



Governing Body

347th Session, Geneva, 13–23 March 2023

Legal Issues and International Labour Standards Section

LILS

International Labour Standards and Human Rights Segment

Date: 20 February 2023

Original: English

Fourth item on the agenda

Report on the implementation of the adjustments made to the procedure for the appointment of members of the Committee of Experts on the Application of Conventions and Recommendations

Purpose of the document

The Governing Body is invited to take note of measures adopted for the implementation of the adjustments made to the procedure for the appointment of members of the Committee of Experts on the Application of Conventions and Recommendations following the decisions taken at its 343rd Session (November 2021).

Relevant strategic objective: All four strategic objectives.

Main relevant outcome: Outcome 2: International labour standards and authoritative and effective supervision.

Policy implications: Strengthen authoritative and effective supervision of international labour standards by further enhancing the transparency of the supervisory system.

Legal implications: None.

Financial implications: None.

Follow-up action required: None.

Author unit: International Labour Standards Department (NORMES).

Related documents: [ILO Centenary Declaration for the Future of Work](#); [GB.334/INS/5](#); [GB.334/PV](#); [GB.335/INS/5](#); [GB.335/PV](#); [GB.341/LILS/6](#); [GB.341/PV](#); [GB.343/LILS/3](#), [GB.343/PV](#); [GB.346/INS/PV](#).

▶ Introduction

1. At its 343rd Session (November 2021), the Governing Body took note of the information provided by the Office regarding the procedure for the appointment of members of the Committee of Experts on the Application of Conventions and Recommendations and decided to apply certain adjustments to the procedure, while requesting the Director-General to report to its 347th Session (March 2023) on the implementation of these adjustments and on any further improvements, if deemed necessary, to be preceded by tripartite consultations.¹
2. In particular, with the understanding that, regarding all other aspects, the procedure for the appointment of members of the Committee of Experts should be carried out in accordance with the established practice, the Governing Body decided at its 343rd Session (November 2021) to introduce the following adjustments:
 - (a) the three vacancies which were currently open in the membership of the Committee of Experts were to be widely publicized through a call for expression of interest on the ILO's global and regional public website, as soon as possible;
 - (b) future vacancies in the membership of the Committee of Experts are to be widely publicized through a call for expression of interest on the ILO's global and regional public website nine months before the start of the session of the Committee of Experts that is to have a known vacancy;
 - (c) the selection process should not entertain any interference or public statements by ILO constituents concerning the candidates or the selection process;
 - (d) the Director-General should make proposals to the Officers of the Governing Body with a view to further clarifying and publicizing existing criteria for the selection of experts, while preserving the essential criteria of independence, impartiality and technical expertise;
 - (e) the Director-General should inform the Officers of the Governing Body and submit to them a detailed report on the selection process for their consideration at a dedicated sitting;
 - (f) the Director-General should inform the Officers of the Governing Body of any upcoming renewal of mandates and propose the renewal of mandates to the Governing Body, except when a member is failing to deliver on his or her duties in a timely manner or to attend the Committee sessions.

▶ A. Procedure followed to fill three vacancies in the membership of the Committee of Experts

3. In November 2021, three vacancies in the Committee of Experts resulted from the completion of the mandates of Judge A. Koroma (Sierra Leone), Judge L. Bentes (Brazil) and Professor V. Muntarbhorn (Thailand). Both judges had served on the Committee for 15 years while

¹ GB.343/PV, para. 556, and GB.343/LILS/3.

Professor Muntarbhorn, who had accepted a mandate as Special Rapporteur to the United Nations Human Rights Council, resigned in 2021.²

4. Following the adjustments to the procedure for the appointment of members of the Committee of Experts, the three vacancies were widely publicized through a call for expression of interest on ILO's global and regional public website, posted on 20 December 2021, and were further publicized in the ILO global weekly newsletter on 22 December 2021, as well as on ILO LinkedIn. Further outreach to relevant judiciary institutions and academic networks was undertaken by the Office, both at headquarters and in the field in January 2022.
5. The selection was organized with a view to maintaining geographical balance and representation of all legal systems, and thus expression of interest was expressly invited from potential candidates from West Africa, South-East Asia and South America.
6. A total of 68 expressions of interest were received by the deadline: 17 for the West Africa vacancy, 15 for the South-East Asia vacancy and 36 for the South American vacancy. After an initial screening of the applicants, 31 candidates were retained as meeting the conditions set out in the call for expression of interest: 7 for the West Africa vacancy, 5 for the South-East Asia vacancy and 19 for the South American vacancy.
7. All 31 candidates were invited to provide a written submission and to participate in a one-hour interview. The same set of questions was presented to all candidates both for the written submission and for the interview. The written submissions were assessed independently of the interview panel by a former ILO official with established expertise in labour law, labour relations and labour standards. These interviews took place on 18–19 July 2022 and 14 August 2022 by a panel composed of four representatives of the Director-General.
8. All candidates were assessed against the following eight criteria: high academic and legal/judicial standing; well-established expertise in labour law, human rights and/or international law; drafting and analytical skills; ILO knowledge and awareness; sensitivity and openness to ILO constituents; personal qualities to operate within the Committee of Experts; capability to contribute within different economic and cultural contexts; and proficiency in at least one of the ILO official languages.
9. A summary assessment of the candidates interviewed for the three vacancies was submitted to the Officers of the Governing Body at its 346th session (October–November 2022). The assessment included the names of all candidates, the sets of questions asked, the CVs of the candidates and a summary of the interview with each candidate.
10. In a dedicated sitting, the Officers made a selection from among the candidates on the basis of detailed information provided by the Director-General, taking into account the need to ensure independence, impartiality and gender balance. At its 346th Session (October–November 2022), the Governing Body, upon the recommendation of its Officers, appointed for a period of three years three new members of the Committee of Experts: Judge Benedict Kanyip (Nigeria), Dato Ambiga Sreenevasan (Malaysia), and Professor José Herrera Vergara (Colombia).³ Following the selection process, the Office informed all candidates of the outcome of the selection process. The candidates generally expressed appreciation for the transparent nature of the process and the care taken to keep them informed of the outcome.

² See the United Nations [Special Rapporteur](#) on the situation of human rights in Cambodia.

³ GB.346/INS/PV, para. 678(a).

11. The three newly appointed members of the Committee of Experts participated in its 93rd Session (28 November–10 December 2022). The Committee was able to achieve a gender balance of ten women and ten men.
12. In December 2022, three new vacancies emerged resulting from the completion of the mandates of Judge R. Ranjeva (Madagascar), Professor R. Owens (Australia) and Professor K. Monaghan (United Kingdom). Judge Ranjeva had served on the Committee for 15 years while Professor Owens and Professor Monaghan resigned for personal reasons. On 22 December 2022, the Office released a call for candidates, inviting nationals of Nordic and Eastern European countries, Eastern African countries and Oceanian countries.⁴

▶ Draft decision

13. **The Governing Body took note of the information provided.**

⁴ [Call for Candidates](#) – Member of the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR).