



Governing Body

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Institutional Section

INS

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Fifteenth item on the agenda

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 the membership of the Organization, the follow-up to the decision of the Governing Body to request an advisory opinion of the International Court of Justice, progress in international labour legislation, internal administration and publications and documents, as set out in the table of contents (see the draft decision in paragraph 21).

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. Membership of the Organization

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

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

2. Since the information submitted to the 352nd Session (October–November 2024) of the Governing Body, there have been no developments regarding the advisory proceedings concerning the right to strike under ILO Convention No. 87.¹

► III. Progress in international labour legislation

Ratifications of Conventions

3. Since the information submitted to the 352nd Session of the Governing Body, the Director-General has registered up to 20 January 2025, the following **14** ratifications of international labour Conventions.

Member State	Ratification date	Convention
Australia	29 October 2024	• Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) • Safe and Healthy Working Environment (Consequential Amendments) Convention, 2023 (No. 191)
Colombia	6 December 2024	• Workers with Family Responsibilities Convention, 1981 (No. 156)
Estonia	18 December 2024	• Violence and Harassment Convention, 2019 (No. 190)
Netherlands	4 October 2024	• Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)
Philippines	5 November 2024	• Labour Inspection Convention, 1947 (No. 81)
Suriname	28 November 2024	• Social Security (Minimum Standards) Convention, 1952 (No. 102) • Labour Inspection (Agriculture) Convention, 1969 (No. 129) • Minimum Wage Fixing Convention, 1970 (No. 131)

¹ The Office has created a [dedicated webpage](#) on the ILO public website for developments relating to the advisory proceedings.

Member State	Ratification date	Convention
Uzbekistan	19 December 2024	• Maternity Protection Convention, 2000 (No. 183)
		• Occupational Safety and Health Convention, 1981 (No. 155)
	6 January 2025	• Holidays with Pay Convention (Revised), 1970 (No. 132) • Part-Time Work Convention, 1994 (No. 175)
Zambia	13 December 2024	• Violence and Harassment Convention, 2019 (No. 190)

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

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

Member State	Ratification date	Convention
Netherlands	4 October 2024	• Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) Applicable without modifications: Caribbean Part of the Netherlands

Ratifications of the Instrument for the Amendment of the Constitution of the International Labour Organisation, 1986

5. Since the information submitted to the 352nd Session (October–November 2024) of the Governing Body, no instrument of ratification or acceptance has been received by the Director-General.
6. Accordingly, the total number of ratifications and acceptances remains at **127**, including two by Members of chief industrial importance. Three more ratifications from Members of chief industrial importance are needed for the amendment to take effect.²

Entry into force of the Safe and Healthy Working Environment (Consequential Amendments) Convention, 2023 (No. 191)

7. In accordance with its Article 4, paragraph 1, the Safe and Healthy Working Environment (Consequential Amendments) Convention, 2023 (No. 191), comes into force on the date on which the ratifications of two Members have been registered. Following ratification by Australia on 29 October 2024, and as the Convention has already been ratified by Guatemala on 6 August 2024, this condition is fulfilled. Accordingly, Convention, No. 191 came into force on 29 October 2024.

² 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.

Entry into force of the amendments of 2022 to the Maritime Labour Convention, 2006, as amended (MLC, 2006)

8. In accordance with Article XV, paragraph 7, of the Maritime Labour Convention, 2006, as amended (MLC, 2006), the amendments to the Code approved by the International Labour Conference shall be deemed to have been accepted unless, by the end of the prescribed period, formal expressions of disagreement have been received by the Director-General from more than 40 per cent of the Members which have ratified the Convention and which represent not less than 40 per cent of the gross tonnage of the ships of the Members which have ratified the Convention. In accordance with paragraph 8 of the same Article, the amendments deemed to be accepted, shall come into force six months after the end of the prescribed period.
9. The amendments of 2022 to the MLC, 2006, were approved by the International Labour Conference at its 110th Session (2022). Following the end of the prescribed period for the communication of formal disagreements on 23 June 2024 and the fulfilment of the above-mentioned conditions of paragraphs 7 and 8 of Article XV, the amendments of 2022 to the MLC, 2006, came into force on 23 December 2024.

Abrogation and withdrawal of Conventions

10. At its 112th Session (2024), the International Labour Conference decided to abrogate the following four international labour Conventions: the Underground Work (Women) Convention, 1935 (No. 45); the Safety Provisions (Building) Convention, 1937 (No. 62); the Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63); and the Labour Inspectorates (Non-Metropolitan Territories) Convention, 1947 (No. 85).³
11. This was the fifth time that the International Labour Conference abrogated international labour Conventions following the entry into force, on 8 October 2015, of the instrument for the amendment of the Constitution of the International Labour Organisation, 1997.⁴

► IV. Internal administration

12. 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 development cooperation projects, shall be reported to the Governing Body with a short statement of the qualifications of the persons so promoted or appointed.

³ ILC.112.

⁴ According to article 19, paragraph 9, of the ILO Constitution, the Conference may, by two-thirds majority and upon recommendation by the Governing Body, abrogate any Convention in force if it appears that it has lost its purpose or that it no longer makes a useful contribution to attaining the objectives of the Organization.

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

Ms Esther Adelle BLACKETT (Canada)

Appointed Senior Advisor to the Director-General (CABINET) at the D.1 level, with effect from 5 February 2025.

Born in 1967, Esther Adelle Blackett is a Fellow of the Royal Society of Canada and an Advocate Emeritus of the Barreau du Québec. She is also a member in good standing of the Law Society of Ontario. She holds a PhD in Law from Columbia University, as well as a BA in History from Queen's University, BCL and LLB degrees from McGill University and an LLM from Columbia University. She has completed negotiation and mediation training through the Harvard Program on Negotiation. She has received honorary doctorates in Law from Queen's University Canada, Université Catholique de Louvain and Simon Fraser University.

She has been a Professor of Law and Canada Research Chair in Transnational Labour Law and Director of the Labour Law and Development Research Laboratory at McGill University, where she has taught for the past 25 years. She has also been a visiting professor at other leading universities worldwide. She was awarded the McGill Principal's Prize for Excellence in Teaching in 2020. A former ILO official (1994–1995; 1998–2000), she has also been the lead ILO expert on standard-setting on decent work for domestic workers and on labour law reform in Haiti, as well as a member of the Research Department's Trade and Labour Advisory Committee. A widely published, internationally respected scholar, she was honoured with the Labour Law Research Network's Bob Hepple Lifetime Achievement Award in Labour Law, in 2023.

Ms Sarah BOUAKA (United Kingdom of Great Britain and Northern Ireland)

Appointed Chief Internal Auditor and Director of the Office of Internal Audit and Oversight (IAO) at the D.1 level, with effect from 15 November 2024. Her promotion to the D.1 position was endorsed by the Governing Body in November 2024.⁵

Ms Samira DAOUD (Algeria)

Appointed Director of the ILO Decent Work Technical Support Team for West Africa and Country Office for Senegal, Cabo Verde, the Gambia, Guinea and Guinea-Bissau (DWT/CO-Dakar) at the D.1 level, with effect from 1 January 2025.

Ms Samira Daoud is a graduate of the *Institut d'Etudes Politiques de Lyon* and holds a MA in Political Science from the University of Paris I Panthéon-Sorbonne. Ms Daoud's career within international human rights and development organizations, mainly in West and Central Africa, spans some 25 years. Prior to joining the ILO, she was Amnesty International's Regional Director for West and Central Africa in Dakar, having previously been employed by Oxfam, Panos Institute West Africa and Sherpa. Ms Daoud has a wide range of skills and experience in human rights advocacy, strategic leadership and partnership building.

Ms Caroline FREDRICKSON (United States of America)

Appointed Director of the Research and Publications Department (RESEARCH) at the D.2 level, with effect from 1 December 2024.

Born in 1964, Ms Fredrickson is a Member of the American Law Institute and served on the White House Commission on the Supreme Court. Most recently, she was a Distinguished

⁵ See [GB.352/INS/19/2/Decision](#).

Visitor from Practice at Georgetown Law Center, where she taught courses on workers' rights and globalization as well as legislation and constitutional law. She has also taught at the Institute for Political Studies (Sciences Po) in Lyon, and the Catholic University of Lyon's School of Law. Ms Fredrickson attended Yale University, where she received a BA in Russian and East European Studies, and Columbia Law School, where she earned a JD and the Emil Schlesinger Labor Law Prize, awarded annually to the student most proficient in the subject of Labor Law. She practiced labour law and served as the Chief of Staff to a United States Senator. Likewise, she worked on labour and legal issues within the White House. She has extensive management and policy experience from her time in the Senate, running a large department of a major United States non-profit organization, and subsequently serving as president of another organization. She is also well-published, having written four books and hundreds of magazine and newspaper articles on topics including labour, employment, and constitutional law.

Ms Tomi KOHIYAMA (Japan)

Appointed Legal Adviser and Director of the Office of Legal Services (JUR) and promoted at the D.2 level, with effect from 28 October 2024. Her promotion to the D.1 position was reported to the Governing Body in November 2017.

Mr Tuomo POUTIAINEN (Finland)

Appointed Deputy Regional Director of the ILO Regional Office for Asia and the Pacific (RO-Asia and the Pacific) at the D.1 level, with effect from 1 June 2025.

Born in 1966, Mr Poutiainen is a long serving ILO Official who holds a master's degree from France, Aix-Marseille I University and a Lic.Phil. Degree from Finland in General History and Social Policy.

Mr Poutiainen joined the ILO in 1999 and has served in various countries and posts during his career, including in the Philippines, ILO headquarters, Cambodia, Thailand and at late in Bangladesh, where he was ILO Country Office Director. Mr Poutiainen has extensive management and leadership experience and has driven the ILO's work at country level, along with ILO constituent, in areas such as labour administration, employment and social protection. Prior to joining the ILO, Mr Poutiainen worked on inter-regional Baltic Sea cooperation and on business development with focus on Asia.

Ms Lieve VERBOVEN (Belgium)

Appointed Chief of the Social Dialogue, Labour Relations and Governance of Work Branch, within the Governance and Tripartism Department (GOVERNANCE), at the D.1 level, with effect from 13 January 2025.

Born in 1969, Ms Verboven holds a Master of Law from the Catholic University of Leuven and a Master's in European Law from the *Université Libre de Bruxelles*. Before joining the Branch she is now heading, Ms Verboven served as Director of the ILO Office for the European Union and the Benelux countries. With over 20 years of expertise in social dialogue, conflict resolution, and collective bargaining, she was a Federal Labour Mediator in Belgium between 2011 and 2018, chairing national joint committees and mediating collective labour disputes. From 2005 to 2011, she worked in Alberta, Canada, gaining experience in labour relations and alternative dispute resolution (ADR). At the time, she also earned certifications from the ADR Institute of Alberta. Earlier in her career, she worked as a Social Dialogue Expert in Senegal, advancing social dialogue through the ILO's Regional Programme for the Promotion of Social Dialogue in French-speaking Africa.

► V. Publications and documents

14. Reports and documents for official ILO meetings are available on the web pages of the meetings concerned:

[International Labour Conference](#)

[Regional meetings](#)

[Sectoral meetings](#)

15. The following periodical publications have been issued, or are in press, in the languages indicated since the 350th Session (March 2024) of the Governing Body:

International Labour Review, Vol. 163 (2024), Issues 1-4 (English and French), and Vol. 143 (2024), Issues 1-4 (Spanish).

16. The following publications in English, French and Spanish have been issued for sale, or are in press, since the 350th Session (March 2024) of the Governing Body:

English

Global Employment Trends for Youth 2024 – Decent work brighter futures

Global Wage Report 2024–25 – Is wage inequality decreasing globally?

Heat at work: Implications for safety and health – A global review of the science, policy and practice

Integrating trade and decent work – Has trade led to a better jobs? Volume 1

Integrating trade and decent work – The potential of trade and investment policies to address labour market issues in supply chains - Volume 2

Making and breaking gender inequalities in work

Preventing and addressing violence and harassment in the world of work through occupational safety and health

Rethinking Economic Transformation for sustainable and Inclusive Development. Turning a Corner?

Social Dialogue Report 2024 – Peak-level social dialogue for economic development and social progress

World Employment and Social Outlook Trends 2024

World Social Protection Report 2024–26: Universal social protection for climate action and a just transition

French

Emploi et questions sociales dans le monde: Tendances 2024

Prévenir la violence et le harcèlement dans le monde du travail par des mesures de sécurité et de santé au travail

Spanish

Perspectivas Sociales y del Empleo en el Mundo: Tendencias 2024

Prevenir y abordar la violencia y el acoso en el mundo del trabajo con medidas de seguridad y salud

17. Other free-of-charge official and non-official language publications can be found on the web pages of the technical departments and the field offices.

Licensing agreements with commercial and non-profit-making publishers and distributors

18. In order to increase the impact of ILO knowledge products and reach diverse audiences globally, the Publications Production and Publishing Management Unit (PRODOC) works closely with external publishers and partners to produce translations, co-publications and other licensed editions. These editions are published in print and/or electronic formats, for both commercial and/or free distribution purposes.
19. The following licensing agreements have been concluded since the 350th session (March 2024) of the Governing Body:

Title	Publisher/distributor
Translations	
<i>ILO flagship reports</i>	
<i>World Employment and Social Outlook: Trends 2024</i> (Japanese edition)	Ittosha Incorporated (Publishers), Japan
<i>Guidelines, manuals and other publications</i>	
<i>Poverty and famines: an essay on entitlement and deprivation</i> (Italian edition)	MIM Edizioni Srl, Italy
<i>Promoting equity: gender-neutral job evaluation for equal pay: A step-by-step guide</i> (Czech edition)	Ministry of Labour and Social Affairs, Czechia
Co-publications	
These are editions published in collaboration with external partners. They are disseminated to audiences via both the ILO's and the partner's distribution channels:	
<i>Buffer or Bottleneck? Employment exposure to generative AI and the digital divide in Latin America</i> (English edition)	International Bank for Reconstruction and Development/The World Bank, United States
<i>Developing career pathways for the health workforce</i> (English edition)	Organisation for Economic Co-operation and Development (OECD), France
<i>Generative AI on jobs</i> (English edition)	National Research Institute (NASK), Poland
<i>Labor migration in Asia. Trends, skills certification and seasonal work</i> (English edition)	Asian Development Bank Institute, Japan
<i>Rethinking economic transformation for sustainable and inclusive development</i> (English edition)	Edward Elgar Publishing Ltd., United Kingdom
<i>The role of the G20 in promoting green and just transitions</i> (English edition)	Organisation for Economic Co-operation and Development (OECD), France

20. The ILO also licenses its knowledge products to a range of digital distribution platforms and electronic aggregators.

► Draft decision

21. The Governing Body took note of the information contained in document GB.353/INS/15 regarding 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, internal administration and publications and documents.