



## Governing Body

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Institutional Section

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### FIFTEENTH ITEM ON THE AGENDA

## Report of the Director-General

#### Purpose of the document

This document contains information that the Director-General wishes to bring to the attention of the Governing Body regarding obituaries, membership of the Organization, progress in international labour legislation, internal administration, and publications and documents, as set out in the table of contents.

**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.



***Contents***

	<i>Page</i>
I. Obituaries .....	1
II. Membership of the Organization .....	3
III. Progress in international labour legislation.....	3
IV. Internal administration .....	6
V. Publications and documents.....	6
Draft outcome.....	11



## I. Obituaries

### Ms Noemí Rial

1. The Director-General announces with deep regret the death, on 24 November 2019, of Ms Noemí Rial, former representative of the Government of the Republic of Argentina (June 2002–October 2015).
2. Ms Rial joined the trade union movement in Argentina at a very young age. In April 1979, seven years after being sworn in as a lawyer, she took it upon herself to defend several trade union leaders and obtained their release, which earned her the respect and admiration of politicians and trade unions. Ms Rial was the first female lawyer of the General Confederation of Labour of the Argentine Republic (CGT RA), which appointed her as trade union representative to the ILO in 1995. She held this post until 2002, when she was appointed Secretary of Labour of the Ministry of Labour, Employment and Social Security in Argentina. During her tenure, she also served as Chairperson of the Committee on the Application of Standards at two sessions of the International Labour Conference. Her term as Secretary of Labour was a highly dynamic period in terms of collective bargaining, during which over 17,000 collective agreements were reached.
3. Ms Rial was one of the brightest minds in Latin American industrial relations. She was always well informed, innovative and creative. She gained the admiration and respect of her ILO colleagues for her relentless pursuit of consensus between actors in the world of work, her insistence on the importance of collective bargaining and her fervent advocacy for international labour standards. When implementing government policies or resolving seemingly intractable conflicts, she demonstrated accuracy, expertise and conceptual clarity. Ms Rial leaves an immeasurable void. Her legacy, to fight for social justice, will continue through the commitment of those who knew her.

### Mr Yoshikazu Tanaka

4. The Director-General announces with deep regret the death, on 16 November 2019, of Mr Yoshikazu Tanaka, former Worker member of the Governing Body (1978–87) and the Worker Vice-President of the 68th Session (1982) of the International Labour Conference.
5. Mr Tanaka, a Japanese national, began his career at the Takeda Pharmaceutical Company in 1941. He soon became involved in the trade union movement and went on to become a fervent defender of workers' rights. For almost 50 years, he held a number of leading roles in various trade union organizations. In 1948, he was appointed Chief of the Takeda Pharmaceutical Factory Union's Branch in Sakai, Osaka, and in 1965, became the Union's President. He played an important role in the Japanese Confederation of Labour, as Vice-President of the Osaka Branch in 1959, Vice-President of the Confederation in 1970, and as General Secretary in 1980. Upon the formation of the Japanese Trade Union Confederation (JTUC-RENGO) in 1989, which brought together the General Council of Trade Unions of Japan and the Japanese Confederation of Labour, Mr Tanaka was appointed its Vice-President.
6. On a regional level, Mr Tanaka made significant contributions to the workers' movement in Asia and the Pacific. In 1988, he was appointed Vice-President of Asian and Pacific Regional Organisation of the International Confederation of Free Trade Unions (ICFTU-APRO), representing trade unions from across Asia and Oceania. He also served as an

Executive Committee Member of ICFTU in 1989. Mr Tanaka fervently defended the cause of the workers who demanded respect for the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87). He eventually succeeded in mobilizing support to promote ILO fundamental labour rights across the region.

7. At the ILO, Mr Tanaka was a Worker member of the Governing Body between 1978 and 1987, a period during which the ILO tripartite constituents were in the midst of intense debates, as the severe global economic recession had generated industrial restructuring and high unemployment. He advocated the adoption of Governing Body decisions on new economic and social policies to safeguard workers' rights, which remain relevant to this day. Mr Tanaka played a crucial role in bringing the workers' voices to the ILO, in particular those from Asia and the Pacific. Mr Tanaka's international influence also extended beyond the ILO, serving as Vice-Chairperson on the Trade Union Advisory Committee (TUAC) to the Organisation for Economic Co-operation and Development (OECD).
8. Mr Tanaka was a successful negotiator and a man of consensus, who was able to conscientiously and tactfully resolve disputes. He will be remembered for his extraordinary commitment to ILO values and his contributions to the rights of workers' the world over.

## **Mr Bryan Noakes**

9. The Director-General announces with deep regret the death, on 21 January 2020, of Mr Bryan Noakes, long-serving Employer member of the Governing Body, and Employers' delegate and Vice-President to the International Labour Conference.
10. Mr Noakes, an Australian national, was a fervent advocate for employers and trade unionists at national and international levels. Widely respected in the Australian business community, Mr Noakes played a significant role in leading advocacy, strategy and negotiations in Australian industrial relations.
11. He began his career in the 1950s, as an Employment and Industrial Officer. In 1963, he joined the Australian Council of Employers' Federation (ACEF) as an Industrial Relations Adviser and in 1968, he became the Assistant Director. Upon the formation of the Confederation of Australian Industry (CAI) in 1977, he was appointed Director, a position he held until he was appointed Director-General in 1983. In these roles, Mr Noakes promoted significant labour market reforms and landmark policy shifts. Furthermore, he was an important player in the formation of the Australian Chamber of Commerce and Industry (ACCI) in 1992.
12. On the international stage, Mr Noakes represented employers in a number of capacities, demonstrating his fierce commitment to the fundamental rights of workers and trade unions the world over. His longstanding involvement in the ILO began in 1984, when he sat as an Employer member of the Governing Body and served as a delegate to the International Labour Conference. For the following 20 years, Mr Noakes continued to serve the Organization in these capacities, and most notably, led the Employers' group as Vice-President at the 91st Session (2003) of the International Labour Conference. He was also an important figure in the Committee on Freedom of Association (CFA), serving as a regular member between 1990 and 2005. On a regional level, he actively contributed to creating a voice for the Employers of Asia and the Pacific, through the Employers to the Confederation of Asia Pacific Employers (CAPE).
13. Mr Noakes was a great mentor who generously shared his expertise in international labour law and industrial relations. A successful negotiator and a man of consensus, he sought to improve relations between employers and workers. During his long and successful career,

he developed close relationships with political leaders, crossing political and industrial divides. In 2003, he was granted one of Australia's highest civilian honours in recognition of his service to industrial relations. Mr Noakes will be remembered for his great intellect, strong commitment to labour rights and outstanding contributions to the work of the ILO.

## II. Membership of the Organization

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

## III. Progress in international labour legislation

### Ratifications of Conventions

15. Since the information submitted to the 337th Session (October–November 2019) of the Governing Body covering the period up to 9 January 2020, the Director-General has registered the following **16** ratifications of international labour Conventions, as well as the ratification by six member States of the Protocol of 2014 to the Forced Labour Convention, 1930, and the ratification by one member State of the Protocol of 2002 to the Occupational Safety and Health Convention, 1981.

#### **Austria**

*Ratification registered on 12 September 2019:*

Protocol of 2014 to the Forced Labour Convention, 1930

#### **Belgium**

*Ratification registered on 10 September 2019:*

Protocol of 2014 to the Forced Labour Convention, 1930

#### **Cook Islands**

*Ratification registered on 18 December 2019:*

Maritime Labour Convention, 2006, as amended (MLC, 2006)

#### **Côte d'Ivoire**

*Ratifications registered on 1 November 2019:*

Chemicals Convention, 1990 (No. 170)

Protocol of 2014 to the Forced Labour Convention, 1930

Protocol of 2002 to the Occupational Safety and Health Convention, 1981

## **Malawi**

*Ratifications registered on 7 November 2019:*

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

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

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

Protocol of 2014 to the Forced Labour Convention, 1930

## **Mauritania**

*Ratifications registered on 23 September 2019:*

Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)

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

## **Netherlands**

*Ratification registered on 19 December 2019:*

Work in Fishing Convention, 2007 (No. 188)

## **New Zealand**

*Ratification registered on 13 December 2019:*

Protocol of 2014 to the Forced Labour Convention, 1930

## **Poland**

*Ratification registered on 17 December 2019:*

Work in Fishing Convention, 2007 (No. 188)

## **Portugal**

*Ratification registered on 26 November 2019:*

Work in Fishing Convention, 2007 (No. 188)

## **Senegal**

*Ratification registered on 19 September 2019:*

Maritime Labour Convention, 2006, as amended (MLC, 2006)



**Sudan**

*Ratifications registered on 4 October 2019:*

Part-Time Work Convention, 1994 (No. 175)

Maritime Labour Convention, 2006, as amended (MLC, 2006)

**Turkmenistan**

*Ratification registered on 9 September 2019:*

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

**Uzbekistan**

*Ratification registered on 16 September 2019:*

Protocol of 2014 to the Forced Labour Convention, 1930

*Ratifications registered on 19 November 2019:*

Labour Inspection Convention, 1947 (No. 81)

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

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

16. Since the preparation of the document submitted to the 337th Session (October–November 2019) 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:

Portugal	Ratification	26 November 2019
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17. The total number of ratifications and acceptances is now **111**, including two by Members of chief industrial importance. As a result, as of 5 February 2020, an additional 14 ratifications/acceptances by member States – including three by Members of chief industrial importance – were required for the Instrument to enter into force.<sup>1</sup>

<sup>1</sup> In accordance with art. 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.

## IV. Internal administration

18. 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.

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

**Mr Adnan Chughtai** (United Kingdom of Great Britain and Northern Ireland)

Appointed Director of the Financial Management Department (FINANCE) and Treasurer and Financial Comptroller (TR/CF), and promoted to D.2 level with effect from 1 January 2020. Official promoted to D.1 level in August 2007.

**Ms Shahrashoub Razavi** (Islamic Republic of Iran)

Appointed Director of Social Protection Department (D.2 level) with effect from 1 February 2020.

Born in 1963, Ms Razavi holds a BSc from the London School of Economics and Political Science, and a MSc and PhD (DPhil) from the University of Oxford.

Ms Razavi was Chief of Research and Data at UN-Women from 2013 to January 2020, where she was research director of the flagship reports: *Progress of the World's Women 2015–2016: Transforming economies, realizing rights* and *World Survey on the Role of Women in Development*. She previously worked as Senior Researcher at the United Nations Research Institute for Social Development (UNRISD) in Geneva, where she led the research programme on Gender and Development, encompassing cross-national comparative research projects on gender, social policy, social protection and the care economy. She has published extensively on the issues of work, social policy and care, and is on the editorial board of *Feminist Economics* and International Advisory Board of *Development and Change*, *Global Social Policy*, the *Institute of Development Studies (IDS) Bulletin* and the *Canadian Journal of Development Studies*. She is also on the International Policy Advisory Board of the Work and Equalities Institute at the University of Manchester.

## V. Publications and documents

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

[International Labour Conference](#)

[Regional meetings](#)

[Sectoral meetings](#)

21. The following periodical publications have been issued, or are in press, in the languages indicated since the 335th Session (March 2019) of the Governing Body.

*International Labour Review*, Volume 158 (2019), Nos 1–4 (English and French), and Volume 138, Nos 1–4 (Spanish).

*International Journal of Labour Research*, Volume 9 (2019), Issue 1–2 (English, French and Spanish).

22. The following publications in English, French and Spanish have been issued for sale, or are in press, since the 335th Session (March 2019) of the Governing Body.

## English

*A quantum leap for gender equality: For a better future of work for all*

*Global Employment Trends for Youth 2020: Technology and the future of jobs*

*Guide to developing balanced working time arrangements*

*If you want peace, cultivate justice: A photographic history of the ILO, 1919–2019*

*Implementing the ILO Indigenous and Tribal Peoples Convention No. 169: Towards an inclusive, sustainable and just future*

*Labour provisions in G7 trade agreements: A comparative perspective*

*Rules of the game: An introduction to the standards-related work of the International Labour Organization (Centenary edition 2019)*

*Skills and jobs mismatches in low- and middle-income countries*

*Small matters: Global evidence on the contribution to employment by the self-employed, micro-enterprises and SMEs*

*Telework in the 21st century: An evolutionary perspective*

*The International Labour Organization: 100 years of global social policy*

*Towards convergence in Europe: Institutions, labour and industrial relations*

*What works: Promoting pathways to decent work*

*Women in business and management: The business case for change*

*Work for a brighter future*

*Working on a warmer planet: The effect of heat stress on productivity and decent work*

*World Employment and Social Outlook: Trends 2019*

*World Employment and Social Outlook: Trends 2020*

## French

*Emploi et questions sociales dans le monde: Tendances 2019*

*Guide de mise en place d'aménagements du temps de travail équilibrés*

*Les règles du jeu: Une introduction à l'action normative de l'Organisation internationale du Travail (Edition du Centenaire 2019)*

*L'Organisation internationale du Travail: 100 ans de politique sociale à l'échelle mondiale*

*Relever le défi de l'emploi des jeunes: derniers éléments concernant de questions politiques essentielles*

*Si tu veux la paix, cultive la justice: Une histoire en images de l'Organisation internationale du Travail, 1919-2019*

*Travailler pour bâtir un avenir meilleur*

*Une avancée décisive vers l'égalité entre hommes et femmes: Un meilleur avenir du travail pour tous*

## **Spanish**

*Aplicación del Convenio sobre pueblos indígenas y tribales núm. 169 de la OIT: Hacia un futuro inclusivo, sostenible y justo*

*Guía para establecer una ordenación del tiempo de trabajo equilibrada*

*La Organización Internacional del Trabajo: 100 años de políticas sociales a escala mundial*

*Las reglas del juego: Una introducción a la actividad normativa de la Organización Internacional del Trabajo (edición del centenario 2019)*

*Perspectivas sociales y del empleo en el mundo: Tendencias 2019*

*Si deseas la paz, cultiva la justicia: Historia fotográfica de la Organización Internacional del Trabajo, 1919-2019*

*Trabajar para un futuro más prometedor*

*Un paso decisivo hacia la igualdad de género: En pos de un mejor futuro del trabajo para todos*

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

*Global Wage Report 2018/19: What lies behind gender pay gaps* (in Chinese and Portuguese)

*World Social Protection Report 2017–19: Universal social protection to achieve the Sustainable Development Goals* (in Chinese)

- 24.** 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**

- 25.** 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.

26. The following licensing agreements have been concluded since the 335th Session (March 2019) of the Governing Body:

Title	Publisher/distributor
<b>Translations</b>	
<b><i>ILO flagship reports</i></b>	
<i>World Employment and Social Outlook: Trends 2019</i> (Chinese edition)	China Financial and Economic Publishing House, China
<i>World Employment and Social Outlook: Trends 2019</i> (Japanese edition)	Ittosha Incorporated, Japan
<i>Global Wage Report 2018/19: What lies behind the gender pay gap</i> (Japanese edition)	“ ”
<i>Global Wage Report 2018/19: What lies behind gender pay gaps</i> (Portuguese edition)	Comissão para a Igualdade e o Trabalho no Emprego (CITE), Portugal
<b><i>Guidelines, manuals and other publications</i></b>	
<i>Job and work analysis: Guidelines on identifying jobs for persons with disabilities</i> (Chinese edition)	Jiangsu Disabled Persons' Federation, China
<i>Promoting diversity and inclusion through workplace adjustments: A practical guide</i> (Chinese edition)	“ ”
<i>Freedom of Association – Compilation of decisions of the Committee on Freedom of Association, Sixth edition 2018</i> (Czech edition)	Czech-Moravian Confederation of Trade Unions, Czechia
<i>Work for a brighter future: Global Commission on the Future of Work</i> (Czech edition)	Ministry of Labour and Social Affairs, Czechia
<i>Workers' guide to employment and decent work for peace and resilience Recommendation (No. 205)</i> (Dari edition)	Friedrich-Ebert-Stiftung, Afghanistan
<i>Workers' guide to employment and decent work for peace and resilience Recommendation (No.205)</i> (Pashto edition)	“ ”
<i>Guidelines on decent work in public emergency services. Meeting of Experts to adopt Guidelines on Decent Work in Public Emergency Services (Geneva, 16–20 April 2018)</i> (Japanese edition)	Hougaku Shirin Kyokai, Japan
<i>Ending violence and harassment in the world of work Report V(2B), ILC 108th Session, 2019</i> (Portuguese edition)	Ministério do Trabalho, Solidariedade e Segurança Social, Portugal
<i>Safety and health at the heart of the future of work: Building on 100 years of experience</i> (Portuguese edition)	“ ”
<i>Care work and care jobs for the future of decent work</i> (Portuguese edition)	“ ”

Title	Publisher/distributor
<i>ILO guidelines on decent work and socially responsible tourism: Guidelines adopted at the Meeting of Experts to adopt Guidelines on Decent Work and Socially Responsible Tourism (Geneva, 20–24 February 2017) (Portuguese edition)</i>	“ ”
<i>Non-standard employment around the world: Understanding challenges, shaping prospects (Turkish edition)</i>	Centre for Labour and Social Security Training and Research, Turkey
<i>The International Labour Organization: 100 years of global social policy (Turkish edition)</i>	Eflatun Publishing House/Efil Yayinevi, Turkey
<i>Workplace stress: A collective challenge. World Day for Safety and Health at Work, 28 April 2016 (Turkish edition)</i>	N_Human Consultancy, Turkey
<i>Safety and health in shipbuilding and ship repair: ILO code of practice. Second edition (Turkish edition)</i>	Turkish Shipbuilders Association, Turkey
One ILO title has been reprinted for the Indian market:	
<i>Labour administration and labour inspection in Asian countries</i>	Synergy Books, India
<b>Co-publications</b>	
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>Telework in the 21st century: An evolutionary perspective (English edition)</i>	Edward Elgar Publishing Ltd, United Kingdom
<i>Organizing matters: Two logics of trade union representation (English edition)</i>	“ ”
<i>Managing labour impacts of decarbonization strategies in Latin America and the Caribbean (English edition)</i>	Inter-American Development Bank, United States of America
<i>Building partnerships for effectively managing labor migration: Lessons from Asian countries (English edition)</i>	Asian Development Bank Institute, Japan
<i>Tackling vulnerability in the informal economy (English edition)</i>	Organisation for Economic Co-operation Development (OECD), France
<i>Health, safety and dignity of sanitation workers: An initial assessment (English edition)</i>	The World Bank, United States
<i>Guide to improved dried shrimp production (English edition)</i>	Food and Agriculture Organization, Italy
<i>Innovative approaches for the management of labor migration in Asia (English edition)</i>	Asian Development Bank Institute (Japan), and OECD, France
<i>Eliminating forced labour: Handbook for parliamentarians No. 30 (in English)</i>	Inter-Parliamentary Union (IPU), Switzerland

Title	Publisher/distributor
<i>Éliminer le travail forcé: Guide à l'usage des parlementaires No. 30</i> (in French)	“ ”
<i>Eliminar el trabajo forzoso: Manual para los parlamentarios núm. 30</i> (in Spanish)	“ ”

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

## Draft outcome

### 27. *The Governing Body:*

- (a) *took note of the information contained in document GB.338/INS/15 concerning membership of the Organization, progress in international labour legislation, internal administration, and publications and documents;*
- (b) *paid tribute to the memory of Ms Noemí Rial and invited the Director-General to convey its condolences to the family of Ms Rial and to the Government of Argentina;*
- (c) *paid tribute to the memory of Mr Yoshikazu Tanaka and invited the Director-General to convey its condolences to the family of Mr Tanaka and to the Japanese Trade Union Confederation (JTUC-RENGO) and the International Trade Union Confederation (ITUC); and*
- (d) *paid tribute to the memory of Mr Bryan Noakes and invited the Director-General to convey its condolences to the family of Mr Noakes and to the Australian Chamber of Commerce and Industry (ACCI) and the International Organisation of Employers (IOE).*