



Governing Body

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Institutional Section

INS

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Report of the Director-General

Regular report

Purpose of the document

This document contains information that the Director-General wishes to bring to the attention of the Governing Body regarding obituaries, membership of the Organization, follow-up to the decision of the Governing Body to request an advisory opinion to the International Court of Justice, progress in international labour legislation and internal administration, as set out in the table of contents (see the draft decision in paragraph 24).

Relevant strategic objective: Not applicable.

Main relevant outcome: Enabler B: Improved leadership and governance.

Policy implications: None.

Legal implications: None.

Financial implications: None.

Follow-up action required: None.

Author unit: Official Meetings, Documents and Relations Department (RELMEETINGS).

Related documents: None.

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► I. Obituaries

Mr Membathisi Mphumzi Shepherd Mdladlana

1. The Director-General announces with deep regret the passing, on 18 October 2024, of Mr Membathisi Mphumzi Shepherd Mdladlana, former Government member of the ILO Governing Body.
2. A lifelong educator and labour leader, Mr Mdladlana became a Member of Parliament in South Africa's first democratic legislature in 1994. President Mandela appointed him Minister of Labour in 1998, and he continued to serve in this role under Presidents Mbeki, Motlanthe, and Zuma.
3. Mr Mdladlana's contributions to labour rights extended internationally, as he represented the Government of South Africa at the ILO for more than a decade, as a deputy member of the Governing Body between 1998 and 2002; and as a regular member of the Governing Body between 2001 and 2010. He was notably elected Chairperson of the ILO Governing Body for the 2006–07 period.
4. Mr Mdladlana's career was shaped by his earlier involvement as a founding member and Chairperson of the South African Democratic Teachers Union between 1985 and 1994. His leadership during a time of significant political upheaval contributed to advancing labour rights and educational reforms, positioning him as a key figure in the country's journey towards equality and social justice.

Mr Francisco Díaz Garaycoa

5. The Director-General announces with deep regret the passing, on 19 October 2024, of Mr Francisco Díaz Garaycoa, former Employer member of the ILO Governing Body.
6. Mr Díaz, from Guayaquil (Ecuador) and a lawyer by profession, provided valuable services to employers in Ecuador and to his country. Throughout his life he held relevant positions in his country's public and private sectors. He served as Minister of Labour of Ecuador from August 1984 to August 1985. He was Vice-President for Legal Affairs of the then Chamber of Industries of Pichincha (today the Chamber of Industries and Production) and was Secretary-General of the National Federation of Chambers of Industry of Ecuador for over 30 years. He also had a distinguished career in the practice of labour law, work he performed with the utmost eloquence and authority. In these functions, his greatest contribution was the largest labour reform ever implemented in Ecuador, in 1992, which had a positive impact in the labour relations sphere and helped to resolve many of the labour disputes prevalent in Ecuador at that time.
7. At the international level, he was a deputy Employer member of the ILO Governing Body almost continually from 1978 to 2005. He also served as a regular Employer member at 12 Governing Body sessions between 1988 and 2001. He always used his extensive knowledge to champion the causes of employers and free enterprise. Of particular note is the important role he played in ensuring that the views of employers were reflected in the Indigenous and Tribal Peoples Convention, 1989 (No. 169).

8. Those who worked with him will always remember him for his unwavering convictions. His valuable contributions to the work of the ILO Governing Body will remain in the institutional memory of this Organization.

► II. Membership of the Organization

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

► III. Follow-up to the decision of the Governing Body to request an advisory opinion to the International Court of Justice

10. On 18 June 2024, in a [press release](#), the Registry of the International Court of Justice informed that 31 written statements have been filed in the Registry in the advisory proceeding concerning the Right to Strike under ILO Convention No. 87. In particular, within the time-limit for the presentation of written statements, fixed by the Court's [Order](#) of 16 November 2023, statements were filed in the Registry by (in order of receipt): the International Cooperative Alliance, the International Labour Organization, France, Vanuatu, the Organisation of African, Caribbean and Pacific States, Spain, Italy, the International Trade Union Confederation, the World Federation of Trade Unions, the United Kingdom of Great Britain and Northern Ireland, Colombia, Bangladesh, Germany, Poland, Business Africa, the International Organisation of Employers, South Africa, Canada, Switzerland, Norway, Tunisia, the United States of America, Australia, Japan, Costa Rica, Indonesia, Mexico, Somalia, the Kingdom of the Netherlands and Belize. In addition, the President of the Court [decided](#), on an exceptional basis, to authorize the late filing of the written statement of Brazil. Pursuant to article 106 of the Rules of Court, the Court may decide to make the written statements accessible to the public on or after the opening of the oral proceedings in the case.
11. On 1 October 2024, the Registry of the International Court of Justice informed in a [press release](#) that 15 written comments have been filed within the time limit fixed by the Court by States and organizations having presented written statements in the proceeding. Written comments have been filed by (in order of receipt): International Trade Union Confederation; Japan; Mexico; International Cooperative Alliance; Tunisia; Organization of African, Caribbean and Pacific States; South Africa; Switzerland; United States of America; International Organisation of Employers; Business Africa; Australia; Bangladesh; the Netherlands and Vanuatu.
12. By email dated 4 October 2024, the Registrar of the International Court of Justice informed that, a letter dated 3 October 2024, the United Kingdom had notified the Court that it formally withdrew its written statement filed on 16 May 2024. The same information was formally notified to the Director-General by letter dated 14 October 2024 from the Secretary of State for Work & Pensions of the United Kingdom.
13. The Office has launched a [webpage](#) at the ILO public website for following the developments and posting information relating to the advisory proceedings.

► IV. Progress in international labour legislation

Ratification of Conventions

- 14.** Since the information submitted to the 350th Session (March 2024) of the Governing Body, the Director-General has registered up to 24 September 2024, the following **34** ratifications of international labour Conventions:

Member State	Ratification/ acceptance date	Instruments
Austria	11 September 2024	• Violence and Harassment Convention, 2019 (No. 190)
Barbados	24 May 2024	• Domestic Workers Convention, 2011 (No. 189)
Brunei Darussalam	11 June 2024	• Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)
Bulgaria	3 April 2024	• Occupational Safety and Health Convention, 1981 (No. 155) • Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)
Chile	14 June 2024	• Safety and Health in Mines Convention, 1995 (No. 176)
Comoros	18 February 2024	• Maritime Labour Convention, 2006, as amended (MLC, 2006)
Côte d'Ivoire	22 May 2024	• Seafarers' Identity Documents Convention (Revised), 2003, as amended (No. 185)
Denmark	6 June 2024	• Violence and Harassment Convention, 2019 (No. 190)
Egypt	7 June 2024	• Maritime Labour Convention, 2006, as amended (MLC, 2006)
Finland	7 June 2024	• Violence and Harassment Convention, 2019 (No. 190)
Georgia	14 February 2024	• Maritime Labour Convention, 2006, as amended (MLC, 2006)
Germany	12 June 2024	• Safety and Health in Agriculture Convention, 2001 (No. 184)
Ghana	28 August 2024	• Work in Fishing Convention, 2007 (No. 188)
Guatemala	6 August 2024	• Safe and Healthy Working Environment (Consequential Amendments) Convention, 2023 (No. 191)
Guinea-Bissau	10 June 2024	• Maritime Labour Convention, 2006, as amended (MLC, 2006)
Kyrgyzstan	3 June 2024	• Violence and Harassment Convention, 2019 (No. 190)
Malaysia	11 June 2024	• Occupational Safety and Health Convention, 1981 (No. 155)
Philippines	20 February 2024	• Violence and Harassment Convention, 2019 (No. 190)
Portugal	16 February 2024	• Violence and Harassment Convention, 2019 (No. 190)

Member State	Ratification/ acceptance date	Instruments
Republic of Moldova	19 March 2024	Violence and Harassment Convention, 2019 (No. 190)
Romania	12 June 2024	Violence and Harassment Convention, 2019 (No. 190)
Samoa	31 May 2024	- Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) - Violence and Harassment Convention, 2019 (No. 190)
Sao Tome and Principe	7 June 2024	- Social Security (Minimum Standards) Convention, 1952 (No. 102) - Termination of Employment Convention, 1982 (No. 158) - Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)
Saudi Arabia	4 June 2024	Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)
Seychelles	22 January 2024	Domestic Workers Convention, 2011 (No. 189)
Spain	11 June 2024	- Safety and Health in Construction Convention, 1988 (No. 167) - Safety and Health in Agriculture Convention, 2001 (No. 184)
Thailand	12 June 2024	Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)
Uzbekistan	17 April 2024 7 August 2024	- Protection of Wages Convention, 1949 (No. 95) - Workers with Family Responsibilities Convention, 1981 (No. 156)

Declarations concerning the application of Conventions regarding non-metropolitan territories (article 35 of the Constitution)

15. The Director-General has registered the following declarations concerning the application of international labour Conventions regarding the following non-metropolitan territory:

Member State	Ratification date	Instruments
United Kingdom of Great Britain and Northern Ireland	24 April 2024	- Minimum Age Convention, 1973 (No. 138) - Worst Forms of Child Labour Convention, 1999 (No. 182) <i>Applicable without modifications: Gibraltar</i>

Notifications

16. The Director-General has registered on 24 April 2024 a notification by Jamaica, pursuant to Article XV, paragraph 8(a) of the Maritime Labour Convention, 2006, as amended (MLC, 2006), that the 2022 Amendments to the Code of the MLC, 2006, will enter into force for Jamaica only after subsequent notification of their acceptance.
17. The Director-General has registered on 29 May 2024 a notification by Slovenia, pursuant to Article XV, paragraph 8(a) of the Maritime Labour Convention, 2006, as amended (MLC, 2006),

that the 2022 Amendments to the Code of the MLC, 2006 will enter into force for Slovenia only after subsequent notification of their acceptance.

18. The Director-General has registered on 23 June 2024 a notification by Portugal, pursuant to Article XV, paragraph 8(a) of the Maritime Labour Convention, 2006, as amended (MLC, 2006), that the 2022 Amendments to the Code of the MLC, 2006 will enter into force for Portugal only after subsequent notification of their acceptance.
19. The Director-General has registered on 27 June 2024 a notification by Chile, pursuant to Article XV, paragraph 8(b) of the Maritime Labour Convention, 2006, as amended (MLC, 2006), that the 2022 Amendments to the Code of the MLC, 2006 will enter into force for Chile as of 23 December 2025.

Ratifications/acceptances of the Instrument for the Amendment of the Constitution of the International Labour Organization, 1986

20. Since the preparation of the document submitted to the 350th Session (March 2024) 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 Organization, 1986:

Australia	Ratification	27 June 2024
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21. Accordingly, the total number of ratifications and acceptances is now **127**, including two by Members of chief industrial importance. As a result, three more ratifications, but only from Members of chief industrial importance, are needed for the amendment to take effect.¹

► V. Internal administration

22. 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.

23. The following appointments are accordingly reported to the Governing Body:

Mr Eliel Hasson Nisis (Chile)

Appointed Director of the ILO Decent Work Technical Support Team and Country Office for Central America, Haiti, Panama and the Dominican Republic (DWT/CO-San José) at the D.1 level, with effect from 1 September 2024.

Before joining the ILO, Mr Hasson Nisis was the labour attaché at the Permanent Mission of Chile to the United Nations Office and other international organizations in Geneva. He was also Vice President of the Hay Mujeres Foundation, Director of the Chilean Council for Foresight and Strategy, and a member of the Advisory Council of Chile Transparente, the Chilean chapter of

¹ 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, including at least five Members of chief industrial importance.

Transparency International, of the Permanent Forum on Foreign Policy, and of the Ethics Commission of the Chilean chapter of the National Museum of Women in the Arts. He also worked as a professor of Trade, Labour and Regulatory Affairs at Universidad Adolfo Ibáñez, in the Chilean capital.

In recent years, he served as head of the International Unit at the Ministry of Labour and Social Welfare of Chile; Liaison and Strategy Director of the Carén Scientific and Academic Initiative of the University of Chile; President of the Chile-Israel Foundation for Science, Technology, Innovation and the Humanities; and member of the Chile-United States Council for Science, Technology and Innovation.

From 2019 to 2021, he served as Director of Public Affairs and Corporate Governance at the Albagli Zaliasnik law firm. From 2014 to 2018, he was head of International Affairs at the Chilean Presidency's General Secretariat Ministry. Previously, he worked at the Vice Ministry for International Economic Relations within the Ministry of Foreign Affairs.

Born in 1965, Mr Hasson Nisis earned a Juris Doctor in Law and Political Science from the University of Lima, Peru, and a Master of Laws in International Economic Relations from the University of Chile. He has completed the Executive Programs "The Practice of Trade Policy" at Harvard University's John F. Kennedy School of Government, and the "Management Program for Lawyers" at the Yale School of Management. Throughout his professional career, he has carried out specialization programmes in various international organizations (including the World Trade Organization and the ILO) in matters such as the social and solidarity economy, business sustainability and the future of work. He speaks Spanish and English and has advanced knowledge of French and Hebrew.

Mr Khumbula Ndaba (South Africa)

Appointed Director of the ILO Country Office for Ethiopia, Djibouti, Somalia, Sudan and South Sudan, and Special Representative to the African Union and the United Nations Economic Commission for Africa (CO-Addis Ababa), at the D.1 level, with effect from 15 April 2024.

Born in 1968, Mr Khumbula Ndaba holds a Bachelor of Administration in Public Administration and Political Science from the University of Durban Westville, and a Postgraduate Diploma in Financial Economics from the University of London.

Mr Ndaba has been a senior manager in the public service for 23 years and has gained a wide range of skills and experience in salary negotiations, labour relations, human resource management, financial, risk, and procurement management. Mr Ndaba also travelled extensively as a government representative at various international public bodies and international conferences.

In 1999, he was appointed Director of Labour Relations in the Department of Public Service and Administration of South Africa. He was promoted to the post of Deputy Director-General in that same Department in 2010. In 2016, he took a three-year break from public service, to which he came back in 2019 as Deputy Director-General of Corporate Support Services in the Department of Social Development of South Africa. In this capacity, he reported to the Director-General of Social Development and worked as an adviser to both the Director-General and the Minister.

From 2010 to 2016, Mr Ndaba led the public service negotiations on behalf of the Government. During this period Mr Ndaba negotiated with public service unions and reported directly to the Director-General and to the cabinet committee on salaries and negotiations, constituted by 11 ministers, including the Minister of Finance. In this context, Mr Ndaba contributed to the

successful conclusion of a number of collective agreements. Mr Ndaba also served as an executive member in three public service bargaining structures: the South African Police Service, the General Public Service Sectoral Bargaining Council, and the Safety and Security Sectoral Bargaining Council.

Mr Ndaba also worked for the Congress of South African Trade Unions (COSATU) between 1993 and 1999, where he occupied the positions of regional secretary, and head of negotiations in the national office. During this period, he was also an ex officio member of the Central Executive Committee of COSATU and led negotiations in various chambers of the National Economic Development and Labour Council. Lastly, Mr Ndaba has represented various departments in different parliamentary portfolio committees.

Ms Faith O'Neill (United Kingdom of Great Britain and Northern Ireland)

Appointed Chief of the Strategic Support Branch (HR/STR), Human Resources Development Department (HRD) at the D.1 level, with effect from 1 July 2024.

Born in 1966, Ms O'Neill has 35 years of professional experience in legal practice, including civil litigation and employment law, the development of workers' organizations, collective bargaining, and human resource management. Her experience includes six years of legal practice in the City of London, and five years as Executive Secretary to a Global Union Federation. She joined the ILO in 2000, working at the Bureau for Workers' Activities (ACTRAV) before moving to HRD as head of the policy and legal team in 2008. She holds a Bachelor of Laws (Honours) degree from Nottingham University and a postgraduate qualification in Legal Practice (Law Society Finals). She was admitted as a Solicitor to the Supreme Court of England and Wales and is a Member of the Law Society.

Mr Joaquim Pintado Nunes (Portugal)

Appointed Chief of the Occupational Safety and Health and Working Environment Branch (OSHE) in the Governance and Tripartism Department (GOVERNANCE), at the D.1 level, with effect from 1 July 2024.

Born in 1968, Mr Pintado Nunes holds a Master of Laws from the Portuguese Catholic University, and postgraduate studies in labour law, occupational safety and health, and public management.

Mr Pintado Nunes joined the ILO's Decent Work Technical Support Team and Country Office for Central and Eastern Europe (DWT/CO-Budapest) in 2011. Before being appointed Chief of OSHE, he was the Chief of the Labour Administration, Labour Inspection and Occupational Safety and Health Branch (LABADMIN/OSH) within GOVERNANCE. Throughout his ILO career, he has been a team lead on labour administration and labour inspection, and a senior specialist on labour administration, labour inspection and occupational safety and health.

Mr Pintado Nunes' professional career on occupational safety and health has spanned some 28 years. Before joining the ILO, he was the department head responsible for strategy, coordination, legal and technical guidance at the Portuguese authority responsible for occupational safety and health (OSH) (Authority for Working Conditions). Prior to that, he managed a regional office of the national labour inspectorate and also worked as a labour inspector covering a diversity of sectors (including agriculture, construction and manufacturing). Mr Pintado Nunes has been a lecturer on OSH legislation and has represented the Portuguese Government as an expert in several inter-ministerial and international committees. He has extensive experience in the formulation and implementation of OSH regulations and standards, policies, and programmes, at the national and international level,

as well as in workplace OSH management. Mr Pintado Nunes has gained a wide range of skills and experience in international cooperation, national and international OSH policy and regulatory frameworks, and risk management.

Ms Xiaoyan Qian (China)

Appointed Director of the ILO Decent Work Technical Support Team for East and South-East Asia and the Pacific and Country Office for Thailand, Cambodia and Lao People's Democratic Republic (DWT/CO-Bangkok) at a D.1 level, with effect from 1 March 2024.

Born in 1971, Ms Xiaoyan Qian is a council member of China's Society for Human Rights Study. She holds a PhD in Law from Nankai University and Master of Arts in Economics from Renmin University.

Ms Qian joined the Ministry of Labor and Social Security in 1996. She served six years in the Ministry's Cabinet as a policy analyst before she transferred to the Department of International Cooperation, in 2002. In 2012, she was appointed labour attaché at the Chinese Embassy in the United States, where she worked to strengthen bilateral cooperation between China and the United States around labour-related matters. She was promoted to Deputy Director-General for International Cooperation in the Ministry in March 2017.

Ms Qian has worked actively to advance technical cooperation between China and other UN Member States and international agencies, including the ILO. She was chief negotiator in consultations regarding bilateral social security agreements between China and other countries, and head of delegation of the Chinese Government's Employment Working Group under both the G20 and in conversations between Brazil, the Russian Federation, India, China and South Africa (the BRICS countries). Her 28 years of public service have granted her valuable experience in labour policy development, technical cooperation project design and delivery, and team building.

Mr Dragan Radic (Croatia)

Appointed Chief of the Micro, Small and Medium-Sized Enterprises Branch (MSME) and promoted to D.1 level, with effect from 1 March 2024.

Born in 1966, Mr Radic earned a master's degree in business administration from Massey University in New Zealand and a bachelor's degree in psychology from Rijeka University in Croatia.

Mr Radic commenced his tenure with the ILO DWT/CO-Bangkok in June 2008, where he served as a Senior Specialist in Employers Activities. In this capacity, he helped employers' organizations across East Asia. He later transitioned to the ILO DWT/CO-Budapest from August 2012 to March 2018, supporting employers' organizations in Central and Eastern Europe. In March 2018, he took on the role of head of the Small and Medium-Sized Enterprises Unit at ILO headquarters in Geneva, leading the Organization's efforts in small and medium-sized enterprise development.

Over his 25-year international career, Mr Radic has gained extensive experience worldwide in business management, strategic planning, advocacy and policy work, leadership, and capacity-building. He also served as the Chief Executive Officer of New Zealand's Accuro Health Insurance, and as the Business Services Manager of the New Zealand Nurses Organisation.

Ms Clair Siobhan Ruppert (Brazil)

Appointed Deputy Director of the Bureau for Workers' Activities (ACTRAV), with effect from 1 September 2024.

Born in 1981, Ms Clair Siobhan Ruppert holds a master's degree in labour policies and globalization from the University of Kassel and Berlin School of Economics and Law.

She worked for the Single Confederation of Workers of Brazil (CUT) for more than 23 years. In the last 16 years, she was the Coordinator of the International Relations secretariat. She dealt with issues related to international labour and trade union policies, and coordinated cooperation with international organizations. In addition to her work at the CUT, she was a deputy member of the Brazilian Government's National Council for Migration. In recent years, Clair dedicated part of her time to matters related to workers in informal employment and was a member of the Advisory Committee of the Organization and Representation Programme run by Women in Informal Employment: Globalizing and Organizing (WIEGO).

Ms Hilary Sienrukos (United States of America)

Appointed Chief of Projects and Resilience in the Internal Services and Administration Department (INTSERV) at the D.1 level, with effect from 1 September 2024.

Born in 1978, Ms Sienrukos holds a master's degree in international law and diplomacy from Tufts University Fletcher School in the United States. She is certified in PRINCE 2 and PMP project management and is a member of the Chartered Institute of Procurement and Supply.

Ms Sienrukos' career spans more than 15 years in project and programme management, and contract, facilities and infrastructure management in both headquarters and field locations. She has experience working for the United Nations secretariat in programme management in South Sudan, Somalia, Geneva and New York. From 2018 to 2021, she worked for the Government of the United States (Millennium Challenge Corporation) managing large development projects in Morocco, Côte d'Ivoire and Timor-Leste. Prior to her latest appointment, she was the Chief of Programme Support for the Strategic Heritage Plan at the United Nations Office in Geneva (UNOG). Ms Sienrukos has a wide range of skills and experience in project management, contract management, budgeting and finance and risk management.

Mr René Vargas (El Salvador)

Appointed Registrar of the ILO Administrative Tribunal (TRIB) at the D.1 level, with effect from 18 November 2024.

Born in 1966, Mr Vargas holds a master's degree in international law from the American University in Washington DC, is qualified to practice as a lawyer and a notary in his home country and speaks English, French and Spanish fluently.

Mr Vargas joined the United Nations system in July 1997 as an Associate Legal Officer for the Joint Appeals Board (JAB)/Joint Disciplinary Committee (JDC) at UNOG, after successfully sitting the United Nations Young Professionals Programme examination. In 1999, he moved to the Geneva Office of the United Nations Joint Staff Pension Fund, where he worked for 12 years in different capacities and areas (benefits calculations, legal and pension scheme presentations). In March 2012, he returned to the United Nations system of administration of justice as Registrar of the United Nations Dispute Tribunal Geneva Registry, where he currently serves.

During his 28-year career with the United Nations, Mr Vargas has also represented staff members before the JAB/JDC and served in UNOG as Chairperson of its Change Order Review Committee and its Committee on Contracts. Mr Vargas possesses a wide range of skills and experience in administration of justice, court case management, and United Nations system rules in a wide range of areas (staff selection, procurement, benefits and entitlements), and information technology.

► Draft decision

24. The Governing Body:

- (a) took note of the information contained in document GB.352/INS/19(Rev.1) regarding obituaries, the membership of the Organization, the follow-up to the decision of the Governing Body to request an advisory opinion to the International Court of Justice, progress in international labour legislation and internal administration;**
- (b) paid tribute to the memory of Mr Membathisi Mphumzi Shepherd Mdladlana and invited the Director-General to convey its condolences to the family of Mr Mdladlana and to the Government of South Africa;**
- (c) paid tribute to the memory of Mr Francisco Díaz Garaycoa and invited the Director-General to convey its condolences to the family of Mr Díaz Garaycoa, to the Government of Ecuador and to the International Organisation of Employers (IOE).**