



## **CURRICULUM VITAE**

### **MR CHARLES DAN ASSISTANT DIRECTOR-GENERAL REGIONAL DIRECTOR FOR AFRICA INTERNATIONAL LABOUR OFFICE (ILO)**

Charles Dan has been Assistant Director-General and Regional Director for Africa of the International Labour Office (ILO), as well as ILO Special Representative to the African Union Commission (AUC) and to the United Nations Economic Commission for Africa (UNECA), since 1 July 2008.

#### **A person of initiatives and achievements**

At the head of the ILO Regional Office for Africa, Mr. Dan has demonstrated sound leadership and an exceptional capacity to connect the world of thinking and the world of action, in order to contribute to the building of productive, fair and redistributive societies.

He has innovated in convening the first Meeting of African Tripartite Members of the ILO Governing Body to be held in Africa, to implement together the ILO Declaration on Social Justice for a Fair Globalization (Addis Ababa, Ethiopia, October 2008).

He played a pivotal role in the development of the “Roadmap for the implementation of the Global Jobs Pact in Africa” adopted at the 1<sup>st</sup> African Decent Work Symposium (Ouagadougou, Burkina Faso, December 2009), and designed to help Africa recover from the consequences of the global financial and economic crisis.

Charles Dan has worked closely with ILO's tripartite constituents to move forward the realization of the Decent Work Agenda in Africa (2007-15): 31 Decent Work Country Programmes are operational and 22 others are being negotiated or renewed. He has also introduced a major change in promoting their political endorsement at Cabinet level, after their tripartite adoption, to ensure large national ownership, engagement and sustainable implementation.

Mr. Dan has put a key emphasis on capacity building of labour administrations and labour inspections, through the strengthening of ILO's cooperation with the regional labour administration institutions (CRADAT, ARLAC, ACLAE).

He has put a clear focus on promoting tripartism and social dialogue, including through the reinforcement of employers' and workers' organizations, at national, sub-regional and continental levels. He has accompanied numerous joint strategic activities led by the International Trade Union Confederation-Africa (ITUC-AFRICA), the Organization of African Trade Union Unity (OATUU) and the Pan-African Employers' Confederation (PEC/BUSINESS AFRICA).

Mr. Dan has promoted women's economic and social empowerment and gender equality through the adoption and implementation of the "2009 Tripartite Platform for Action for the Development of Women Entrepreneurship in Africa" (Cairo, Egypt, April 2009).

He has been a strong advocate of the adoption and implementation of the "Yaoundé Tripartite Declaration on the Social Protection Floor", adopted at the 2<sup>nd</sup> African Decent Work Symposium (Yaoundé, Cameroon, October 2010).

He has made a major contribution to the initiation of the "African Union Commission/ Intergovernmental Authority on Development / ILO Programme on Employment for Peace, Stability and Development in the Horn of Africa", implemented since April 2011.

Mr. Dan has participated actively in developing "The African Union Commission / African Development Bank / United Nations Economic Commission for Africa / ILO Joint Initiative on Job Creation for Youth in Africa", presented at the 12<sup>th</sup> ILO African Regional Meeting (Johannesburg, South Africa, October 2011).

Further to the "Arab Spring", Mr. Dan has monitored closely the elaboration and implementation of the Roadmaps for Recovery and Decent Work, both in Tunisia and Egypt.

Mr. Dan has effectively promoted the concept of "social economy", as a bridge between productive and social concerns, between the formal economy and the informal economy as well as between individuals and society. He played a significant role in the creation of the Academy on Social and Solidarity Economy with the ILO Training Centre and launched its first two international editions (Turin, Italy, October 2010 and Montreal, Canada, October 2011).

## **An extensive international experience**

Charles Dan's extensive international experience started with the International Organisation of Employers (IOE) in Geneva, where he rose from Assistant to Secretary-General to Deputy Executive Secretary and then Executive Secretary, between 1987 and 1994.

Mr. Dan joined the United Nations system in the field in 1994 as Specialist on Employers' activities with the ILO Multidisciplinary Team for North and West Africa, based in Dakar. In 1997, he was promoted as Responsible for Africa in the ILO's Bureau for Employers' Activities (ACTEMP), in Geneva.

From 1999 to 2008, Mr. Dan served as Member and Senior Adviser in the Office of the Director-General.

During this period, he was appointed Director of the ILO Preparatory Team for the African Union Extraordinary Summit of Heads of State and Government on Employment and Poverty Alleviation (Ouagadougou, September 2004). On this occasion, he coordinated personally the elaboration of a first-of-its-kind joint United Nations Issues Paper prepared by the ILO together with FAO, IFAD, IOM, ITU, UNAIDS, UNDP, UNECA, UNIDO, UNIFEM, UN/OHRLLS, UN/OSAA, WFP, WHO, IMF and the World Bank. And he brought a decisive contribution to the design and holding of the First African Social Partners Forum, gathering employers' and workers' organizations.

Mr. Dan also acted as Adviser for the organization of the ILO's international Forum on Decent Work for a Fair Globalization (Lisbon, 31 October-2 November 2007), hosted by the Government of Portugal, during its Presidency of the European Union with support from the European Commission.

## **Personal background**

Born on 4 November 1960, Charles Dan is a national of Benin.

He is fluent in English and French. He is learning Spanish.

Charles Dan obtained his French Baccalaureate in 1979, in Paris.

He was awarded a General Studies Degree in Law (1981), a Degree in Law (1982) and a Masters Degree in Public Law (1983) from the University of Paris II - Assas.

He undertook his postgraduate studies at the University of Paris I Pantheon - La Sorbonne where he obtained a Diploma of Higher Studies in Public Law (1986).

Charles Dan is also a Graduate of the Institute of Political Studies in Paris (Sciences-Po Paris, Public Service Section, 1984).