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EIGHTEENTH ITEM ON THE AGENDA

Report of the Director-General

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, progress in international labour legislation and internal administration, as set out in the table of contents.

Relevant strategic objective: Not applicable.

Main relevant outcome/cross-cutting policy driver: Enabling Outcome B: Effective and efficient governance of the Organization.

Policy implications: None.

Legal implications: None.

Financial implications: None.

Follow-up action required: See the draft decision in paragraph 6.

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

Related documents: None.

Contents

	<i>Page</i>
I. Obituary	1
II. Membership of the Organization	2
III. Progress in international labour legislation	2
IV. Internal administration	6

I. Obituary

Mr Jean-Jacques Oechslin

1. The Director-General announces with deep regret the death, on 28 June 2017, of Mr Jean-Jacques Oechslin, former Employers' delegate to the International Labour Conference, Employer Vice-Chairperson of the Governing Body and President of the Management Board of the International Organisation of Employers (IOE). Mr Oechslin served concurrently in the latter two roles for a period of nearly 20 years.
2. Mr Oechslin, a Doctor of Law, and a graduate from the Institute of Political Studies in Paris, began his career working for an employers' association, and quickly became involved in employer relations with the International Labour Organization. From 1968 to 1991, he worked for the National Council of French Employers (CNPF), subsequently to become the Movement of French Enterprises (MEDEF), on European and international issues, and he represented French employers in the ILO until 1998. He was President of the IOE Management Board from 1981 to 1998, during which period he was also Employer Vice-Chairperson of the ILO Governing Body.
3. In recognition of his exceptional contribution to the work of the Organization, Jean-Jacques Oechslin was elected Chairperson of the Governing Body for the 1985–86 period. He served as Chairperson of the Employers' group of the International Labour Conference (ILC) from 1979 to 1997 and, in 1998, following the Government group's proposal to allow the Employers to nominate a candidate, and with the agreement of the Africa group whose turn it was to hold the Presidency, Jean-Jacques Oechslin was unanimously elected President of the 86th Session of the ILC. It was the 86th Session of the Conference that adopted the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up.
4. Through his strong attachment to tripartism, his constant efforts to balance opposing interests, his belief in the universality of the ILO's action and the autonomy of the groups, Mr Oechslin earned the deep respect of all ILO constituents. In all his initiatives, he put freedom of association and collective bargaining as first among the Organization's values. A humanist and a man of dialogue, he was valued for his wisdom, his strongly-held convictions and his commitment to social justice. He was a fierce defender of free enterprise, which he considered to be a human right.
5. In 2001, Mr Oechslin published a book entitled "The International Organisation of Employers: three quarters of a century at the service of enterprise (1920–98)" (*L'Organisation internationale des employeurs: trois quarts de siècle au service de l'entreprise (1920–1998)*), a richly documented work that provides a clear picture of the origins and history of the IOE and of the personalities behind it. He retired in September 1998 but, in 2001, founded the French Association for the International Labour Organization (AFOIT), the aim of which is to increase the influence of the ILO in France. His great contribution to the work of the ILO and his unfailing commitment to the Organization's values made Jean-Jacques Oechslin not simply an eminent member of the Governing Body, but also, and above all, a leading figure within the International Labour Organization.

Draft decision

6. *The Governing Body invites the Director-General to convey its condolences to the family of Mr Oechslin, to the International Organisation of Employers (IOE) and to the Movement of French Enterprises (MEDEF).*

II. Membership of the Organization

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

III. Progress in international labour legislation

Ratifications of Conventions

8. Since the information submitted to the 329th Session of the Governing Body until 28 August 2017, the Director-General has registered the following **25** ratifications of international labour Conventions and the ratification of the Protocol of 2014 to the Forced Labour Convention, 1930, by eight member States.

Belgium

Ratifications registered on 14 June 2017:

Invalidity, Old-Age and Survivors' Benefits Convention, 1967 (No. 128)

Chemicals Convention, 1990 (No. 170)

Working Conditions (Hotels and Restaurants) Convention, 1991 (No. 172)

Canada

Ratification registered on 14 June 2017:

Right to Organise and Collective Bargaining Convention, 1949 (No. 98)

Cyprus

Ratification registered on 1 February 2017:

Protocol of 2014 to the Forced Labour Convention, 1930

Denmark

Ratification registered on 14 June 2017:

Protocol of 2014 to the Forced Labour Convention, 1930

Finland

Ratification registered on 27 January 2017:

Protocol of 2014 to the Forced Labour Convention, 1930

Guatemala

Ratification registered on 28 February 2017:

Part-Time Work Convention, 1994 (No. 175)

Guinea

Ratifications registered on 25 April 2017:

Safety and Health in Construction Convention, 1988 (No. 167)

Safety and Health in Mines Convention, 1995 (No. 176)

Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)

Domestic Workers Convention, 2011 (No. 189)

Iceland

Ratification registered on 14 June 2017:

Protocol of 2014 to the Forced Labour Convention, 1930

India

Ratifications registered on 13 June 2017:

Minimum Age Convention, 1973 (No. 138)

Worst Forms of Child Labour Convention, 1999 (No. 182)

Indonesia

Ratification registered on 12 June 2017:

Maritime Labour Convention, 2006, as amended (MLC, 2006)

Jamaica

Ratifications registered on 13 June 2017:

Maritime Labour Convention, 2006, as amended (MLC, 2006)

Protocol of 2014 to the Forced Labour Convention, 1930

Montenegro

Ratifications registered on 27 April 2017:

Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152)

Seafarers' Identity Documents Convention (Revised), 2003 (No. 185)

Netherlands

Ratifications registered on 8 June 2017:

Occupational Cancer Convention, 1974 (No. 139)

Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148)

Chemicals Convention, 1990 (No. 170)

Ratification registered on 8 August 2017:

Protocol of 2014 to the Forced Labour Convention, 1930

Poland

Ratification registered on 10 March 2017:

Protocol of 2014 to the Forced Labour Convention, 1930

Russian Federation

Ratification registered on 30 May 2017:

Occupational Cancer Convention, 1974 (No. 139)

Sao Tome and Principe

Ratification registered on 12 June 2017:

Maternity Protection Convention, 2000 (No. 183)

Senegal

Ratification registered on 18 April 2017:

Maternity Protection Convention, 2000 (No. 183)

Suriname

Ratifications registered on 4 January 2017:

Equal Remuneration Convention, 1951 (No. 100)

Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

Sweden

Ratification registered on 14 June 2017:

Protocol of 2014 to the Forced Labour Convention, 1930

Thailand

Ratification registered on 13 June 2017:

Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

Tunisia

Ratification registered on 5 April 2017:

Maritime Labour Convention, 2006, as amended (MLC, 2006)

**Ratifications/acceptances of the instrument for the
amendment of the Constitution of the International
Labour Organisation, 1986**

9. Since the preparation of the document submitted to the 328th Session (November 2016) of the Governing Body, the Director-General has received the following acceptance of the instrument:

Honduras	Acceptance	25 September 2017
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10. The total number of ratifications and acceptances remains at **106**, including two by States of chief industrial importance. As a result, as of 25 September 2017, an additional 19 ratifications/acceptances by member States – including three by Members of chief industrial importance – were required for the instrument to enter into force.¹

**Entry into force of the amendments to the
Seafarers' Identity Documents Convention
(Revised), 2003 (No. 185)**

11. The amendments to Annexes I, II and III of the Seafarers' Identity Documents Convention (Revised), 2003 (No. 185), adopted by the ILC at its 105th Session (June 2016), have entered into force on 8 June 2017.
12. It is recalled that the ILC, through its resolution on the implementation of the Seafarers' Identity Documents Convention (Revised), 2003 (No. 185), and entry into force of the proposed amendments to its Annexes, including transitional measures, adopted on 8 June 2016, had decided that the amendments would enter into force one year after their adoption by the Conference in accordance with Article 3, paragraph 1, and Article 8, paragraph 1, of the Convention, and had resolved that the Members whose ratification of the Convention

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.

was registered prior to the date of entry into force might, in accordance with Article 8, paragraph 2, of the Convention, give written notice to the Director-General within six months of the date of the adoption of the amendments that the amendments should not enter into force for that Member, or should only enter into force at a later date upon subsequent written notification, which should not exceed five years from the entry into force of the amendments.

Abrogations and withdrawals of Conventions

13. At its 106th Session (June 2017), the International Labour Conference decided to abrogate/withdraw the following six international labour Conventions: the Night Work (Women) Convention, 1919 (No. 4); the Minimum Age (Trimmers and Stokers) Convention, 1921 (No. 15); the Protection against Accidents (Dockers) Convention, 1929 (No. 28); the Night Work (Women) Convention (Revised), 1934 (No. 41); the Minimum Age (Non-Industrial Employment) Convention (Revised), 1937 (No. 60); and the Hours of Work and Rest Periods (Road Transport) Convention, 1939 (No. 67).
14. This was the first 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, 1997.²

IV. Internal administration

15. 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.

16. The following appointments and promotions are accordingly reported to the Governing Body:

Mr Srinivasa Reddy Baki (India)

Appointed Chief of the Skills and Employability Branch (SKILLS), at the D1 level, with effect from 1 January 2018.

Born in 1964, Mr Srinivasa Reddy Baki is an Industrial Relations and Skills Development Specialist. He holds a PhD in Industrial Relations and Personnel Management.

Mr Baki joined the ILO Office, New Delhi, in 2003. He has been Director of the ILO Country Office in Bangladesh since May 2013. Previously, he was a senior adviser on Technical and Vocational Education and Training and Skills Development Specialist and has worked in the ILO Offices in India, Indonesia and Bangladesh. Mr Baki's professional career in industrial relations, skills development and general management spans more than 29 years. He has extensive experience as an industrial relations expert working with

² 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.

employers' and workers' organizations specializing in conciliation, adjudication and labour inspection, having worked for the Government of Andhra Pradesh in India for over 12 years, before joining the ILO. His areas of expertise include: skills development; social dialogue; labour inspection; compliance in global supply chains; child labour elimination; human resources; and general management.

Ms Panudda Boonpala (Thailand)

Appointed Deputy Regional Director of the ILO Regional Office for Asia and the Pacific (RO–Asia and the Pacific), with effect from 1 January 2018. Promotion to D1 was reported to the Governing Body in November 2015.

Mr Graeme Buckley (United Kingdom)

Appointed Director of the ILO Decent Work Technical Support Team for East and South-East Asia and the Pacific and ILO Country Office for Thailand, Cambodia and Lao People's Democratic Republic (DWT/CO–Bangkok), at the D1 level, with effect from 1 November 2017.

Born in 1966, Mr Buckley holds a PhD in Development Economics, a master's degree in business administration and a first degree in economics.

Mr Buckley was assigned as a Senior Specialist on Poverty Reduction Strategies in the ILO Policy Integration Department (INTEGRATION) on 1 May 2006. Later he worked as a specialist on Enterprise Development and Policy Promotion in the Job Creation and Enterprise Department (EMP/ENTERPRISES) before becoming Officer-in-Charge of the Small Enterprise Programme (EMP/SEED). More recently he has worked as a Senior Policy Analyst in the Strategic Programming and Management Department (PROGRAM) and has undertaken shorter term assignments as Deputy Director, ad interim, of the DWT/CO for the Caribbean countries in Port-of-Spain, Trinidad and Tobago, and Senior Researcher and Research Coordinator in the Employment Policy Department (EMPLOYMENT).

Prior to joining the ILO, he spent seven years working as an economic advisor at the Foreign and Commonwealth Office and the Department for International Development of the United Kingdom Government, with assignments in China as country economist, in Barbados as country economist/UK alternate Director at the Caribbean Development Bank, as Enterprise Development Adviser for South Asia and Assistant Economist in the Evaluation Department based in London. He also worked on a rural development programme for a private development foundation in El Salvador for two years and as a tutor/researcher at the University of Manchester in the United Kingdom. He began his career with a two-year assignment as an Assistant Secretary in the Ministry of Finance in Swaziland. Mr Buckley has published a number of books and journal articles on topics related to enterprise development, poverty reduction, social dialogue and development economics.

Mr Maurizio Bussi (Italy)

Appointed Deputy Director of the ILO Regional Office for Europe and Central Asia, at the D1 level, with effect from 9 October 2017. Promotion to D1 was reported to the Governing Body in March 2012.

Mr Tim De Meyer (Belgium)

Appointed Senior Adviser in the International Labour Standards Department (NORMES), at the D1 level, with effect from 23 October 2017. Promotion to D1 was reported to the Governing Body in November 2014.

Ms Tomi Kohiyama (Japan)

Appointed Deputy Legal Adviser, Office of the Legal Adviser and Office of Legal Services (JUR), at the D1 level, with effect from 1 July 2017.

Ms Kohiyama holds an MA in private law and a postgraduate degree in international public law and international administration from Panthéon-Assas University (Paris II). She was awarded first prize in civil contract law from the Panthéon-Assas University in 1989.

After working as a lawyer for the Paris office of the Japanese Centre for Local Municipalities, Ms Kohiyama began her ILO career in the Office of the Legal Adviser. She was officially appointed as Legal Officer in the Personnel Department in July 1996. In 2001, she joined the International Labour Standards Department, in which she has occupied various posts including, latterly, adviser to the Director on questions concerning the Centenary Standards Initiative.

Apart from questions concerning dispute settlements and human resources policy, Ms Kohiyama has dealt with a wide range of issues connected to the standard-setting policy of the ILO and the supervisory mechanisms for the application of international labour standards, including the relationship between the standards system and the ILO's tripartite structure. She was also closely involved in the preparation for, and support of, the discussions on the promotion of the ILO Declaration on Social Justice for a Fair Globalization, 2008.

Mr Martin Murphy (Argentina)

Appointed Director of the Department of Communication and Public Information (DCOMM), at the D2 level, with effect from 1 July 2017.

Born in 1971, Mr Murphy holds a bachelor's degree in international relations/political science from the University of Belgrano in Argentina, with a specialization in political science.

Mr Murphy joined the ILO's Department of Communication and Public Information (DCOMM) in 2008 as Senior Communication and Public Information Officer in the NEWS unit. He was appointed as Head of NEWS in July 2012 and acted as Director, ad interim, for the department from January 2016 until his confirmation in the post.

Mr Murphy's professional career in journalism and communications has spanned 20 years. He was a journalist for newspapers in Argentina before joining the BBC World Service in 2001, where he worked as radio producer, international correspondent, senior producer and finally planning editor.

Ms Rie Vejs-Kjeldgaard (Denmark)

Appointed Director of the Partnerships and Field Support Department (PARDEV), at the D2 level, with effect from 9 October 2017. Promotion to D1 was reported to the Governing Body in October 2013.

Mr Carlos Arturo Rodríguez Díaz (Colombia)

Appointed Deputy Director of the ILO Regional Office for Latin America and the Caribbean in Lima (RO–Latin America and the Caribbean), at the D1 level, with effect from 1 August 2017.

Mr Rodríguez Díaz holds a degree in political studies and conflict resolution from the University of Valle, Colombia, and qualifications in higher management and executive education from the University of the Andes, Colombia.

His career has centred on the analysis and resolution of socio-economic, political and social crises, based on a reinforcement of tripartism and social dialogue. He has always sought to promote corporate social responsibility and democratic governance. Mr Rodríguez Díaz has represented the workers at international seminars and meetings in over 30 countries and has been entrusted with high trade union responsibilities, including as President of the Trade Union of Energy Workers of Colombia (SINTRAELECOL), and President of the Single Confederation of Workers of Colombia (CUT). He has received numerous national awards and accolades for his work in defence of the rights of the working men and women of Colombia.

Mr Rodríguez acted as Chairperson of the Workers' group at the 15th ILO American Regional Meeting (Lima, 10–13 December 2002). He first entered the ILO as a staff member in 2009, when he was appointed Senior Specialist in Workers' Activities in the ILO Decent Work Technical Support Team and Country Office for the Southern Cone of Latin America, Santiago, Chile.

Ms Gerardina González-Marroquín (Costa Rica)

Appointed Director of the ILO Country Office for Mexico and Cuba (CO–Mexico), at the D1 level, with effect from 1 August 2017. Promotion to D1 was reported to the Governing Body in November 2003.

Mr Markus Pilgrim (Germany)

Appointed Director of the ILO Decent Work Technical Support Team and Country Office for Central and Eastern Europe (DWT/CO–Budapest), at the D1 level, with effect from 1 August 2017.

Born in 1961, Mr Pilgrim holds a PhD in Economics from Göttingen University, Germany.

Mr Pilgrim joined the ILO in 2008 as Manager of the Youth Employment Network, a partnership of the United Nations, the ILO, and the World Bank. In 2011 he was appointed Head of the ILO Small and Medium Enterprises Unit (SME), Enterprises Department. He is also one of two elected co-chairs of the Executive Committee of the Donor Committee on Enterprise Development (DCED).

Prior to joining the ILO, Mr Pilgrim worked as Regional Programme Manager for the International Finance Corporation (IFC), World Bank Group, based in Cairo, Egypt. He also has eight years' experience as Chief Executive Officer of the Foundation for Economic Development and Vocational Training (SEQUA), a joint development agency of the Association of German Chambers of Industry and Commerce.

Mr Pilgrim has thus some 25 years' experience in international development cooperation. His particular areas of expertise include enterprise development, active labour market policies, technical and vocational training, capacity building for social partners, and results measurement.