

GILBERT F. HOUNGBO

A proven leader for a changing world of work

With over 40 years of experience at the highest levels of government, the United Nations, and international finance, Gilbert F. Hougbo has consistently delivered results - driving reforms, building consensus, and advancing inclusive and equitable labour outcomes in complex global environments.

A Record of Delivery

Director-General, International Labour Organization, ILO

(2022-present)

- Strengthening the ILO's role as the global authority on decent work and fair and well-functioning labour markets
- Bringing governments, employers and workers together to navigate major transformations in the world of work
- Advancing labour standards and reinforcing their impact on the ground

President, International Fund for Agricultural Development, IFAD

(2017-2022)

- Delivered large-scale investments in over 100 countries to reduce poverty and strengthen food systems
- Mobilized partnerships across public and private sectors to scale impact

Prime Minister of Togo (2008-2012)

- Led economic recovery and deep structural reforms in a post-crisis context
- Secured debt relief and improved the business and investment climate
- Advanced governance, social protection, and inclusive growth

Senior Leadership, ILO (2013-2017) & UNDP (1996-2008)

- Managed global operations, finance, and development programmes at scale
- Delivered institutional reforms and strengthened field impact

What Sets Him Apart

- **A unifier:** Proven ability to build consensus across diverse and sometimes opposing constituencies
- **A reformer:** Track record of making institutions more effective, accountable, and fit for purpose
- **A results-driven leader:** Focused on impact - jobs, rights, and balanced and sustainable labour outcomes
- **A global voice:** Strong advocate for fairness and opportunity in a rapidly changing global economy

From Experience to Action

From restructuring international institutions to leading national reforms, Gilbert F. Hougbo has shown he can take difficult decisions, deliver change, and bring people along.

At a time of uncertainty and transformation, he offers clarity, credibility and results – and the leadership to deliver an accessible and resilient future of work.

Foundations

- Chartered Professional Accountant (Canada)
- Advanced degrees in accounting and business management
- Fluent in French and English
- Early career at PricewaterhouseCoopers