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FOURTEENTH 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 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/cross-cutting policy driver: 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.

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I. Membership of the Organization

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

II. Progress in international labour legislation

Ratifications of Conventions

2. Between the submission of information to the 331st Session of the Governing Body and 11 January 2018, the Director-General registered the following five ratifications of international labour Conventions and the ratification of the Protocol of 2014 to the Forced Labour Convention, 1930, by four member States.

Belgium

Ratification registered on 22 November 2017:

Medical Care and Sickness Benefits Convention, 1969 (No. 130)

Czech Republic

Ratification registered on 6 December 2017:

Collective Bargaining Convention, 1981 (No. 154)

Latvia

Ratification registered on 7 December 2017:

Protocol of 2014 to the Forced Labour Convention, 1930

Namibia

Ratification registered on 6 November 2017:

Protocol of 2014 to the Forced Labour Convention, 1930

Philippines

Ratification registered on 10 October 2017:

Labour Relations (Public Service) Convention, 1978 (No. 151)

Portugal

Ratification registered on 26 September 2017:

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

Spain

Ratification registered on 20 September 2017:

Protocol of 2014 to the Forced Labour Convention, 1930

Switzerland

Ratification registered on 28 September 2017:

Protocol of 2014 to the Forced Labour Convention, 1930

United Republic of Tanzania

Ratification registered on 11 October 2017:

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

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

3. Since the preparation of the document submitted to the 331st Session (October–November 2017) of the Governing Body, the Director-General has received the following acceptances of the Instrument for the Amendment of the Constitution of the International Labour Organisation, 1986:

Brunei Darussalam	Acceptance	14 November 2017
Cook Islands	Acceptance	8 January 2018

4. The total number of ratifications and acceptances is now **108**, including two by member States of chief industrial importance. As a result, as of 25 January 2018, an additional 17 ratifications/acceptances by member States – including three by those of chief industrial importance – are required for the Instrument to enter into force.¹

III. Internal administration

5. 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. ...

¹ In accordance with article 36 of the ILO Constitution, in order 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.

6. In light of the above, the following appointments and promotions are reported to the Governing Body:

Mr Damian Grimshaw (United Kingdom)

Appointed Director of the Research Department (RESEARCH) at the D2 level, with effect from 1 February 2018.

Born in 1969, Mr Grimshaw has been a professor of Employment Studies since 2006 at the University of Manchester and Director of the European Work and Employment Research Centre. He holds an MSc in Economics from the University of Massachusetts at Amherst and a PhD from the University of Manchester.

Mr Grimshaw has made important contributions to theory and evidence in the areas of international low-wage labour markets, gender equality in employment, and comparative employment systems. He has published seven books, 54 articles in renowned journals and 58 book chapters. His recent books include *Making Work More Equal* (2017, Manchester University Press) and *Minimum Wages, Pay Equity and Comparative Industrial Relations* (2013, Routledge). He has coordinated several large-scale, multi-country research projects and has extensive collaborative experience with policy-makers and practitioners in relation to social dialogue and gender equality with the European Commission (DG Employment and DG Justice), wage policy with the ILO and improving employment practices with numerous UK stakeholders (including private sector businesses, trade unions and civil society organizations). Recent impact reports include *Social Dialogue and Economic Performance* (ILO Working Paper, 2017), *Reducing Precarious Work in Europe through Social Dialogue* (European Commission, 2016) and *Just Work in Greater Manchester* (Work and Equalities Institute briefing).

Mr Sangheon Lee (Republic of Korea)

Appointed Director of the Employment Policy Department (EMPLOYMENT) and promoted to the D2 level, with effect from 1 March 2018. Promotion to D1 was reported to the Governing Body in March 2015.

Mr Kevin Cassidy (United States)

Appointed Director of the ILO Office for the United States (ILO-Washington) in Washington DC and promoted to the D1 level, with effect from 1 January 2018.

Born in 1962, Mr Cassidy has worked in the field of economic and social development for 33 years. He holds an MA in International Affairs from the School of International and Public Affairs at Columbia University.

Mr Cassidy joined the ILO InFocus Programme on Promoting the Declaration (DECLARATION) as the Chief Technical Adviser on the Global Communications Advocacy Project in 2001 and has been the Senior Communications and Partnerships Officer at ILO-Washington since August 2007. He has extensive experience in development policy formulation and communications at the United Nations and is the former Director of Partnerships, Operations and Communications at the Aga Khan Foundation in the United Kingdom. Mr Cassidy has a wide range of skills and experience in negotiating development policy, field work on humanitarian and peacekeeping missions, as well as conceptualizing and implementing advocacy campaigns with major broadcast media on key development issues.

Ms Claire Courteille-Mulder (France/Netherlands)

Appointed Director of the ILO Country Office for China and Mongolia (CO-Beijing) in Beijing and promoted to the D1 level, with effect from 24 February 2018.

Born in 1969, Ms Courteille-Mulder graduated from the London School of Economics in 1996 in development studies and from the Sorbonne University of Paris in 1992 in business administration.

Ms Courteille-Mulder was appointed Director of the ILO Office for the European Union and the Benelux countries (ILO-Brussels) in January 2014. Prior to joining the ILO, she was a director at the International Trade Union Confederation (ITUC), dealing with issues related to equality, social protection, the informal economy, migration and gender. Between 2001 and 2005, she worked as a policy officer at the Dutch Confederation of Trade Unions. She began her career in the field of development cooperation, working with the United Nations High Commissioner for Refugees (UNHCR), the Organization for Security and Co-operation in Europe (OSCE) and non-governmental organizations in several countries, including Guatemala, Mexico and Colombia.

IV. Publications and documents

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

[International Labour Conference](#)

[Regional Meetings](#)

[Sectoral meetings](#)

8. The following periodical publications have been issued, or are in press, in the languages indicated since the 329th Session (March 2017) of the Governing Body.

International Labour Review, Vol. 156 (2017), Nos 1–4 (English and French), and Vol. 136, Nos 1–4 (Spanish)

International Journal of Labour Research, Vol. 8, Nos 1–2 (English, French and Spanish)

9. The following publications in English, French and Spanish have been issued for sale, or are in press, since the 329th Session (March 2017) of the Governing Body.

English

Global Employment Trends for Youth 2017: Paths to a better working future

Handbook on assessment of labour provisions in trade and investment arrangements

Industrial relations in emerging economies: The quest for inclusive development

Investing in skills for inclusive trade

Regulating for equitable and job-rich growth

Rising to the youth employment challenge: New evidence on key policy issues

Talking through the crisis: Social dialogue and industrial relations trends in selected EU countries

Trade unions and migrant workers: New contexts and challenges in Europe

Women, gender and work: Social choices and inequalities, Vol. 2

Women's ILO: Transnational networks, global labour standards and gender equity, 1919 to present

World Employment and Social Outlook 2017: Sustainable enterprises and jobs – Formal enterprises and decent work

World Employment and Social Outlook: Trends 2017

World Social Protection Report 2017–19: Universal social protection to achieve the Sustainable Development Goals

French

Emploi et questions sociales dans le monde 2017: Entreprises et emplois durables – des entreprises formelles et un travail décent

Rapport mondial sur la protection sociale 2017-2019: Protection sociale universelle pour atteindre les objectifs de développement durable

Spanish

Informe Mundial sobre la Protección Social 2017-19: La protección social universal para alcanzar los Objetivos de Desarrollo Sostenible

Perspectivas Sociales y del Empleo en el Mundo 2017: empresas y empleos sostenibles – empresas formales y trabajo decente

Flagship reports were issued in the following languages in addition to the three ILO working languages:

Global Wage Report 2016/17: Wage inequality in the workplace: Arabic, Montenegrin, Portuguese, Romanian and Russian

10. 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

11. In order to increase the impact of ILO knowledge products and to reach diverse audiences globally, the publishing unit (PUBL) of the Department of Communication and Public Information (DCOMM) works closely with external publishers and partners to produce translations, co-publications and other licenced editions. These editions are published in print and/or electronic formats, for both commercial and/or free distribution purposes.

The following licensing agreements have been concluded since the 329th Session (March 2017) of the Governing Body:

Title	Publisher/distributor
Translations	
<i>ILO flagship reports</i>	
<i>World Employment and Social Outlook: Trends 2017</i> (Chinese edition)	China Financial and Economic Publishing House, China
<i>World Employment and Social Outlook 2017: Sustainable enterprises and jobs – Formal enterprises and decent work</i> (Chinese edition)	"
<i>World Employment and Social Outlook: Trends 2017</i> (Japanese Edition)	Ittosha Incorporated, Japan
<i>World Employment and Social Outlook 2017: Sustainable enterprises and jobs – Formal enterprises and decent work</i> (Japanese edition)	"
<i>World Employment and Social Outlook 2017: Sustainable enterprises and jobs – Formal enterprises and decent work</i> (Portuguese edition)	Ministério do Trabalho e da Solidariedade Social, Portugal
<i>Guidelines, manuals and other publications</i>	
<i>Improvement of national reporting, data collection and analysis of occupational accidents and diseases</i> (web PDF) (Arabic edition)	Arab Institute of Occupational Health and Safety, Syrian Arab Republic
<i>Guide on the harmonization of labour inspection statistics</i> (web PDF) (Arabic edition)	"
<i>Collection and use of labour inspection statistics: A short guide</i> (web PDF) (Arabic edition)	"
<i>WASH@Work: A self-training handbook</i> (web PDF) (Arabic edition)	"
<i>National system for recording and notification of occupational diseases: Practical guide</i> (Arabic edition)	"
<i>HealthWISE action manual: Work improvement in health services</i> (Arabic edition)	"
<i>HealthWISE trainers' guide: Work improvement in health services</i> (Arabic edition)	"

Title	Publisher/distributor
<i>Building a preventative safety and health culture: A guide to the Occupational Safety and Health Convention, 1981 (No. 155), its 2002 Protocol and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) (Bengali edition)</i>	International Training Centre of the ILO (Turin Centre), Italy
<i>Labour inspection: What it is and what it does. A guide for employers (Bengali edition)</i>	"
<i>Labour inspection: What it is and what it does. A guide for workers (Bengali edition)</i>	"
<i>A tool kit for labour inspectors: A model enforcement policy, a training and operations manual and a code of ethical behaviour (Bengali edition)</i>	"
<i>Fire risk management (Bengali edition)</i>	"
<i>Collection and use of labour inspection statistics: A short guide (Bengali edition)</i>	"
<i>Investigation of occupational accidents and diseases: A practical guide for labour inspectors (Bengali edition)</i>	"
<i>Medical inspection of labour: Working paper (unpublished) (Chinese edition)</i>	National Institute of Occupational Health and Poison Control, China
<i>Freedom of association: Digest of decisions and principles of the Freedom of Association Committee of the Governing Body of the ILO, fifth (revised) edition, 2006 (Czech edition)</i>	Czech–Moravian Confederation of Trade Unions, Czech Republic
<i>Improving employment and working conditions in health services: Report for discussion at the Tripartite Meeting on Improving Employment and Working Conditions in Health Services (Geneva, 24–28 April 2017) (Farsi edition)</i>	Social Security Research Institute, Islamic Republic of Iran
<i>Approaches to attribution of detrimental health effects to occupational ionizing radiation exposure and their application in compensation programmes for cancer (Japanese edition)</i>	Radiation-Exposed Workers' Solidarity Network, Japan
<i>Poverty and famines: An essay on entitlement and deprivation (Japanese edition)</i>	Iwanami Shoten Publishers, Japan
<i>Safety and health in forestry work: An ILO code of practice. Second edition (Japanese edition)</i>	Japan Forestry Investigation Committee, Japan

Title	Publisher/distributor
<i>Handbook supported employment</i> (Japanese edition)	National Institute of Vocational Rehabilitation, Japan
<i>Value chain development for decent work: How to create employment and improve working conditions in targeted sectors</i> . Second edition (Mongolian edition)	Food and Agriculture Organization of the United Nations, Italy
<i>Violence and harassment against women and men in the world of work: Trade union perspectives and action</i> (Nepalese edition)	UNI Nepal Liaison Council, Nepal
<i>World Employment and Social Outlook: Trends for women 2017</i> (Portuguese edition)	Ministério do Trabalho e da Solidariedade Social, Portugal
<i>Non-standard employment around the world. Understanding challenges, shaping prospects</i> (Portuguese edition)	"
<i>Addressing governance challenges in a changing labour migration landscape. Report IV. International Labour Conference, 106th Session, 2017</i> (Portuguese edition)	"
<i>Fundamental principles and rights at work: From challenges to opportunities. Report VI, International Labour Conference, 106th Session, 2017</i> (Portuguese edition)	"
<i>Labour dispute systems: Guidelines for improved performance</i> (Portuguese edition)	"
<i>Work in a changing climate: The green initiative. Report I. Report of the Director-General, International Labour Conference, 106th Session, 2017</i> (Portuguese edition)	"
<i>Collective bargaining: A policy guide</i> (Portuguese edition)	"
<i>Fomentando la diversidad y la inclusión mediante ajustes en el lugar de trabajo: una guía práctica</i> (Portuguese edition)	Santa Causa Ltda. Me., Brazil
<i>Global Employment Trends for Youth 2017: Paths to a better working future</i> (Turkish edition)	Eflatun Publishing House/Efil Yayinevi, Turkey
<i>Crisis responses, competitiveness and jobs</i> (Turkish edition)	"

Title	Publisher/distributor
<i>Labour markets, institutions and inequality: Building just societies in the 21st century</i> (Turkish edition)	Eflatun Publishing House/Efil Yayinevi, Turkey
<i>ASEAN in transformation: Perspectives of enterprises and students on future work. Bureau for Employers' Activities, Working Paper No. 11</i> (Vietnamese edition)	Mekong Development Research Institute, Viet Nam
<i>ASEAN in transformation: Textiles, clothing and footwear: Refashioning the future. Bureau for Employers' Activities Working Paper No. 14</i> (Vietnamese edition)	"
<i>Handbook of procedures relating to international labour Conventions and Recommendations. Revised edition 2012</i> (Vietnamese edition)	Ministry of Labour, Invalids and Social Affairs, Viet Nam
<i>Freedom of association: Digest of decisions and principles of the Freedom of Association Committee of the Governing Body of the ILO</i> , fifth (revised) edition, 2006 (Vietnamese edition)	"
Co-publications	
These are editions published in collaboration with external, generally commercial, partners. They are disseminated to audiences via both the ILO's and the partner's distribution channels:	
<i>Child labour in agriculture in Lebanon: A guide for practioners</i> (English and Arabic editions)	Food and Agriculture, Organization of the United Nations, Italy
<i>Protect children from pesticides!</i> (English, French, Spanish, Arabic, Russian and Portuguese editions)	"
<i>Strengthening coherence between agriculture production and social protection in Malawi: Local economy-wide simulation analysis</i> (English edition)	"
<i>Strengthening coherence between agriculture production and social protection in Zambia: Local economy-wide simulation analysis</i> (English edition)	"
<i>Sri Lanka: Fostering workforce skills through education. Employment Diagnostic Study</i> (English edition)	Asian Development Bank, Philippines
<i>Gender equality and the labor market: Women, work, and migration in the People's Republic of China</i> (English edition)	"

Title	Publisher/distributor
<i>Labor migration in Asia: Increasing the development impact of migration through finance and technology</i> (English edition)	Asian Development Bank Institute, Japan
<i>Women's ILO: Transnational networks, global labour standards and gender equity, 1919 to present</i> (English edition)	Brill, Netherlands
<i>Trade unions and migrant workers: New contexts and challenges in Europe</i> (English edition)	Edward Elgar Publishing Ltd., United Kingdom
<i>Industrial relations in emerging economies: The quest for inclusive development</i> (English edition)	"
<i>Regulating for equitable and job-rich growth</i> (English edition)	"
<i>Media-friendly glossary on migration: Middle East edition</i> (English edition)	United Nations Alliance of Civilizations, United States
<i>WHO/ILO manual on occupational safety and health in public health emergencies</i> (English edition)	World Health Organization, Switzerland
<i>Investing in skills for inclusive trade</i> (English, French and Spanish editions)	World Trade Organization, Switzerland
<i>Better use of skills in the workplace: Why it matters for productivity and local jobs</i> (English edition)	Organisation for Economic Co-operation and Development, France
<i>How immigrants contribute to developing countries' economies</i> (English, French and Spanish editions)	"
<i>Entangled: Localized effects of exports on earnings and employment in South Asia</i> (English edition)	International Bank for Reconstruction and Development/The World Bank, United States
<i>La mondialisation vue d'en bas: Enjeux pour la transition vers l'économie formelle</i> (French edition)	Editions Academia, Belgium
<i>Promoting a rights-based approach to migration, Health, and HIV and AIDS: A framework for action</i> (Spanish edition)	Ministerio de Empleo y Seguridad, España
<i>Rising to the youth employment challenge: New evidence on key policy issues</i> (Spanish edition)	"

Title	Publisher/distributor
<i>Local market reprint editions</i>	
Two ILO titles have been reprinted for the Indian market:	
<i>Assessment of labour provisions in trade and investment arrangements. Studies on growth with equity</i>	Synergy Books, India
<i>Management consulting: A guide to the profession.</i> Fourth (revised) edition	

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