



Governing Body

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Institutional Section

INS

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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 membership of the Organization, progress in international labour legislation, internal administration and publications and documents, as set out in the table of contents (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: None.

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▶ I. Membership of the Organization

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

▶ II. Progress in international labour legislation

Ratifications of Conventions

2. Since the information submitted to the 346th Session (October–November 2022) of the Governing Body, the Director-General has registered, up to 1 February 2023, the following **10** ratifications of international labour Conventions.

Member State	Ratification date	Convention
Bahamas	30 November 2022	<ul style="list-style-type: none"> • Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159) • Violence and Harassment Convention, 2019 (No. 190)
Barbados	1 September 2022	<ul style="list-style-type: none"> • Violence and Harassment Convention, 2019 (No. 190)
Botswana	22 December 2022	<ul style="list-style-type: none"> • Labour Inspection Convention, 1947 (No. 81) • Labour Inspection (Agriculture) Convention, 1969 (No. 129)
Canada	30 January 2023	<ul style="list-style-type: none"> • Violence and Harassment Convention, 2019 (No. 190)
Ireland	12 January 2023	<ul style="list-style-type: none"> • Violence and Harassment Convention, 2019 (No. 190)
Nigeria	8 November 2022	<ul style="list-style-type: none"> • Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) • Violence and Harassment Convention, 2019 (No. 190)
Panama	1 November 2022	<ul style="list-style-type: none"> • Violence and Harassment Convention, 2019 (No. 190)

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

3. Since the preparation of the document submitted to the 346th Session (October–November 2022) of the Governing Body, the Director-General has received the following ratifications of the Instrument for the Amendment of the Constitution of the International Labour Organisation, 1986:

Gambia	Ratification	8 November 2022
Sao Tome and Principe	Ratification	8 November 2022
Samoa	Ratification	8 November 2022

4. Accordingly; the total number of ratifications and acceptances is now **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

▶ III. Internal administration

5. 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.

6. The following appointments are accordingly reported to the Governing Body:

Mr Chad Jason Blackman (Barbados)

Appointed Senior Adviser in the Director-General's Office (CABINET) at the D.1 level, with effect from 1 October 2022.

Born in 1982, Mr Blackman is an International Trade Law Specialist and an Associate Member of the Chartered Institute of Arbitrators. He holds a Bachelor of Laws degree and a Master of Laws degree in International Trade Law from the University of Essex (United Kingdom of Great Britain and Northern Ireland).

From 2018 to 2022, Mr Blackman served as Barbados' Ambassador to the World Trade Organization, Permanent Representative to the United Nations Offices at Geneva, Rome and Vienna, and Ambassador to Austria, Hungary, Serbia and Switzerland. He also presided over the G77 and China Geneva Chapter, and served as Coordinator for the group of Latin-American and Caribbean countries at the ILO, and as Coordinator for Small Island Developing States in Geneva.

Mr Blackman's professional career has spanned some 15 years. During that time, he has acquired extensive experience in international development, trade, sustainability, environmental matters, public policy, as well as gender equality as a Global Board member of the United Nations International Gender Champions. Mr Blackman has a wide range of experience in both multilateral and bilateral diplomatic relationships and high-level negotiations.

Mr Maurizio Bussi (Italy)

Appointed Director of the priority action programme "Decent Work in crises and post-crisis situations", with effect from 1 January 2023. Promotion to D.1 level was reported to the Governing Body in March 2012.

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 Sukti Dasgupta (India)

Appointed Director of the Conditions of Work and Equality Department (WORKQUALITY) and promoted to D.2 level, with effect from 15 March 2023. Promotion to D.1 level was reported to the Governing Body in November 2016.

Ms Raquel Gonzalez (Spain)

Appointed Senior Adviser in the Director-General's Office (CABINET) at the D1 level with effect from 1 October 2022.

Born in 1969, Ms Gonzalez holds a degree in International Relations from the Graduate Institute of International and Development Studies in Geneva.

Prior to joining the ILO, Ms Gonzalez worked for the Building and Wood Workers' International, a Global Union Federation, where she dealt with capacity development programmes. She then joined the International Trade Union Confederation (ITUC), where she served as Assistant Director, and later as Director of its Geneva Office.

In parallel, Ms Gonzalez assumed the role of Secretary of the Workers' group at the ILO and was actively engaged in a number of ILO meetings, Governing Body and International Labour Conference sessions covering a wide range of labour-related issues. Most notably, she held this position in committees that led to the adoption of the ILO Centenary Declaration for the Future of Work in 2019, and to the Global Call to Action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient in 2021. In 2022, she also took part in tripartite discussions that led to the amendment of the 1998 Declaration on Fundamental Principles and Rights at Work, recognizing a safe and healthy working environment as a fifth fundamental principle and right at work.

Ms Gonzalez has extensive experience working with tripartite constituents in a multicultural environment.

Mr Moustapha Kamal Gueye (Senegal)

Appointed Director of the priority action programme "Just transitions towards environmentally sustainable economies and societies" and promoted to D.1 level, with effect from 1 March 2023.

Born in 1970, Mr Gueye holds a PhD in International Cooperation Studies from Nagoya University (Japan); a Diploma of Advanced Studies and a Master of Laws degree from Dakar University (Senegal); and executive certificates from Columbia University and the World Bank Institute (United States of America), the Foundation for Advanced Studies on International Development (Japan), and Integrated Research and Action for Development (India).

Mr Gueye started his career as a consultant for the United Nations Food and Agriculture Organization in West Africa. He then spent 12 years working across Asia for the Institute for Global Environmental Strategies in Japan. In Geneva, he worked for the United Nations Environment Programme (UNEP) as Head of the Green Economy Advisory Services, and as a Senior Programme Manager at the International Centre for Trade and Sustainable Development. Mr Gueye joined the ILO in 2012 and took on the role of Head of the Green Jobs Unit.

He represents the ILO in the UN Secretary-General's Climate Action Team and serves on several boards and steering committees, including the Organisation for Economic Co-operation and Development's Steering Committee of the Inclusive and Equitable Framework for a Just Low-Carbon Transition in Resource-Rich Developing Countries, and the UNEP Global

Environment Outlook for Business. Furthermore, he chairs the Sustainable Energy Jobs Working Group at the International Renewable Energy Agency.

Mr Emmanuel Julien (France)

Appointed Deputy Director of the ILO Regional Office for Europe and Central Asia (RO–Europe and Central Asia), with effect from 1 January 2023. Promotion to D.1 level was reported to the Governing Body in March 2014.

Ms Sana Kahlaoui de Baudinet de Courcelles (France)

Appointed Senior Adviser for Special Initiatives in the Director-General's Office (CABINET) at the D.2 level, with effect from 1 October 2022.

Born in 1982, Ms de Courcelles holds a master's degree in Public Management and Political Communication, as well as a master's degree in Human Resources, Communication and Marketing from CELSA, Sorbonne University, Paris (France). She also obtained executive certificates from the French Institute of Directors and Institut d'études politiques de Paris (Sciences Po).

Ms de Courcelles has performed advisory, diplomatic and management functions in the public and private sectors in France and in international organizations in Geneva. She served at the World Health Organization (WHO) in Geneva, in the Office of the Assistant Director-General in charge of Health Systems and Innovation. Furthermore, she worked in the Office of the French Minister of Public Service and State Reform, as well as in the Secretariat for Investment under the authority of the French Prime Minister.

From 2016 to 2019, she worked as an executive director and affiliated professor at Sciences Po's School of Public Affairs in Paris, France. Before joining the ILO, she served as Counsellor for Health Matters at the Permanent Mission of France to the United Nations Office at Geneva, and as Special Envoy of the French Government for the international response to the COVID-19 pandemic.

Ms Rie Vejs Kjeldgaard (Denmark)

Appointed Director of the Sustainable Enterprises, Productivity and Just Transition Department, with effect from 1 January 2023. Promotion to D.2 level was reported to the Governing Body in October 2017.

Mr Christophe Perrin (France)

Appointed Director of the International Training Centre of the ILO in Turin (ITC-ILO), with effect from 1 April 2023. Promotion to D.2 level was reported to the Governing Body in March 2012.

Born in 1968, Mr Perrin holds a postgraduate degree (DESS) in Political Science (Development Cooperation option) from the University of Paris I-Sorbonne.

Mr Perrin began his career as a consultant in the UNESCO Regional Office for Social and Human Sciences for Latin America and the Caribbean in Caracas. He then served in the Office of the French Minister of State for Defence. Before working at the ILO, Mr Perrin worked at the United Nations Secretariat in New York as a member of the Secretariat of the World Summit for Social Development in the UN Department for Policy Coordination and Sustainable Development.

He entered the ILO in 1996, and was in charge of external relations within the Bureau for Inter-Organization Relations (RELINT). In 1998, he joined the International Programme on the

Elimination of Child Labour (IPEC) and was responsible for programmes in South Asia countries. In 1999, he was appointed Coordinator of Inter-Agency Affairs in the Bureau for External Relations and Partnerships (EXREL).

From 2003 to 2010, Mr Perrin served in the Office of the Director-General (CABINET) as Adviser for Europe and Central Asia. From 2010 to 2012, he assumed the role of Chief of the Official Relations Branch (RELOFF) and eventually became Director of the Official Meetings, Documentation and Relations Department (RELMEETINGS). In 2016, he was appointed Director of the Multilateral Cooperation Department (MULTILATERALS).

Mr Daniel Rees (United Kingdom)

Appointed Director of the priority action programme “Decent work outcomes in supply chains”, with effect from 1 March 2023. Appointment at D.1 level was reported to the Governing Body in October 2013.

Ms Dagmar Walter (Sweden)

Appointed Senior Adviser of the Research Department (RESEARCH), with effect from 1 January 2023. Promotion to D.1 level was reported to the Governing Body in October–November 2018.

▶ IV. Publications and documents

7. Reports and documents for official ILO meetings are available on the web pages of the meetings concerned:

[International Labour Conference](#)

[Regional meetings](#)

[Sectoral meetings](#)

8. The following periodical publications have been issued, or are in press, in the languages indicated since the 344th Session (March 2022) of the Governing Body:

International Labour Review, Vol. 161 (2022), Issues 1–4 (English and French), and Vol. 141, Issues 1–4 (Spanish).

International Journal of Labour Research, Volume 11, Issues 1–2. Trade union revitalization: Organizing new forms of work including platform workers (in English, French and Spanish).

9. The following publications in English, French and Spanish have been issued for sale, or are in press, since the 344th Session (March 2022) of the Governing Body:

English

Asia-Pacific Employment and Social Outlook 2022.

Care at work: Investing in care leave and services for a more gender equal world of work.

Greening enterprises: Transforming processes and workplaces.

Global Employment Policy Review 2023.

Global Wage Report 2022–23: The impact of COVID-19 and inflation on wages and purchasing power.

Social Dialogue Report 2022: Collective bargaining for an inclusive, sustainable and resilient recovery.

Working time and work–life balance around the world.

World Employment and Social Outlook 2023: Valuing the essential.

World Employment and Social Outlook: Trends 2023.

French

Emploi et questions sociales dans le monde: Tendances 2022.

Rapport mondial sur la protection sociale 2020–2022: La protection sociale à la croisée des chemins – bâtir un avenir meilleur.

Rapport sur le dialogue social 2022: La négociation collective pour une reprise inclusive, durable et résiliente.

Soin à autrui au travail: Investir dans les congés et services de soin à autrui pour plus d'égalité de genre dans le monde du travail.

Spanish

Informe sobre el Diálogo Social 2022: La negociación colectiva en aras de una recuperación inclusiva, sostenible y resiliente.

Informe Mundial sobre la Protección Social 2020–22: La protección social en la encrucijada – en busca de un futuro mejor.

Los cuidados en el trabajo: Invertir en licencias y servicios de cuidados para una mayor igualdad en el mundo del trabajo.

Perspectivas Sociales y del Empleo en el Mundo: Tendencias 2022.

- 10.** Flagship reports were issued in the following languages in addition to the three ILO working languages:

Global Wage Report 2020–21: Wages and minimum wages in the time of COVID-19 (in Serbian).

World Social Protection Report 2020–22: Social protection at the crossroads – in pursuit of a better future (in Portuguese).

- 11.** Other free-of-charge official and non-official language publications can be found on the web pages of the technical departments and the field offices.

Licensing agreements with commercial and non-profit-making publishers and distributors

- 12.** In order to increase the impact of ILO knowledge products and reach diverse audiences globally, the publishing unit of the Department of Communication and Public Information (DCOMM/PUBL) works closely with external publishers and partners to produce translations, co-publications and other licensed editions. These editions are published in print and/or electronic formats, for both commercial and/or free distribution purposes.
- 13.** The following licensing agreements have been concluded since the 344th Session (March 2022) of the Governing Body:

Title	Publisher/distributor
Translations	
<i>ILO flagship reports</i>	
<i>World Employment and Social Outlook: Trends 2022</i> (Chinese edition)	Economic Science Press, China
<i>Social Dialogue Report 2022: Collective bargaining for an inclusive, sustainable and resilient recovery</i> (Chinese edition)	" "
<i>World Employment and Social Outlook: Trends 2022</i> (Japanese edition)	Ittosha Incorporated, Japan
<i>Social Dialogue Report 2022: Collective bargaining for an inclusive, sustainable and resilient recovery</i> (Japanese edition)	" "
<i>Guidelines, manuals and other publications</i>	
<i>Dealing with crises arising from conflicts and disasters</i> (Arabic edition)	Arab Institute for Occupational Safety and Health, Syrian Arab Republic
<i>Fire risk management. Second revised edition</i> (Arabic edition)	" "
<i>Principles and guidelines for human factors/ergonomics (HFE) design and management of work systems</i> (Arabic edition)	" "
<i>SOLVE. Integrating health promotion into workplace OSH policies</i> (Chinese edition)	Chinese Academy of Medical Science/ Peking Union Medical College, China
<i>Diagnostic and exposure criteria for occupational diseases: Guidance notes for diagnosis and prevention of the diseases in the ILO List of Occupational Diseases (revised 2010)</i> (Chinese edition)	" "
<i>Working on a warmer planet: The impact of heat stress on labour productivity and decent work</i> (Chinese edition)	North China Electric Power University, China
<i>Skills development and lifelong learning: Resource guide for workers' organizations</i> (Czech edition)	Czech-Moravian Confederation of Trade Unions, Czechia
<i>Guidelines for a just transition towards environmentally sustainable economies and societies for all</i> (Czech edition)	" "
<i>Safety and health in ports: ILO code of practice (Revised 2016)</i> (Italian edition)	Istituto Nazionale per l'Assicurazione contro gli Infortuni sul Lavoro (INAIL), Italy
<i>Ergonomic checkpoints in agriculture: Practical and easy-to-implement solutions for improving safety, health and working conditions in agriculture. Second edition</i> (Japanese edition)	Institution for Farm Accident Prevention Research (JFAPR), Japan

Title	Publisher/distributor
<i>Work improvements for small construction sites (WISCON): Action manual for improving safety, health and working conditions on small construction sites, designed for employers, supervisors and workers</i> (Japanese edition)	Ohara Memorial Institute for Science of Labour, Japan
<i>Audit Matrix for the ILO Guidelines on Occupational Safety and Health Management Systems (ILO-OSH 2001)</i> (Korean edition)	Mr Song Hee Youl, Labor Attorney / Management Audit Consultant, Republic of Korea
<i>Reversing pension privatizations: Rebuilding public pension systems in Eastern Europe and Latin America</i> (Korean edition)	Korean Public Service and Transport Workers' Union, Republic of Korea
<i>How to work in the green economy? Guide for young people, jobseekers and those who support them</i> (Slovak edition)	Euroguidance Centre, Slovakia
<i>Wage-led growth. Concept, theories and policies</i> (Spanish edition)	El Fondo de Cultura Económica, Mexico
Reprints	
<i>Managing disability in the workplace. ILO code of practice</i> (reprint, Bahasa Indonesia edition)	Dinas Ketenagakerjaan, Indonesia
<i>Compendium of maritime labour instruments: Third revised edition</i> (English edition)	Voyager Worldwide Pte Ltd, Singapore
Co-publications	
These are editions published in collaboration with external partners. They are disseminated to audiences via both the ILO's and the partner's distribution channels:	
<i>Bilan de l'application de la loi 2015-031, portant incrimination de l'esclavage et réprimant les pratiques esclavagistes en Mauritanie</i> (French edition)	Office of the United Nations High Commissioner for Human Rights, Mauritania
<i>Futur de la diversité</i> (French edition)	Presses de l'Université du Québec, Canada
<i>Building better Technical and Vocational Education and Training (TVET) systems</i> (English edition)	International Bank for Reconstruction and Development / The World Bank, United States
<i>Comprehensive mapping and assessment of reintegration measures in South Asian Colombo Process Member States</i> (English edition)	International Organization for Migration, Switzerland
<i>Contribution of the forest sector to total employment in national economies</i> (English edition)	Food and Agriculture Organization, Italy
<i>UN collaboration on social protection: Reaching consensus on how to accelerate social protection systems building</i> (English edition)	" "

Title	Publisher/distributor
<i>Decent work in nature-based solutions 2022</i> (English edition)	United Nations Environment Programme, Kenya
<i>Equipping health workers with the right skills: Skills anticipation in the health workforce</i> (English edition)	Organisation for Economic Co-operation and Development, France
<i>In search of a new social contract</i> (English edition)	" "
<i>Handbook on measuring digital platform employment and work</i> (English edition)	" "
<i>Labor migration in Asia: Covid-19 impacts, challenges and policy responses</i> (English edition)	Asian Development Bank Institute, Japan
<i>More than a billion reasons. The urgent need to build universal social protection for children</i> (English edition)	United Nations Children’s Fund (UNICEF), United States

14. The ILO also licenses its knowledge products to a range of digital distribution platforms and electronic aggregators.

▶ Draft decision

15. **The Governing Body took note of the information contained in document GB.347/INS/18 regarding membership of the Organization, progress in international labour legislation, internal administration and publications and documents.**