



## Governing Body

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### SEVENTEENTH ITEM ON THE AGENDA

## Report of the Director-General

#### Purpose of the document

This report contains obituaries of three former Governing Body members and summarizes information that the Director-General wishes to communicate to the Governing Body concerning progress in international labour legislation and internal administration.

**Relevant strategic objective:** None.

**Policy implications:** None.

**Legal implications:** None.

**Financial implications:** None.

**Follow-up action required:** None.

**Author unit:** International Labour Standards Department (NORMES); Office of the Legal Adviser (JUR); Human Resources Development Department (HRD); and Official Meetings, Documentation and Relations Department (RELMEETINGS).

**Related documents:** None.



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## I. Obituaries

### Mr Jorge de Regil

1. The Director-General announces with deep regret the death, on 1 July 2016, of Mr Jorge de Regil, former Employer member of the Governing Body and delegate to the International Labour Conference.
2. Admitted to the Bar Association in his native Mexico in 1969, Mr de Regil joined the leading international law firm Baker & McKenzie, of which he subsequently became a partner. He was Chair of the Mexican National Association of Corporate Lawyers, as well as Chair of the Advisory Committee on International Affairs of the Mexican Confederation of Chambers of Industry (CONCAMIN), which is affiliated to the International Organisation of Employers (IOE). He fulfilled several terms as IOE Regional President for Latin America and presided over the IOE General Council in 1997.
3. Mr de Regil first attended the International Labour Conference at its 76th Session (1989), at which he served as Employer Vice-Chairperson on the Committee for the partial revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107). The work of this Committee resulted in the adoption by that session of the Conference of the Indigenous and Tribal Peoples Convention, 1989 (No. 169). He first sat as a member of the Governing Body in 1987, was a long-standing member of the Committee on Freedom of Association, and served as Employer spokesperson on the Committee on Legal Issues and International Labour Standards.
4. Mr de Regil was acutely conscious that many of the countries in the developing world, and in particular in Latin America, were living a period of intense industrial change, where profound structural adjustment was required. He espoused his group's belief that the creation of employment and enterprises was the only solution to the problems of developing countries going through such structural change, but trusted deeply in the power of social dialogue and partnership in the search for the social justice of which he was a strong defender. He was constantly guided in his negotiations by a spirit of fairness, and condemned outright abuses and exploitation as a violation of human rights, which he held sacred.
5. Jorge de Regil achieved excellence in his own profession. Through his intellect and character – he was a man of singular personal charm – he gained the respect not just of his own group, but of Governments and Workers alike. All those who worked with him will keenly regret his absence at the negotiating table.

### **Draft decision**

6. *The Governing Body invites the Director-General to convey its condolences to the family of Mr de Regil and to the CONCAMIN.*

### Ms Nair Goulart

7. The Director-General announces with deep regret the death, on 7 September 2016, of Ms Nair Goulart, who was Deputy President of the International Trade Union Confederation (ITUC), Vice President of Força Sindical (Brazil), former Worker member of the Governing Body of the International Labour Office and Worker' delegate to the International Labour Conference on numerous occasions.

8. Ms Goulart was born on 23 February 1951, in the state of Minas Gerais (Brazil). She discovered her vocation as a defender of workers' rights at a very early age. In 1973, she joined the textile industry trade union movement in Rio de Janeiro. Years later, she became a member of the Metallurgy Workers' Union in São Paulo. She was involved in the establishment of a number of trade union confederations, and in 1991 was elected National Secretary for Policies for Women in the founding Congress of Força Sindical. In 2000, she became President of Força Sindical in the state of Bahia, subsequently becoming national Vice President of the trade union. She was also a member of the Bahia Decent Work Agenda Management Committee.
9. Ms Goulart was an exceptional figure in the promotion of equal labour rights for men and women; a pioneer in the fight to eliminate child labour; and in the forefront of the protection of rural workers, freedom of association and the right to organize in her native country. However, Ms Goulart's unwavering commitment to the trade union cause transcended national boundaries. In 2010, she was elected Deputy President of the ITUC, she was a Worker member of the Governing Body of the International Labour Office (2005–08) and, between 1998 and 2015 she attended many sessions of the International Labour Conference. Ms Goulart will be remembered both for her important legacy of promoting and defending the fundamental principles and rights at work, and for her immeasurable contribution to the history of Brazilian and international trade unionism. Her outstanding career, which took her from an adoptive family to the upper echelons of the international trade union movement, is a testament to the perseverance and strength of character for which she will be remembered.

### **Draft decision**

10. *The Governing Body invites the Director-General to convey its condolences to the family of Ms Nair Goulart, to Força Sindical and to the ITUC.*

### **Ms Helen Kelly**

11. The Director-General announces with deep regret the death, on 14 October 2016, of Ms Helen Kelly, former President of the New Zealand Council of Trade Unions, Worker member of the Governing Body and delegate to the International Labour Conference.
12. Ms Kelly started her career in 1988 as a primary-school teacher, becoming a union delegate on her first day at work. She left teaching just over two years later to take up her first official union job, with her time split between the Kindergarten Association and the Early Childhood Workers' Union. In 1993 she coordinated the general election campaign of the New Zealand Educational Institute (NZEI) and the Combined Early Childhood Union of Aotearoa (CECUA), and held a number of posts in the unions after their amalgamation in 1994. In 2002, Ms Kelly was appointed as National Secretary of the Association of University Staff, and in 2008 she became the first woman President of the New Zealand Council of Trade Unions. She held this post until standing down in October 2015, when her health left her. Her connection with the ILO began with her attendance as a Worker delegate to the 97th Session of the International Labour Conference (2008). She was elected as Worker regular member of the Governing Body in 2011, and re-elected to the current Governing Body in 2014. She was Worker spokesperson in the Employment and Social Protection Segment of the Governing Body. She served as Worker Vice-Chairperson on the Committee for the recurrent discussion on social security at the 100th Session of the Conference (2011); and again on the Committee for social protection floors at the 101st Session of the Conference (2012). She also acted as spokesperson for the Workers on the Committee for the recurrent discussion on employment at the 103rd Session of the Conference (2014).

13. Helen Kelly was a determined and indefatigable fighter for workers' rights. She fought for both unionised and non-unionised workers, believing that unions should be driven by values and should protect all working people. She was equally passionate in her conviction that basic social security should be extended to cover workers in the informal sector. In her closing speech as Worker Vice-Chairperson of the Committee for the recurrent discussion on social protection, she said the following: "No society can develop and prosper without solidarity and fairness. Instead of 'The winner takes it all', our guiding principle must be 'It takes us all to win.'" In two short sentences she had encapsulated the values of the ILO.
14. The great clarity of her thinking, her tenacity, positive attitude, work ethic and refusal to accept even the slightest injustice made her a remarkable force for the protection of workers. She continued her struggle literally until the last moment, appearing on the television, radio, and in the press and commenting in the social media on issues close to her heart; only the disease that took her life finally stopped her.

### **Draft decision**

15. *The Governing Body invites the Director-General to convey its condolences to the family of Ms Kelly and to the New Zealand Council of Trade Unions.*

## **II. Membership of the Organization**

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

## **III. Progress in international labour legislation**

### **Ratifications of Conventions**

17. Since the information submitted to the 326th Session of the Governing Body to 8 July 2016, the Director-General has registered the following **27** ratifications of international labour Conventions and five ratifications of the Protocols.

#### **Azerbaijan**

*Ratification registered on 20 May 2016:*

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

#### **Belgium**

*Ratifications registered on 8 June 2016:*

Safety and Health in Construction Convention, 1988 (No. 167);

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

#### **Czech Republic**

*Ratification registered on 9 June 2016:*

Protocol of 2014 to the Forced Labour Convention, 1930.

### **Dominican Republic**

*Ratification registered on 9 February 2016:*

Maternity Protection Convention, 2000 (No. 183).

### **Estonia**

*Ratification registered on 3 May 2016:*

Work in Fishing Convention, 2007 (No. 188).

*Ratification registered on 5 May 2016:*

Maritime Labour Convention, 2006 (MLC, 2006).

### **France**

*Ratification registered on 7 June 2016:*

Protocol of 2014 to the Forced Labour Convention, 1930.

### **Honduras**

*Ratification registered on 6 June 2016:*

Maritime Labour Convention, 2006 (MLC, 2006).

### **Jordan**

*Ratification registered on 27 April 2016:*

Maritime Labour Convention, 2006 (MLC, 2006).

### **Malaysia**

*Ratification registered on 7 June 2016:*

Minimum Wage Fixing Convention, 1970 (No. 131).

### **Mali**

*Ratifications registered on 12 April 2016:*

Employment Service Convention, 1948 (No. 88);

Employment Policy Convention, 1964 (No. 122);

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

Private Employment Agencies Convention, 1997 (No. 181);

Protocol of 2014 to the Forced Labour Convention, 1930;

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

### **Mauritania**

*Ratification registered on 9 February 2016:*

Protocol of 2014 to the Forced Labour Convention, 1930.

### **Myanmar**

*Ratification registered on 25 May 2016:*

Maritime Labour Convention, 2006 (MLC, 2006).

### **New Zealand**

*Ratification registered on 9 March 2016:*

Maritime Labour Convention, 2006 (MLC, 2006).

### **Peru**

*Ratification registered on 9 May 2016:*

Maternity Protection Convention, 2000 (No. 183).

### **Portugal**

*Ratification registered on 12 May 2016:*

Maritime Labour Convention, 2006 (MLC, 2006).

### **Russian Federation**

*Ratification registered on 29 April 2016:*

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

### **Slovenia**

*Ratification registered on 15 April 2016:*

Maritime Labour Convention, 2006 (MLC, 2006).

### **Sri Lanka**

*Ratification registered on 3 February 2016:*

Employment Policy Convention, 1964 (No. 122).

### **Thailand**

*Ratification registered on 23 March 2016:*

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

*Ratification registered on 7 June 2016:*

Maritime Labour Convention, 2006 (MLC, 2006).

### **Timor-Leste**

*Ratifications registered on 10 May 2016:*

Equal Remuneration Convention, 1951 (No. 100);

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

### **Tunisia**

*Ratification registered on 19 May 2016:*

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

### **Ukraine**

*Ratification registered on 6 June 2016:*

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

## **Ratifications/acceptances of the instrument for the amendment of the Constitution of the International Labour Organisation, 1986**

- 18.** Since the preparation of the document submitted to the 326th Session (March 2016) of the Governing Body, the Director-General has received the following ratification of the instrument for the amendment of the Constitution of the International Labour Organisation, 1986:

Seychelles

Ratification

6 September 2016

- 19.** The total number of ratifications and acceptances is now at **105**, including two Members of chief industrial importance. As a result, as of 12 September 2016, an additional 20 ratifications/acceptances by member States – including three by Members of chief industrial importance – were required for the instrument to enter into force.<sup>1</sup>

<sup>1</sup> In accordance with article 36 of the ILO Constitution, to enter into force, an amendment to the ILO Constitution must be ratified or accepted by two-thirds of ILO member States, including at least five of the ten Members of chief industrial importance. As there are currently 187 member States, the 1986 Amendment needs to be ratified or accepted by 125 of them.

## IV. Internal administration

### 20. Article 4.2(d) of the Staff Regulations:

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.

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

#### **Mr Claude Akpokavie (Ghana)**

Appointed Senior Adviser to the Deputy Director-General for Field Operations and Partnerships (DDG/FOP) at the D.1 level with effect from 1 August 2016.

Born in 1958, Mr Akpokavie holds a Doctorate in Political Science-Development Studies from the Catholic University of Louvain in Belgium (1996). He also obtained master's degrees in International Relations and Comparative Politics and in the Study of Developing Countries from the same university, as well as a BA in Art from the Kwame Nkrumah University of Science and Technology in Ghana.

Mr Akpokavie joined the ILO in March 2002 as a Senior Relations Officer in the Bureau for Workers' Activities. He was assigned additional responsibilities including policy advice, technical cooperation, capacity building and coordination for activities related to the Declaration on Fundamental Principles and Rights at Work and poverty reduction. He has contributed to several major ILO publications.

Prior to joining the ILO, Mr Akpokavie was Director of the Programme on Human Rights and International Labour Standards of the World Confederation of Labour. He has also held different positions in a workers' education institute, in academia, and in a number of national and international non-governmental organizations.

#### **Ms Sukti Dasgupta (India)**

Appointed as Chief of the Employment and Labour Market Policies Branch (EMPLAB), at D.1 level, with effect from 1 July 2016.

Born in November 1966, Ms Dasgupta holds a PhD in Economics from the University of Cambridge, United Kingdom, and has extensive experience working with ILO constituents and policy-makers on employment and labour market policies.

Ms Dasgupta previously held the post of Senior Economist and Head of the Regional Economic and Social Analysis Unit in the ILO Regional Office for Asia and the Pacific, Bangkok. She joined the ILO in October 1997 in the Employment Sector, in Geneva. She has also worked in the Conditions of Work Department and in the In-focus Programme for Socio Economic Security, as they were then called, at ILO headquarters, Geneva. In November 2003, Ms Dasgupta moved to the Asia-Pacific region and has been the Senior Employment Specialist in the Decent Work Teams for South Asia (2003-08) and East and South-East Asia (2008-12)

Ms Dasgupta has published widely in the area of development, poverty, labour markets and gender.

**Ms Dimitrina Dimitrova** (Bulgaria)

Appointed Deputy Director of the Official Meetings, Documentation and Relations Department (RELMEETINGS), with effect from 1 October 2016. Promotion to D.1 was reported to the Governing Body in November 2012.

**Mr Fikri Gurzumar** (Turkey)

Appointed as Chief of the Treasury and Accounts Branch (TREASURY) at the D.1 level, with effect from 1 October 2016.

Born in 1966, Mr Gurzumar holds a BA in Economics from the Middle East Technical University, Ankara.

Mr Gurzumar joined the ILO's TREASURY Branch in June 1998 as Chief of the Field Accounts Unit (COMPT/BE). In July 2001 he was appointed as Chief of the General Accounts Unit (COMPT/GA). In January 2009 he was made Chief of the Accounts Section. Mr Gurzumar has 26 years' experience in financial analysis and reporting, financial management, audit and accounting in the international and public sector environment. Before joining the ILO, Mr Gurzumar was employed from 1996 to 1998 by Merloni Elettrodomestici SA in Istanbul as its Director of Finance. In this role he was responsible for the treasury, accounting, budget and planning and IT departments of the company. Between 1990 and 1996 he worked at the firm of Coopers & Lybrand, gaining a wide range of experience in management of audit, due diligence, merger and acquisition and privatization engagements. During this period he qualified as a certified Turkish public accountant.

**Mr Juan Llobera Serra** (Spain)

Appointed Director of the Official Meetings, Documentation and Relations Department (RELMEETINGS) and promoted to D.2 level, with effect from 15 July 2016. Promotion to D.1 was reported to the Governing Body in March 2009.

**Mr Joni Musabayana** (Zimbabwe)

Appointed Director of the ILO Decent Work Technical Support Team for eastern and southern Africa and Country Office for South Africa, Botswana, Lesotho and Swaziland (DWT/CO-Pretoria) at the D.1 level, with effect from 15 July 2016.

Born in Zimbabwe, Mr Musabayana holds a Doctorate in Business Leadership from UNISA School of Business, South Africa, a Master in Business Administration (MBA) from the University of Zimbabwe and a Bachelor of Science, Politics and Administration from the University of Zimbabwe. Mr Musabayana also holds a diploma in training management, a diploma in computer programming and numerous certificates in management, entrepreneurship and entrepreneurship training.

Mr Musabayana worked for the Zimbabwe Ministry of Higher Education from 1989 to 1990 and for the Employers' Confederation of Zimbabwe from 1990 to 1992, before joining the ILO. His professional focus has been in the field of entrepreneurship and management and he has run his own business. He joined the ILO in 1992, working as a project staff member in ILO-Harare, before moving to Geneva headquarters as a Chief Technical Adviser and Enterprise Specialist. From 2004 to 2009 he was the Global Coordinator of the Start and Improve Your Business Programme at the Regional Office for Africa in Addis Ababa. In 2009 he was appointed Deputy Director of DWT/CO-Pretoria.

**Ms Alice Ouedraogo** (Burkina Faso)

Appointed Director of the Internal Services and Administration Department (INTSERV), and promoted to D.2 level with effect from 1 July 2016. Promotion to D.1 was reported to the Governing Body in November 1999.

**Mr Christophe Perrin** (France)

Appointed Director of the Multilateral Cooperation Department (MULTILATERALS), with effect from 15 July 2016. Promotion to D.2 was reported to the Governing Body in March 2012.

**Mr Stephen Pursey** (United Kingdom)

Appointed Senior Policy Adviser and G20 Coordinator, Office of the Deputy Director-General for Policy (DDG/P) with effect from 15 July 2016. Promotion to D.2 was reported to the Governing Body in November 2007.

**Ms Cynthia Samuel-Olonjuwon** (Nigeria)

Appointed Deputy Regional Director for Africa and promoted to D.1 level with effect from 15 July 2016.

Born in 1961, Ms Samuel-Olonjuwon holds a BSc in sociology and was awarded a Masters' Degree in Industrial and Labour Relations from the University of Ibadan in 1982.

Ms Samuel-Olonjuwon joined the ILO in 1995, and has held different positions in the field and Geneva; including Chief of the ILO Programming Unit for Africa and Deputy Director of the ILO Office in Pretoria. As a member of the senior management team of the ILO Regional Office for Africa for more than nine years, she has played an important role in the development and implementation of regional strategies to deliver quality programmes, fostering opportunities for cooperation; particularly with the African Union and regional economic communities, and alliance-building throughout the region.

Prior to joining the ILO, she worked as Assistant Director (Administration/Small Enterprise Development) in the Nigerian Employers' Consultative Association (NECA). She also held a lectureship in Gender, Industrial Sociology and Group Dynamics at the Ahmadu Bello University. Ms Samuel-Olonjuwon was appointed to the Board of the International Sociological Association (Research Committee on Women in Society) from 1986 to 1990. With more than 32 years' experience in the world of work, she has gained skills and significant experience in leadership, management and strategic partnerships to promote decent work outcomes at regional, subregional and national levels.

**Ms María Luz Vega Ruiz** (Spain)

Appointed Coordinator, Future of Work Initiative, with effect from 1 August 2016. Promotion to D.1 was reported to the Governing Body in March 2015.