Australia (1988). In Rome, she also held the position of Deputy Director of the Mediterranean Institute, in charge of publishing Quaderni dell'Istituto Mediterraneo. As representative for CGIL-CISL-UIL in the Youth Committee of the European Trade Union Confederation, she was member to the Administrative Board of the European Youth Centre and the European Youth Foundation of the Council of Europe.

Elected member of the Town Council of Figline Valdarno in 1980, she was the spokesperson for the Socialist group, prior to leaving Italy as a recipient of the "F. Vals" fellowship from the European Parliament in Luxembourg (1983).

**Mr Giuseppe Casale (Italy)**

Appointed Director of the Labour Administration and Inspection Programme (LAB/ADMIN), Social Dialogue Sector, with effect from 1 April 2009. Promotion to D.1 was reported to the Governing Body in March 2002.

**Mr Rafael Diez de Medina Suarez (Republic of Bolivia)**

Appointed Director of the Department of Statistics (STATISTICS) and promoted to D.1 with effect from 15 May 2009. Born in 1960.

Mr Diez de Medina holds a B.A. in Economics and a PhD in Economics and Econometrics (Universidad de la República, Uruguay) and has undertaken international statistics postgraduate studies at CIENES (Chile), INE (Spain). He has attained various postgraduate diplomas in time series analysis and modelling, sampling techniques applied to household surveys, and other fields.

Since joining the ILO in 2003, Mr Diez de Medina has served in the Policy Integration Department as Senior Economist and in the Director-General Office, as Senior Adviser for Latin America and the Caribbean. Before joining the ILO, he worked 18 years for the UN Economic Commission for Latin America and the Caribbean (ECLAC), where he was Regional Advisor on Labour Markets and Special Adviser to the Executive Secretary as well as Director of the ECLAC Office in Montevideo, Uruguay. He held the post of Principal Professor of Statistics, Sampling Techniques, Econometrics and Applied Econometrics in the Universidad de la República (Uruguay), Universidad de Montevideo and Universidad Católica del Uruguay (UCUDAL), and has lectured as visiting professor in many Latin American universities. Prior to joining the UN in 1986, he worked as Technical Adviser and Director of the Household Surveys Division in the National Statistical Institute (INE) in Uruguay and as consultant to the World Bank, Inter-American Development Bank, ILO, GTZ, UNFPA, UNDP, FAO, UNIDO, UNWTO, OAS, IOM and WHO, in statistical issues relating household and establishment surveys, poverty and labour statistics. He also provided advice to the National Statistical Offices of most of the Latin America and the Caribbean region.

He is the author of many publications on statistical and economic topics mainly related to poverty alleviation programmes, income distribution, development and labour economics and microeconomic modelling.

**Mr Kamran Fannizadeh** (Islamic Republic of Iran)

Appointed Director of the Programme for the Promotion of the Declaration on Fundamental Principles and Rights at Work (DECLARATION) and promoted to D.1 with effect from 1 April 2009.

Born in 1961, Mr Fannizadeh holds a B.Sc. degree in Economics from the University of Tehran, an MSc degree in Financial Economics from the University of London (School of Oriental and African Studies), and has undertaken his thesis on sociology of industrial relations at the Geneva University. He has completed several management and collective bargaining courses, including at the Cornell University.

Since joining the ILO in 1999, he has held the position of Coordinator at the Management Support Unit of the Sector on Standards and Fundamental Principles and Rights at Work, engaged primarily in relations with the constituents as well as the administrative and policy issues relevant to that Sector, reporting to the Executive Director on Standards and Fundamental Principles and Rights at Work. Prior to joining the ILO, Mr Fannizadeh worked at the Ministry of Labour and Social Affairs of the Islamic Republic of Iran at various positions related to the work of the ILO and the international labour standards. Mr Fannizadeh has authored several papers in the relevant fields.

**Mr Tayo Fashoyin** (Nigeria)

Appointed Director of the Industrial and Employment Relations Department (DIALOGUE), Social Dialogue Sector, with effect from 1 April 2009. Promotion to D.1 was reported to the Governing Body in March 2005.

**Ms Carole Logan** (Canada)

Appointed Chief of the Evaluation Unit (EVAL), and promoted to D.1 level with effect from 15 September 2009. Born in 1959.

Ms Logan holds a Bachelor of Business Administration from the University of Ottawa. She was invited to participate as a member of the ILO Transition team under Mr Juan Somavia, the Director-General elect, in November 1998. She provided advice to

the team and was directly involved in the preparation of documents related to new management processes, strategic budgeting, evaluation and audit practices.

Since joining the ILO in 2001, Ms Logan was responsible for the ILO Cabinet liaison with the International Training Centre in Turin and for providing strategic advice, briefings and recommendations to Cabinet and ILO senior officials on a wide range of programmes, financial, human resources, administrative and legal matters. She represented Cabinet at senior level committees including the Integrated Resource Information System (IRIS) and the Organizational Change Advisory Committee (OCAC) aimed at identifying opportunities for greater operational and programme efficiencies.

In the 25 years prior to 2001, Ms Logan held a number of management positions with the Canadian Public Service mainly in the areas of operations, corporate finance and administration.

#### **Ms Martina Lubyova (Slovakia)**

Appointed Director of the ILO Subregional Office for Eastern Europe and Central Asia in Moscow, and promoted to D.1 with effect from 1 April 2009. Born in 1967.

Ms Lubyova holds a PhD in Labour Economics (2002) from the State University of New York (SUNY) and the Centre for Economic Research and Graduate Education (CERGE) of Charles University in Prague. Previously she also obtained a PhD in Statistics (1999) from Economics University in Bratislava, and Doctor of Law (JUDr, 1988), and MSc in Physics (1991) from the Comenius University in Bratislava. She also completed courses in Journalism at the Comenius University during 1986-87.

Ms Lubyova joined the ILO in 2000 as Employment Development Specialist of the South Asia Advisory Team in New Delhi. From 2003 onwards she served as Senior Employment Specialist of the MDT for Eastern Europe and Central Asia in Moscow. Based on her experience in international and labour economics and social affairs, Ms Lubyova contributed to the design and implementation of numerous national employment frameworks and policies. She has represented the ILO on many occasions during her career, in particular advocating ILO approaches to labour and social policies as embodied in the Decent Work Agenda. Ms Lubyova is the author of a number of articles in international journals, and has contributed to books and other publications on labour and social issues.

Prior to joining the ILO, Ms Lubyova worked as Legal Adviser at the Ministry of Finance of the Slovak Republic, as researcher at the Slovak Academy of Sciences in Bratislava and the Czech Academy of Sciences in Prague, as Visiting Partner from Slovakia at the OECD Secretariat (Department for Education Employment Labour and Social Affairs) in Paris. She also taught several graduate and postgraduate courses at Charles University in Prague and at the Economics University in Bratislava.

#### **Mr Emmanuel Reynaud-Fourton (France)**

Appointed Director of the Century Project, International Institute for Labour Studies (INST), with effect from 1 April 2009. Promotion to D.1 was reported to the Governing Body in March 1998.

#### **Ms Grace Strachan (Jamaica)**

Appointed Special Adviser for Change Management, Management and Administration Sector (ED/MAS), with effect from 15 May 2009. Promotion to D.1 was reported to the Governing Body in March 2003.

**Ms Elizabeth Tinoco** (Bolivarian Republic of Venezuela)

Appointed Director of the Sectoral Activities Department (SECTOR), Social Dialogue Sector, with effect from 1 April 2009. Promotion to D.1 was reported to the Governing Body in November 2006.

**Ms Telma Viale** (Republic of El Salvador)

Appointed Director of the Human Resources Development Department (HRD), Management and Administration Sector (ED/MAS), with effect from 15 May 2009. Promotion to D.1 was reported to the Governing Body in November 2007.

**Mr Abimbola Sylvester Young** (Republic of Sierra Leone)

Appointed Senior Statistical Adviser, Department of Policy Integration (INTEGRATION), with effect from 15 May 2009. Promotion to D.1 was reported to the Governing Body in November 2001.

Geneva, 9 November 2009.

*Points for decision:* Paragraph 5;  
Paragraph 10;  
Paragraph 16.