



FOURTEENTH ITEM ON THE AGENDA

Report of the Director-General

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I. Progress in international labour legislation

Ratifications of Conventions

1. Since the preparation of the document submitted to the 280th Session of the Governing Body, the Director-General has registered the following 102 ratifications of international labour Conventions, bringing the total number registered on 24 September 2001 to 6,961:

Albania

Ratifications registered on 2 August 2001:

Minimum Wage-Fixing Machinery Convention, 1928 (No. 26)

Protection of Wages Convention, 1949 (No. 95)

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

Angola

Ratifications registered on 13 June 2001:

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

Minimum Age Convention, 1973 (No. 138)

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

Bahamas

Ratifications registered on 14 June 2001:

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

Equal Remuneration Convention, 1951 (No. 100)

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

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

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

Bahrain

Ratification registered on 23 March 2001:

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

Bangladesh

Ratification registered on 12 March 2001:

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

Benin

Ratifications registered on 11 June 2001:

Labour Inspection Convention, 1947 ([No. 81](#))

Workers' Representatives Convention, 1971 ([No. 135](#))

Minimum Age Convention, 1973 ([No. 138](#))

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

Labour Administration Convention, 1978 ([No. 150](#))

Brazil

Ratification registered on 28 June 2001:

Minimum Age Convention, 1973 ([No. 138](#))

Ratification registered on 2 August 2001:

Prevention of Major Industrial Accidents Convention, 1993 ([No. 174](#))

Burkina Faso

Ratifications registered on 25 July 2001:

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

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

Cameroon

Ratification registered on 13 August 2001:

Minimum Age Convention, 1973 ([No. 138](#))

Chad

Ratification registered on 15 December 2000:

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

Costa Rica

Ratification registered on 10 September 2001:

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

Croatia

Ratification registered on 17 July 2001:

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

Czech Republic

Ratification registered on 19 June 2001:

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

Democratic Republic of the Congo

Ratifications registered on 20 June 2001:

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

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

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

Workers' Representatives Convention, 1971 (No. 135)

Minimum Age Convention, 1973 (No. 138)

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

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

Dominican Republic

Ratification registered on 29 March 2001:

Employment Policy Convention, 1964 (No. 122)

Equatorial Guinea

Ratifications registered on 13 August 2001:

Forced Labour Convention, 1930 (No. 29)

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

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

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

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

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

Estonia

Ratification registered on 24 September 2001:

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

France

Ratification registered on 11 September 2001:

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

Gabon

Ratification registered on 28 March 2001:

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

Gambia

Ratification registered on 4 September 2000:

Minimum Age Convention, 1973 ([No. 138](#))

Ratification registered on 3 July 2001:

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

Iraq

Ratifications registered on 9 July 2001:

Working Conditions (Hotels and Restaurants) Convention, 1991 ([No. 172](#))

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

Japan

Ratification registered on 18 June 2001:

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

Kazakhstan

Ratifications registered on 18 May 2001:

Forced Labour Convention, 1930 ([No. 29](#))

Employment Service Convention, 1948 ([No. 88](#))

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

Equal Remuneration Convention, 1951 ([No. 100](#))

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

Minimum Age Convention, 1973 ([No. 138](#))

Ratifications registered on 6 July 2001:

Labour Inspection Convention, 1947 (No. 81)

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

Kenya

Ratifications registered on 7 May 2001:

Equal Remuneration Convention, 1951 (No. 100)

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

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

Republic of Korea

Ratifications registered on 29 March 2001:

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

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

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

Lesotho

Ratifications registered on 14 June 2001:

Labour Inspection Convention, 1947 (No. 81)

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

Minimum Age Convention, 1973 (No. 138)

Labour Administration Convention, 1978 (No. 150)

Termination of Employment Convention, 1982 (No. 158)

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

Luxembourg

Ratifications registered on 21 March 2001:

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

Human Resources Development Convention, 1975 (No. 142)

Labour Administration Convention, 1978 (No. 150)

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

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

Termination of Employment Convention, 1982 (No. 158)

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

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

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

Malta

Ratification registered on 15 June 2001:

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

Mexico

Ratification registered on 5 April 2001:

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

Mongolia

Ratification registered on 26 February 2001:

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

Netherlands

Ratification registered on 2 May 2001:

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

New Zealand

Ratification registered on 14 June 2001:

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

Oman

Ratification registered on 11 June 2001:

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

Paraguay

Ratification registered on 7 March 2001:

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

Poland

Ratification registered on 25 June 2001:

Safety and Health in Mines Convention, 1995 (No. 176)

Romania

Ratifications registered on 15 May 2001:

Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)

Protocol of 1996 to the Merchant Shipping (Minimum Standards) Convention, 1976

Russian Federation

Ratification registered on 27 August 2001:

Recruitment and Placement of Seafarers Convention, 1996 (No. 179)

Rwanda

Ratification registered on 23 May 2001:

Forced Labour Convention, 1930 (No. 29)

Singapore

Ratification registered on 14 June 2001:

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

Slovenia

Ratifications registered on 8 May 2001:

Protection of Workers' Claims (Employer's Insolvency) Convention, 1992 (No. 173)

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

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

Spain

Ratification registered on 2 April 2001:

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

Sri Lanka

Ratification registered on 1 March 2001:

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

Sweden

Ratification registered on 13 June 2001:

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

United Republic of Tanzania

Ratification registered on 12 September 2001:

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

Turkey

Ratification registered on 2 August 2001:

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

Uganda

Ratification registered on 21 June 2001:

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

United Arab Emirates

Ratifications registered on 28 June 2001:

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

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

United Kingdom

Ratification registered on 29 June 2001:

Protocol of 1996 to the Merchant Shipping (Minimum Standards) Convention, 1976

Uruguay

Ratification registered on 3 August 2001:

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

Yugoslavia

2. By a letter of 19 April 2001, the Government of the Federal Republic of Yugoslavia stated that it remained bound by the obligations deriving from the following Conventions applicable on its territory before the Federal Republic of Yugoslavia became a Member of the International Labour Organization on 24 November 2000:

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)

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- 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)
- 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)

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

Wages, Hours of Work and Manning (Sea) Convention (Revised), 1958 (No. 109)

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 [Schedule I amended in 1980] (No. 121)

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)

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)

Denunciation of Conventions

Austria

3. The Director-General registered, on 26 July 2001, the denunciation by Austria of the Night Work (Women) Convention, 1919 (No. 4), and the Night Work (Women) Convention (Revised), 1948 (No. 89). The text of the communication concerning the denunciation by Austria of these Conventions reads as follows:

(Translation)

Austria is obliged to denounce both the Conventions in question because the prohibition of night work for women is contrary to EU law. Denunciation will allow our national law to be brought into conformity with EU requirements.

Cyprus

4. The Director-General registered, on 9 July 2001, the denunciation by Cyprus of the Night Work (Women) Convention (Revised), 1948 (No. 89), and its Protocol of 1990. The text of the communication concerning the denunciation by Cyprus of these instruments reads as follows:

The reasons for the Government's decision stem from the fact that the provisions of the Convention and the Protocol are contrary to the principle of equal treatment enshrined in the aforesaid Directive (Directive 76/207/EU) which requires Member States to abolish or revise any legislation which is contrary to this principle. For the same reason the Government of Cyprus will abolish the Employment of Women (During the Night) Law, Cap. 180.

Czech Republic

5. The Director-General registered, on 27 June 2001, the denunciation by the Czech Republic of the Night Work (Women) Convention (Revised), 1948 (No. 89), and its Protocol of 1990. The text of the communication concerning the denunciation by the Czech Republic of these instruments reads as follows:

I would like to inform you that the process of consultations with representative organizations of employers and workers is a well-established part of standard procedure of treating the ILO instruments by the Government of the Czech Republic (in accordance with ILO Convention No. 144 ratified by the Czech Republic in 2000).

Therefore the governmental proposal for denunciation of ILO Convention No. 89 and its Protocol of 1990 (along with the proposal for ratification of Conventions Nos. 135, 144, 150, 176 and denunciation of Convention No. 40) was sent to the following social partners in November 1999: Czech-Moravian Chamber of Trade Unions (CMKOS), Confederation of Arts and Culture (KUK), Confederation of Industry and Transport of the Czech Republic (SPD CR), Confederation of Employers' and Entrepreneurs' Unions (KZPS), Union of Railway Workers (OSZ), Union of Workers in Agriculture and Food (OSPZV).

(...)

The same proposal was subsequently discussed by the Working Group of the Council of Economical and Social Agreement (RHSD – the highest tripartite body in the Czech Republic) at its session of 25 November 1999, with no comment made on the issue of the Convention and Protocol in question.

Italy

6. The Director-General registered, on 6 August 2001, the denunciation by Italy of the Night Work (Women) Convention, 1919 (No. 4).

Panama

7. The Director-General registered, on 5 July 2001, the denunciation by Panama of the Minimum Age (Agriculture) Convention, 1921 (No. 10). The text of the communication concerning the denunciation by Panama of this Convention reads as follows:

(Translation)

This denunciation is based on the fact that the Republic of Panama, having ratified the Minimum Age Convention, 1973 (No. 138), considers it timely to denounce Convention No. 10.

Zambia

8. The Director-General registered, on 10 September 2001, the denunciation by Zambia of the Night Work (Women) Convention (Revised), 1948 (No. 89). The text of the communication concerning the denunciation by Zambia of this Convention reads as follows:

In February 1998, I informed you that the Government of the Republic of Zambia in consultation with the Zambia Congress of Trade Unions and the Zambia Federation of Employers had resolved to denounce the Night Work (Women) Convention (Revised), 1948 (No. 89), at an appropriate time.

Constitution of the International Labour Organization Instrument of Amendment, 1997

9. Since the 280th Session of the Governing Body, the Director-General has received the following ratifications and acceptances of the instrument:

Denmark	Ratification	2 August 2001
France*	Acceptance	11 September 2001
Japan*	Acceptance	18 June 2001
Morocco	Ratification	15 October 2001

* State of chief industrial importance.

The total number of ratifications and acceptances is now 68, including six by States of chief industrial importance.

II. European Agreement concerning the Social Security of Boatmen Engaged in Inland Navigation

10. The European Agreement concerning the Social Security of Boatmen Engaged in Inland Navigation, for which the Director-General of the International Labour Office is the depository, was adopted in Strasbourg on 26 March 1993. On 14 June 2001, Bulgaria deposited the first instrument of ratification with the Director-General. According to article 52, paragraph 1, the Agreement shall enter into force on the first day of the third month following that in which the sixth of the instruments of ratification or acceptance by States including at least three States represented on the Central Commission for Rhine Navigation, or two of such States and Luxembourg, and three States represented on the Danube Commission, is deposited.

III. Internal administration

11. 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.

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

Ms. Françoise Achio (Côte d'Ivoire)

Appointed Director of the ILO Area Office and the Multidisciplinary Advisory Team for Central Africa in Yaoundé at the D.1 grade. Promotion to D.1 was reported to the Governing Body in November 1999.

Ms. Jacqueline Ancel-Lenners (Luxembourg)

Appointed Chief of the Social Protection and Labour Conditions Branch and promoted to D.1. Born in 1944. Doctor of Law; graduate in European Studies from the College of Europe (Bruges). From 1971 to 1981 member of the Diplomatic Corps of Luxembourg (Consul General to Belgium; Deputy Permanent Representative to the United Nations Office and Specialized Agencies in Geneva). Entered the ILO in 1981. Employed in the Freedom of Association Branch (LIBSYND), then in the Application of Standards Branch (APPL), International Labour Standards Department (NORMES), particularly in the field of the core Conventions and of labour inspection. ILO representative to the European Committee of Social Rights of the European Social Charter. Chief a.i. of APPL in September 1999.

Ms. Pauline Barrett-Reid (United Kingdom)

Appointed Director of the ILO Area Office in Moscow, Russian Federation at the D.1 grade. Born in 1946. Graduated from the University of London with a Bachelor of Science (Sociology) in 1969 and from the University of Brunel with a Master of Arts (Public and Social Administration) in 1983. Ms. Barrett-Reid has had a long and distinguished career

with the Department of Social Security of the Government of the United Kingdom, including the positions of Policy Manager for War Pensions and Industrial Injuries Benefits and Head of the United Kingdom's Women's Unit, where she was head of delegation for the European Union at the United Nations. Ms. Barrett-Reid was Social Security Specialist in the ILO Multidisciplinary Team in Harare and previous to that she was at the ILO in Geneva as an Expert on Social Protection and the European Commission in Brussels as an Expert Adviser on Social Protection. Ms. Barrett-Reid has published numerous papers in the United Kingdom on social security.

Mr. Friedrich Buttler (Germany)

Appointed Regional Director of Field Programmes in Europe and Central Asia. Born in 1941. Graduated from the University of Göttingen (Faculty of Economics), and completed postgraduate studies in Spain. He was first a professor of economics before becoming President of Paderborn University. He then became Director of the Institute for Employment Research, a subdivision of the German Federal Labour Office. He became a member of Wissenschaftsrat, an independent advisory body advising the Federal and Regional Governments on Higher Education and Research. He had also been State Secretary of the Ministry for Higher Education, Research and Culture in Brandenburg. As of 1999, he has been Chairman of the Committee for the Modernization of the Government in the State of Brandenburg.

Ms. Maria A. Ducci Budge (Chile)

Appointed Senior Counsellor in the Director-General's Office at the D.2 grade. Promotion to D.1 was reported to the Governing Body in March 1992.

Mr. Fagla Lambert Gbossa (Benin)

Appointed Deputy Director of the African Regional Office and promoted to D.1. Born in 1944. Graduated from the University of Liège with a Degree in Mathematics and from the Université libre de Bruxelles with an Actuary Degree. He began his career as a Graduate Assistant in mathematics and researcher in computing at various universities and institutes in Belgium. In 1975 he became an Expert in Social Security in sub-Saharan Africa for the ILO and again in 1986 as an Actuary Expert-Consultant in Burundi. In 1987 Mr. Gbossa came to ILO headquarters as Actuary in the Social Security Department. In 1994 he transferred to the ILO Multidisciplinary Advisory Team in Abidjan as Senior Specialist in Social Security and in 1997 returned to the Social Security Department in Geneva as Senior Statistician. In 1998 he was appointed Director of the ILO Area Office in Kinshasa.

Mr. Kodjo Michel Gozo (Togo)

Appointed Director of the ILO Area Office and East Africa Multidisciplinary Advisory Team in Addis Ababa at the D.1 grade. Born in 1951. Trained in economics with a doctorate from Paris University (Panthéon-Sorbonne). Mr. Gozo's experience includes: lecturer at the University of Côte d'Ivoire in the Faculty of Economics, and researcher at CIRES (Centre Ivoirien de Recherche Economique et Sociale) in Abidjan from 1978 to 1982; employment specialist with JASPA (ILO's Jobs and Skills Programme for Africa) in Addis Ababa (Ethiopia) from 1982 to 1992; senior economist in the UNDP field office in Ouagadougou (Burkina Faso) from 1992 to 1996; and Technical Cooperation Programme Manager with the ILO's Employment and Training Department (EMPFORM) in Geneva

from 1996 to 1999. Prior to this appointment Mr. Gozo was Programme Coordinator in the office of the Executive Director of the Social Protection Sector in Geneva.

Mr. Ricardo Infante (Chile)

Appointed Director of the ILO Multidisciplinary Advisory Team in Santiago and promoted to D.1. Born in 1944. Holds a Commercial Engineering Degree, Specialized in Economics from the Facultad de Economía, Universidad de Chile. Prior to joining the ILO he was Lecturer Research Officer at the Universidad Central de Venezuela in Caracas. Joined the ILO in 1979 as Chief Technical Adviser, Expert in Employment Policy and Planning in Caracas, Venezuela and also spent several years in the Brasilia, Santiago and Lima Offices. From 1998 to 2000 he was Senior Labour Market Policy/Labour Institution Specialist in the Santiago Office.

Mr. Mpenza Kabundi (Democratic Republic of the Congo)

Appointed Director of the ILO Area Office and Multidisciplinary Advisory Team for West Africa in Abidjan, and Coordinator of the Jobs for Africa Programme and promoted to D.1. Born in 1951. Holds a Bachelor of Arts in Public Administration from the National University of Zaire, a Masters of Arts in International Affairs from Ohio University and a Ph.D. programme in Public Policy Research and Analysis with a specialization in Public Management Development from the University of Pittsburgh. Prior to joining the ILO he was Senior Vice-President and Member of the Board of Directors, Research, Consulting and International Training at the Atlanta Management Institute in the United States. Joined the ILO in 1989 as Regional Adviser in Management and Small Enterprise Development in Lusaka. In 1993 became Senior Small Enterprise and Management Development Specialist in Harare and in 1994 Entrepreneurship and Management Development Specialist in Dakar. In 1998 moved to Geneva headquarters as Senior Entrepreneurship and Management Development Specialist and in 2000 Senior Crisis Specialist in the InFocus Programme on Crisis Response and Reconstruction.

Mr. Steve Marshall (New Zealand)

Appointed Director of the Relations, Meetings and Documents Services Department at the D.2 grade. Born in 1949. Prior to joining the ILO he was a professional business director, being the Chairman of Directors for three companies and a director of a further five. From 1989 to 1999 he held the position of Chief Executive of the New Zealand Employers' Federation. He was an Employers' deputy member of the ILO Governing Body from 1995 to 2001 and Employer Vice-Chairperson of the PFAC.

Mr. Samir Radwan (Egypt)

Appointed Adviser to the Director-General on Development Policies and Counsellor on Arab Countries. Promotion to D.2 was reported to the Governing Body in March 1994.

Mr. Jean-Michel Servais (Belgium)

Appointed Director of Operations of the ILO Regional Office for Arab States in Beirut and promoted to D.2. Promotion to D.1 was reported to the Governing Body in May 1991.

Mr. Don Skerrett (Canada)

Appointed Director of the Director-General's Office at the D.2 grade. He will retain his function of Director of Operations. In June 1999 he was promoted Director of the Bureau of Programming and Management at the D.2 grade. Promotion to D.1 was reported to the Governing Body in November 1980.

Mr. Amar Toure (Mali)

Appointed Policy Adviser to the Executive Director for the Employment Sector and promoted to D.2. Promotion to D.1 was reported to the Governing Body in March 1998.

Mr. Peter Witzig (Germany)

Appointed Chief of the Document Production and Distribution Branch at the D.1 grade. Born in 1948. Holds a Masters in Printing and Science and a Certificate in Industrial Psychology. Began his career in 1976 as a Printing Expert with the Philippine Printing Technical Foundation in Manila, and became in 1980 Printing Expert for Map Printing for UNDP/UNDTCD. In 1983 he became Principal Technical Adviser to the FAO Office Cotonou in Benin and in 1988 Chief Technical Adviser to UNDP/UNDTCD in Hanoi, Viet Nam. From 1991 to 1994 he moved to FAO in Rome as Chief of the Printing Section and Chief a.i. of the External Printing Section and in 1994 became Chief of the Production and Distribution Branch. Prior to joining the ILO Mr. Witzig was Head of the Printing Section of the IAEA in Vienna.

Mr. A. Sylvester Young (Sierra Leone)

Appointed Chief of the Bureau of Statistics and promoted to D.1. Born in 1947. Holds a BA with Honours in Mathematics from Durham University, a Diploma in Statistics from the London School of Economics and a M.Sc. with Distinction and Ph.D. in Statistics from London University. Prior to joining the ILO he was Senior Lecturer in Statistics at the University of Benin, Nigeria. Joined the ILO in 1986 as a Statistician in Lilongwe and moved to the Abidjan Office in 1991 as Regional Adviser on Labour Statistics for the African Region. Transferred to Geneva headquarters in 1997 as Senior Statistician in the Bureau of Statistics.

Geneva, 12 November 2001.