



TWENTIETH ITEM ON THE AGENDA

**Report of the Director-General**

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## I. Obituary

### Mr Benjamin Aaron

1. The Director-General announces with deep regret the death of Mr Benjamin Aaron, on 25 August 2007 in Los Angeles (United States). Mr Aaron was a former member of the Committee of Experts on the Application of Conventions and Recommendations.
2. Benjamin Aaron was born on 2 September 1915 in Chicago, Illinois, in the United States. In 1929, while he was at high school, the stock market crashed and plunged the country into an unprecedented social and economic crisis. Franklin D. Roosevelt was elected President and a landmark law, the National Labor Relations Act, was promulgated in 1935, which was to transform the legal framework governing labour relations in the United States. These events had a formative effect on the young Aaron, and forged his commitment to promoting social justice. He began his law studies, as he later said, to follow in the footsteps of his father, who had died when Aaron was a child. He earned his undergraduate bachelor's degree from the University of Michigan in 1937, the year that the federal law on industrial relations was declared constitutional by the Supreme Court. Three years later, he received his Bachelor of Laws degree from Harvard.
3. Benjamin Aaron's extraordinary career was indeed a calling. When the Second World War broke out, Aaron joined the National War Labor Board, which was in charge of overseeing industrial relations during the war to maintain production flows. This was when he first worked with mediation, arbitration and industrial relations at the workshop level. Here his approach to industrial relations was forever marked by the knowledge he acquired about the forces at work in running a business. Thanks to his exceptional talents as a negotiator and arbitrator, he was rapidly promoted to become Executive Director of the National War Labor Board. At the end of the war, he was called upon to play a key role in the new legal structures created by various States to deal with explosive labour conflicts. As the United States experienced an unprecedented period of industrial growth following the war, relations among the social partners were more than ever at the heart of concerns in public life. In 1946, Aaron entered the recently created Institute of Industrial Relations at the University of California in Los Angeles (UCLA), which he directed from 1960 to 1975. All sectors of industry sought his services, and he was appointed by five Presidents (Harry Truman, Dwight D. Eisenhower, John F. Kennedy, Lyndon B. Johnson, and George H.W. Bush) to head the highest national tripartite bodies in the fields of arbitration and conciliation. In 1962, he was appointed President of the National Academy of Arbitrators and, in 1982, received the American Arbitration Association's Distinguished Service Award in recognition of service to the nation.
4. Far from distracting him from his first calling as an academic, his practical involvement in industrial relations fed his passion for teaching and research. From 1960 to 1986, he taught at UCLA Law School and continued to work there until his death. His pluralistic approach led him at the end of the 1940s to become a founding member of the Labor Law Group. He actively participated for 40 years in the debates of the group, on such broad and varied topics as teaching methods, research or policy issues.
5. He then joined a group of international experts, the Comparative Labor Law Group, created in the mid-1960s, to use comparative law to carry out in-depth studies in the field of labour law in various countries. This new insight into experiences at the international level led Aaron to become a senior editor of the Comparative Labor Law Journal, and to found the United States branch of the International Society for Labour Law and Social

Security, of which he was President from 1985 to 1988. Finally, at the respectable age of 71, when he might have wished to relinquish some of his functions, Benjamin Aaron accepted a new appointment and, in 1986, became a member of the Committee of Experts on the Application of Conventions and Recommendations, a role which he fulfilled until 1994. He will be remembered for his extraordinary sense of equity and exceptional insight into labour law.

6. Mr Aaron will remain, in the memory of all who had the privilege of knowing him and working with him in the Committee of Experts, or in other settings, as someone truly exceptional. His charisma, his teaching and publications, and his commitment to social justice have marked many generations of jurists both nationally and internationally. Called upon to carry out high-level state missions requiring remarkable negotiating ability and great political tact, he nevertheless stayed close to ordinary people and to those without a voice. His friends and colleagues will remember him as a great professor, one listened to, followed and respected for his great authority, but also as a profoundly good person.
7. *The Governing Body will no doubt wish to request the Director-General to convey its condolences to Mr Aaron's family and to the Government of the United States.*

## **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 the Marshall Islands**

9. In a letter transmitting a resolution dated 18 April 2007, received on 3 July 2007, the Government of the Marshall Islands, which has been a Member of the United Nations since 17 September 1991, communicated to the Director-General its formal acceptance of the obligations of the Constitution of the International Labour Organization.
10. The Marshall Islands accordingly became the 181st member State of the International Labour Organization.

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

### **Ratifications of Conventions**

11. Since the preparation of the document submitted to the 298th Session of the Governing Body, the Director-General has registered the following 90 ratifications of international labour Conventions, bringing the total number registered on 17 September 2007 to 7,526. In addition, the ratification of a Protocol has also been registered.

**Czech Republic**

*Ratification registered on 26 April 2007:*

Minimum Age Convention, 1973 (No. 138)

**Estonia**

*Ratification registered on 15 March 2007:*

Minimum Age Convention, 1973 (No. 138)

**Haiti**

*Ratification registered on 19 July 2007:*

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

**Islamic Republic of Iran**

*Ratification registered on 19 March 2007:*

Human Resources Development Convention, 1975 (No. 142)

**Japan**

*Ratification registered on 24 July 2007:*

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

**Republic of Korea**

*Ratifications registered on 4 April 2007:*

Asbestos Convention, 1986 (No. 162)

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

**Kuwait**

*Ratification registered on 9 August 2007:*

Right to Organise and Collective Bargaining Convention, 1949 (No. 98)

**Lithuania**

*Ratification registered on 12 June 2007:*

Nursing Personnel Convention, 1977 (No. 149)

## **Madagascar**

*Ratifications registered on 6 June 2007:*

Abolition of Forced Labour Convention, 1957 (No. 105)

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

## **Montenegro**

By a letter of 28 May 2007, the Government of Montenegro stated that it remained bound by the obligations deriving from the following Conventions applicable on its territory before Montenegro became a Member of the International Labour Organization. These ratifications have been registered as of 3 June 2006, the effective date of the independence of Montenegro:

Unemployment Convention, 1919 (No. 2)

Maternity Protection Convention, 1919 (No. 3)

Unemployment Indemnity (Shipwreck) Convention, 1920 (No. 8)

Placing of Seamen Convention, 1920 (No. 9)

Right of Association (Agriculture) Convention, 1921 (No. 11)

Workmen's Compensation (Agriculture) Convention, 1921 (No. 12)

White Lead (Painting) Convention, 1921 (No. 13)

Weekly Rest (Industry) Convention, 1921 (No. 14)

Medical Examination of Young Persons (Sea) Convention, 1921 (No. 16)

Workmen's Compensation (Accidents) Convention, 1925 (No. 17)

Workmen's Compensation (Occupational Diseases) Convention, 1925 (No. 18)

Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)

Seamen's Articles of Agreement Convention, 1926 (No. 22)

Repatriation of Seamen Convention, 1926 (No. 23)

Sickness Insurance (Industry) Convention, 1927 (No. 24)

Sickness Insurance (Agriculture) Convention, 1927 (No. 25)

Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No. 27)

Forced Labour Convention, 1930 (No. 29)

Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32)

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

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Maintenance of Migrants' Pension Rights Convention, 1935 (No. 48)

Officers' Competency Certificates Convention, 1936 (No. 53)

Sickness Insurance (Sea) Convention, 1936 (No. 56)

Certification of Ships' Cooks Convention, 1946 (No. 69)

Medical Examination (Seafarers) Convention, 1946 (No. 73)

Certification of Able Seamen Convention, 1946 (No. 74)

Final Articles Revision Convention, 1946 (No. 80)

Labour Inspection Convention, 1947 (No. 81)

Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)

Employment Service Convention, 1948 (No. 88)

Night Work (Women) Convention (Revised), 1948 (No. 89)

Night Work of Young Persons (Industry) Convention (Revised), 1948 (No. 90)

Paid Vacations (Seafarers) Convention (Revised), 1949 (No. 91)

Accommodation of Crews Convention (Revised), 1949 (No. 92)

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

Right to Organise and Collective Bargaining Convention, 1949 (No. 98)

Equal Remuneration Convention, 1951 (No. 100)

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

Maternity Protection Convention (Revised), 1952 (No. 103)

Abolition of Forced Labour Convention, 1957 (No. 105)

Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)

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

Medical Examination (Fishermen) Convention, 1959 (No. 113)

Fishermen's Articles of Agreement Convention, 1959 (No. 114)

Final Articles Revision Convention, 1961 (No. 116)

Guarding of Machinery Convention, 1963 (No. 119)

Employment Injury Benefits Convention, 1964 (No. 121) [Schedule I amended in 1980]

Employment Policy Convention, 1964 (No. 122)

Accommodation of Crews (Fishermen) Convention, 1966 (No. 126)

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

Minimum Wage Fixing Convention, 1970 (No. 131)

Holidays with Pay Convention (Revised), 1970 (No. 132)

Workers' Representatives Convention, 1971 (No. 135)

Benzene Convention, 1971 (No. 136)

Minimum Age Convention, 1973 (No. 138)

Occupational Cancer Convention, 1974 (No. 139)

Paid Educational Leave Convention, 1974 (No. 140)

Human Resources Development Convention, 1975 (No. 142)

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

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

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

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

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

Termination of Employment Convention, 1982 (No. 158)

Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)

Occupational Health Services Convention, 1985 (No. 161)

Asbestos Convention, 1986 (No. 162)

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

## **Nepal**

*Ratification registered on 30 August 2007:*

Abolition of Forced Labour Convention, 1957 (No. 105)

*Ratification registered on 14 September 2007:*

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

## **New Zealand**

*Ratification registered on 12 June 2007:*

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

**Qatar**

*Ratification registered on 2 February 2007:*

Abolition of Forced Labour Convention, 1957 (No. 105)

**Spain**

*Ratification registered on 15 February 2007:*

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

**Sweden**

*Ratification registered on 15 June 2007:*

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

**Tajikistan**

*Ratifications registered on 10 April 2007:*

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

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

**Trinidad and Tobago**

*Ratifications registered on 17 August 2007:*

Labour Inspection Convention, 1947 (No. 81)

Labour Administration Convention, 1978 (No. 150)

**Tunisia**

*Ratification registered on 25 May 2007:*

Workers' Representatives Convention, 1971 (No. 135)

**Viet Nam**

*Ratification registered on 5 March 2007:*

Forced Labour Convention, 1930 (No. 29)



## Denunciation of Conventions

### *Slovakia*

The Director-General registered, on 25 July 2007, the denunciation by Slovakia of the Fee-Charging Employment Agencies Convention, 1933 (No. 34). In its reports on the application of Conventions Nos 34 and 144, received by the Office in January 2007, the Government indicated the following:

After consultations with the social partners, the Government of Slovakia deems Convention No. 34 as obsolete, and therefore it shall use the provisions of Article 11 of Convention No. 34 to denounce it. Convention No. 34 entered into force on 18 October 1936 and was open to denunciation at any time from 18 October 2006 to 18 October 2007.

As regards the Private Employment Agencies Convention, 1997 (No. 181), the Government of Slovakia, after changes in the labour legislation and in the area of the employment services, intends to ratify Convention No. 181, after consultation with social partners, over the course of 2007–08.

### **Ratifications/acceptances of the instrument for the amendment of the Constitution of the International Labour Organization, 1997**

Since the preparation of the document submitted to the 298th Session of the Governing Body, the Director-General has received the following ratifications and acceptances of the instrument:

Algeria	Ratification	3 April 2007
Belgium	Ratification	13 March 2007
Brunei Darussalam	Acceptance	14 June 2007
Cambodia	Ratification	27 March 2007
Lao People's Democratic Republic	Acceptance	1 June 2007
Montenegro	Acceptance	12 June 2007
Netherlands	Acceptance	29 March 2007
Tunisia	Acceptance	6 July 2007

The total number of ratifications and acceptances is now 98, including six by States of chief industrial importance.

## **IV. Internal administration**

### **12. 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.

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

**Mr Duncan Campbell (United States)**

Appointed Director of the Economic and Labour Markets Analysis Department (EMP/ELM), Employment Sector, with effect from 1 June 2007. His promotion to D.1 was reported to the Governing Body in March 2005.

**Ms Elaine Fultz (United States)**

Appointed Director of the ILO Subregional Office for Eastern Europe and Central Asia in Moscow with effect from 1 June 2007.

Born in 1949, Ms Fultz holds a PhD in public administration specializing in policy analysis, organization theory and regulation from New York University Graduate School of Public Administration. She also holds a masters in special education and a Bachelor of Arts in secondary education from the George Washington University.

Ms Fultz joined the ILO in 1995 as Senior Specialist in Social Security at the ILO Subregional Office for Southern Africa, Harare. From 1999 until May 2007, she was Senior Specialist in Social Security at the ILO Subregional Office for Central and Eastern Europe, Budapest. Prior to joining the ILO, Ms Fultz worked as a professional staff member at the United States House of Representatives, Washington, DC (1987–94). Her previous assignments also include Teaching Assistant at the New York University Graduate School of Public Administration (1985–87); Instructor at Sogang University, Seoul, Republic of Korea (1982–85); and Chief Legislative Assistant at the United States House of Representatives, Washington, DC (1975–82).

**Mr José Ricardo Hernandez Pulido (Mexico)**

Appointed Director of the Relations, Meetings and Document Services Department (RELCONF), and promoted to D.2 with effect from 1 July 2007. His promotion to D.1 was reported to the Governing Body in March 2003.

**Mr Hans Hofmeijer (Netherlands)**

Appointed Chief of the Official Documentation Branch (OFFDOC), with effect from 1 October 2007. His promotion to D.1 was reported to the Governing Body in November 2005.

**Mr Riswanul Islam (Bangladesh)**

Appointed Special Adviser on Growth, Employment and Poverty Reduction, Employment Sector, with effect from 1 June 2007. His promotion to D.1 was reported to the Governing Body in 1991.

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

Appointed Special Adviser for Africa, Employment Sector, with effect from 1 May 2007. His promotion to D.1 was reported to the Governing Body in November 2001.

**Ms Keiko Kamioka (Japan)**

Appointed Chief Internal Auditor and Chief of the Office of Internal Audit and Oversight (IAO), with effect from 1 April 2007. Her promotion to D.1 was reported to the Governing Body in March 2001.

**Mr Mark Levin (Israel)**

Appointed Chief of the Human Resources Policies and Development Branch (HR/POL), with effect from 1 September 2007. His promotion to D.1 was reported to the Governing Body in March 2006.

**Mr Stephen Marshall (New Zealand)**

Appointed ILO Liaison Officer in Yangon, Myanmar, with effect from 1 July 2007. His appointment at D.2 level was reported to the Governing Body in November 2001.

**Ms Dayina Mayenga (Democratic Republic of the Congo)**

Appointed Director of the ILO Subregional Office for Central Africa in Yaoundé and promoted to D.1 with effect from 1 May 2007.

Born in 1956, Ms Mayenga obtained a master's degree in applied public finances in developing countries from the University of Anvers in Belgium in 1980, and a degree in economic and commercial sciences from the HEC, Liège, Belgium in 1979.

She served the ILO as a consultant in financial analysis carrying out several missions to the field from 1990 to 1997. In 1997, she joined the Abidjan Office as a Specialist in Social Security. In 2001, she was appointed Director of the ILO Office in Kinshasa and in 2002 was appointed Director of the ILO Office in Antananarivo, where she served until her transfer in May 2007.

Prior to joining the ILO, she worked as Director of Technical Cooperation and Finances at the "Centre international d'études, de recherches et d'action pour le développement" (CINTERAD) in Belgium (1982–97).

**Ms Martha Elena Pacheco Restrepo (Colombia)**

Appointed Director of the Inter-American Research and Documentation Centre on Vocational Training (CINTERFOR), at the D.1 level, and transferred from the International Training Centre of the ILO with effect from 1 November 2007. Born in July 1950.

Ms Pacheco Restrepo obtained a doctorate in law and political science from the University of Santo Tomás, Bogotá, in 1974. Since October 2000, she has held the position of Chief of the Regional Programme of the Americas at the International Training Centre of the ILO, and has taken responsibility for the Eurosocial–Employment/ILO–European Commission Project. She has worked on ILO projects in Honduras and has been a consultant for the ILO and the United Nations Development Programme (UNDP) on social issues. She has written several publications and participated in editing the publication *Flexibilización en el margen: la reforma del contrato de trabajo*.

Prior to joining the ILO, she was a member of the "Comité de Laboralistas de la Asociación Nacional de Industriales (ANDI)", and Labour Adviser of the "Ardila Lulle" organization in Colombia. She participated in sessions of the International Labour Conference as an Employers' delegate from Colombia, was Professor at the "Universidad

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Externado de Colombia” and was Chief of the Legal Office at the Ministry of Labour in Colombia.

**Mr Stephen Pursey (United Kingdom)**

Appointed Director of the Policy Integration and Statistics Department (INTEGRATION) and Senior Adviser to the Director-General, and promoted to D.2 with effect from 1 June 2007.

Born in 1952, Mr Pursey obtained a Bachelor of Arts in philosophy, politics and economics from University College, University of Oxford, in 1973. He joined the ILO in 1999 and worked as Senior Adviser in the International Policy Group. In 2002, Mr Pursey was appointed as Senior Adviser in the Office of the Director-General (CABINET).

Prior to joining the ILO, he worked as Head of the Employment and International Labour Standards Department of the International Confederation of Free Trade Unions in Brussels (1980–99) and in the Economics Department of the Trades Union Congress in London (1973–80).

**Mr Gerald Rodgers (United Kingdom)**

Appointed Senior Adviser to the Director-General, in the Office of the Director-General (CABINET), with effect from 1 September 2007. His promotion to D.2 was reported to the Governing Body in March 2002.

**Mr William Salter (United States)**

Appointed Director of the ILO Subregional Office for East Asia in Bangkok and promoted to D.1 with effect from 1 May 2007.

Born in 1954, Mr Salter obtained a Bachelor of Arts in history and politics from the Australian National University in Canberra, Australia, in 1976. He joined the ILO on a secondment from the Australian Government, and served in the Personnel Department and the Conditions of Work and Employment Programme (TRAVAIL) in Geneva. He was appointed as a Senior Personnel Policy Analyst (1988–92), as a Technical Adviser on Conditions of Work and Welfare Facilities (1992–94), and as a Senior Specialist on Working Conditions in Manila (1994–99). He was appointed as a Senior Adviser in TRAVAIL in 1999, where he served until his transfer in May 2007.

Prior to joining the ILO, he was Executive Officer of the Public Service Board in Canberra (1979–81), Assistant Director, Staffing, Public Service Board in Canberra (1982–84), Senior Adviser to the Committee of Enquiry into the Australian Capital Territory Fire Brigade in Canberra (1986), and Director at the Industrial Democracy Unit, Department of Industrial Relations in Canberra (1985–87).

**Ms Manuela Tomei (Italy)**

Appointed Chief of the Conditions of Work and Employment Programme (TRAVAIL), Labour Protection Department (PROTRAV), Social Protection Sector and promoted to D.1 with effect from 1 May 2007.

Born in 1962, Ms Tomei obtained a degree in political science from the University of Turin, Italy, in 1986. She also obtained a diploma in Spanish language and literature from the University of Panama in Panama City, in 1984.

Ms Tomei joined the ILO under the associate expert scheme in 1988 and was posted to the Regional Office for Latin America and the Caribbean for two years. In 1991, she joined the Employment Department as a Specialist on Rural Workers' Organization and subsequently held several other positions. Prior to her promotion, she occupied the post of Senior Specialist on Discrimination in the InFocus Programme on Promoting the Declaration (DECLARATION).

Prior to joining the ILO, she volunteered as a researcher with the Pan-American Health Organization and also did some consultancy work with the "Health District Pau de Lima Project" in Brazil.

#### **Mr Raymond Torres (France)**

Appointed Director of the International Institute for Labour Studies, at the D.2 level, with effect from 1 September 2007.

Born in 1960, Mr Torres graduated in mathematical economics and econometrics in 1984, from University of Paris I. He also holds a degree, obtained in 1982, from the "Institut d'Etudes Politiques" of Toulouse, France. He was a lecturer in economics at the University of Paris-Dauphine.

Before joining the ILO, Mr Torres worked at the Organisation for Economic Co-operation and Development (OECD), first as an Economist in the Economics Department, subsequently as Senior Economist and then as Head of the OECD Employment Analysis and Policy Division. As part of the latter job, he was the editor of the OECD publication *Employment Outlook*, and in charge of the reassessment of the OECD Jobs Strategy. He also oversaw preparations of a thematic review on older workers – which led to the publication of a series of 21 country reviews, as well as a synthesis report published in 2006 entitled *Live longer, work longer* – and developed a new project on school-to-work transition and youth employment. He has authored several studies on labour markets, international trade, economic growth and core workers' rights, including the 1996 OECD report *Trade, employment and labour standards*. Between 1997 and 1999, Mr Torres worked at the ILO as Chief of the Task Force on the Social Dimensions of Globalization, which led to the publication of seven country studies and a synthesis report.

#### **Mr Rolph van der Hoeven (Netherlands)**

Appointed Director of the Policy Coherence Group, Policy Integration and Statistics Department (INTEGRATION) and promoted to D.1 with effect from 1 June 2007.

Born in 1948, Mr van der Hoeven obtained a PhD in development economics from the Free University of Amsterdam in 1987. He also obtained an MSc in econometrics from the Municipal University of Amsterdam in 1974. He joined the ILO in 1974 as an Associate Expert attached to the Area Office in Lusaka, then transferred to the Office in Addis Ababa in 1976. In 1978, Mr van der Hoeven joined the Economic and Social Policy Synthesis Unit at headquarters. In 1988, he was seconded to the headquarters of the United Nations Children's Fund (UNICEF) in New York as Economic Adviser and returned to the ILO in 1991 to take up the post of Manager of the Interdepartmental Project on Structural Adjustment. In 1994, he was promoted to Head of the Employment Policies Unit and, in 2002, was transferred to the position of Manager of the Technical Secretariat of the World Commission on the Social Dimension of Globalization (WCSDG) in the Policy Integration Department.

Prior to joining the ILO, he worked as a Research Officer at the SEO Economic Research Institute at the University of Amsterdam (1972–74).

**Ms Alette van Leur (Netherlands)**

Appointed Director of the Department of Partnerships and Development Cooperation (PARDEV) and promoted to the D.2 level with effect from 1 April 2007.

Born in 1959, Ms van Leur obtained a master's degree in social sciences from the Pacific Western University in California, United States, in 1993 and a Bachelor of Arts in economics and management from the "Hogeschool voor Economie en Management", in Utrecht, the Netherlands in 1982.

Ms van Leur joined the ILO in 1987 as an Associate Expert in the Office for the South Pacific Islands, Suva, Fiji. From 1989 to 1991 she was Associate Expert in the ILO Regional Office for Asia and the Pacific in Bangkok, before being appointed as Officer with the Social Security Department at headquarters from 1991 to 1994.

Prior to rejoining the ILO in 2007, Ms van Leur worked in the Ministry of Social Affairs and Employment in the Hague, the Netherlands (1994–2007), latterly as Deputy Director of the International Affairs Department of the Ministry.

**Ms Telma Viale (El Salvador)**

Appointed Chief of the Staff Resourcing and Servicing Branch (HR/RES), Human Resources Development Department and promoted to D.1 with effect from 1 September 2007.

Born in 1961, Ms Viale graduated with a Master of Arts in organizational psychology from Columbia University, New York, United States (1997). She also holds a Bachelor of Arts in psychology and romance languages from the City University of New York (1994).

Ms Viale is returning to the ILO from an inter-agency secondment to the World Meteorological Organization (WMO) where she has served as Chief of the Human Resources Division for the past two years. Ms Viale was initially appointed to the ILO in 2001 as Senior Human Resources Officer covering the Latin American region and the Arab States as well as the Employment and Social Protection sectors.

Prior to joining the ILO, Ms Viale served as Chief of the Human Resources Services of the International Training Centre of the ILO in Turin, Italy (2001–03); Senior Policy Officer in the Human Resources Services at the World Health Organization (WHO) (1998–2001); and Head of Staffing in the Human Resources Department at the International Organization for Migration (IOM) in Geneva (1997–98). Ms Viale has also held various administrative posts in the United Nations secretariat and the United Nations Development Programme (UNDP) in New York, undertaking field assignments in Mozambique (1994) and Afghanistan (1990).

**Ms Althea Wright-Byll (Jamaica)**

Appointed Chief of the Official Relations Branch (RELOFF) in the Relations, Meetings and Document Services Department (RELCONF) and promoted to D.1 with effect from 15 July 2007.

Born in 1956, Ms Wright-Byll holds a master's degree in business administration from the Open University, United Kingdom (1998), a postgraduate diploma in conference interpreting from the Polytechnic of Central London, United Kingdom (1980) and a degree in translation from the University of Geneva, Switzerland (1979).

Ms Wright-Byll joined the ILO in 1988 as a translator in the Governing Body Section of the Official Relations Branch. In 1991, she was appointed Senior Editor/Relations Officer in the Official Correspondence and Organization of Meetings Unit in that Branch. From 2000 until her current appointment, she held the position of Head of the Interpretation and Staffing of Meetings Unit.

Prior to joining the ILO, Ms Wright-Byll worked as a freelance interpreter/translator (based in Niamey, Niger) for a number of United Nations agencies and other international organizations in the African region.

Geneva, 23 October 2007.

*Point for decision:* Paragraph 7.