



Governing Body

347th Session, Geneva, 13–23 March 2023

Institutional Section

INS

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Eighteenth item on the agenda

Report of the Director-General

Second Supplementary Report: Appointment of three Assistant Directors-General

1. In accordance with the Staff Regulations, appointments at the Assistant Director-General level are made by the Director-General after consultation with the Officers of the Governing Body. On entering upon their duties, an Assistant Director-General shall make and sign the prescribed declaration of loyalty before the Governing Body in public session.
2. After duly consulting the Officers of the Governing Body, the Director-General has made the following appointments:
 - Mr HAO Bin (China) as Assistant Director-General for the Corporate Services Cluster, with effect from 1 January 2023;
 - Ms Maria Susanna (Mia) SEPPO (Finland) as Assistant Director-General for the Jobs and Social Protection Cluster, with effect from 1 February 2023; and
 - Ms Laura THOMPSON (Costa Rica) as Assistant Director-General for the External and Corporate Relations Cluster, with effect from 8 March 2023.
3. These appointments are communicated to the Governing Body for information. Brief statements concerning the qualifications and previous activities of Mr Hao, Ms Seppo and Ms Thompson can be found in the appendix.

▶ Draft decision

4. **The Governing Body took note of the appointments made by the Director-General after having duly consulted the Officers of the Governing Body and invited Mr Hao, Ms Seppo and Ms Thompson to make and sign the prescribed declaration of loyalty as provided under article 1.4(b) of the ILO Staff Regulations.**

▶ Appendix

Mr HAO Bin (China)

Appointed Assistant Director-General for the Corporate Services Cluster, with effect from 1 January 2023.

Born in 1964, Mr Hao holds a master's degree in Law from the China Foreign Affairs University and a bachelor's degree in English Literature from the Shanghai International Studies University.

He joined the civil service of the People's Republic of China in 1992, in the central government. Over the last 20 years, he has held various managing positions in the Ministry of Personnel, as well as in the Ministry of Human Resources and Social Security. Since 2013, Mr Hao has served as Director-General of the Department of International Cooperation for the Ministry of Human Resources and Social Security.

Mr Hao participated in the 57th to 59th sessions of the General Assembly of the United Nations, as a delegate and counsellor to its Fifth Committee. Since 2013, he has led the coordination of China's participation in ILO activities, promoting social justice through agreements on labour and employment cooperation in the G20 countries and in Brazil, the Russian Federation, India, China and South Africa (the BRICS countries), and negotiating bilateral trade and investment treaties through labour cooperation.

Over the past 30 years, Mr Hao has gained a wide range of skills and experience in management, leadership and diplomacy through his extensive national and international career in the areas of labour, social security, employment and negotiations.

Ms Mia SEPPO (Finland)

Appointed Assistant Director-General for the Jobs and Social Protection Cluster, with effect from 1 February 2023.

Ms Seppo, a Finnish national, holds a master's degree in Social Science from the University of Helsinki, Finland, and a bachelor's degree in Social Science from the Swedish School of Social Science.

Ms Seppo started her career at the United Nations in 1996 with a focus on governance and human rights issues. She notably worked for a decade in countries of the former Soviet Union and was appointed as the United Nations Development Programme (UNDP) Deputy Resident Representative in Tajikistan in 2002 to support the post-conflict recovery and reintegration programmes of the UNDP at a decentralized level.

She served in the Regional Bureau for Africa in New York from 2005 to 2010, as the UNDP Country Director in Sierra Leone from 2010 to 2013, and as the UN Resident Coordinator and UNDP Resident Representative in Malawi and Bangladesh from 2013 to 2021. Among other initiatives, she led the development of key UN programming frameworks, including the Common Country Assessment and the UN Sustainable Development Cooperation Framework 2022–26, and initiated the formulation of the Integrated National Financing Framework in Bangladesh. She played a key role in partnership building and resource mobilization and led the aid coordination mechanisms in both Malawi and Bangladesh. Ms Seppo provided leadership to programme formulation, resource mobilization and oversight over the

implementation of large multi-partner trust funds while simultaneously ensuring the management of risks and accountabilities.

During her assignment in Bangladesh, Ms Seppo led the UN Country Team's response to the Rohingya refugee crisis and the regular development programmes of the United Nations in coordination with the Government of Bangladesh and the international community. Under her leadership, the United Nations supported a multisectoral, multi-agency response to the COVID-19 crisis.

She took on her most recent role in 2022 as the UNDP Resident Representative in Zimbabwe. Ms Seppo focused on strengthening development coordination, working closely with the UN Resident Coordinator and promoting the joint UN work on building resilience and the UNDP's Nature, Climate and Energy portfolio.

Ms Laura THOMPSON (Costa Rica)

Appointed Assistant Director-General for the External and Corporate Relations Cluster, with effect from 8 March 2023.

Ms Thompson holds a master's degree (Diplôme d'Études Supérieures) from the Graduate Institute of International and Development Studies (IHEID) in Geneva, and a Law degree from the University of Costa Rica in San José. She has also undertaken executive education courses at the John F. Kennedy School of Government (Harvard University, United States of America) and at the Institut Européen d'Administration des Affaires (INSEAD, France).

During the course of her career, Ms Thompson has acquired vast experience in diplomacy, external relations, multilateral international negotiations, high-level representation, and the UN system. She has also successfully conducted delicate political negotiations at the bilateral and multilateral levels.

Ms Thompson served as a First Secretary and a Counsellor at the Permanent Mission of Costa Rica to the United Nations Office and other international organizations in Geneva, as well as an Attaché at the Delegation of Costa Rica to the United Nations Educational, Scientific and Cultural Organization (UNESCO) in Paris. She also served as a Legal Officer in the United Nations Compensation Commission (UNCC), and the Secretariat of the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal.

Ms Thompson was then appointed as the Ambassador and Permanent Representative of Costa Rica to the United Nations Office and other international organizations in Geneva. Later, she served as the Deputy Director General of the International Organization for Migration (IOM) for a total of 12 years, a position she was elected to by IOM Member States.

Ms Thompson has also worked in academia, as she led the design and launch of the Center for Innovation in Global Politics and Economics (CIGPE) at the IE University School of Politics, Economics and Global Affairs in Spain. She was, until recently, the CIGPE's Founding Director and an adjunct professor.

Furthermore, she has acquired extensive expertise in the management of complex intergovernmental organizations and change management processes, and has proven ability to translate strategic visions and political mandates into managerial action.