



Governing Body

309th Session, Geneva, November 2010

GB.309/18

FOR DECISION

EIGHTEENTH ITEM ON THE AGENDA

Report of the Director-General

Overview

Issues covered

This report summarizes information that the Director-General wishes to communicate to the Governing Body concerning obituaries; membership of the organization; progress in international labour legislation; and internal administration, as set out in the index.

Policy implications

None.

Financial implications

None.

Decision required

Paragraphs 7 and 14.

References to other Governing Body documents and ILO instruments

None.

Contents

	<i>Page</i>
I. Obituaries	1
II. Membership of the Organization	2
III. Progress in international labour legislation	2
IV. Internal administration	6

I. Obituaries

Ms Shirley Carr

1. The Director-General announces with deep regret the death, on 24 June 2010, of Ms Shirley Carr, former Worker member and Worker Vice-Chairperson of the Governing Body.
2. Shirley Carr was born in Ontario in 1929, and graduated from the Stamford Collegiate Vocational Institute and the Niagara College of Applied Arts and Technology School of Labour Studies. She first became active in the labour movement in 1960 in the Canadian Union of Public Employees and served in various capacities at the local, provincial, regional and national levels; she rose to become General Vice-President of the Union in 1969.
3. Between 1974 and 1992, Ms Carr served first as Executive Vice-President, then as President of the Canadian Labour Congress (CLC). She was in fact the first woman in the world to be elected as leader of a national labour body, and was a pioneer in many ways. Women's rights were placed at the top of the labour agenda during her presidency, and she was also a tireless campaigner against apartheid in South Africa.
4. Ms Carr was a member of the Governing Body of the ILO from 1980 to 1985, serving as Worker Vice-Chairperson of the Committee on Discrimination. She attended the Conference during the same period, and was the Worker Vice-Chairperson of the Committee on Action against Apartheid at the 78th Session in 1991. She returned to the Governing Body that June and in November 1991 she was elected Worker Vice-Chairperson, a post she retained until the summer of 1993. She also served as Vice-President of the International Confederation of Free Trade Unions and as Chairperson of the Commonwealth Trade Union Council.
5. Shirley Carr received many honours during her life. She was made an Officer of the Order of Canada in 1980, and in 1992 was awarded the Bolivarian Republic of Venezuela's prestigious Order of Diego de Losade, First Class, for her work against apartheid and in defending trade union rights around the world. She received Honorary Doctorates of Law from McMaster University, Hamilton; Brock University, St. Catharines; Acadia University, Wolfville, Nova Scotia; and the University of Western Ontario, Windsor, Ontario. She was also named Fellow of Ryerson Polytechnical Institute in recognition of her outstanding work in the Canadian and international labour movement.
6. Ms Carr dedicated her entire career to the defence of workers' rights, and was relentless in her efforts to improve the lives of others. Those who were lucky enough to know her will recall her deep belief in equality, her faith in dialogue and the clarity and balance of her judgement.
7. *The Governing Body will no doubt wish to invite the Director-General to convey its condolences to the President of the Canadian Labour Congress (CLC), and to Ms Carr's family.*

Mr Gibson Sibanda

8. The Director-General announces with deep regret the death of Mr Gibson Sibanda, former Worker member of the Governing Body, in Bulawayo, Zimbabwe, on 24 August 2010 after a long illness.
9. Mr Sibanda was born in 1944 in Filabusi and worked first for Rhodesia Railways, rising in 1965 to the position of engineman. He was detained by the Rhodesian colonial regime at Wha Wha prison between 1976 and 1979 for smuggling weapons into the country.
10. In 1987 Mr Sibanda was elected President of the Zimbabwe Amalgamated Railways Union. In the same year he was elected President of the Zimbabwe Transport Workers' Federation. In 1989 Mr Sibanda was elected President of the Zimbabwe Congress of Trade Unions (ZCTU), a post he held until 1999. In that position he became a mentor for future trade union and political leaders of Zimbabwe.
11. Mr Sibanda was a Worker member of the Governing Body from June 1993 to November 2001, also serving on its Committee on Freedom of Association. He became a member of the Executive Committee of the International Confederation of Free Trade Unions, as well as Vice-President of the Commonwealth Trade Union Council.
12. In 1999 he left his trade union career to play a part in the Government of his country; he became the first interim President of the Movement for Democratic Change of Zimbabwe (MDC). Later he was the parliamentary leader of the MDC. Although he aligned himself with the minority group of the MDC, the different political parties of Zimbabwe came together to pay their respects to him at his funeral.
13. Mr Sibanda played a unifying role in the context of the often conflictual political life of Zimbabwe. At the time of his death he was one of the three Ministers in charge of the National Organ for Reconciliation and Healing. In that capacity he also interacted in 2009 with the ILO Commission of Inquiry on freedom of association in Zimbabwe. He will be sadly missed as a man of great courage, strongly held convictions and a profound belief in the values of social dialogue and tripartism.
14. *The Governing Body will no doubt wish to invite the Director-General to convey its condolences to the President of the Zimbabwe Congress of Trade Unions (ZCTU), to the Government of Zimbabwe and to Mr Sibanda's family.*

II. Membership of the Organization

15. The membership of the Organization has not changed during the period under review.

III. Progress in international labour legislation

Ratifications of Conventions and Protocols

16. Since the information submitted to the 307th Session of the Governing Body up to 20 September 2010, the Director-General has registered the following **34** ratifications of international labour Conventions. In addition, the ratification of **two** Protocols has also been registered.

Afghanistan

Ratifications registered on 7 April 2010:

Minimum Age Convention, 1973 (No. 138)

Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)

Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)

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

Bosnia and Herzegovina

Ratification registered on 18 January 2010:

Maternity Protection Convention, 2000 (No. 183)

Ratification registered on 9 March 2010:

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

Brazil

Ratification registered on 15 June 2010:

Labour Relations (Public Service) Convention, 1978 (No. 151)

Bulgaria

Ratification registered on 12 April 2010:

Maritime Labour Convention, 2006

Canada

Ratification registered on 15 June 2010:

Maritime Labour Convention, 2006

Central African Republic

Ratification registered on 30 August 2010:

Indigenous and Tribal Peoples Convention, 1989 (No. 169)

Croatia

Ratification registered on 12 February 2010:

Maritime Labour Convention, 2006

Ratification registered on 6 July 2010:

Protocol of 1996 to the Merchant Shipping (Minimum Standards) Convention, 1976

Germany

Ratification registered on 21 July 2010:

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

Hungary

Ratifications registered on 9 April 2010:

Labour Statistics Convention, 1985 (No. 160)

Part-Time Work Convention, 1994 (No. 175)

India

Ratification registered on 26 March 2010:

Maximum Weight Convention, 1967 (No. 127)

Kazakhstan

Ratification registered on 17 May 2010:

Seafarers' Identity Documents Convention (Revised), 2003 (No. 185)

Namibia

Ratification registered on 6 April 2010:

Equal Remuneration Convention, 1951 (No. 100)

Nicaragua

Ratification registered on 25 August 2010:

Indigenous and Tribal Peoples Convention, 1989 (No. 169)

Nigeria

Ratification registered on 26 August 2010:

Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)

Russian Federation

Ratification registered on 26 February 2010:

Seafarers' Identity Documents Convention (Revised), 2003 (No. 185)

Ratifications registered on 6 September 2010:

Holidays with Pay Convention (Revised), 1970 (No. 132)

Workers' Representatives Convention, 1971 (No. 135)

Collective Bargaining Convention, 1981 (No. 154)

Rwanda

Ratification registered on 5 August 2010:

Employment Policy Convention, 1964 (No. 122)

Slovakia

Ratifications registered on 22 February 2010:

Labour Relations (Public Service) Convention, 1978 (No. 151)

Termination of Employment Convention, 1982 (No. 158)

Private Employment Agencies Convention, 1997 (No. 181)

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

Slovenia

Ratifications registered on 1 March 2010:

Prevention of Major Industrial Accidents Convention, 1993 (No. 174)

Maternity Protection Convention, 2000 (No. 183)

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

Ratification registered on 20 September 2010:

Labour Relations (Public Service) Convention, 1978 (No. 151)

The former Yugoslav Republic of Macedonia

Ratification registered on 6 September 2010:

Labour Clauses (Public Contracts) Convention, 1949 (No. 94)

Ukraine

Ratifications registered on 17 June 2010:

Occupational Cancer Convention, 1974 (No. 139)

Occupational Health Services Convention, 1985 (No. 161)

Denunciation of Convention

Slovenia

The Director-General registered, on 1 March 2010, the denunciation by Slovenia of the Maternity Protection Convention, 1919 (No. 3).

Ratifications/acceptances of the instrument for the amendment of the Constitution of the International Labour Organization, 1986

17. Since the preparation of the document submitted to the 307th Session of the Governing Body, the Director-General has received the following ratification of the instrument:

Qatar	Ratification	8 March 2010
-------	--------------	--------------

The total number of ratifications and acceptances is now **94**, including two by States of chief industrial importance.¹

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

18. Since the preparation of the document submitted to the 307th Session of the Governing Body, the Director-General has received the following ratifications of the instrument:

Afghanistan	Ratification	7 April 2010
Bosnia and Herzegovina	Ratification	26 May 2010
Mongolia	Ratification	16 September 2010
Oman	Ratification	22 April 2010

The total number of ratifications and acceptances is now **119**, including six by States of chief industrial importance.²

IV. Internal administration

19. Article 4.2(d) of the Staff Regulations states:

¹ As of the date of writing, an additional 28 ratifications/acceptances by member States, including three by States of chief industrial importance, were required for the instrument to enter into force.

² As of the date of writing, an additional three ratifications/acceptances by member States were required for the instrument to enter into force.

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.

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

Ms Alcestis Abrera Mangahas (Philippines)

Appointed Deputy Regional Director, Policy and Programmes, ILO Regional Office for Asia and the Pacific in Bangkok, and promoted to D.1 with effect from 1 September 2010.

Born in 1953. Ms Abrera Mangahas holds a Masters of Science on Social Policy from the London School of Economics and Political Science and an economics degree from the University of the Philippines School of Economics (*magna cum laude*).

In the ILO, Ms Abrera Mangahas has served as Chief Technical Adviser of the Rehabilitation of Returning Migrant Workers Project in Sri Lanka (1991–92), National Programme Officer for the IPEC child labour programme in the Philippines (1995–2000), IPEC Subregional Coordinator on Child Labour (2001), Senior Forced Labour and Trafficking Specialist of the Special Action Programme on Forced Labour in ILO Headquarters (2001–03) and as Chief Technical Adviser of the Mekong Subregional Project on Human Trafficking (2003–08). Most recently she has been working as the Senior Migration Specialist of the Regional Office for Asia and the Pacific with oversight responsibilities for migration and trafficking-related programmes in Asia and the Pacific.

Prior to joining the ILO, Ms Abrera Mangahas was the Deputy Administrator of the Philippine Overseas Employment Administration, Department of Labor and Employment of the Government of the Philippines.

Mr Evgueni Davydov (Russian Federation)

Appointed Director of the ILO Decent Work Technical Support Team (DWT) and Country Office for Eastern Europe and Central Asia in Moscow, and promoted to D.1 with effect from 1 August 2010.

Born in 1948. Mr Davydov holds a Diploma in international economic relations from the Moscow State Institute of International Relations (University), and a Doctorate in economics from the Institute of the World Economy and International Relations of the Academy of Sciences (Moscow).

Having joined the ILO in January 1991, Mr Davydov served, until February 1998, as Director of the ILO Branch Office and the ILO Area Office in Moscow. He then moved to the ILO Bureau for External Relations and Partnerships (EXREL), becoming, as of 2002, Deputy Director in charge of the Bureau. From October 2007 to the end of July 2010, Mr Davydov served as Senior Adviser in the Office of the Director-General (CABINET). His main areas of responsibility included ILO relations with Central and Eastern Europe and Central Asia, and relations with the United Nations.

Prior to joining the ILO, Mr Davydov started his professional career as Research Officer at the Institute of the World Economy and International Relations of the Academy of Sciences in Moscow. From 1975 to 1991 Mr Davydov served at the Ministry of Foreign

Affairs, occupying various ILO-related positions in Moscow and in the Permanent Mission in Geneva (last assignment – Senior Counsellor for ILO affairs at the Permanent Mission).

Ms Gloria de Pascual (Spain)

Appointed Chief of the International Migration Branch (MIGRANT), Social Protection Sector at D.1 level with effect from 1 May 2010.

Ms de Pascual holds a Diploma of Law from Salamanca University and a Masters' Degree on Human Rights and the European Union from the Pontifical University in Salamanca.

Ms de Pascual's professional career has focused on the fields of law, international relations, and international migration. Her first post was as legal adviser to migrant associations in Madrid, giving legal advice, representing migrants in juridical proceedings and providing support to legal and policy reforms affecting migrants. She was appointed in 1996 as Confederal Secretary for International Relations at the General Workers Union (UGT) of Spain, where she was responsible for issues including European Union enlargement and free movement of workers. In 2002–03, she served as Deputy Director of the national Trade Union Institute for Development Cooperation (ISCOD), in charge of technical cooperation programmes on international migration. In 2004, she was appointed to a high-level post in the Ministry of Labour of Spain, later becoming Deputy Director of the Minister's Cabinet. In 2009, she entered the Spanish Prime Minister's Office, with responsibility for national participation in the Alliance of Civilizations.

Ms Suzanne Dee Pedersen (Denmark)

Appointed Chief of the Talent Management Branch (HR/TALENT), Human Resources Development Department, Management and Administration Sector at D.1 level with effect from 1 May 2010.

Born in 1970. Ms Dee Pedersen holds a BA in International Business Administration and Languages, MSc in Economics and Business Administration, Major in Human Resources Management and a PhD in Business Administration, specializing in Human Resources Management.

Prior to joining the ILO, Ms Suzanne Dee Pedersen worked for several years at the Copenhagen Business School lecturing on topics including strategic HRD, leadership, organizational development, training and innovation. Beside her duties as a lecturer, she worked as an innovation specialist starting up new business initiatives, as well as advising on organizational and leadership issues both in the public and private sector. Most recently she worked as a senior consultant specialized in organizational and leadership development at Ramboll Management. She carried out a variety of activities and responsibilities including project and programme management, design and execution of leadership educational programmes, organizational strategizing, coaching and leadership training.

Mr Luc Derepas (France)

Appointed Legal Adviser and Director of the Office of Legal Services (JUR) at D.2 level with effect from 1 October 2010.

Born in 1966. Mr Derepas holds a diploma from the Institute of Political Studies of Bordeaux and a degree in law from the University of Bordeaux; he is a former student of the National School of Administration (ENA).

Mr Derepas has carried out duties in the French Ministry of Foreign Affairs, in the Department for Political Matters (Department for the United Nations and for International Organizations, Department for Strategic Affairs). He has also carried out duties in the German Ministry of Foreign Affairs (Unterabteilung Vereinte Nationen). He joined the Council of State in 1997, as a judge working in the fields of Civil Service Law, Local Community Law, and Competition Law, and worked simultaneously as the Government's legal adviser on social matters. He then moved to the Réunion des musées nationaux, taking up the post of Assistant General Administrator. He returned to the Council of State, where he was appointed Public Prosecutor, with responsibility for Social and Labour Law litigation.

Mr Johan Hofmeijer (Netherlands)

Appointed Director of the Department of Facilities Management (FACILITIES), Management and Administration Sector, with effect from 1 July 2010. Promotion to D.1 was reported to the Governing Body in November 2005.

Mr Morten Hovda (Norway)

Appointed Senior Adviser for Europe, Director-General's Office (CABINET), and promoted to D.1 with effect from 1 October 2010.

Born in 1955. Mr Hovda joined the ILO in 2000. He has been in the Office of the Director-General (CABINET) since 2006. Prior to this he was in Procurement and Internal Administration.

Before joining the ILO Mr Hovda was Vice-President in Saga Petroleum. He began his career there in 1984 serving in project management, industrial development and operations before joining the corporate management group. Mr Hovda led negotiations to determine property rights to oil and gas reserves between the Norwegian and UK continental shelf on behalf of a group of oil and gas companies. Prior to this Mr Hovda worked on project development in Statoil, Fred Olsen and Elf Aquitaine.

Mr Hovda was for two years a lecturer in the Master of Management degree programme at the Norwegian School of Management and has himself studied business, management and contract engineering.

Ms Cecilia Mackenna (Chile)

Appointed Senior Adviser for Latin America and the Caribbean, Office of the Director-General (CABINET) at D.1 level with effect from 1 September 2010.

Ms Mackenna obtained a degree in philosophy from the Universidad de Chile and subsequently undertook postgraduate studies in diplomacy at the Diplomatic Academy of Chile and in political science at Heidelberg University, Germany.

In 1976, she joined the Chilean Foreign Service and as a career diplomat she served in Bonn (Germany), London (United Kingdom) and UN headquarters (United States). In 1998 she came to Geneva as a member of the Transition Team of Director-General elect Mr Juan Somavía. In March 1999, she joined CABINET as Deputy Director. In 2000 she returned to Chile, was appointed Ambassador and served as Chief of Staff to the Chilean Minister of Foreign Affairs. Between 2003 and 2010 she held the posts of Ambassador of Chile to the Swiss Confederation, then to the Kingdom of the Netherlands, where she also held the post of Permanent Representative of Chile to the Organization for the Prohibition of Chemical Weapons, and finally to the Republic of Ireland.

Mr Christophe Perrin (France)

Appointed Chief of the Official Relations Branch (RELOFF), Relations, Meetings and Document Services Department, and promoted to D.1 with effect from 1 July 2010.

Born in 1968. Mr Perrin is a graduate of the Institute of Political Studies of Grenoble and of the University of Paris I, the Sorbonne (diploma of higher studies in political sciences, development and cooperation option)

Mr Perrin entered the ILO in 1996 with responsibility for external relations within the Bureau for Inter-Organization Relations (RELINT). In 1998 he joined the International Programme on the Elimination of Child Labour (IPEC), with responsibility for programmes for the countries of Southern Asia. In 1999 he was appointed Coordinator of Inter-Agency Affairs in the Bureau for External Relations and Partnerships (EXREL). In 2003 he entered the Office of the Director-General (CABINET).

Before working at the ILO, Mr Perrin worked in the Department for Policy Coordination and Sustainable Development (United Nations Secretariat, New York), as a member of the Secretariat of the World Summit for Social Development (the Copenhagen Summit). Prior to that he had worked in the Office of the Minister of State for Defence, France. He began his career as a consultant in the UNESCO Regional Office for Social and Human Sciences for Latin America and the Caribbean, Caracas, Venezuela.

Ms Terry Powell (Haiti)

Appointed Director of the Department of Central Services, Security and Protocol (SERVSEC), Management and Administration Sector, and promoted to D.1 with effect from 1 July 2010.

Born in 1954. Ms Powell holds a Bachelor of Arts (cum laude) with a major in political science from Mount Holyoke College in the United States. She also obtained a Licence in Political Science (International Relations) from the Institut Universitaire de Hautes Etudes Internationales (IUHEI), University of Geneva, where she pursued her postgraduate studies with a specialization in intra-Caribbean migration.

Since joining the ILO in 1987, Ms Powell has served in the Sectoral Activities Department as Officer and Chief of the Multi-sectoral Support Section. In November 1999, she was transferred to the Office of the Director-General where she occupied diverse functions including assistant to the Chief of Cabinet and liaison officer for questions relating to the internal administration, conference and protocol services. She was transferred in January 2006 as Deputy Chief of the Bureau of Internal Administration where she also retained the functions of Chief of Protocol.

Ms Tine Staermose (Denmark)

Appointed Director of the ILO Decent Work Technical Support Team (DWT) for South Asia and ILO Country Office for India in New Delhi, and promoted to D.1 with effect from 15 June 2010.

Born in 1963. Ms Staermose holds a BA Social Anthropology, Exam. Art in East Asia Area Studies, (specialization China) and a MA in Social Anthropology from the University of Aarhus, Denmark. She was awarded a Fulbright Scholarship at the University of Los Angeles (UCLA) in 1994–95.

After joining the ILO in 1996, Ms Staermose served as Associate Expert in the ILO Office in Islamabad, after which she spent one year with the International Organisation for

Migration with responsibilities for managing programmes in Afghanistan. In 2000, she was recruited by the ILO as Chief Technical Adviser for a subregional project on child trafficking based in Kathmandu and covering Nepal, Bangladesh and Sri Lanka. She subsequently worked in Geneva, as Senior Technical Specialist for ILO–IPEC’s Unit for Vulnerable Groups, mainly focusing on the management of programmes aimed at implementing the Worst Forms of Child Labour Convention, 1999 (No. 182). Ms Staermose’s most recent assignment was as Country Director for Sri Lanka and the Maldives, where her work included facilitating the accession of the Republic of the Maldives to the ILO.

Her experience also includes two years in China, working for a private sector Danish company during the 1980s.

Mr Guy Thijs (Belgium)

Appointed Deputy Regional Director, Management and Administration, ILO Regional Office for Asia and the Pacific in Bangkok, with effect from 1 September 2010. Promotion to D.1 was reported to the Governing Body in March 2003.

Ms Althea Wright-Byll (Jamaica)

Appointed Chief of the Official Documentation Branch (OFFDOC), Relations, Meetings and Document Services Department, with effect from 1 July 2010. Promotion to D.1 was reported to the Governing Body in November 2007.

Geneva, 25 October 2010

Points for decision: Paragraph 7
Paragraph 14