



Governing Body

343rd Session, Geneva, November 2021

Institutional Section

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Report of the Director-General

Regular report

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 and internal administration, as set out in the table of contents (see the draft decision in paragraph 11).

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.

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▶ I. Obituaries

Mr Newstead Zimba

1. The Director-General announces with deep regret the passing, on 23 June 2021, of Mr Newstead Zimba, former Worker member of the Governing Body.
2. Mr Zimba was a Zambian trade unionist and politician, and the Secretary General of the Zambia Congress of Trade Unions (ZCTU) for a period of 17 years, between 1974 and 1991. He served as a regular member of the Workers' group of the Governing Body in 1990 and as a deputy or substitute member of the same group between 1975 and 1991. He represented Zambian workers at the International Labour Conference on ten occasions, between 1975 and 1990. Mr Zimba also served as Minister of Home Affairs in the Government of Zambia between 1991 and 1996, and as Minister of Labour and Social Security from 1996 to 1998.
3. Mr Zimba vigorously defended workers' rights and was a well-respected figure of the trade union movement in Zambia. As a member of the United National Independence Party from 1960 and a member of the National Union of Teachers since 1962, he was always active on the political front and committed to trade union rights and social justice. After serving as Minister of Home Affairs and as Minister of Labour and Social Security in the Government of Zambia, Mr Zimba continued supporting the labour movement. Mr Zimba will be remembered for his fervent dedication to workers' rights, social justice and social dialogue, not only in Zambia, but also by the international community.

▶ II. Membership of the Organization

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

▶ III. Progress in international labour legislation

Ratifications of Conventions

5. Since the information submitted to the 341st Session of the Governing Body, the Director-General has registered, up to 16 September 2021, the following **51** ratifications of international labour Conventions; the ratification by 7 Member States of the Protocol of 2014 to the Forced Labour Convention, 1930, and by 3 Member States of the Protocol of 2002 to the Occupational Safety and Health Convention, 1981.

Member State	Ratification date	Instruments
Antigua and Barbuda	28 July 2021	Home Work Convention, 1996 (No. 177), Private Employment Agencies Convention, 1997 (No. 181), Safety and Health in Agriculture Convention, 2001 (No. 184), Seafarers' Identity Documents Convention (Revised), 2003 (No. 185), Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), Work in Fishing Convention, 2007 (No. 188), Domestic Workers Convention, 2011 (No. 189), Protocol of 2014 to the

Member State	Ratification date	Instruments
		Forced Labour Convention, 1930 and Protocol of 2002 to the Occupational Safety and Health Convention, 1981
Argentina	23 February 2021	Violence and Harassment Convention, 2019 (No. 190)
Comoros	15 July 2021	Migration for Employment Convention (Revised), 1949 (No. 97), Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), Protocol of 2014 to the Forced Labour Convention, 1930
Ecuador	19 May 2021	Violence and Harassment Convention, 2019 (No. 190)
Germany	23 June 2021	Indigenous and Tribal Peoples Convention, 1989 (No. 169)
Greece	30 August 2021	Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), Violence and Harassment Convention, 2019 (No. 190)
Iraq	21 May 2021	Safety and Health in Agriculture Convention, 2001 (No. 184) and Seafarers' Identity Documents Convention (Revised), 2003 (No. 185)
Luxembourg	18 March 2021	Employment Policy Convention, 1964 (No. 122), Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) and Protocol of 2014 to the Forced Labour Convention, 1930
Malta	14 May 2021	Domestic Workers Convention, 2011 (No. 189)
Mauritius	1 July 2021	Violence and Harassment Convention, 2019 (No. 190)
Mozambique	25 May 2021	Maritime Labour Convention, 2006, as amended (MLC, 2006)
Norway	8 July 2021	Domestic Workers Convention, 2011 (No. 189)
Peru	18 June 2021	Protocol of 2014 to the Forced Labour Convention, 1930
Republic of Korea	20 April 2021	Forced Labour Convention, 1930 (No. 29), Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
Republic of Moldova	25 May 2021	Occupational Health Services Convention, 1985 (No. 161)
Saint Lucia	14 May 2021	Occupational Safety and Health Convention, 1981 (No. 155) and Protocol of 2002 to the Occupational Safety and Health Convention, 1981
Saudi Arabia	26 May 2021	Protocol of 2014 to the Forced Labour Convention, 1930
Senegal	1 March 2021	Occupational Safety and Health Convention, 1981 (No. 155), Occupational Health Services Convention, 1985 (No. 161), Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) and Protocol of 2002 to the Occupational Safety and Health Convention, 1981
Sierra Leone	25 August 2021	Migration for Employment Convention (Revised), 1949 (No. 97), Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), Labour Administration

Member State	Ratification date	Instruments
		Convention, 1978 (No. 150), Occupational Safety and Health Convention, 1981 (No. 155), Private Employment Agencies Convention, 1997 (No. 181), Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), Domestic Workers Convention, 2011 (No. 189) and Protocol of 2014 to the Forced Labour Convention, 1930
Slovenia	14 April 2021	Home Work Convention, 1996 (No. 177)
Somalia	8 March 2021	Migration for Employment Convention (Revised), 1949 (No. 97), Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), Occupational Safety and Health Convention, 1981 (No. 155), Private Employment Agencies Convention, 1997 (No. 181), Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) and Violence and Harassment Convention, 2019 (No. 190)
Sudan	17 March 2021	Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) and Protocol of 2014 to the Forced Labour Convention, 1930
Tunisia	22 July 2021	Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)
Turkmenistan	14 April 2021	Employment Policy Convention, 1964 (No. 122)
Uzbekistan	14 September 2021	Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)

Denunciation of Convention

- The Director-General registered, on 24 August 2021, the denunciation by Denmark of the Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934 (No. 42).

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

- Since the preparation of the document submitted to the 341st Session (March 2021) 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 Organization, 1986:

Republic of Moldova	Acceptance	24 February 2021
Somalia	Ratification	17 March 2021
Ireland	Ratification	17 September 2021

- The total number of ratifications and acceptances is now **117** including two by Members of chief industrial importance. As a result, an additional 8 ratifications/acceptances by

Member States – including 3 by Members of chief industrial importance – are required for the Instrument to enter into force.¹

▶ IV. Internal administration

9. 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.

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

Mr Italo Cardona Monterroza (El Salvador)

Appointed Director of the ILO Decent Work Technical Support Team and Country Office for the Andean Countries (DWT/CO-Lima) and promoted to D.1 level, with effect from 1 November 2021.

Born in 1967, Mr Cardona holds a Bachelor of Science in Law from the Central American University (El Salvador) and a Master's degree from Salamanca University (Spain).

In 2000, Mr Cardona joined the ILO in the International Programme on the Elimination of Child Labour. From 2009, he served as a Senior Technical Specialist in Labour Law and Labour Administration in the ILO Country Office for the Andean Countries. He has been in charge of the coordination of ILO activities in Colombia since 2016.

Mr Cardona's professional career dealing with labour issues has spanned some 25 years. He has gained extensive managerial experience in the international and national public sectors, having been employed by the Ministry of Labour of El Salvador at the beginning of his professional career. Mr Cardona has acquired a wide range of skills and experience in technical cooperation, labour administration, social dialogue, and in political advisory roles.

Ms Sharon Compton (United Kingdom)

Appointed Chief of the Talent Management Branch (HR/TALENT) and promoted to D.1 level with effect from 1 September 2021.

Born in 1966, Ms Compton holds a Bachelor of Science in Physics from Bristol University. Her career combines management consultancy, HR systems implementation and human resources in the private and public sectors, across a range of organizations within the UN Common System.

¹ In accordance with article 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.

Ms Compton has worked in human resources for over 25 years. As a consultant with Price Waterhouse, she worked with the UN Secretariat, the ILO, the United Nations Development Programme, the United Nations Children's Fund and the United Nations High Commissioner for Refugees to design harmonized HR processes, taking into account the contextual needs of each organization. She established her own consulting company in 1999 and supported the implementation of the ILO's first integrated competency-based HR strategy. She was also in charge of the Talent Management, Payroll and Benefits elements of the ILO's Integrated Resource Information System Project (IRIS) until the end of 2004.

Ms Compton joined the ILO's Strategic Programming and Management Department (PROGRAM) in 2006 as a Human Resources Business Analyst. She transferred to the Human Resources Development Department (HRD) in September 2011 as the Coordinator of the Capability and Performance Unit in the Talent Management Branch, and has been acting as the Chief of the Talent Management Branch since March 2020.

Mr Franck Hagemann (Germany)

Appointed Director of the Official Meetings, Documentation and Relations Department (RELMEETINGS) and promoted to D.2 level, with effect from 1 November 2021. Promotion to D.1 was reported to the Governing Body in October 2012.

Ms Chidi King (Sierra Leone)

Appointed Chief of the Gender Equality, Diversity and Inclusion Branch at the D.1 level, with effect from 1 August 2021.

Born in 1965, Ms King was called to the Bar of England and Wales in 1989. She holds a Bachelor of Law with Honours (Law with French) from the University of Birmingham.

Ms King served as Director of the Equality Department at the International Trade Union Confederation, as an Equality and Rights Officer with Public Services International, a global union federation, and as an Employment Rights Officer with the Trade Union Congress in the United Kingdom. She also worked as the Senior Lawyer for Public Concern at Work (a British charity, now known as Protect), and on community care and public law matters for the Mayer, Brown, Rowe and Maw law firm. Ms King's professional career working on gender equality, race and migration issues has spanned some 25 years. She has extensive experience working with governments, employers' and workers' organizations to promote equality and equity in the world of work.

Mr Chang-Hee Lee (Republic of Korea)

Appointed Director of the ILO Country Office for China and Mongolia (CO-Beijing) and promoted to D.1 level with effect from 1 July 2021.

Born in 1964, Mr Lee holds a PhD in Industrial Sociology from Seoul National University.

Mr Lee joined the ILO's Task Force on the World Labour Report in 1996 and worked extensively in industrial relations and social dialogue in both field offices (Bangkok, Beijing and Hanoi) and at headquarters. In 2013, he served in the Task Force on Field Review established by the Director-General, Mr Guy Ryder, to gather recommendations on the reform of field structure and operations. Mr Lee has extensive experience working with governments and social partners in ILO Member States to build and improve

industrial relations through freedom of association, collective bargaining, social dialogue, dispute settlement and wage policies. He has demonstrated his skills by developing trust-based relationships with ILO constituents, managing the workplace effectively and helping tripartite partners forge consensus on paths towards decent work. Mr Chang-Hee Lee was the Director of the ILO Country Office for Vietnam between September 2015 and June 2021.

Mr Juan Llobera Serra (Spain)

Appointed Adviser to the Director-General with effect from 1 November 2021. Promotion to D.2 level was reported to the Governing Body in November 2016.

Ms Aminata Maiga (Canada)

Appointed Director of the ILO Decent Work Technical Support Team for Central Africa and Country Office for Cameroon, Sao Tome and Principe, and Equatorial Guinea (DWT/CO-Yaounde) and promoted to D.1 level with effect from 1 August 2021.

Born in 1966, Ms Maiga graduated from the University of Clermont-Ferrand (France) with a Master's degree in Development Economics, a postgraduate degree (*DEA, Diplôme d'Études Approfondies*) in Economic Policy and a postgraduate degree (*DESS, Diplôme d'Études Supérieures Spécialisées*) in Project Analysis. She also holds an MBA from HEC Montreal.

Ms Maiga joined the ILO in 2009 as a Regional Coordinator for Women's Entrepreneurship in Africa at the ILO Regional Office for Africa in Addis Ababa. In 2010, she joined the Decent Work Technical Support Team for Central Africa in Yaounde (Cameroon) as a Senior Employment Creation and Enterprise Development Specialist. In April 2014, she became Director of the ILO Country Office for the Democratic Republic of the Congo, Angola, Central African Republic, Chad, Congo and Gabon, based in Kinshasa.

Before joining the ILO, Ms Maiga worked as a Senior Economist for the Government of the Northwest Territories in Canada; as a Financial Analyst at Roche Limited Groupe Conseil in Montreal; and as a Special Advisor at the Bureau National d'Études Techniques et de Développement (National Office of Technical Studies and Development) in Côte d'Ivoire.

During her professional career spanning more than 25 years, Ms Maiga has specialized in decent work matters, the challenges of a changing world of work in fragile situations, development policy analysis, inclusive and sustainable growth issues, and the formulation and implementation of policies, strategies and programmes focusing on decent work.

Ms Petra Marshall (United Kingdom)

Appointed Director of the Information and Technology Management Department (INFOTEC) and promoted to D.2 level, with effect from 1 November 2021. Promotion to D.1 was reported to the Governing Body in October–November 2014.

Ms Elena Montobbio De Balanzó (Spain)

Appointed Director of the Decent Work Technical Support Team and Country Office for Central America (DWT/CO-San José) and promoted to D.1 level with effect from 1 November 2021.

Born in 1964, Ms Montobbio has a Law degree from the University of Barcelona and a Master's degree as a European expert in training of trainers from the Polytechnic University of Catalonia.

Ms Montobbio joined the ILO Regional Office for Latin America and the Caribbean in 2011 as a Chief Technical Advisor for the Regional Project for Prevention and Eradication of Child Labour (IPEC) and is currently the Deputy Director and Officer-in-Charge of the ILO Office for the Andean Countries. Previously, she worked in international development cooperation with the Spanish Agency for International Development Cooperation (AECID) in Peru and Nicaragua, later joining the AECID management team as Head of the Department of Sectorial Cooperation and Gender. Ms Montobbio's professional career in development spans more than 30 years, the majority of which she spent in Latin America. She has acquired extensive experience in fighting against poverty, defending fundamental rights, and promoting inclusion, especially for vulnerable population groups.

Ms Montobbio has a profound knowledge of the region and its key actors, has developed strong skills in team management and leadership, and gained vast experience in developing innovative strategies.

Mr Vanja Ostojic (Serbia)

Appointed Chief of the ILO Procurement Bureau and promoted to D.1 level with effect from 1 July 2021.

Born in 1962, Mr Ostojic holds a Master of Science in Development Economics from the Graduate Institute of International and Development Studies, University of Geneva.

Mr Ostojic joined the ILO Procurement Bureau (PROCUREMENT) in 2007 as a Senior Procurement Officer. From May 2012 to June 2021, he served as a Deputy Chief and Principal Procurement Specialist. Formerly employed by the International Telecommunication Union, Mr Ostojic has gained extensive procurement experience working at the international level and in the public sector for 24 years.

Mr Ostojic has been a member of the High-Level Committee on Management Procurement Network (HLCM-PN) since 2004 and was elected Chairperson for 2011–12. Also a member of various HLCM-PN working groups, including the Working Group on Harmonization and Sustainable Procurement, Mr Ostojic has co-chaired the Task Force for the Development of a Joint Approach in Combating Human Trafficking and Forced Labour in UN Supply Chains since March 2019.

▶ Draft decision

11. The Governing Body:

- (a) **took note of the information contained in document GB.343/INS/13 regarding the membership of the Organization, progress in international labour legislation and internal administration;**
- (b) **paid tribute to the memory of Mr Newstead Zimba and invited the Director-General to convey its condolences to the family of Mr Zimba and to the Zambia Congress of Trade Unions (ZCTU) and the International Trade Union Confederation (ITUC).**