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**FOR DECISION**

NINETEENTH ITEM ON THE AGENDA

**Report of the Director-General**

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## I. Obituary

### Mr Semyon Aleksandrovich Ivanov

1. The Director-General announces with deep regret the death of Mr Semyon Alekandrovich Ivanov at 84 years of age. Mr Ivanov was a long-serving Government delegate of the Soviet Union to the International Labour Conference, and also a member of the Committee of Experts.
2. Born on 31 August 1924 in Kharkov, Mr Ivanov graduated with distinction from the Moscow State Institute of International Relations in 1949, and was assigned as research assistant to the State University of Turkmenistan, in Ashgabat. He completed postgraduate studies at the Institute of State and Law of the Academy of Sciences (IGPAN) of the Soviet Union in 1952, the year in which he completed his thesis. His life's work was to be in the labour law sector of IGPAN, which afterwards became the Institute of State and Law of the Russian Academy of Sciences: IGPRAN. He was promoted in 1969 to supervisor of the sector and from 1992 became principal scientific director of the Institute.
3. Mr Ivanov attended all sessions of the International Labour Conference from 1956 to 1976 as a member of the Government group and was a dedicated member of the Committee of Experts on the Application of Conventions and Recommendations from 1981 to 1993. He was also a member of the Executive Committee of the International Society for Labour Law and Social Security, in Geneva, acting as Vice-President of that Society from 1982 to 1994, as well as a member of the French Society of Comparative Law.
4. His international teaching career took him to the Universities of Paris, Lyon, Strasbourg, Geneva, Trieste and Louvain, and he became Professor of the International Faculty of Comparative Law in Strasbourg, France. Many of his works were published abroad, in the United Kingdom, France, Germany and the United States, increasing still further his international influence in labour matters. In the Soviet Union, he taught for many years in the Faculty of Law of the Lomonosov Moscow State University, and subsequently in the Law Academy of IGPRAN.
5. His fundamental research on international and Russian labour law made him one of the founders of the Modern National School of International Labour Law, and led to his election as first President of the Russian Association of Labour Law and the Law of Social Security, a role which he continued late into life as the Association's honorary President.
6. Professor Ivanov was a highly valued member of the Committee of Experts. His vast experience of comparative labour law made his contribution to the work of the Committee crucial and he will be remembered for the quality of his judgement, his fundamental search for equity and fairness, and his commitment to social justice.
7. *The Governing Body will no doubt wish to request the Director-General to convey its condolences to Mr Ivanov's family and to the Government of the Russian Federation.*

## II. Membership of the Organization

8. Under the terms of article 1, paragraph 3, of the Constitution and article 27 of the Standing Orders of the International Labour Conference, a Member of the United Nations may

become a Member of the International Labour Organization by communicating to the Director-General its formal acceptance of the obligations of the Constitution.

### **Membership of Tuvalu**

9. In a letter transmitting a resolution dated 13 May 2008, received on 27 May 2008, the Government of Tuvalu, which has been a Member of the United Nations since 5 September 2000, communicated to the Director-General its formal acceptance of the obligations of the Constitution of the International Labour Organization.
10. Tuvalu accordingly became the 182nd member State of the International Labour Organization.

## **III. Progress in international labour legislation**

### **Ratifications of Conventions and Protocols to Conventions**

11. Since the 301st Session of the Governing Body, the Director-General has registered the following 59 ratifications of international labour Conventions, bringing the total number registered on 23 September 2008 to 7,595. In addition, *two* ratifications of Protocols have also been registered.

#### ***Bahamas***

*Ratification registered on 11 February 2008:*

Maritime Labour Convention, 2006

#### ***Brunei Darussalam***

*Ratification registered on 9 June 2008:*

Worst Forms of Child Labour Convention, 1999 (No. 182)

#### ***Bulgaria***

*Ratification registered on 9 June 2008:*

Employment Policy Convention, 1964 (No. 122)

*Ratification registered on 14 July 2008:*

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

#### ***Chile***

*Ratification registered on 15 September 2008:*

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Indigenous and Tribal Peoples Convention, 1989 (No. 169)

### **Cuba**

*Ratification registered on 5 August 2008:*

Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)

### **Fiji**

*Ratifications registered on 28 May 2008:*

Labour Inspection Convention, 1947 (No. 81)

Nursing Personnel Convention, 1977 (No. 149)

Occupational Safety and Health Convention, 1981 (No. 155)

Working Conditions (Hotels and Restaurants) Convention, 1991 (No. 172)

Labour Inspection (Seafarers) Convention, 1996 (No. 178)

Safety and Health in Agriculture Convention, 2001 (No. 184)

### **Finland**

*Ratification registered on 26 June 2008:*

Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)

### **Guinea-Bissau**

*Ratification registered on 26 August 2008:*

Worst Forms of Child Labour Convention, 1999 (No. 182)

### **India**

*Ratification registered on 6 June 2008:*

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

### **Indonesia**

*Ratification registered on 16 July 2008:*

Seafarers' Identity Documents Convention (Revised), 2003 (No. 185)

### **Kazakhstan**

*Ratification registered on 18 June 2008:*

Safety and Health in Construction Convention, 1988 (No. 167)

## **Republic of Korea**

*Ratifications registered on 20 February 2008:*

Occupational Safety and Health Convention, 1981 (No. 155)

Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)

## **Kyrgyzstan**

*Ratifications registered on 10 September 2008:*

Migration for Employment Convention (Revised), 1949 (No. 97)

Maintenance of Social Security Rights Convention, 1982 (No. 157)

## **Lao People's Democratic Republic**

*Ratifications registered on 13 June 2008:*

Equal Remuneration Convention, 1951 (No. 100)

Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

## **Luxembourg**

*Ratifications registered on 8 April 2008:*

Radiation Protection Convention, 1960 (No. 115)

Guarding of Machinery Convention, 1963 (No. 119)

Hygiene (Commerce and Offices) Convention, 1964 (No. 120)

Maximum Weight Convention, 1967 (No. 127)

Labour Inspection (Agriculture) Convention, 1969 (No. 129)

Benzene Convention, 1971 (No. 136)

Occupational Cancer Convention, 1974 (No. 139)

Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148)

Nursing Personnel Convention, 1977 (No. 149)

Occupational Health Services Convention, 1985 (No. 161)

Asbestos Convention, 1986 (No. 162)

Safety and Health in Construction Convention, 1988 (No. 167)

Chemicals Convention, 1990 (No. 170)

Night Work Convention, 1990 (No. 171)

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Prevention of Major Industrial Accidents Convention, 1993 (No. 174)  
Safety and Health in Mines Convention, 1995 (No. 176)  
Maternity Protection Convention, 2000 (No. 183)  
Safety and Health in Agriculture Convention, 2001 (No. 184)  
Protocol of 1995 to the Labour Inspection Convention, 1947  
Protocol of 2002 to the Occupational Safety and Health Convention, 1981

### **Mali**

*Ratifications registered on 23 January 2008:*

Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)  
Labour Administration Convention, 1978 (No. 150)

*Ratification registered on 5 June 2008:*

Maternity Protection Convention, 2000 (No. 183)

### **Panama**

*Ratification registered on 31 January 2008:*

Safety and Health in Construction Convention, 1988 (No. 167)

### **Peru**

*Ratifications registered on 19 June 2008:*

Maximum Weight Convention, 1967 (No. 127)  
Safety and Health in Mines Convention, 1995 (No. 176)

### **Samoa**

*Ratifications registered on 30 June 2008:*

Forced Labour Convention, 1930 (No. 29)  
Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)  
Right to Organise and Collective Bargaining Convention, 1949 (No. 98)  
Equal Remuneration Convention, 1951 (No. 100)  
Abolition of Forced Labour Convention, 1957 (No. 105)  
Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

Worst Forms of Child Labour Convention, 1999 (No. 182)

### **Sweden**

*Ratification registered on 10 July 2008:*

Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)

### **Ukraine**

*Ratification registered on 9 June 2008:*

Hours of Work and Rest Periods (Road Transport) Convention, 1979 (No. 153)

### **United Kingdom**

*Ratification registered on 29 May 2008:*

Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)

### **Uzbekistan**

*Ratification registered on 24 June 2008:*

Worst Forms of Child Labour Convention, 1999 (No. 182)

### **Viet Nam**

*Ratification registered on 9 June 2008:*

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

## **Declaration concerning the application of a ratified Convention**

The Director-General registered, on 18 April 2008, a declaration from the Government of Colombia specifying that, pursuant to Article 2, paragraph 1, of the Minimum Age Convention, 1973 (No. 138), the minimum age of 15 is now specified (this declaration modifies the previous one, sent with the instrument of ratification on 2 February 2001, and specifying a minimum age of 14 years).

## **Declaration concerning the application of Conventions to a non-metropolitan territory (article 35 of the Constitution)**

The Director-General registered the following declarations concerning the application of international labour Conventions regarding non-metropolitan territories:

### **France**

*Declaration registered on 2 May 2008:*

Underground Work (Women) Convention, 1935 (No. 45)

*Termination of the acceptance of the obligations of the Convention: French Guiana, French Polynesia, Guadeloupe, Martinique, New Caledonia, Réunion and St. Pierre and Miquelon*

## **United Kingdom**

*Declaration registered on 14 May 2008:*

Worst Forms of Child Labour Convention, 1999 (No. 182)

*Applicable without modifications: Falkland Islands (Malvinas)*

## **Denunciation of Conventions**

### **Austria**

The Director-General registered, on 3 April 2008, the denunciation by Austria of the Underground Work (Women) Convention, 1935 (No. 45), which will take effect as of 3 April 2009. The text of the communication accompanying the denunciation by Austria of this instrument reads as follows:

(Translation)

Austria is obliged to denounce the Convention because the prohibition on the employment of women in underground mining is contrary to EU law (Case C-203/03 *Commission of the European Communities v. Republic of Austria*). The denunciation enables Austrian national law to be brought into conformity with EU law.

The organizations of workers and employers concerned (namely, Austrian Confederation of Trade Unions (ÖGB), Federal Chamber of Labour (BAK), Austrian Chamber of Commerce (WKÖ), Federation of Austrian Industry (VÖI)) have been consulted in accordance with Article 5(1)(e) of Convention No. 144.

### **Belgium**

The Director-General registered, on 30 May 2008, the denunciation by Belgium of the Underground Work (Women) Convention, 1935 (No. 45), which will take effect as of 30 May 2009.

The Government has sent “Opinion No. 1647” of the National Labour Council concerning the denunciation of this instrument. This decision was taken with a view to bringing national law into conformity with the European Directives on equal treatment, in particular Council Directive 76/207/EEC of 9 February 1976, as amended, on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions, and also Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation.



## **Czech Republic**

The Director-General registered, on 24 April 2008, the denunciation by the Czech Republic of the Underground Work (Women) Convention, 1935 (No. 45), which will take effect as of 24 April 2009. In its report on the application of Convention No. 144, received by the Office in August 2007, the Government advised of the following:

During the period concerned, a proposal for the denunciation of Convention No. 45 was put forward, due to its incompatibility with other international obligations of the Czech Republic arising from its European Union membership (see the decision of the European Court of Justice in Case C-203/03). In the period concerned, in order to reach agreement on the matter, the issue of denunciation was repeatedly discussed at the meeting of the Working Group for Cooperation with the ILO, of the Council of Economic and Social Agreement for the Czech Republic, on 3 November 2005 and 7 March 2007, as well as at special meetings with the CMKOS (Czech-Moravian Confederation of Trade Unions), which is opposed to the denunciation, held on 1 December 2005 and 25 July 2007 with view to reach an agreement in this regard; however, differences of opinion have not been fully resolved.

## **Djibouti**

The Director-General registered, on 29 May 2008, the denunciation by Djibouti of the Night Work of Young Persons (Industry) Convention, 1919 (No. 6), and the Underground Work (Women) Convention, 1935 (No. 45), which will take effect as of 29 May 2009. The text of the communication accompanying the denunciation by Djibouti of these instruments reads as follows:

(Translation)

The procedure leading to their denunciation began in July 2007, and the social partners were consulted and expressed their agreement. In accordance with the authorization of the National Assembly, the Council of Ministers issued a favourable opinion on their denunciation.

### **Purpose of the denunciation**

Some time ago, Djibouti commenced a policy of the systematic denunciation (on each occasion that the "window" for denunciation is open) of a significant number of international Conventions previously ratified by the colonial State, of which Djibouti had recognized the validity en bloc.

The maintenance of these international labour Conventions accepted by the colonial authority before independence had become a stylistic clause in statements in which the new States expressed their will to become ILO Members.

However, most of these Conventions proved to be inapplicable and unsuited to the real social, economic and geographical situation of Djibouti which, as can clearly be seen by all concerned, is not an industrial country or a country with raw materials, and is a country in which the phenomenon of child labour remains extremely marginal, if not inexistent. Its economy is entirely service based and its industrialization is at an embryonic stage.

Both Convention No. 6 and Convention No. 45, of which the denunciations are planned, are unsuited to the real economic and social situation of Djibouti, which is characterized by the absence of raw materials and of the mining industry.

## **France**

The Director-General registered, on 2 May 2008, the denunciation by France of the Underground Work (Women) Convention, 1935 (No. 45), which will take effect as of 2 May 2009. The text of the communication accompanying the denunciation by France of this instrument reads as follows:

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(Translation)

... the need for national legislation to be in conformity with Community law, and particularly European Council Directive 76/207/EEC of 9 February 1976 on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions, raises the question for EU Member States, particularly following a recent ruling by the Court of Justice of the European Communities, of the maintenance in their legislation of ILO Convention No. 45 concerning the employment of women on underground work in mines of all kinds.

## **Germany**

The Director-General registered, on 25 April 2008, the denunciation by Germany of the Underground Work (Women) Convention, 1935 (No. 45), which will take effect as of 25 April 2009.

## **Hungary**

The Director-General registered, on 30 May 2008, the denunciation by Hungary of the Underground Work (Women) Convention, 1935 (No. 45), which will take effect as of 30 May 2009. The text of the communication accompanying the denunciation by Hungary of this instrument reads as follows:

Hungary denounces the above Convention pursuant to the request of the European Commission addressed to all Member States of the European Union which are parties to the Convention.

The European Commission made reference to the consequence of the European Court of Justice Judgment of 1 February 2005 in Case C-203/06, *Commission vs. Austria*, concluding that the obligations imposed on Austria by the ILO Convention No. 45 were incompatible with Articles 2 and 3 of Directive 76/2007, in the light of the principle of equal treatment between men and women.

## **Italy**

The Director-General registered, on 29 May 2008, the denunciation by Italy of the Underground Work (Women) Convention, 1935 (No. 45), which will take effect as of 29 May 2009.

## **Malta**

The Director-General registered, on 29 May 2008, the denunciation by Malta of the Underground Work (Women) Convention, 1935 (No. 45), which will take effect as of 29 May 2009. The text of the communication accompanying the denunciation by Malta of this instrument reads as follows:

Malta is denouncing this Convention following a request made by the European Commission to all European Member States who had ratified this Convention.

The European Commission made reference to the consequence of the European Court of Justice Judgment of 1 February 2005 in Case C-203/06, *Commission vs. Austria*, where the European Court of Justice concluded that the obligations imposed on Austria by the ILO Convention No. 45 were incompatible with Articles 2 and 3 of Directive 76/2007, in the light of the principle of equal treatment between men and women.

## **Poland**

The Director-General registered, on 29 May 2008, the denunciation by Poland of the Underground Work (Women) Convention, 1935 (No. 45), which will take effect as of 29 May 2009.

## **Slovakia**

The Director-General registered, on 20 February 2008, the denunciation by Slovakia of the Underground Work (Women) Convention, 1935 (No. 45), which will take effect as of 20 February 2009.

## **Slovenia**

The Director-General registered, on 18 March 2008, the denunciation by Slovenia of the Underground Work (Women) Convention, 1935 (No. 45), which will take effect as of 18 March 2009. The text of the communication accompanying the denunciation by Slovenia of this instrument reads as follows:

The Permanent Mission of the Republic of Slovenia to the United Nations Office and other International Organisations in Geneva presents its compliments to the International Labour Office and has the honour to inform that in conformity with the European Union Directive No. 76/207/EGS the President of Slovenia Dr Danilo Türk on 10 March 2008 signed the Act of Denunciation of the Convention concerning the employment of women on underground work of all kinds by virtue of Article 7 thereof.

By a communication dated 5 May 2008 the Government of Slovenia has stated that:

... the decision to denounce Convention No. 45 was approved by the Economic and Social Council at the 147th Session (30.06.2006). It is the highest-level body representing the social partners in the country.

## **Spain**

The Director-General registered, on 14 April 2008, the denunciation by Spain of the Underground Work (Women) Convention, 1935 (No. 45), which will take effect as of 14 April 2009.

## **Zimbabwe**

The Director-General registered, on 30 May 2008, the denunciation by Zimbabwe of the Underground Work (Women) Convention, 1935 (No. 45), which will take effect as of 30 May 2009.

## **Entry into force of a Convention**

In accordance with its Article 8, paragraph 2, the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), will come into force 12 months after the date on which the ratifications of two Members have been registered. Following its ratification by the Republic of Korea, registered on 20 February 2008, this condition is fulfilled. Convention No. 187 will accordingly come into force on 20 February 2009.

## Ratifications/acceptances of the Instrument for the Amendment of the Constitution of the International Labour Organization, 1997

Since the 301st Session of the Governing Body, the Director-General has received the following ratifications and acceptances of the instrument:

Cape Verde	Acceptance	9 June 2008
Croatia	Ratification	3 July 2008
Guatemala	Ratification	29 February 2008
Israel	Ratification	1 February 2008
Mozambique	Acceptance	15 September 2008

The total number of ratifications and acceptances is now **107**, including six by States of chief industrial importance.

## Notifications relating to the Instrument for the Amendment of the Constitution of the International Labour Organization, 1986

12. In relation to the ratification of the Instrument of Amendment by the former Socialist Federative Republic of Yugoslavia on 9 January 1990, the following member States have notified their acceptance by succession to the Instrument: Bosnia and Herzegovina, Croatia, Montenegro, Serbia and Slovenia. The total number of ratifications/acceptances thus far is 93, including two by member States of chief industrial importance.

## IV. Internal administration

13. 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.

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

### **Ms Janelle Diller (United States)**

Appointed Deputy Legal Adviser of the Office of the Legal Adviser (JUR), and promoted to D.1 with effect from 1 June 2008.

Born in 1955. Ms Diller holds a postgraduate degree in law (Juris Doctor) from Georgetown University in Washington, DC (United States) and has specialized in international law.

Since joining the ILO in 1998, Ms Diller has held various positions including Legal Officer, Principal Legal Officer, and Chief ad interim of the Multinational Enterprises Programme. She also provided advice on legal issues as a member of the technical secretariat of the World Commission on the Social Dimension of Globalization.

Prior to joining the ILO, Ms Diller worked as Legal Director of the International Human Rights Law Group in Washington, DC (1990–95) and as associate to a private multinational law firm in California (1986–88), and was appointed to a federal judicial clerkship in Puerto Rico (1984–86). She has held various teaching posts in international and human rights law, including at Georgetown University Law Center (Washington, DC) and the University of Virginia School of Law (Virginia, United States) (1993–97), and served as a legal consultant to United Nations, Inter-American and other organizations (1995–97).

**Mr Tayo Fashoyin (Nigeria)**

Appointed Director of the Social Dialogue Department, Social Dialogue Sector, Geneva, at the D.2 level with effect from 1 September 2008. Promotion to D.1 was reported to the Governing Body in March 2005.

**Mr Michael Henriques (Denmark)**

Appointed Senior Adviser to the Director-General, Director-General's Office (CABINET), with effect from 1 September 2008. Promotion to D.1 was reported to the Governing Body in March 1999.

**Ms Jane Hodges-Aeberhard (Australia)**

Appointed Director of the Gender Equality Bureau (GENDER), Geneva, and promoted to D.1 with effect from 1 September 2008.

Born in 1954. Ms Hodges holds a BA in modern languages and an LLB (Australian National University) and has undertaken international law postgraduate studies at Sydney University (Australia) and The Hague Academy of International Law (Netherlands). She has attained various postgraduate diplomas including management of interdependence of developing countries in a changing world (Centre for Applied Studies in International Negotiations, Geneva) and Crisis response training (University of Wisconsin-Madison, Disaster Management Center, US).

Since joining the ILO in 1979, Ms Hodges has served in the Freedom of Association and Equality and Human Rights Coordination Branches in the Standards Department (NORMES), the Southern African Multidisciplinary Team (SRO-Harare), the Department for Government, Labour Law and Administration (GLLAD) and, most recently, the Social Dialogue, Labour Law and Labour Administration Branch (DIALOGUE). She has broad experience in international and comparative labour law, and has designed and delivered training programmes in the area of fundamental principles and rights at work, in particular gender equality, human rights and HIV/AIDS. She has represented the ILO in many UN bodies during her career, in particular advocating international labour standards on non-discrimination with the treaty bodies. Ms Hodges is the author of a number of articles and has contributed to books concerning workers' rights as human rights.

Prior to joining the ILO, Ms Hodges practised law in a private firm in New South Wales, Australia.

**Mr Mpenza Kabundi (Democratic Republic of Congo)**

Appointed Deputy Regional Director for Policies, Programmes and Communication, ILO Regional Office for Africa in Addis Ababa, with effect from 1 August 2008. Promotion to D.1 was reported to the Governing Body in November 2001.

### **Mr Alfredo Lazarte Hoyle (Peru)**

Appointed Director of the Programme on Crisis Response and Reconstruction (CRISIS), Employment Sector, Geneva, and promoted to D.1 with effect from 1 June 2008.

Born in 1954. Mr Lazarte Hoyle, holds a degree in economics from the “Universidad del Pacífico” (Lima 1978).

Mr Lazarte joined the ILO in 1991, working as technical specialist in fields such as microfinance, rural development, the informal sector and MSE development. Since 2000, he has been a member of the CRISIS team, operating in more than 60 countries in special situations worldwide. He was one of the first ILO specialists to develop and introduce the concept and approach of local economic development (Central America/PRODERE 1991–96), and developed its variant “local economic recovery” for countries in post-crisis recovery and reconstruction processes.

Since 2006, he has served as co-chairman of the UN Working Group on Post-conflict Employment Creation, Income Generation and Reintegration. He is Chairman of the International Recovery Platform (IRP) for the period 2008–09. IRP is the post-disaster recovery specialized knowledge platform under UN–ISDR system, which includes a broad membership of representatives from the UN, IFIs, donor countries, INGOs, specialized centres, and regions.

Prior to joining the ILO, Mr Lazarte was engaged in a number of technical cooperation activities within the Dutch bilateral cooperation programme (1980–85) and the Labour Department of the Organization of American States (1985–89). In 1990, he assumed public responsibilities in his country leading the National Plan Commission for Micro and Small Enterprises (M&SE) and as General Manager of the Social Emergency Programme. He has published several articles related to microfinance, MSE development and, principally, local economic development and recovery.

### **Mr Muhammed Muqtada (Bangladesh)**

Appointed Director of Policy Planning in the Employment Sector of ILO, Geneva, and promoted to D.1 with effect from 1 June 2008.

Born in 1950. Mr Muqtada holds a PhD degree in economics from the University of Cambridge, UK, as well as a postgraduate diploma in development economics, with distinction, from the same university.

Since joining the ILO in 1984, Mr Muqtada has held various positions both in the field and at headquarters: initially as a Senior Economist; subsequently Senior Management and Policy Adviser, Employment Department; Chief of ESSOC (technical team to follow up on the Copenhagen Declaration); more recently as Chief of Country Employment Policy (CEPOL) in the Employment Policy Department. Mr Muqtada has undertaken major policy research, and technical cooperation and advisory work in a large number of member States, especially related to country-level employment policies.

Prior to joining the ILO, Mr Muqtada taught at the Faculty of Economics, University of Dhaka.

### **Mr François Murangira (Rwanda)**

Appointed Director of the Subregional Office for the Sahel Region in Dakar, and promoted to D.1 with effect from 1 September 2008.

Born in 1956. Mr Murangira holds the “diplôme d’études supérieures spécialisées (DESS)” in political and social communication from the University of Paris I, Pantheon-Sorbonne, Paris, France (1982).

Since joining the ILO in 2002, Mr Murangira has served as the Regional Co-ordinator for Workers’ Activities in Africa and undertaken other assignments related to programming, technical cooperation, HIV/AIDS and CRISIS.

Prior to joining the ILO, Mr Murangira was the Worker member of the ILO Governing Body (1999–2002), civil servant in the Ministry of Labour and Employment (1985–1991), and high trade union official in Rwanda (1991–2002).

#### **Mr Djankou Ndjoukou (Cameroon)**

Appointed Senior Adviser for Cooperation between the ILO International Training Centre at Turin and the ILO Department of Partnerships and Development Cooperation (PARDEV), Geneva, with effect from 1 August 2008. Promotion to D.1 was reported to the Governing Body in November 1996.

#### **Ms Alice Ouedraogo (Burkina Faso)**

Appointed Deputy Director of the Policy Integration Department (INTEGRATION), Geneva, with effect from 1 September 2008. Promotion to D.1 was reported to the Governing Body in November 1999.

#### **Mr George Okutho (Uganda)**

Appointed Director of the Subregional Office for East Africa in Addis Ababa and promoted to D.1, with effect from 1 September 2008.

Born in 1958. Mr Okutho obtained a BStat (Hons) upper second degree in statistics, applied economics, econometrics and computer science, Makerere University (Uganda), in 1982; and a MSc degree (Human Resources Development) with emphasis on manpower planning, University of Manchester (United Kingdom) in 1986.

He joined the ILO in 1998 in the IPEC/SIMPOC programme, where he was responsible for helping member countries (in Africa and Asia) design, collect and analyse child labour data through surveys. In the last five years, he has served as senior specialist in labour statistics and economics in the ILO Subregional Office for East Africa based in Addis Ababa, Ethiopia.

Before joining the ILO, he worked as a statistician and rose to the rank of principal statistician in the Uganda Civil Service. In 1994, he was appointed by the British DFID as economic adviser to the Uganda Government’s Public Service Reform Programme, a position he held for four years before joining the ILO.

#### **Mr Jürgen Schwettmann (Germany)**

Appointed Deputy Regional Director for Management, Administration and Operations, ILO Regional Office for Africa in Addis Ababa, and promoted to D.1 with effect from 1 October 2008.

Born in 1954. Mr Schwettmann obtained a degree in banking in 1973 (Deutsche Ausgleichsbank Bonn); an MA (business administration with specialization in cooperative management) in 1978 (Fachhochschule Koblenz, Fachhochschule Nürtingen); and a

postgraduate diploma in computing for commerce and industry in 2002 (Open University, UK).

He joined the ILO in 1988 as Regional Adviser on Cooperatives (central, eastern and southern Africa) in the ILO Office in Kinshasa and later in Yaounde. He joined the Cooperative Branch in the Enterprise and Cooperative Development Department in Geneva in 1994 as a senior cooperative development specialist. In 2001, he was appointed Chief, Cooperative Branch, in the Job Creation and Enterprise Development Department. In 2006, he was promoted to Director, ILO Office for the United Republic of Tanzania, Kenya, Somalia and Uganda in Dar es Salaam, in Tanzania.

Prior to joining the ILO, Mr Schwetmann worked as an independent consultant from 1987 to 1988 (cooperative development, cash crop marketing and rural finance) in Germany, Haiti, Cameroon and Côte d'Ivoire, as rural finance adviser (posted in Yaounde, Cameroon), for GTZ Eschborn, Germany from 1985 to 1987, and as cooperative adviser/coordinator, German Volunteer Service (posted in Loum, N'kongsamba and Yaounde, Cameroon), DED, Bonn, Germany from 1978 to 1985.

**Ms Jane Stewart (Canada)**

Appointed Director of the ILO New York Liaison Office (NYLO) and Special Representative to the United Nations, based in New York, at the D.2 level with effect from 1 September 2008. Previous appointment at the D.2 level was reported to the Governing Body in November 2004.

Geneva, 29 October 2008.

*Point for decision:* Paragraph 7.