



Governing Body

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Report of the Director-General

Regular report

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 (see the draft decision in paragraph 17).

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: None.

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► I. Obituaries

Mr Simon Crean

1. The Director-General announces with deep regret the passing, on 25 June 2023, of Mr Simon Crean, former Worker member of the Governing Body.
2. Born in 1949, Mr Crean, an Australian national, studied law and economics at Monash University. Following his graduation, he worked in several roles with various trade unions and became an official within the Storeman and Packers Union (SPU). In 1979, he was elected General Secretary of the SPU, which entitled him to a seat on the board of the Australian Council of Trade Unions (ACTU). He was elected ACTU Vice-President in 1981, and ACTU President in 1985. In this position, he played a key role in negotiating numerous collective agreements on wages and other industrial issues.
3. Mr Crean stood down from this role in 1990 upon his election to the Parliament of Australia and was immediately appointed Minister for Science and Technology. He held several other ministerial posts from 1990 to 1996 and from 2007 to 2013. He was also the Leader of the Australian Labor Party from 2001 to 2003.
4. Mr Crean represented Australian workers at the Governing Body of the ILO as a regular member from 1986 to 1990, and at the 73rd Session (1987) of the International Labour Conference as a Workers' delegate for Australia. In 1990, he stepped down from his role at the Governing Body upon his election to the Parliament of Australia, as he had done from his role as President of the ACTU. Mr Crean will be remembered by Australian workers and the international community as a respected leader of the trade union movement, and as a man of conviction, courage and principle.

Ms Rabiadou Sérah Diallo

5. The Director-General announces with deep regret the passing, on 28 June 2023, of Ms Rabiadou Sérah Diallo, former Worker member of the Governing Body.
6. Born in 1949, Ms Sérah Diallo, a Guinean national, first worked as a civil servant in her country before entering the legal profession. After completing special legal training, she became a Deputy Presiding Judge at the Children's Court, a Magistrate at the Ministry of Justice's Labour Tribunal, and the Officer in charge of women's rights at the Ministry of Women's and Children's Affairs.
7. Her work as a labour unionist began in the late 1960s and throughout the 1970s. From 1981 to 1984, Ms Sérah Diallo took on the role of Secretary-General of the District Workers Committee in Conakry. She was also a member of the Executive Committee of the National Confederation of Workers of Guinea (CNTG). In 2000, she was elected Secretary-General of the CNTG for the first time – a role she would assume for a decade. In 2010, she was appointed as President of the National Transitional Council under the Konaté administration.
8. Ms Sérah Diallo represented Guinean workers at the Governing Body of the ILO as a substitute member from 2002 to 2005, and as a regular member from 2006 to 2014. She was also a Workers' delegate for Guinea at the International Labour Conference from 2001 to 2015, and the Worker Vice-President of the Conference at its 97th Session (2008). Ms Sérah Diallo will be remembered by those who had the privilege of working with her as a great trade union leader,

entirely devoted to the service of the Guinean, African and international workers. Her death means a great loss for the global trade union movement.

► II. Membership of the Organization

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

► III. Progress in international labour legislation

Ratifications of Conventions

10. Since the information submitted to the 347th Session of the Governing Body, the Director-General has registered up to 28 August 2023, the following **27** ratifications of international labour Conventions, a ratification of the Protocol of 2014 to the Forced Labour Convention, 1930, and the Protocol of 2002 to the Occupational Safety and Health Convention, 1981, as well as the notification by one Member State of the acceptance of amendments to the Maritime Labour Convention, 2006, as amended (MLC, 2006).

Member State	Ratification/ acceptance date	Instruments
Australia	9 June 2023	• Violence and Harassment Convention, 2019 (No. 190)
	13 June 2023	• Minimum Age Convention, 1973 (No. 138)
Azerbaijan	29 May 2023	• Occupational Safety and Health Convention, 1981 (No. 155)
Belgium	13 June 2023	• Violence and Harassment Convention, 2019 (No. 190)
Brunei Darussalam	12 June 2023	• Forced Labour Convention, 1930 (No. 29)
Chile	12 June 2023	• Violence and Harassment Convention, 2019 (No. 190)
Côte d'Ivoire	26 April 2023	• Social Security (Minimum Standards) Convention, 1952 (No. 102)
France	12 April 2023	• Violence and Harassment Convention, 2019 (No. 190)
Germany	14 June 2023	• Violence and Harassment Convention, 2019 (No. 190)
Guinea-Bissau	9 June 2023	• Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
Islamic Republic of Iran	7 February 2023	• Occupational Safety and Health Convention, 1981 (No. 155)
		• Protocol of 2002 to the Occupational Safety and Health Convention, 1981
Iraq	22 March 2023	• Social Security (Minimum Standards) Convention, 1952 (No. 102)
		• Maritime Labour Convention, 2006, as amended (MLC, 2006)

Member State	Ratification/ acceptance date	Instruments
Lesotho	15 March 2023	- Labour Relations (Public Service) Convention, 1978 (No. 151) - Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) - Violence and Harassment Convention, 2019 (No. 190)
Madagascar	15 June 2023	- Occupational Safety and Health Convention, 1981 (No. 155) - Occupational Health Services Convention, 1985 (No. 161) - Maritime Labour Convention, 2006, as amended (MLC, 2006) - Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)
Mexico	11 June 2023	Protocol of 2014 to the Forced Labour Convention, 1930
Nigeria	23 March 2023	- Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143) - Private Employment Agencies Convention, 1997 (No. 181)
Portugal	13 June 2023	Amendments of 2014 and 2018 to the Code of the Maritime Labour Convention, 2006 (MLC, 2006)
Spain	28 February 2023	- Work in Fishing Convention, 2007 (No. 188) - Domestic Workers Convention, 2011 (No. 189)
Syrian Arab Republic	6 April 2023	Maritime Labour Convention, 2006, as amended (MLC, 2006)
Uganda	7 August 2023	Violence and Harassment Convention, 2019 (No. 190)
Uzbekistan	12 June 2023	Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148)

Declarations concerning the application of a Convention

11. The Director-General has registered on 20 June 2022 a new declaration from Sri Lanka, pursuant to Article 2, paragraph 1, of the Minimum Age Convention, 1973 (No. 138), modifying the age for admission to employment from 14 to 16 years.
12. The Director-General has registered on 15 June 2023 a new declaration from Ethiopia, pursuant to Article 2, paragraph 1, of the Minimum Age Convention, 1973 (No. 138), modifying the age for admission to employment from 14 to 15 years.

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

13. Since the preparation of the document submitted to the 347th Session (March 2023) of the Governing Body, no instrument of acceptance or ratification has been received by the Director-General.
14. Accordingly, the total number of ratifications and acceptances remains at **125**, including two by Members of chief industrial importance. As a result, three more ratifications but only from Members of chief industrial importance are needed for the amendment to take effect.¹

► 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 are accordingly reported to the Governing Body:

Mr Coffi Dominique Agossou (Benin)

Appointed Deputy Regional Director, ILO Regional Office for Africa (RO-Africa) and promoted to D.1 level, with effect from 1 September 2023.

Born in Benin, Mr Agossou is a Labour Statistician and Demographer. He holds a PhD from the University of Quebec in Montreal (UQAM) and the National Institute of Scientific Research (INRS-Urbanisation) in Canada.

In 2019, Mr Agossou was appointed Director of the ILO Country Office for Madagascar, Comoros, Mauritius and Seychelles in Antananarivo. Before he assumed this role, he was a Senior Labour Statistics Specialist at the ILO Decent Work Technical Support Team for Eastern and Southern Africa and Country Office for South Africa, Botswana, Lesotho and Eswatini, based in Pretoria (South Africa). In this capacity, he provided technical support in labour statistics and labour market information systems to 18 countries and to the Southern African Development Community (SADC) Secretariat. Prior to joining the ILO, he worked at the United Nations Development Programme (UNDP) Regional Centre in Dakar (Senegal) as a Youth Employment Expert for the Regional Programme for Social Cohesion and Youth Employment.

Before his experience at the UNDP, Mr Agossou worked in Canada for more than 12 years. He was a Lecturer at the University of Quebec; an Economist and Labour Statistician at Emploi-Québec; and a Senior Demographic and Statistical Adviser for the Public Health Department in Montreal. He was also a Demographic Adviser and Consultant at the United Nations Mission for Haiti Stabilization. Mr Agossou is fluent in Fon, French, English and Russian.

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.

Ms Maria Paz Anzorreguy (Argentina)

Appointed Senior Adviser in the Director-General's Office (CABINET) at D.1 level, with effect from 1 April 2023.

Born in 1977, Ms Anzorreguy holds a Law degree (*summa cum laude*) from the Pontifical Catholic University of Argentina. Additionally, she obtained a Master of Law specializing in international law, negotiation and conflict resolution from Harvard Law School.

Before joining the Director-General's Office, Ms Anzorreguy worked for the International Organisation of Employers (IOE) in Geneva. Prior to that, she acquired an extensive work experience at the ILO's International Labour Standards Department and the Harvard Program on Negotiation, as well as in the private sector at an international law firm based in Buenos Aires.

During her tenure at the IOE, Ms Anzorreguy assumed the role of Deputy Secretary of the Employers' group at the ILO. In this capacity, she represented employers in the ILO governance structures and actively participated in a number of ILO meetings, including sessions of the Governing Body and the International Labour Conference. Notably, she participated in the Committee on the Application of Standards and in the Standards Review Mechanism Tripartite Working Group. She also took part in preparatory discussions leading to the adoption of the Centenary Declaration for the Future of Work in 2019, of the Global call to action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient, in 2021, and of the Amendments to the Declaration on Fundamental Principles and Rights at Work in 2022. Furthermore, she represented employers in various ILO Regional Meetings and in the Inter-American Conference of Ministers of Labour of the Organization of American States, where she contributed to the adoption of several tripartite and bipartite declarations. Ms Anzorreguy is proficient in English, French and Spanish.

Ms Yukiko Arai (Japan)

Appointed Deputy Director of the Sectoral Policies Department (SECTOR) and promoted to D.1 level, with effect from 15 July 2023.

Born in 1973, Ms Arai holds a Master of Arts in International Economics with a minor in Latin American Studies from the Johns Hopkins University School of Advanced International Studies (United States of America), and a Bachelor of Arts in Law from Keio University (Japan).

Ms Arai was most recently the Director of the ILO Country Office for Argentina. She joined the ILO in 2001 through the Young Professionals Career Entrance Programme and was assigned to the Hazardous Child Labour Unit of the International Programme on the Elimination of Child Labour (IPEC) in Geneva. From 2002 to 2006, she worked in the Regional Office for Asia and the Pacific as a Technical Specialist on Child Labour and Poverty Reduction and as a Poverty Reduction Analyst, where she contributed to mainstreaming the Decent Work Agenda in national development plans. Upon returning to Geneva in 2006, Ms Arai worked as a Specialist in the Multinational Enterprises and Enterprise Engagement Unit of the Enterprises Department and led country-level activities aiming to give effect to the principles of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy. She also launched and coordinated the global network of ILO experts working on issues related to business and decent work. In 2013, she took a leave of absence from the ILO to work as the Director of International Relations of the Tokyo 2020 Olympic and Paralympic Games Bid Committee.

Before joining the ILO, Ms Arai worked at the World Bank and the Inter-American Development Bank in Washington, DC.

In 2016, she was named one of *Forbes* Japan's "55 most influential women working with a global mission". In 2021, she was selected as one of *Newsweek* Japan's "100 Japanese people the world respects".

Ms Mirka Dreger (Germany)

Appointed Registrar of the ILO Administrative Tribunal (TRIB) at D.1 level, with effect from 1 August 2023.

Ms Dreger is a senior expert with 22 years of global experience in good governance, ethics, internal justice and conflict resolution. She holds a PhD in Law from the University of Bochum (Germany), for which she received the German Africa award. She also holds a Master of Laws from the University of Cologne (Germany) and a *Maîtrise en droit* from the University of Paris I-Panthéon-Sorbonne (France).

Ms Dreger was appointed Head of the UNESCO Ethics Office in 2019 and elected Chair of the Ethics Network of Multilateral Organisations in 2022. Prior to that, she served in different capacities at progressively higher levels of responsibility in the former and current UN internal justice system, including at the former Joint Appeals Board/Joint Disciplinary Committee and at the Geneva Registry of the United Nations Dispute Tribunal (UNDT). She was actively involved in the reform of the UN internal justice system and in the build-up of the UNDT. She acted as a Respondent before the UNDT during her tenure in the Human Resources Management Service of the United Nations Office at Geneva. She also worked for the United Nations Joint Staff Pension Fund in the Risk Management and Legal Services Section. As a quadrilingual lawyer and certified mediator, she was appointed Conciliator by the Administrative Tribunal of the Council of Europe in 2021.

Ms Dreger began her professional career working in development cooperation and research in Africa. She joined the United Nations through the national competitive recruitment examination in 2003.

Mr Adam Greene (United States)

Appointed Deputy Director of the Bureau for Employers' Activities (ACT/EMP) and promoted to D.1 level, with effect from 1 June 2023.

Born in 1964, Mr Greene holds a Master of Business Administration in Finance and International Business from New York University (NYU) and a Bachelor of Arts in Political Science and Economics from the University of Rochester.

Mr Greene joined the ILO's Bureau for Employers' Activities (ACT/EMP) in 2014 as a Senior Adviser and Desk Officer for the Caribbean. He was responsible for a policy portfolio including private sector engagement, public-private partnerships, responsible business conduct, and supply chains. Prior to joining the ILO, Mr Greene worked with the United States Council for International Business for over 20 years. He was in charge of international policy on corporate responsibility, international labour standards, supply chain management, and business and human rights, and was involved in the development of a wide range of multi-stakeholder initiatives. Prior to that, he was an Associate Director at the Global Environment Program of the NYU Stern School of Business, and a Manager of Fixed Income Securities for Dean Witter Financial Services (now Morgan Stanley).

Ms Danielle Guiho (France)

Appointed Director of the Human Resources Development Department (HRD) at D.2 level, with effect from 1 September 2023.

Ms Guiho is a senior human resource professional, with more than 20 years of experience in multinational companies. She holds a Master in International Business Law from Grenoble University (France).

Ms Guiho started her career as a practicing French employment lawyer before moving to employee and labour relations roles in multinational companies, where she acquired an extensive experience in managing complex projects.

She has a proven track record of designing and implementing sustainable human resources strategies focused on a constructive social dialogue and on the promotion of a safe working environment without discriminatory employment practices. Ms Guiho is an expert in conflict resolution and negotiations and a strong advocate of diversity and inclusion in the workplace.

Before joining the ILO, Ms Guiho held the position of International Employee and Labour Relations Director at The Coca-Cola Company. She has a real passion for developing and mentoring others.

Ms Claire Harasty (France)

Appointed Director of the ILO Decent Work Technical Support Team and Country Office for Central and Eastern Europe (DWT/CO-Budapest), with effect from 15 September 2023. Promotion to D.1 level was reported to the Governing Body in November 2018.

Mr Yasser Ahmed Hassan (Egypt)

Appointed Director of the ILO Office for Türkiye (ILO-Ankara), with effect from 1 September 2023. Promotion to D.1 level was reported to the Governing Body in March 2015.

Ms Susan Hayter (South Africa)

Appointed Senior Adviser to the Deputy Director-General (DDG) and promoted to D.1 level, with effect from 1 August 2023.

Born in 1967, Ms Hayter is a specialist in industrial relations. She holds a Bachelor of Arts from the University of the Witwatersrand and a Master of Science from the London School of Economics.

Ms Hayter worked as a Policy Adviser on a range of labour policy issues, including as a member of the technical secretariat of the World Commission on the Social Dimensions of Globalization and, more recently, as a Senior Technical Adviser on the Future of Work to the Deputy Director-General for Policy.

Ms Hayter joined the ILO in 1999. Since then, she has led a range of initiatives supporting ILO Member States and social partners in building institutions and formulating policies to ensure the realization of freedom of association, the promotion of collective bargaining and the improvement of labour dispute resolution systems. These initiatives include efforts to strengthen labour market institutions and governance in the context of global supply chains and trade arrangements.

Mr Juan Hunt Ortiz (Spain)

Appointed Director of the ILO Decent Work Technical Support Team and Country Office for Central American Countries (DWT/CO–San José), with effect from 1 September 2023. Promotion to D.1 level was reported to the Governing Body in March 2011.

Mr Joni Musabayana (Zimbabwe)

Appointed Director of the ILO Decent Work Technical Support Team and Country Office for the Caribbean Countries (DWT/CO–Port-of-Spain), with effect from 15 October 2023. Promotion to D.1 level was reported to the Governing Body in November 2016.

Ms Hitomi Nakagome (Japan)

Appointed Senior Adviser to the Director-General (CABINET) at D.1 level, with effect from 1 May 2023.

Ms Nakagome holds a Bachelor in Psychology from Kyoto University (Japan). She also attended a German vocational education and training program at Kaiserslautern University (Germany) for two years.

Prior to joining the ILO, Ms Nakagome worked for the Japanese Ministry of Health, Labour and Welfare for over 25 years. From 2004 to 2007, she worked as a Labour Attachée for the Embassy of Japan in Singapore. She also served for three years as the Ministry's Deputy Director for International Affairs, and was in charge of a wide range of multilateral negotiations, including in the context of meetings of the G7 ministers of labour and employment. From 2017 to 2020, Ms Nakagome worked as a Project Manager at the Sectoral Policies Department (SECTOR) of the ILO, where she led a project on skills development and labour migration for workers in the information and communication technology (ICT) sector. As Director of the Labour Bureau in Miyagi Prefecture from 2021 to 2023, she built strong management and leadership skills as she supervised ten public employment service offices with more than 700 workers.

Throughout her extensive professional career in labour and social policy at the national and international levels, Ms Nakagome has gained a wide range of skills and experience in employment policymaking and implementation, as well as in multilateral and bilateral negotiations.

Ms Cynthia Samuel-Olonjuwon (Nigeria)

Appointed Director of the ILO Office for the United Nations (ILO–New York) and Special Representative to the United Nations at the D.2 level, with effect from 15 July 2023. Previous appointment was reported to the Governing Body in November 2017.

Ms Dorothea Schmidt-Klau (Germany)

Appointed Chief of the Employment and Labour Market Policies Branch (EMPLAB) and promoted to D.1 level, with effect from 15 July 2023.

Born in 1968, Ms Schmidt-Klau holds a Master and a PhD in Economics from the Albert-Ludwigs-University in Freiburg (Germany).

Ms Schmidt-Klau's started her professional career as a Research and Teaching Assistant at the Faculty of Economics of the Albert-Ludwigs-University in Freiburg (Germany). She joined the ILO in 2001 as an Economist in the employment sector. After working several years on major ILO publications (including the *World Employment Report* and several issues of *Global Employment Trends*), she was appointed Senior Employment Specialist for North Africa at the Decent Work Technical Support Team for North Africa in Cairo (Egypt) in 2008. She provided

advice on employment-related issues, including on analytical work, policy development and advocacy, to governments, employers' and workers' organizations as well as other key stakeholders. In 2014, she was appointed Head of the Management and Support Unit of the Employment Policy Department, a role that combined research, policy advice and management. In this position, she received the ILO's Innovation Award in 2022 as a member of the ILO Monitor team.

Ms Schmidt-Klau has placed a strong emphasis on gender equality throughout her career. Her other areas of expertise include poverty reduction, youth employment, ageing societies, employment policies, labour market transitions, labour market indicators and employment and labour market assessment.

Mr Peter Van Rooij (Netherlands)

Appointed Director of the Multilateral Partnerships and Development Cooperation Department (PARTNERSHIPS), with effect from 1 September 2023. Promotion to D.1 level was reported to the Governing Body in March 2015.

► Draft decision

17. The Governing Body:

- (a) **took note of the information contained in document GB.349/INS/18 regarding the membership of the Organization, progress in international labour legislation and internal administration;**
- (b) **paid tribute to the memory of Mr Simon Crean and invited the Director-General to convey its condolences to the family of Mr Crean, to the Australian Council of Trade Unions (ACTU), the International Trade Union Confederation (ITUC) and the Government of Australia;**
- (c) **paid tribute to the memory of Ms Rabiadou Sérah Diallo and invited the Director-General to convey its condolences to the family of Ms Sérah Diallo, to the National Confederation of Workers of Guinea (CNTG), the International Trade Union Confederation (ITUC) and the Government of Guinea.**