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FOURTEENTH ITEM ON THE AGENDA

Report of the Director-General

Purpose of the document

This report summarizes information that the Director-General wishes to communicate to the Governing Body concerning obituaries, progress in international labour legislation and internal administration. A draft decision is in paragraph 5.

Relevant strategic objective: Not applicable.

Policy implications: None.

Legal implications: None.

Financial implications: None.

Follow-up action required: None.

Author units: International Labour Standards Department (NORMES), Office of the Legal Adviser (JUR), Human Resources Development Department (HRD) and Official Relations Branch (RELOFF).

Related documents: None.

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I. Obituary

Mr Louis Sombès

1. The Director-General announces with deep regret the death, on 26 July 2013, of Mr Louis Sombès, former Worker member of the Governing Body and founder and Chairman of the Confederation of Autonomous Trade Unions of Cameroon (CSAC).
2. Mr Sombès was born in the village of Boumba-et-Ngoko, Cameroon in 1948. He received a basic legal qualification and a public relations diploma in 1968. He also completed several leadership courses, in his home country and abroad, including at the ILO International Training Centre in Turin, Italy. From his early twenties onwards, he dedicated himself to trade unionism, holding several positions in a number of trade organizations. Most notably, Mr Sombès led young unionists in 1991 when the trade union “Declaration of Neutrality” was made, recognizing the need for more than one union to represent workers from different political parties. In 1992, Mr Sombès was awarded the post of Secretary-General of the Confederation of the Cameroon Trade Unions (CCTU). Between 1994 and 1995, he led a civil service strike in response to government-imposed salary cuts. Between 1999 and 2002, he worked for the African Regional Organization of the International Trade Union Confederation, in charge of workers’ rights in francophone and lusophone Africa. From 2005 until his death, he was part of the CSAC, first as Executive Secretary and then becoming Chairman in 2011. It was during his tenure with the CSAC that Cameroon’s decent work programme was implemented, helping the Government, workers and employers reach a consensus on national policies and action plans.
3. Mr Sombès was a Worker member of the Governing Body from 1996 to 1999. He attended several sessions of the International Labour Conference in various capacities, most recently as a member of the International Trade Union Confederation at the 101st Session (June 2012). His expertise was not only in trade union rights but also economics, business organization and history. His passion for workers’ rights began at an early age, after seeing the difficult conditions of workers at the gold mine where his grandfather was employed. Throughout his life, he remained close to his roots and his country.
4. Mr Sombès was awarded the Medal of Knight of the Cameroon Order of Merit posthumously for his accomplishments. He will be remembered by many as being a very generous man who valued fairness and honesty. He was an excellent teacher, using his power of persuasion to find compromise and bring about peace in situations of disagreement. His fellow colleagues said that he was “a brilliant unionist, always there for workers’ rights and never burdening himself with the formalities of bureaucracy and protocol”. His contribution to the trade union movement in Cameroon was immeasurable.

Draft decision

5. *The Governing Body invites the Director-General to convey its condolences to the Vice-President of the Confederation of Autonomous Trade Unions of Cameroon and to the family of Mr Louis Sombès.*

II. Progress in international labour legislation

Ratifications of Conventions

6. Since the information submitted to the 317th Session of the Governing Body to 14 August 2013, the Director-General has registered the following 33 ratifications of international labour Conventions.

Barbados

Ratification registered on 20 June 2013:

Maritime Labour Convention, 2006

Plurinational State of Bolivia

Ratification registered on 15 April 2013:

Domestic Workers Convention, 2011 (No. 189)

Burkina Faso

Ratification registered on 4 March 2013:

Maternity Protection Convention, 2000 (No. 183)

Ecuador

Ratification registered on 8 February 2013:

Workers with Family Responsibilities Convention, 1981 (No. 156)

El Salvador

Ratification registered on 30 January 2013:

Nursing Personnel Convention, 1977 (No. 149)

Finland

Ratification registered on 28 February 2013:

Prevention of Major Industrial Accidents Convention, 1993 (No. 174)

France

Ratification registered on 28 February 2013:

Maritime Labour Convention, 2006

Hungary

Ratification registered on 31 July 2013:

Maritime Labour Convention, 2006

Japan

Ratification registered on 5 August 2013:

Maritime Labour Convention, 2006

Lithuania

Ratification registered on 27 May 2013:

Radiation Protection Convention, 1960 (No. 115)

Mauritius

Ratification registered on 13 September 2012:

Domestic Workers Convention, 2011 (No. 189)

Morocco

Ratifications registered on 4 June 2013:

Labour Relations (Public Service) Convention, 1978 (No. 151)

Safety and Health in Mines Convention, 1995 (No. 176)

Ratifications registered on 16 May 2013:

Minimum Wage Fixing Convention, 1970 (No. 131)

Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)

Work in Fishing Convention, 2007 (No. 188)

Nicaragua

Ratification registered on 10 January 2013:

Domestic Workers Convention, 2011 (No. 189)

Nigeria

Ratification registered on 18 June 2013:

Maritime Labour Convention, 2006

Paraguay

Ratification registered on 7 May 2013:

Domestic Workers Convention, 2011 (No. 189)

Portugal

Ratifications registered on 8 November 2012:

Protection of Workers' Claims (Employer's Insolvency) Convention, 1992 (No. 173)

Maternity Protection Convention, 2000 (No. 183)

Serbia

Ratifications registered on 15 March 2013:

Labour Administration Convention, 1978 (No. 150)

Private Employment Agencies Convention, 1997 (No. 181)

Maritime Labour Convention, 2006

Solomon Islands

Ratification registered on 22 April 2013:

Minimum Age Convention, 1973 (No. 138)

South Africa

Ratifications registered on 20 June 2013:

Labour Inspection Convention, 1947 (No. 81))

Maritime Labour Convention, 2006

Work in Fishing Convention, 2007 (No. 188)

Domestic Workers Convention, 2011 (No. 189)

Switzerland

Ratification registered on 11 February 2013:

Employment Policy Convention, 1964 (No. 122)

Togo

Ratification registered on 7 June 2013:

Social Security (Minimum Standards) Convention, 1952 (No. 102)

United Kingdom

Ratification registered on 7 August 2013:

Maritime Labour Convention, 2006

Uruguay

Ratification registered on 8 July 2013:

Workers' Representatives Convention, 1971 (No. 135)

Ratifications/acceptances of the instrument for the amendment of the Constitution of the International Labour Organisation, 1986

7. Since the preparation of the document submitted to the 317th Session of the Governing Body, the Director-General has received the following acceptance of the instrument:

The former Yugoslav Republic of Macedonia acceptance 17 April 2013

8. The total number of ratifications and acceptances is now **101**, including two by States of chief industrial importance.¹

III. Internal administration

9. 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.

10. The following appointments and promotions are accordingly reported to the Governing Body:

Ms Maria Helena André (Portugal)

Appointed Director of the Bureau for Workers' Activities (ACTRAV) at the D.2 level with effect from 1 September 2013.

Born in 1960, Ms André holds a degree in Modern Languages and Literature from Lisbon University (Portugal).

Ms André joined the Portuguese Trade Union Confederation (UGT) in 1981 and the European Trade Union Confederation in 1992, where she served as Confederal Secretary until April 2003 and as Deputy General Secretary from May 2003 to October 2009. From October 2009 to June 2011, she served as Minister of Labour and Social Solidarity in the

¹ As of the date of writing, an additional 23 ratifications/acceptances by member States, including three by States of chief industrial importance, were required for the instrument to enter into force.

18th Constitutional Government of Portugal and as a Member of the Portuguese Parliament from June 2011 until August 2013. Ms André has extensive experience in labour, economic and social policy issues thanks to her involvement in the national and European trade union movement and the Government of Portugal.

Ms Azita Berar-Awad (Islamic Republic of Iran)

Appointed Director of the Employment Policy Department (DDG/P) and promoted to D.2 level with effect from 15 July 2013. Promotion to D.1 was reported to the Governing Body in November 1999.

Mr Khemraze Cunniah (Mauritius)

Appointed Senior Adviser to the Deputy Director-General for Field Operations and Partnerships (DDG/FOP) at the D.2 level with effect from 15 July 2013. Promotion to D.2 was reported to the Governing Body in March 2008. Promotion to D.1 was reported to the Governing Body in November 2004.

Mr Charles Dan (Benin)

Appointed Special Representative of the ILO on Youth and Social Inclusion, reporting to the Office of the Director-General (CABINET) at the D.2 level with effect from 1 May 2013. Promotion to ADG was reported to the Governing Body in November 2008. Promotion to D.1 was reported to the Governing Body in March 2004.

Mr Giovanni di Cola (Italy)

Appointed Director of the ILO Decent Work Team and Office for the Caribbean in Port-of-Spain and promoted to D.1 level with effect from 1 May 2013.

Born in 1958, Mr di Cola holds a Doctorate in Development Economics from the University of Paris X (France). He also has a master's degree in Soviet Studies from the Institut d'Etudes Politiques de Paris (IEP, France) and completed a degree in Political Science at the University of La Sapienza in Rome (Italy).

Mr di Cola has 25 years of experience with the ILO, both at headquarters and in the field. More recently, he was appointed Deputy Director of the ILO Office for the Caribbean with effect from 1 September 2009, and Officer-in-Charge in 2012. Prior to his appointment in the Port-of-Spain office, he was Coordinator of the ILO-Universitas Programme in the Department of Development Cooperation and Partnerships at ILO headquarters. In that capacity, he promoted decent work through training, innovation and knowledge sharing among ILO tripartite constituents, UN agencies, local and national stakeholders and networks of universities in Central America, Cuba, southern and northern Africa, and the Balkans.

Prior to joining the ILO, Mr di Cola worked for UNESCO in Dakar, Senegal as Assistant to the Regional Director for Sub-Saharan Africa. In 1986 he joined the UNICEF Office in Niger as Information and Communication Officer, after having worked briefly with the UNFPA subregional team as Research Assistant on population issues in Dakar.

Ms Michelle Leighton (United States)

Appointed Chief of the International Migration Branch (MIGRANT) at the D.1 level with effect from 15 April 2013.

Born in 1961, Ms Leighton received a Master of Laws from the London School of Economics and Political Science (UK), a Juris Doctor with honours from Golden Gate University Law School (San Francisco, California, US), and a bachelor's degree from the University of California (Davis, California, US).

Ms Leighton has taught on many law faculties in Asia, Europe and the United States. Since 1992, she has served as an adviser and consultant to international institutions, government, and non-profit organizations. Ms Leighton has led various research and policy projects with academics, government agencies and local experts on migration, including in the Americas, Africa, Central Europe and Central Asia. Most recently, following her service as the United States Fulbright Scholar in Kyrgyzstan, she co-founded the American University of Central Asia's Tian Shan Policy Center and was Professor of Law. She chaired the Munich Re Foundation on Social Vulnerability for the United Nations University–EHS Institute in Bonn (Germany) from 2009 to 2012.

Ms Leighton is an expert on labour migration, democratic governance, human rights and human security and she has conducted global and field research into best practices and the linkages between human migration and development, including impacts on rural livelihoods from unsustainable agricultural land and water management and climate change.

Mr Mark Levin (Israel)

Appointed Director of the Human Resources Development Department (HRD) and promoted to D.2 level with effect from 15 April 2013. Promotion to D.1 was reported to the Governing Body in March 2006.

Ms Geneviève Pons-Deladrière (France)

Appointed Legal Adviser and Director of the Office of Legal Services (JUR) at the D.2 level with effect from 1 April 2013.

Born in 1956, Ms Pons-Deladrière is a member of the French Administrative Courts. She is a graduate from the French National School of Administration (ENA) and holds degrees in both Law from the University of Pantheon–Sorbonne (Paris, France) and in Political Sciences from the Institute of Political Sciences (Paris, France).

Ms Pons-Deladrière entered the French Administrative Courts in 1982. She joined the Legal Service of the European Commission in 1989 and the Cabinet of Jacques Delors, President of the European Commission (EC), in 1991. She was responsible for ensuring EU law was applied throughout all Member States and, in this capacity, chaired the Commission's infringements committee. In 1995, she joined the Directorate-General for Enterprise and Industry where she held several management positions. In 2008 she joined the Impact Assessment Board of the Commission and, in 2010, became Head of the Simplification Unit, part of the Commission's Smart Regulation agenda to simplify European legislation. Appointed Honorary Director of the European Commission in 2011, she returned to the French Administrative Courts before joining the ILO. Ms Pons-Deladrière has, in addition to her legal background, extensive experience in team management in a multicultural context.

Mr Daniel James Rees (United Kingdom)

Appointed Director of the Better Work Programme (BETTER WORK) at the D.1 level with effect from 1 April 2013.

Born in 1965, Mr Rees holds a BSc in International Development with Economics from the University of East Anglia's School of International Development (UK).

Mr Rees joined the ILO in August 2010 as Director (D.1) of the IFC/ILO Better Work Programme (then a technical cooperation position).

Prior to joining the ILO, he was Director of the Ethical Trading Initiative, a membership organization of international businesses, trade unions and non-governmental organizations, from 1999 to 2010. Between 1989 and 1999, he held numerous positions within the UK-based international development charity Voluntary Service Overseas (VSO), including Head of Global Education and Advocacy.

Mr Rees has extensive international experience in developing and managing business, trade union and government partnerships to promote the observance of labour standards in global supply chains. Within this scope, he has worked across many sectors, including in the food, agriculture, garment, footwear, travel, tourism and the extractive industries.

Mr Yoshihiro Senoo (Japan)

Appointed Senior Adviser to the Deputy Director-General for Field Operations and Partnerships (DDG/FOP) at the D.1 level with effect from 1 August 2013.

Born in 1957, Mr Senoo graduated from the University of Tokyo's Faculty of Law (Japan).

Mr Senoo joined the Ministry of Labour of Japan in 1980 where he gained extensive experience in the areas of policy-making and administration in the field of labour and employment. While working at the Ministry, Mr Senoo held managerial positions in the divisions of International Information, Foreign Workers' Affairs, Employment Measures for Elderly Workers, and General Affairs. Most recently, he was Assistant Minister for International Affairs. Mr Senoo has extensive experience in the field of international relations. He has represented Japan in Governing Body sessions of the ILO and has been a member of the Employment, Labour and Social Committee of the OECD. Between 2011 and 2013, Mr Senoo was a Sherpa at the G20 Labour Ministers Meetings.

Ms Rie Vejs Kjeldgaard (Denmark)

Appointed Deputy Director of the Regional Office for Europe and Central Asia and promoted to D.1 level with effect from 15 July 2013.

Born in 1963, Ms Vejs Kjeldgaard holds a master's degree in Business Administration, with a focus on marketing and multinational business development.

She joined the ILO in 1991 as an Enterprise Development Specialist in the Regional Office for Asia and the Pacific in Bangkok. She then became Senior Enterprise Specialist at headquarters with global responsibility for the Job Creation and Enterprise Development Department. Thereafter, she held two managerial field postings, as Deputy Director of the ILO Decent Work Team for South-East Asia, New Delhi and as ILO Country Director for

Viet Nam. Recently she managed an assignment at headquarters on integrated and coherent decent work country analysis.

Prior to joining the ILO, she worked in the pharmaceutical sector as Head of Product and Market Development.