



Governing Body

349th Session, Geneva, 30 October–9 November 2023

Institutional Section

INS

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Eighteenth item on the agenda

Report of the Director-General

Third Supplementary Report: Appointment of three Regional Directors

1. In accordance with the Staff Regulations, appointments at the Assistant Director-General level are made by the Director-General after consultation with the Officers of the Governing Body. On entering upon their duties, an Assistant Director-General shall make and sign the prescribed declaration of loyalty before the Governing Body in public session.
2. After duly consulting the Officers of the Governing Body, the Director-General has made the following appointments:
 - Ms Beate Andrees (Germany) as Assistant Director-General and Regional Director of the ILO Regional Office for Europe and Central Asia, with effect from 1 July 2023.
 - Ms Fanfan Rwanyindo Kayirangwa (Rwanda) as Assistant Director-General and Regional Director of the ILO Regional Office for Africa, with effect from 1 October 2023.
 - Ms. Ana Virginia Moreira Gomes (Brazil) as Assistant Director-General and Regional Director for Latin America and the Caribbean, with effect from 1 January 2024.
3. These appointments are communicated to the Governing Body for information. Brief statements concerning the qualifications and previous activities of Ms Andrees, Ms Rwanyindo Kayirangwa, and Ms Moreira Gomes can be found in the appendix. Ms Moreira Gomes will be invited to make and sign the prescribed declaration of loyalty at the 350th Session (March 2024) of the Governing Body.

► Draft decision

4. The Governing Body took note of these three appointments made by the Director-General after having duly consulted the Officers of the Governing Body and invited Ms Beate Andrees and Ms Fanfan Rwanyindo Kayirangwa to make and sign the prescribed declaration of loyalty as provided under article 1.4(b) of the ILO Staff Regulations.

► Appendix

Ms Beate Andrees (Germany)

Appointed Assistant Director-General and Regional Director of the ILO Regional Office for Europe and Central Asia, with effect from 1 July 2023. Promotion to D1 was reported to the Governing Body in March 2016.

Prior to this appointment, Ms Andrees served as Director of the ILO Office for the United Nations in New York and Special Representative to the United Nations from 2020 to 2023.

From 2015 to 2020, Ms Andrees served as Chief of the ILO's Fundamental Principles and Rights at Work Branch. During this period, she played a key role in the development and consolidation of Alliance 8.7 – a multi-stakeholder partnership to end forced labour, modern slavery, human trafficking and child labour, in line with target 8.7 of the Sustainable Development Goals. In 2013 and 2014, as head of the ILO's Special Action Programme to combat Forced Labour, Ms Andrees coordinated efforts which led to the adoption of the Protocol of 2014 to the Forced Labour Convention, 1930.

Ms Andrees studied political science and history in Jena (Germany), Toronto (Canada) and Berlin. She holds a master's degree and a PhD from the Free University of Berlin. Prior to joining the ILO in 2003, she worked on special assignments for the Public Relations Department of the German Bundestag and gave lectures on gender, human rights and development at the Free University of Berlin.

Ms Fanfan Rwanyindo Kayirangwa (Rwanda)

Appointed Assistant Director-General and Regional Director of the ILO Regional Office for Africa, with effect from 1 October 2023.

Prior to her appointment, Ms Rwanyindo Kayirangwa had been Minister of Public Service and Labour of Rwanda since 2017. As Minister of Public Service and Labour, she promoted the Decent Work Agenda in her country and worked to improve the employability of young people, women and people with disabilities.

Her extensive professional career spans some 25 years, with experiences in the private sector and in the Rwandan judicial system. She started her career in the banking sector as a Legal Advisor and Credit Monitoring Officer, before joining the High Court of Rwanda as a Judge. She was appointed Vice-President of the Commercial High Court of Rwanda in 2013. Throughout her career, she has developed a range of skills, including critical thinking, judgement, analysis, problem solving and leadership.

Born in 1968, Ms Rwanyindo Kayirangwa holds a Master of Laws from the University of the Witwatersrand (South Africa).

Ms Ana Virginia Moreira Gomes (Brazil)

Appointed Assistant Director-General and Regional Director for Latin America and the Caribbean, with effect from 1 January 2024.

Prior to her appointment, Ms Moreira Gomes was Professor of Labour Law at the University of Fortaleza (Brazil).

Ms Moreira Gomes is a noted academic in the field of international labour law. Her research has been focused on the changes caused by globalization with implications for labour and for national and international labour regulations; the analysis of promotion of fundamental labour rights (with a focus on the application of ILO Conventions by national courts); and the analysis of the ILO's responses to these challenges.

In addition to her academic research, she worked closely with some initiatives around public policy developments.

Ms Moreira Gomes also taught by invitation at York University's Osgoode Hall Law School in Toronto (Canada), the Toronto Metropolitan University (Canada), the Catholic University of Santos (Brazil), and the Mackenzie Presbyterian University, São Paulo (Brazil).

Ms Moreira Gomes holds a PhD in labour law from the University of São Paulo (Brazil) and an LLM from the University of Toronto (Canada).