



Governing Body

355th Session, Geneva, 17-27 November 2025

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 the membership of the Organization, follow-up to the decision of the Governing Body to request an advisory opinion from 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 13).

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 Relations, Meetings and Language Services 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 from the International Court of Justice

2. Since the information submitted to the 353rd Session (March 2025) of the Governing Body, the following developments have taken place regarding the advisory proceedings concerning the right to strike under the ILO's Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87).
3. In a letter received on 9 September 2025, the Registrar of the International Court of Justice informed the Office that, by letter dated 8 September 2025 and received in the Registry on the same day, the United States of America formally withdrew its written statement filed on 16 May 2024 and its written comments filed on 16 September 2024.
4. The Court held public hearings on the request for an advisory opinion from Monday 6 to Wednesday 8 October 2025 (morning). During the hearings, 18 States and 5 international organizations presented oral statements in the following order: the International Labour Office, the International Trade Union Confederation, the International Organisation of Employers, South Africa, Germany, Australia, Bangladesh, Colombia, Brazil, Spain, Indonesia, Mauritius, Mexico, Norway, Panama, the United Kingdom of Great Britain and Northern Ireland, Egypt, Uruguay, Somalia, Switzerland, Vanuatu, the International Cooperative Alliance and Business Africa. The verbatim records of the public hearings, including the list of participating delegations, are available on the [case page](#) on the Court's website. The videos of each sitting and photos produced by the Registry of the Court during the hearings are available on the [multimedia page](#) of the Court's website. By decision of the Court, the written statements and comments submitted during the written proceedings are now also accessible to the public on the case page on the Court's website.
5. As announced in a [press release](#) dated 8 October 2025, upon the conclusion of the public hearings, the Court began its deliberation. The advisory opinion will be delivered at a public sitting, the date of which will be announced in due course.
6. The Office has updated the dedicated [web page](#) on the ILO public website for developments relating to the advisory proceedings.

► III. Progress in international labour legislation

Ratification of Conventions

7. Since the information submitted to the 353rd Session of the Governing Body, the Director-General has registered up to 15 September 2025, the following **29** ratifications of international labour Conventions, the ratification by 2 Member States of the Protocol of 2014 to the Forced Labour Convention, 1930, as well as the ratification by 2 Member States of the Protocol of 2002 to the Occupational Safety and Health Convention, 1981.

Member State	Ratification date	Instruments
Angola	11 June 2025	• Social Security (Minimum Standards) Convention, 1952 (No. 102) • Employment Policy Convention, 1964 (No. 122) • Occupational Safety and Health Convention, 1981 (No. 155) • Occupational Health Services Convention, 1985 (No. 161) • Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) • Domestic Workers Convention, 2011 (No. 189) • Violence and Harassment Convention, 2019 (No. 190)
Barbados	3 March 2025	• Seafarers' Identity Documents Convention (Revised), 2003, as amended (No. 185)
	5 June 2025	• Occupational Safety and Health Convention, 1981 (No. 155) • Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) • Protocol of 2002 to the Occupational Safety and Health Convention, 1981
	7 July 2025	• Nursing Personnel Convention, 1977 (No. 149) • Labour Statistics Convention, 1985 (No. 160)
Belgium	11 June 2025	• Minimum Wage Fixing Convention, 1970 (No. 131) • Work in Fishing Convention, 2007 (No. 188)
Brazil	25 August 2025	• Protocol of 2014 to the Forced Labour Convention, 1930
Chile	10 June 2025	• Occupational Safety and Health Convention, 1981 (No. 155)
Côte d'Ivoire	3 April 2025	• Domestic Workers Convention, 2011 (No. 189)
	8 June 2025	• Work in Fishing Convention, 2007 (No. 188)
Cyprus	4 March 2025	• Violence and Harassment Convention, 2019 (No. 190)
Czechia	3 February 2025	• Safe and Healthy Working Environment (Consequential Amendments) Convention, 2023 (No. 191)
Ecuador	4 April 2025	• Maritime Labour Convention, 2006, as amended (MLC, 2006)
Montenegro	27 February 2025	• Violence and Harassment Convention, 2019 (No. 190)
Namibia	14 August 2025	• Workers with Family Responsibilities Convention, 1981 (No. 156)
Pakistan	14 March 2025	• Labour Statistics Convention, 1985 (No. 160)
		• Maritime Labour Convention, 2006, as amended (MLC, 2006)
		• Protocol of 2014 to the Forced Labour Convention, 1930
Saint Lucia	5 June 2025	• Minimum Age Convention, 1973 (No. 138) • Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)

Member State	Ratification date	Instruments
Thailand	10 June 2025	- Occupational Safety and Health Convention, 1981 (No. 155) - Protocol of 2002 to the Occupational Safety and Health Convention, 1981
United Kingdom	28 August 2025	Safe and Healthy Working Environment (Consequential Amendments) Convention, 2023 (No. 191)
Uruguay	6 June 2025	Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)

Notification

8. The Director-General has registered on 27 March 2025 a notification by the Cook Islands, pursuant to Article XV, paragraph 9 of the Maritime Labour Convention, 2006, as amended (MLC, 2006), that the 2018 Amendments to the Code of the MLC, 2006 will enter into force for the Cook Islands as of 27 September 2025.

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

9. Since the information submitted to the 353rd Session (March 2025) of the Governing Body, no instrument of ratification or acceptance has been received by the Director-General.
10. Accordingly, the total number of ratifications and acceptances remains at **127**, including 2 by Members of chief industrial importance. Three more ratifications from Members of chief industrial importance are needed for the Instrument for the Amendment of the Constitution to take effect.¹

► IV. Internal administration

11. 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.

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

Mr Patrick BELSER (Switzerland)

Appointed Chief of the Inclusive Labour Markets, Wages and Working Conditions Branch (INWORK), at the D.1 level, with effect from 1 August 2025.

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 5 of the 10 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 5 Members of chief industrial importance.

Born in 1970, Mr Belser holds a PhD in Economics from the Institute of Development Studies (IDS), University of Sussex (Brighton, United Kingdom). He also pursued studies at the Graduate Institute of International Studies in Geneva and at Columbia University in New York.

Mr Belser joined the ILO's Special Action Programme to combat Forced Labour in 2003. Since 2012, he has served as Senior Economist and Wage Specialist in the ILO's INWORK Branch, where he coordinates the ILO's research and policy advice on wages, including minimum wages, gender pay gaps, and, more recently, living wages.

Before joining the ILO, Mr Belser worked as an Economist in the Division of Multilateral Affairs at the State Secretariat for Economic Affairs within the Swiss Federal Department of Economic Affairs, where he was part of Switzerland's official delegation to the Annual Meetings of the Bretton Woods Institutions. Earlier, he spent two years at the World Bank in Hanoi working on poverty and labour market issues.

Mr Tim DE MEYER (Belgium)

Appointed Chief of the Freedom of Association Branch (LIBSYND), with effect from 1 October 2025.

Promotion to D.1 was reported to the Governing Body in November 2014.

Mr Oliver ROEPKE (Austria)

Appointed Director of the Bureau for Workers' Activities (ACTRAV), at the D.2 level, with effect from 1 November 2025.

Born in 1971, Mr Roepke holds a law degree from the University of Vienna.

Mr Roepke has built an international career as a strong advocate for workers' rights, social policy, and international cooperation. Since joining the European Economic and Social Committee (EESC) in 2009, he has served as President of the Workers' group, member of the Bureau, and rapporteur for numerous opinions and resolutions on employment, social policy, the single market, and innovation.

In April 2023, Mr Roepke was elected President of the EESC, a position he held until October 2025. During his presidency, he prioritized strengthening social rights, promoting decent work, and deepening cooperation with international organizations. Under his leadership, the EESC became the first EU institution to integrate social partners from candidate countries into its institutional work. He also championed participatory democracy, advocated for the inclusion of under-represented groups, youth, and civil society in shaping EU policies, and advanced efforts to protect workers during the digital and green transitions.

Before his mandate as EESC President, Mr Roepke headed the EU Representation of the Austrian Trade Union Federation (ÖGB) at the Austrian Permanent Representation to the European Union, serving in the diplomatic capacity of Counsellor. He also held several senior roles, including ÖGB Representative to the EU institutions, member of the Executive Committee of the European Trade Union Confederation, and advisory member of the ÖGB Federal Executive Board.

Mr Roepke began his professional career in 1996 at the Austrian Chamber of Labour, before becoming Head of the Legal Department of the ÖGB-affiliated union HGPS. In these roles, he played a leading role in social dialogue, collective bargaining, and in advocating for employees and works councils.

Ms Lisa TORTELL (Malta)

Appointed Deputy Legal Adviser of the Office of the Legal Adviser and Office of Legal Services (JUR), at the D.1 level, with effect from 19 May 2025.

Born in 1969, Ms Tortell holds a Bachelor of Laws (with Honours) from Victoria University of Wellington (New Zealand), as well as Master's and Doctoral degrees in Law from the University of Oxford (United Kingdom).

Since 1999, Ms Tortell has held a range of positions within the ILO. She has provided legal advice in the Human Resources Development Department and managed a global project on freedom of association and collective bargaining under the Programme for the Promotion of the Declaration on Fundamental Principles and Rights at Work. More recently, in the International Labour Standards Department, she coordinated the Office's support to the Standards Review Mechanism Tripartite Working Group and advised on broader matters relating to ILO standards policy.

Ms Tortell began her legal career in New Zealand, where she was admitted as a Barrister and Solicitor of the High Court and served as Judge's Clerk to the Chief Justice and Assistant Crown Counsel in the Crown Law Office. From 2005 to 2009, she was a Research Fellow at DINÂMIA (Centre for the Study of Socioeconomic Change and the Territory) in Lisbon, where she sat on the management board. Throughout her career, Ms Tortell has provided legal advice on a broad range of issues related to ILO standards policy, the application of labour standards, and human resources policy. She has also published books and journal articles on subjects related to the social dimension of globalization, human rights and labour law.

Mr Max TUÑÓN (Panama)

Appointed Director of the ILO Country Office for Bangladesh (CO-Dhaka) and promoted to D.1 level, with effect from 1 August 2025.

Born in 1979, Mr Tuñón holds a Master's degree in Social Development from the University of Sussex (Brighton, United Kingdom), and a Bachelor's degree in Business Studies from the University of Strathclyde (Glasgow, United Kingdom).

Mr Tuñón has worked with the ILO in various capacities since 2005, most recently as Head of the ILO Project Office for the State of Qatar, having previously served as a Technical Specialist in the same office overseeing the programme on wages, occupational safety and health and labour inspection. He has extensive experience in labour migration, initially managing a programme in Southeast Asia in this area, and later serving as Labour Migration Specialist in South Asia. Mr Tuñón began his career with the ILO and the UN as a consultant on rural-urban migration and youth employment in China. Over the course of his career, he has developed broad expertise in technical cooperation, programme management, and partnership building with UN agencies and other key stakeholders.

► **Draft decision**

13. **The Governing Body took note of the information contained in document GB.355/INS/16(Rev.1) regarding the membership of the Organization, the follow-up to the decision of the Governing Body to request an advisory opinion from the International Court of Justice, progress in international labour legislation and internal administration.**