



SEVENTEENTH ITEM ON THE AGENDA

Report of the Director-General

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I. Obituaries

Mr. John Mainwaring

1. The Director-General announces with deep regret the death, on 6 May 2003, of Mr. John Mainwaring, former Government member of the Governing Body.
2. Born in Montreal, Canada, in 1915, Mr. Mainwaring obtained a Degree in English and Political Economy from McGill University, Montreal, before being awarded a Master's Degree in Education by Columbia University, United States, in 1940.
3. After four years of teaching in private schools, he joined the Department of Labour of Canada as Assistant Editor of the *Labour Gazette*. In 1951, he became Chief of the Labour Management Research Division of the Economics and Research Branch of the Department of Labour. In 1959, he was appointed Labour Counsellor at the Canadian Embassy in Brussels, Belgium. In 1964, he became Chief of the International Labour Affairs Branch of the Department of Labour; he held this position until his retirement in 1980 in Ottawa.
4. His distinguished contribution to the discussions of the International Labour Conference form part of the very history of the International Labour Organization, since it was in Philadelphia in 1944 that Mr. Mainwaring joined the ranks of the Canadian Government delegation for the first time as Secretary. For 34 years, he participated with conviction and determination at nearly all of the sessions of the International Labour Conference as part of the Canadian Government delegation, which he led from 1976 to 1979. From the end of the 1950s until June 1980, he also attended all of the ILO Governing Body sessions, first as an accompanying official, and then as a regular or substitute representative of Canada from 1962 onwards. His in-depth knowledge of the ILO and his wholehearted commitment to promoting the principles of equality and social justice, which lie at the heart of the ILO's mandate, were shown on many occasions, whether it be in his book published in 1986, *The International Labour Organization: A Canadian point of view*, or during the National Tripartite Conference held in Canada in 1969 to commemorate the ILO's 50th anniversary. As Chairperson of the ILO Governing Body from 1972 to 1973, just as in the Government group, he distinguished himself through his unrelenting energy and support of any activities promoting the Organization. In the late 1970s, he was instrumental, within the Government group, in the creation of the informal group of industrialized market economy countries (IMEC).
5. Mr. Mainwaring will be remembered as a courageous, loyal man of conviction whose fair-mindedness and exemplary commitment to the fundamental aims and objectives of the ILO will continue to inspire all those who had the privilege of knowing him and working alongside him in the ILO's executive bodies.
6. *The Governing Body will no doubt wish to request the Director-General to convey its sympathy to the family of Mr. John Mainwaring and the Government of Canada.*

Sir William Douglas

7. The Director-General announces with deep regret the death, on 12 August 2003, of Sir William Douglas, former President of the ILO Administrative Tribunal and former

Chairperson of the Committee of Experts on the Application of Conventions and Recommendations.

8. Born in Barbados in September 1921, he obtained his first university degree in French from McGill University in Montreal, Canada, before continuing his education in England and studying law at the London School of Economics. He was admitted to the Bar in Barbados in 1947, and from 1955 onwards he held increasingly senior positions in the judiciary in Jamaica, where he was appointed Solicitor General in 1962. In 1965, he became Chief Justice of Barbados, a post he filled with distinction and authority until 1986. He received a knighthood in 1969 from Her Majesty Queen Elizabeth II of England, and in 1977 he became a Privy Counsellor (a member of the Privy Council responsible for advising the Crown on matters of State), before being elevated to the honourable position of Knight Commander of the Order of St. Michael and St. George (KCMG).
9. In 1987, he was appointed as the Barbadian Ambassador in Washington, United States. In 1991, he went to London as the Barbadian High Commissioner. Throughout his long and brilliant career, he served the causes that were dear to him with conviction and generosity, both in his own country, Barbados, by giving his eminent contribution to charity work for the protection of children and rights of the most impoverished, and at the regional level in his role as Chairman of the Commonwealth Caribbean Council of Legal Education, Chairman of the Inter-American Juridical Committee, or as a Judge of the Administrative Tribunal of the Inter-American Development Bank. His wholehearted commitment to social justice was shown at the international level in many high-ranking legal bodies such as the ILO Administrative Tribunal and the Committee of Experts on the Application of Conventions and Recommendations, where he worked for 27 years.
10. In the ILO Administrative Tribunal, of which he was President between 1994 and 1997 and a member for 15 years, he gained the esteem and affection of his peers for his perceptiveness, wisdom and keen sense of equality. Within the ILO Administrative Tribunal and the Committee of Experts on the Application of Conventions and Recommendations, of which he was a member for 20 years (1975-95), before becoming its Chairperson from 1995 to 2001, all those who had the privilege of knowing him or working with him will remember his charm, humane nature, outstanding intelligence and magnanimity.
11. *The Governing Body will no doubt wish to request the Director-General to convey its sympathy to the family of Sir William Douglas and the Government of Barbados.*

Mr. Saiyid Hashim Raza

12. The Director-General announces with deep regret the death, on 30 September 2003, of Mr. Saiyid Hashim Raza, former Government member of the Governing Body.
13. Born in Unao, India, on 16 February 1910, he obtained a Master's Degree in Political Science in 1932 from the University of Lucknow, India, before continuing his studies in Oxford, in the United Kingdom. In 1934, he joined the Indian Civil Service, in which he held senior positions such as that of Deputy Commissioner of three districts, until partition and the creation of Pakistan in 1947.
14. Mr. Raza was a close friend of Quaid-i-Azam Mohammad Ali Jinnah, the founding father of Pakistan, and following partition he became the First Administrator of Karachi, the federal capital of Pakistan, from July 1948 until April 1951. He then held senior positions in several districts such as the Secretary for Education and Health, and then Chief

Secretary, of Sindh, and the Governor of East Pakistan in 1961. In the years that followed, he afforded his remarkable skills to several ministries, including the Ministry of Rehabilitation and Works, the Ministry of Information and National Reconstruction, and the Ministry of Health, Labour and Social Welfare as of 1 June 1962. As the Secretary of this Ministry, he led his country's delegation at all of the sessions of the International Labour Conference between June 1962, the year during which he chaired the Finance Committee of the Conference, and June 1965, a year marked by his election to the position of President of the 49th Session of the Conference. He was Vice-Chairman of the Fifth Asian Regional Conference held in Melbourne, Australia, in November and December 1962, and between 1962 and 1966, he also represented the Government of Pakistan at the ILO Governing Body. He was also the Chairperson of the Committee on Standing Orders and the Application of Conventions and Recommendations from November 1963. His international career continued well after his retirement from the civil service in 1966, since he formed part of Pakistan's delegation to the 29th and 31st sessions of the United Nations General Assembly which were held in 1974 and 1976 respectively.

15. His long and brilliant political career was dedicated to serving his country and the causes that were dear to him, such as the protection of refugees during the creation of Pakistan, and for this reason Pakistan awarded him high honours for commendable service to the nation. He was a man of letters, admired for his gift as a speaker and his poetry, and all those who had the privilege of knowing him will remember him as a multifaceted, highly cultured man with high moral standards, and whose exceptional political abilities rivalled his human qualities.
16. *The Governing Body will no doubt request the Director-General to convey its sympathy to the family of Mr. Saiyid Hashim Raza and to the Government of Pakistan.*

II. Progress in international labour legislation

Ratifications of Conventions

17. Since the preparation of the document submitted to the 286th Session of the Governing Body, the Director-General has registered the following 74 ratifications of international labour Conventions, bringing the total number of ratifications registered on 16 September 2003 to 7,163:

Albania

Ratifications registered on 3 March 2003:

Prevention of Major Industrial Accidents Convention, 1993 (No. 174)
Part-Time Work Convention, 1994 (No. 175)
Safety and Health in Mines Convention, 1995 (No. 176)

Antigua and Barbuda

Ratification registered on 2 May 2003:

Equal Remuneration Convention, 1951 (No. 100)

Belgium

Ratification registered on 2 June 2003:

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

Ratifications registered on 10 June 2003:

Seafarers' Hours of Work and the Manning of Ships Convention, 1996 (No. 180)
Protocol of 1996 to the Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)

Bolivia

Ratification registered on 6 June 2003:

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

Bulgaria

Ratifications registered on 24 February 2003:

Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)
Seafarers' Hours of Work and the Manning of Ships Convention, 1996 (No. 180)

Ratification registered on 12 June 2003:

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

Ratification registered on 30 July 2003:

Repatriation of Seafarers Convention (Revised), 1987 (No. 166)

Côte d'Ivoire

Ratifications registered on 7 February 2003:

Minimum Age Convention, 1973 (No. 138)
Worst Forms of Child Labour Convention, 1999 (No. 182)

Denmark

Ratifications registered on 10 July 2003:

Accommodation of Crews (Supplementary Provisions) Convention, 1970 (No. 133)
Seafarers' Hours of Work and the Manning of Ships Convention, 1996 (No. 180)
Protocol of 1996 to the Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)

Egypt

Ratification registered on 20 June 2003:

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

Estonia

Ratification registered on 12 March 2003:

Employment Policy Convention, 1964 (No. 122)

Ethiopia

Ratifications registered on 2 September 2003:

Forced Labour Convention, 1930 (No. 29)

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

Finland

Ratification registered on 21 February 2003:

Safety and Health in Agriculture Convention, 2001 (No. 184)

Grenada

Ratifications registered on 14 May 2003:

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

Minimum Age Convention, 1973 (No. 138)

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

Guinea

Ratifications registered on 6 June 2003:

Minimum Age Convention, 1973 (No. 138)

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

Italy

Ratification registered on 12 February 2003:

Safety and Health in Construction Convention, 1988 (No. 167)

Jordan

Ratification registered on 13 May 2003:

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

Ratification registered on 10 July 2003:

Labour Administration Convention, 1978 (No. 150)

Ratification registered on 5 August 2003:

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

Kazakhstan

Ratification registered on 26 February 2003:

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

Republic of Korea

Ratifications registered on 11 April 2003:

Officers' Competency Certificates Convention, 1936 (No. 53)
Chemicals Convention, 1990 (No. 170)

Lebanon

Ratification registered on 10 June 2003:

Minimum Age Convention, 1973 (No. 138)

Liberia

Ratifications registered on 25 March 2003:

Labour Inspection Convention, 1947 (No. 81)
Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)

Ratifications registered on 2 June 2003:

Labour Administration Convention, 1978 (No. 150)
Worst Forms of Child Labour Convention, 1999 (No. 182)

Luxembourg

Ratification registered on 6 March 2003:

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

Mauritius

Ratification registered on 18 March 2003:

Dock Work Convention, 1973 (No. 137)

Republic of Moldova

Ratifications registered on 4 April 2003:

Right of Association (Agriculture) Convention, 1921 (No. 11)
Minimum Wage Fixing Machinery (Agriculture) Convention, 1951 (No. 99)
Guarding of Machinery Convention, 1963 (No. 119)
Rural Workers' Organisations Convention, 1975 (No. 141)
Labour Relations (Public Service) Convention, 1978 (No. 151)

Mongolia

Ratification registered on 16 December 2002:

Minimum Age Convention, 1973 (No. 138)

Mozambique

Ratifications registered on 16 June 2003:

Forced Labour Convention, 1930 (No. 29)

Minimum Age Convention, 1973 (No. 138)

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

Netherlands

Ratifications registered on 16 June 2003:

Seafarers' Hours of Work and the Manning of Ships Convention, 1996 (No. 180)

Protocol of 1996 to the Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)

New Zealand

Ratification registered on 9 June 2003:

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

Russian Federation

Ratification registered on 25 March 2003:

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

Serbia and Montenegro

Ratifications registered on 10 July 2003

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

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

Slovenia

Ratifications registered on 30 January 2003:

Seafarers' Identity Documents Convention, 1958 (No. 108)

Nursing Personnel Convention, 1977 (No. 149)

South Africa

Ratifications registered on 18 February 2003:

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

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

Sudan

Ratifications registered on 7 March 2003:

Minimum Age Convention, 1973 (No. 138)
Worst Forms of Child Labour Convention, 1999 (No. 182)

Syrian Arab Republic

Ratification registered on 22 May 2003:

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

The former Yugoslav Republic of Macedonia

Ratification registered on 15 July 2003:

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

Trinidad and Tobago

Ratification registered on 23 April 2003:

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

Uganda

Ratification registered on 25 March 2003:

Minimum Age Convention, 1973 (No. 138)

Ukraine

Ratification registered on 7 March 2003:

Paid Educational Leave Convention, 1974 (No. 140)

Ratification registered on 15 May 2003:

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

Ratification registered on 3 September 2003:

Workers' Representatives Convention, 1971 (No. 135)

United Kingdom

Ratification registered on 2 July 2003:

Labour Inspection (Seafarers) Convention, 1996 (No. 178)

Viet Nam

Ratification registered on 24 June 2003:

Minimum Age Convention, 1973 (No. 138)

*Zimbabwe**Ratifications registered on 9 April 2003:*

Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
 Occupational Safety and Health Convention, 1981 (No. 155)
 Occupational Health Services Convention, 1985 (No. 161)
 Asbestos Convention, 1986 (No. 162)
 Prevention of Major Industrial Accidents Convention, 1993 (No. 174)
 Safety and Health in Mines Convention, 1995 (No. 176)

**Declarations concerning the application of
 Conventions to non-metropolitan territories**
 (article 35 of the Constitution)

- 18.** The Director-General has registered the following declaration concerning the application of international labour Conventions to non-metropolitan territories:

*Denmark**Declaration registered on 10 July 2003:*

Accommodation of Crews (Supplementary Provisions) Convention, 1970 (No. 133)

Not applicable: Faeroe Islands, Greenland

Seafarers' Hours of Work and the Manning of Ships Convention, 1996 (No. 180)

Not applicable: Faeroe Islands, Greenland

Protocol of 1996 to the Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)

Not applicable: Faeroe Islands, Greenland

Notifications

- 19.** The Director-General registered, on 7 March 2003, the following notifications concerning the application, by China, of international labour Conventions, *without modification*, to the Special Administrative Region of Macau:

Labour Administration Convention, 1978 (No. 150)
 Safety and Health in Construction Convention, 1988 (No. 167)

**Statement concerning the application
 of a ratified Convention**

- 20.** The Director-General registered on 23 May 2003 a declaration, communicated by the Government of the Netherlands, under Article 2, paragraph 6, of the Equality of Treatment (Social Security) Convention, 1962 (No. 118), according to which the benefits provided under the Disablement Assistance Act for Handicapped Young Persons of 24 April 1997

and the Supplementary Benefits Act of 6 November 1986, are benefits of the type as referred to in Article 2, paragraph 6(a), of this Convention.

Ratification/acceptation of the instrument for the amendment of the Constitution of the International Labour Organization, 1997

21. Since the preparation of the document submitted to the 286th Session of the Governing Body, the Director-General has received the following ratifications:

<i>Cuba</i>	Ratification	17 February 2003
<i>Zimbabwe</i>	Ratification	9 April 2003

The total number of ratifications and acceptances is now 76, including six by States of chief industrial importance.

III. Internal administration

22. 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.

23. The following appointments and nominations are accordingly reported to the Governing Body:

Mr. R. Amjad (Pakistan)

Appointed Director for Policy Planning in the Employment Sector (ED/EMP) with effect from 1 March 2003. Promotion to D.1 was reported to the Governing Body in November 1997.

Ms. C. Doumbia-Henry (Dominica)

Appointed Director of the Sectoral Activities Department (SECTOR) and promoted to D.2 with effect from 1 September 2003. Promotion to D.1 was reported to the Governing Body in November 1999.

Ms. G. González Marroquín (Costa Rica)

Ms. Gerardina González Marroquín is appointed Director of the ILO Subregional Office for Central America in San José, Costa Rica, and promoted to D.1 with effect from 1 October 2003.

Born in 1957, she graduated from the University of Costa Rica in 1980 with a *Licenciatura (Economía Agrícola)* and in 1987 with a *Licenciatura (Derecho, Abogacía y Notariado)*.

Ms. González Marroquín began her career with the ILO in 1994 in the Multidisciplinary Advisory Team in San José as Senior Specialist on Employers' Activities, a position that she holds at present.

Prior to the ILO, Ms. González Marroquín held the positions of Executive Director of the National Chamber of Agriculture and Agroindustry of Costa Rica, Executive Director of the National Chamber of Milk Producers of Costa Rica, and Professor of Accounting at the University of Costa Rica.

Recently she authored *Guía para la Gerencia de Organizaciones Empresariales* and *Guía para el análisis del entorno en las organizaciones de empleadores*, as well as a variety of technical articles for magazines.

Mr. M.A. Ould Sidi Mohamed (Mauritania)

Mr. Mohamed Ali Ould Sidi Mohamed is appointed Director of the ILO Subregional Office for Sahel in Dakar and promoted to D.1 with effect from 1 October 2003.

Born in 1956, Mr. Ould Sidi Mohamed graduated from the *Institut Supérieur de Gestion* of the ESSEC Group in Paris, France, and from the *Ecole Nationale Supérieure d'Organisation Economique et Sociale* (ENOES) in Paris, France.

Mr. Ould Sidi Mohamed joined the ILO in 1997 as Senior Specialist for Employers' Activities in the Multidisciplinary Team in Dakar, Senegal, before being transferred in 1999 to the position of Principal Officer with Special Responsibility for Activities with African Employers' Organizations in the Bureau for Employers' Activities in Geneva.

Prior to his ILO career, Mr. Ould Sidi Mohamed held the position of General-Secretary of the General Employers' Confederation of Mauritania for 13 years. He has also directed the Human Resources Central Division in the National Industrial and Mining Company (SNIM) in Mauritania and acted as National Director of the UNDP/UNIDO project on Private Sector Development. From 1986 to 1997, Mr. Ould Sidi Mohamed was a member of the Governing Body of the International Labour Office and in 1994 Vice-Chairperson of the Employers' group at the 81st Session of the International Labour Conference.

Mr. M. Paraiso (Benin)

Mr. Moucharaf Paraiso is appointed Director of the Development Cooperation Department (CODEV) and promoted to D.2 with effect from 1 September 2003. Promotion to D.1 was reported to the Governing Body in March 2001.

Mr. G. Raimondi (Italy)

Mr. Guido Raimondi is appointed Deputy Legal Adviser (D.1) within the Office of Legal Services (JUR) with effect from 10 May 2003.

He was born in 1953 and holds a Doctorate in Jurisprudence from Naples University.

Prior to joining the ILO, Mr. Raimondi held a number of senior legal positions, including Judge in the Italian Court of Cassation, member of the Western European Union Administrative Tribunal and also the European Court of Human Rights.

He has written many legal articles on matters such as the European Convention on Human Rights. Mr. Raimondi is a member of various legal bodies such as the *Société française de droit international* (SFDI) and the *Società italiana di diritto internazionale* (SIDI).

Ms. L. Wirth (Australia)

Ms. Linda Wirth is appointed Director of the Bureau for Gender Equality (GENDER) and promoted to D.1 with effect from 1 September 2003.

Born in 1950, she holds a BSc in Human Physiology from the University of New South Wales and a Teachers' Certificate from the University of Wollongong, Australia.

Ms. Wirth joined the ILO as a consultant in 1986 in the Office for Women Workers Questions. From 1989 she was a research officer in the Conditions of Work and Welfare Facilities Branch. From 1997 she was a senior research and development officer in the Sectoral Activities Department. In 1999 she was adviser to the Executive Director on programming, gender and management issues of the Social Dialogue Sector. Her book, *Breaking through the glass ceiling: Women in management*, was published in 2001. Since 2001, she has served as Senior Gender Specialist in the Bureau for Gender Equality.

Prior to the ILO, Ms. Wirth held different positions in the field of education and in international non-governmental organizations.

Ms. Y. Zhang (China)

Ms. Youyun Zhang is appointed Senior Adviser to the ILO Office for China and Mongolia in Beijing with effect from 1 September 2003. Promotion to D.1 was reported to the Governing Body in November 1994 and promotion to D.2 in November 1999.

Geneva, 24 October 2003.

Points for decision: Paragraph 6;
Paragraph 11;
Paragraph 16.