

Governing Body

340th Session, Geneva, October–November 2020

Institutional Section

INS

Date: 28 October 2020

Original: English

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.

As its 338th Session was not held, the Governing Body is invited to take note of the information provided in document GB.338/INS/15 as well as in this document (see the draft decision in paragraph 15).

Relevant strategic objective: Not applicable.

Main relevant outcome: Enabling outcome B: Effective and efficient governance of the Organization.

Policy implications: None.

Legal implications: None.

Financial implications: None.

Follow-up action required: None.

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

Related documents: [GB.338/INS/15](#).

► Table of contents

	Page
I. Obituaries.....	5
II. Membership of the Organization	5
III. Progress in international labour legislation	6
IV. Internal administration	8
Draft decision	11

► I. Obituaries

1. In addition to the obituaries contained in document GB.338/INS/15, the Director-General wishes to draw the attention of the Governing Body to the following two passings.

Mr Jan Sithole

2. The Director-General announces with deep regret the passing, on 11 September 2020, of Mr Jan Sithole, former Worker member of the Governing Body.
3. Born in 1953, Mr Sithole was a Swazi trade unionist and politician, and the General Secretary of the Swaziland Federation of Trade Unions (SFTU) from 1984 to 2009. He served as a substitute member of the Workers' group of the Governing Body between 1996 and 2011. In 2010, Mr Sithole acted as the Worker Vice-Chairperson of the HIV/AIDS Committee at the 99th Session of the International Labour Conference. In 2013, he was elected as a Member of Parliament in Eswatini's House of Assembly.
4. Mr Sithole demonstrated his deep commitment to workers' rights and to the trade union movement through his leadership in a number of national organizations, including as the President of the Swazi Democratic Party (SWADEPA). Throughout his career, he played an active role in promoting tripartism, collective bargaining and freedom of association in his country, as outlined in the international conventions. Mr Sithole will be remembered for his fervent dedication to workers' rights, social justice and social dialogue, not only in Eswatini, but also by the international community.

Mr Qiyan Li

5. The Director-General announces with deep regret the passing, on 3 June 2020, of Mr Qiyan Li, former Government member of the Governing Body.
6. Mr Li, former Vice-Minister of Labour and Social Security of China, had been closely associated with the International Labour Organization (ILO) for many years, having served as a Government representative at its Governing Body for nine terms (between 1997 and 2003), as Government group Chairperson in 2001, and as a delegate to the 85th and 91st Sessions (in 1997 and 2003) of the International Labour Conference.
7. Mr Li demonstrated his deep commitment to social justice and the well-being of the working people through his strong leadership in a number of significant activities. These include the development of the Memorandum of Understanding between China and the ILO signed in 2001, the first country-level agreement to support the ILO Decent Work Agenda in China, and the China Employment Forum in 2004. He contributed greatly to enhancing the cooperation between China and the ILO in the world of work.

► II. Membership of the Organization

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

► III. Progress in international labour legislation

Ratifications of Conventions

9. Since the information submitted to the 337th Session (October–November 2019) of the Governing Body, the Director-General has registered up to 3 September 2020, the following 30 ratifications of international labour Conventions, as well as the ratification by eight Member States of the Protocol of 2014 to the Forced Labour Convention, 1930, and the ratification by two Member States of the Protocol of 2002 to the Occupational Safety and Health Convention, 1981.

Member State	Ratification date	Convention
Angola	24 April 2020	• Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)
Austria	12 September 2019	• Protocol of 2014 to the Forced Labour Convention, 1930
Belarus	13 February 2020	• Holidays with Pay Convention (Revised), 1970 (No. 132) • Safety and Health in Mines Convention, 1995 (No. 176)
Belgium	10 September 2019	• Protocol of 2014 to the Forced Labour Convention, 1930
Brazil	7 May 2020	• Maritime Labour Convention, 2006, as amended (MLC, 2006)
Cabo Verde	10 January 2020	• Social Security (Minimum Standards) Convention, 1952 (No. 102) • Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)
Cook Islands	18 December 2019	• Maritime Labour Convention, 2006, as amended (MLC, 2006)
Côte d'Ivoire	1 November 2019	• Chemicals Convention, 1990 (No. 170) • Protocol of 2014 to the Forced Labour Convention, 1930 • Protocol of 2002 to the Occupational Safety and Health Convention, 1981
Croatia	26 February 2020	• Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)
Denmark	3 February 2020	• Work in Fishing Convention, 2007 (No. 188)
Fiji	25 June 2020	• Violence and Harassment Convention, 2019 (No. 190) • Protocol of 2002 to the Occupational Safety and Health Convention, 1981
Lithuania	5 March 2020	• Protocol of 2014 to the Forced Labour Convention, 1930
Malawi	7 November 2019	• Occupational Safety and Health Convention, 1981 (No. 155) • Safety and Health in Agriculture Convention, 2001 (No. 184) • Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) • Protocol of 2014 to the Forced Labour Convention, 1930

Member State	Ratification date	Convention
Mauritania	23 September 2019	• Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143) • Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)
Mexico	3 July 2020	• Domestic Workers Convention, 2011 (No. 189)
Myanmar	8 June 2020	• Minimum Age Convention, 1973 (No. 138)
Netherlands	19 December 2019	• Work in Fishing Convention, 2007 (No. 188)
New Zealand	13 December 2019	• Protocol of 2014 to the Forced Labour Convention, 1930
Poland	17 December 2019	• Work in Fishing Convention, 2007 (No. 188)
Portugal	26 November 2019	• Work in Fishing Convention, 2007 (No. 188)
Senegal	19 September 2019	• Maritime Labour Convention, 2006, as amended (MLC, 2006)
Sudan	4 October 2019	• Part-Time Work Convention, 1994 (No. 175) • Maritime Labour Convention, 2006, as amended (MLC, 2006)
Tajikistan	24 January 2020	• Protocol of 2014 to the Forced Labour Convention, 1930
Tonga	4 August 2020	• Worst Forms of Child Labour Convention, 1999 (No. 182)
Turkmenistan	9 September 2019	• Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)
Uruguay	12 June 2020	• Violence and Harassment Convention, 2019 (No. 190)
Uzbekistan	16 September 2019	• Protocol of 2014 to the Forced Labour Convention, 1930
	19 November 2019	• Labour Inspection Convention, 1947 (No. 81) • Labour Inspection (Agriculture) Convention, 1969 (No. 129)
Viet Nam	14 July 2020	• Abolition of Forced Labour Convention, 1957 (No. 105)

Denunciation of Convention

Denmark

- 10.** The Director-General registered, on 19 February 2020, the denunciation by Denmark of the Workmen's Compensation (Occupational Diseases) Convention, 1925 (No. 18).

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

- 11.** Since the ratification by Portugal on 26 November 2019 was reported (GB.338/INS/15), the Director-General has received the following ratifications/acceptances of the Instrument for the Amendment of the Constitution of the International Labour Organisation, 1986:

Albania	Acceptance	29 April 2020
Djibouti	Ratification	8 September 2020

- 12.** The total number of ratifications and acceptances is now **113**, including two by Members of chief industrial importance. As a result, an additional 12 ratifications/acceptances by Member States – including three by Members of chief industrial importance – are required for the Instrument to enter into force.¹

► IV. Internal administration

- 13.** 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.

- 14.** The following appointments are accordingly reported to the Governing Body:

Ms Beate Andrees (Germany)

Appointed Special Representative to the United Nations and Director of the ILO Office in New York, with effect from 1 June 2020. Promotion to D.1 level was reported to the Governing Body in March 2016.

Ms Claudia Coenjaerts (Belgium)

Appointed Deputy Regional Director of the ILO Regional Office for Latin America and the Caribbean, with effect from 1 April 2020. Promotion to D.1 level was reported to the Governing Body in November 2015.

Mr Joaquim Pintado Nunes (Portugal)

Appointed Chief of the Labour Administration, Labour Inspection and Occupational Safety and Health Branch (LABADMIN/OSH) and promoted to D.1 level with effect from 1 March 2020.

Born in 1968, Mr Pintado Nunes holds a Master's degree in Law from the Portuguese Catholic University, and pursued postgraduate studies in labour law, occupational safety and health, and administration.

Mr Pintado Nunes joined the ILO's Decent Work Team and Country Office for Central and Eastern Europe in 2011 as a Labour Administration and Labour Inspection Specialist. He was the Officer-in-Charge of LABADMIN/OSH from 1 March 2019 until his appointment. Prior to that, he was the Labour Administration and Labour Inspection Team Lead in the same Branch since 2014. Before joining the ILO, he acquired extensive experience in the international and public sector environment and took on various roles, including: Manager in the Portuguese Authority for Working Conditions; Head of a

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.

regional office of the Portuguese Labour Inspectorate; Vice-President of the professional association of labour inspectors; labour inspector; lecturer; and lawyer. He represented Portugal in several European Union committees and working groups, worked on bilateral cooperation projects with Europe, the Americas and Africa, and was a member of many interministerial task forces for labour and occupational safety and health legal reform, industrial safety and public administration restructuring. He was the recipient of two awards for excellence in the public service. Mr Pintado Nunes possesses a wide range of skills and experience in labour administration, labour law compliance, safety and health at work, and public management.

Ms Anne Caroline Posthuma (United States)

Appointed Director of the Inter-American Centre for Knowledge Development in Vocational Training (CINTERFOR) in Montevideo, Uruguay, and promoted to D.1 level, with effect from 1 July 2020.

Born in 1958, Ms Posthuma holds a PhD in International Development, an MSc in Science, Technology and Industrial Development from the University of Sussex, and a BA in Social Anthropology (with honours) with a focus on international development from Stanford University.

Ms Posthuma joined the ILO in 1998 as a Specialist for Human Resources Policies and Productivity in the Multidisciplinary Team in Santiago, Chile. Thereafter, she worked in ILO headquarters for ten years as a Specialist in Small Enterprise Development, Coordinator of the Local Economic Development Programme, and a Senior Research Officer on Globalization and Labour at the International Institute for Labour Studies. From 2012 to 2020, she was a Senior Specialist for Employment and Labour Market Policies at the ILO Office in Brasilia.

In her various posts in the ILO, she produced research, analyses, tools, courses, policy recommendations and technical cooperation activities in the areas of skills development, training and employment. She worked on areas such as youth employment, quality apprenticeship, informality and sectoral trends and has collaborated across the different sectors of the ILO's mandate, including at the International Training Centre of the ILO and CINTERFOR.

Mr Richard Samans (United States)

Appointed Director of the Research Department (RESEARCH) at the D.2 level with effect from 15 August 2020.

Born in 1958, Mr Samans holds a Master's degree in International Affairs from the Columbia University School of International and Public Affairs.

Mr Samans is a former Managing Director of the World Economic Forum, a member of the ILO Global Commission on the Future of Work, and a member of the UN Secretary-General's Task Force on Digital Financing of the Sustainable Development Goals. He served previously as the Director-General of the Global Green Growth Institute; the Special Assistant to the United States President for International Economic Policy; the National Security Council Senior Director for International Economic Affairs in the second Clinton Administration; and as Economic Policy Adviser to US Senate Democratic Leader Thomas A. Daschle. He also serves as the Chairman of the Climate Disclosure Standards Board.

Ms Bojana Susic (United States)

Appointed Chief of Budget and Finance (BUDFIN) and promoted to D.1 level with effect from 15 June 2020.

Born in 1975, Ms Susic holds a BSc in Electrical Engineering from the George Washington University in Washington DC.

Ms Susic has 20 years of professional experience in design and implementation of financial, administrative, and HR business process improvements and Enterprise Resource Planning (ERP) systems. Prior to joining the ILO, Ms Susic was a manager in Accenture, a global consulting enterprise, serving clients from both private and public sectors, where she acquired expertise in business consulting, project management, change management, business process re-engineering and their implementation in national and international settings.

Ms Susic joined the ILO in 2006 as a Senior Organizational Change Officer in the Strategic Programming and Management Department (PROGRAM). In 2012, she was promoted to Chief of the Project Governance and Management Services Unit in the Information and Technology Management Department (INFOTEC), where she has since designed and implemented funding models for the Organization's global ongoing IT service charges. Her main achievements include leading the design of ILO-wide operating models and deploying the IRIS Enterprise Resource Planning system to all ILO offices.

Mr Dennis Zulu (Zambia)

Appointed ILO Director of the Decent Work team and Country Office for the Caribbean and promoted to D.1 level with effect from 1 May 2020.

Born in 1967, Mr Zulu holds a BA in Economics and Public Administration from the University of Zambia, a Master's degree in Business Administration from Mzumbe University in the United Republic of Tanzania, and a postgraduate degree from Stellenbosch University in South Africa.

Mr Zulu joined the ILO in 2003 and served as the Director of the ILO Country Office for Nigeria, Ghana, Liberia and Sierra Leone and as the Representative to the Economic Community of West African States (ECOWAS) since November 2015. He previously worked as a Programme Analyst for the ILO Country Office in Abuja, Nigeria, from October 2010 to 2015; a Senior Adviser on Youth Employment to the Deputy Special Representative of the Secretary-General of the United Nations to Liberia and the Government of Liberia between 2008 and 2010; an ILO Coordinator on the pilot "Delivering As One" programme in Mozambique from 2008 to 2009; a Programme Officer for the ILO Country Office in Lusaka, Zambia, between 2003 and 2007; and a Project Manager for the ILO as part of the US Department of Labor-funded project on "Strengthening Labour Administration in Southern Africa" from 2002 to 2003.

Prior to joining the ILO, Mr Zulu worked in academia and the Employers Association in his home country, Zambia. He has had extensive experience in programme management, policy design and implementation, entrepreneurship development, economic analysis and strategic planning and management.

► Draft decision

15. The Governing Body, by correspondence:

- (a) took note of the information contained in documents GB.338/INS/15 and GB.340/INS/18(Rev.1) concerning progress in international labour legislation, internal administration, and publications and documents;**
- (b) paid tribute to the memory of Ms Noemí Rial and invited the Director-General to convey its condolences to the family of Ms Rial and to the Government of Argentina;**
- (c) paid tribute to the memory of Mr Yoshikazu Tanaka and invited the Director-General to convey its condolences to the family of Mr Tanaka and to the Japanese Trade Union Confederation and the International Trade Union Confederation (ITUC);**
- (d) paid tribute to the memory of Mr Bryan Noakes and invited the Director-General to convey its condolences to the family of Mr Noakes and to the Australian Chamber of Commerce and Industry and the International Organisation of Employers;**
- (e) paid tribute to the memory of Mr Jan Sithole and invited the Director-General to convey its condolences to the family of Mr Sithole and to the Swaziland Federation of Trade Unions and the ITUC; and**
- (f) paid tribute to the memory of Mr Qiyang Li and invited the Director-General to convey its condolences to the family of Mr Li and to the Government of China.**