



Governing Body

356th Session, Geneva, 23 March–2 April 2026

Programme, Financial and Administrative Section

PFA

Personnel Segment

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Tenth item on the agenda

Matters relating to the Administrative Tribunal of the ILO

Composition of the Tribunal

1. In accordance with article III of its Statute, as last amended by the International Labour Conference at its 109th Session (June 2021),¹ the Administrative Tribunal is currently composed of seven judges as shown in the table below: three serving a final seven-year term under transitional measures adopted to implement the 2021 amendments,² and four serving five-year terms under the amended Statute.³

► Composition of the Tribunal

Judge	Term of office expiration date
Mr Michael F. Moore (Australia), President	June 2028
Mr Patrick Frydman (France), Vice-President	June 2029
Ms Rosanna De Nictolis (Italy)	June 2026
Mr Clément Gascon (Canada)	June 2026

¹ ILC.109/Resolution X.

² In accordance with the transitional measures adopted by the Conference for implementing the 2021 amendments to the Tribunal's Statute, three judges appointed before June 2021 were reappointed for a final, non-renewable seven-year term: Mr Moore and Sir Hugh Rawlins in June 2021 (ILC.109/Resolution XI), and Mr Frydman in June 2022 (ILC.110/Resolution VII).

³ In June 2021, article III of the Tribunal's Statute was amended to align with best practices by introducing, among other changes, a five-year term limit, renewable once.

Judge	Term of office expiration date
Mr Jacques Jaumotte (Belgium)	June 2026
Sir Hugh A. Rawlins (Saint Kitts and Nevis)	June 2028
Ms Hongyu Shen (China)	June 2026

2. Four judges: Ms De Nictolis, Mr Gascon, Mr Jaumotte and Ms Shen, were first appointed in June 2021 for a five-year term ending in June 2026.⁴ They have all confirmed their willingness to serve for a final five-year term. The Director-General, after consulting the Officers of the Governing Body, therefore proposes renewing their appointments for one non-renewable term.

► Draft decision

3. **The Governing Body decided to propose to the International Labour Conference to adopt the following draft resolution:**

The General Conference of the International Labour Organization,

Decides, in accordance with article III of the Statute of the Administrative Tribunal of the International Labour Organization, to renew the appointments of Ms Rosanna De Nictolis (Italy), Mr Clément Gascon (Canada), Mr Jacques Jaumotte (Belgium) and Ms Hongyu Shen (China) as judges of the Tribunal for one further non-renewable term of five years.

⁴ ILC.109/Resolution XI.