



SIXTEENTH ITEM ON THE AGENDA

Report of the Director-General

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I. Obituary

Mr. Bert Seidman

1. The Director-General announces with deep regret the death, on 24 June 2004, of Mr. Bert Seidman, former Worker member of the Governing Body.
2. Born in New York, United States, on 22 September 1919, Mr. Seidman studied at the University of Wisconsin. From a young age, he distinguished himself by his strength of conviction. A committed pacifist, he performed alternative service as a conscientious objector in civilian public service camps from 1944. While carrying out construction work at the Blue Ridge Parkway, he established a school of industrial relations for his fellow workers. At the end of the Second World War, whilst working in Pasadena, California, he led a long protest against the federal Government, which had ceased to pay conscientious objectors but had not released them from service.
3. His long trade union career is closely linked with the modern history of the American Federation of Labor-Congress of Industrial Organizations (AFL-CIO), including 24 years heading its Department of Social Security. A brilliant economist, he quickly established himself as a renowned specialist in social and retirement issues and health care. It was this that led him to become known in the international arena as one of the most ardent defenders of workers' social rights. From 1958 to 1976, and again from 1987 to 1988, he attended 20 sessions of the International Labour Conference as a Worker delegate or Worker adviser representing AFL-CIO as part of the United States delegation. From 1962 to 1966, he also served, among other things, as AFL-CIO European representative dealing with economic matters.
4. A Worker member of the ILO Governing Body from November 1972 to March 1975, he will be remembered by all those who had the privilege of knowing him and working alongside him in the ILO's executive bodies as a man of passion and conviction, whose energies were entirely devoted to defending the most powerless in society. The memory of his tireless work for retirees in the United States, which he continued throughout his life, is evidence in itself of his immense generosity.
5. *The Governing Body will no doubt wish to request the Director-General to convey its sympathy to the family of Mr. Bert Seidman and to the American Federation of Labor-Congress of Industrial Organizations.*

II. Progress in international labour legislation

Ratifications of Conventions and Protocols to Conventions

6. Since the preparation of the document submitted to the 289th Session of the Governing Body, the Director-General has registered the following 55 ratifications of international labour Conventions, bringing the total number of ratifications registered on 6 September 2004 to 7,235. In addition, four ratifications of Protocols have also been registered.

Albania

Ratifications registered on 9 February 2004:

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

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

Ratification registered on 28 June 2004:

Night Work Convention, 1990 (No. 171)

Ratifications registered on 18 August 2004:

Labour Inspection Convention, 1947 (No. 81)

Minimum Wage Fixing Convention, 1970 (No. 131)

Workers' Representatives Convention, 1971 (No. 135)

Rural Workers' Organisations Convention, 1975 (No. 141)

Maternity Protection Convention, 2000 (No. 183)

Argentina

Ratification registered on 20 February 2004:

Labour Administration Convention, 1978 (No. 150)

Australia

Ratification registered on 26 March 2004:

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

Austria

Ratification registered on 30 April 2004:

Maternity Protection Convention, 2000 (No. 183)

Azerbaijan

Ratification registered on 30 March 2004:

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

Belarus

Ratification registered on 10 February 2004:

Maternity Protection Convention, 2000 (No. 183)

Belgium

Ratification registered on 9 June 2004:

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

Bulgaria

Ratification registered on 1 March 2004:

Seafarers' Welfare Convention, 1987 (No. 163)

*Comoros**Ratifications registered on 17 March 2004:*

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

Minimum Age Convention, 1973 (No. 138)

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

*Cuba**Ratification registered on 1 June 2004:*

Maternity Protection Convention, 2000 (No. 183)

*Dominica**Ratification registered on 26 July 2004:*

Labour Administration Convention, 1978 (No. 150)

*Egypt**Ratification registered on 28 May 2004:*

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

*El Salvador**Ratification registered on 22 July 2004:*

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

*France**Ratifications registered on 27 April 2004:*

Seafarers' Welfare Convention, 1987 (No. 163)

Health Protection and Medical Care (Seafarers) Convention, 1987 (No. 164)

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

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

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

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

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

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

*Georgia**Ratification registered on 22 June 2004:*

Seafarers' Welfare Convention, 1987 (No. 163)

*Indonesia**Ratification registered on 29 January 2004:*

Labour Inspection Convention, 1947 (No. 81)

Jordan

Ratification registered on 1 April 2004:

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

Ratification registered on 9 August 2004:

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

Kyrgyzstan

Ratifications registered on 10 May 2004:

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

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

Lebanon

Ratification registered on 6 September 2004:

Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152)

Lithuania

Ratification registered on 3 March 2004:

Employment Policy Convention, 1964 (No. 122)

Ratification registered on 19 March 2004:

Private Employment Agencies Convention, 1997 (No. 181)

Ratification registered on 6 May 2004:

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

Mauritius

Ratifications registered on 5 April 2004:

Labour Administration Convention, 1978 (No. 150)

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

Ratification registered on 9 June 2004:

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

Ratification registered on 3 September 2004:

Employment Service Convention, 1948 (No. 88)

Nigeria

Ratification registered on 4 March 2004:

Placing of Seamen Convention, 1920 (No. 9)

Ratifications registered on 22 March 2004:

Dock Work Convention, 1973 (No. 137)

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

Ratifications registered on 19 August 2004:

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

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

Paraguay

Ratification registered on 3 March 2004:

Minimum Age Convention, 1973 (No. 138)

Peru

Ratification registered on 6 July 2004:

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

Russian Federation

Ratifications registered on 14 July 2004:

Dock Work Convention, 1973 (No. 137))

Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152)

Slovenia

Ratifications registered on 21 July 2004:

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

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

Sweden

Ratification registered on 9 June 2004:

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

Thailand

Ratification registered on 11 May 2004:

Minimum Age Convention, 1973 (No. 138)

Trinidad and Tobago

Ratification registered on 3 September 2004:

Minimum Age Convention, 1973 (No. 138)

Uruguay

Ratification registered on 14 June 2004:

Private Employment Agencies Convention, 1997 (No. 181)

Declaration concerning the application of Conventions to a non-metropolitan territory (article 35 of the Constitution)

7. The Director-General has registered the following declaration concerning the application of international labour Conventions and a Protocol to a Convention regarding the following non-metropolitan territory:

United Kingdom

Declaration registered on 21 July 2004:

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

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

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

Applicable without modification: Isle of Man

Denunciation of a Convention

Australia

8. The Director-General registered, on 6 February 2004, the denunciation by Australia of the Contracts of Employment (Indigenous Workers) Convention, 1947 (No. 86). The text of the communication concerning the denunciation by Australia of this Convention reads as follows:

In 1997, the International Labour Conference adopted a Constitutional amendment which would allow the abrogation or repeal of any ILO Convention that had lost its purpose or that no longer made a useful contribution to attaining ILO objectives. While this amendment has not yet come into effect, Australia accepted it in October 2001. In this context, the Australian Government decided to review the ILO Conventions ratified for Australia with a view to identifying those that were obsolete. The Australian Government then decided that Convention No. 86 was obsolete.

The ILO has shelved Convention No. 86, as the practices described in the Convention have largely disappeared.

Australia's ratification of Convention No. 86 has had no practical effect, as it was subsequently declared to be not applicable to Norfolk Island, which was the only Australian territory to which Convention No. 86 might apply.

In addition, the ILO no longer asks ratifying countries to submit reports on the application of Convention No. 86.

In accordance with the provisions of the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), the Australian Government consulted with representative organizations of employers and of workers concerning the proposal to denounce the Convention. The Australian Chamber of Commerce and Industry (ACCI) and the Australian Council of Trade Unions (ACTU) both indicated support for the proposal.

Entry into force of a Convention and a Protocol to a Convention

9. In accordance with its Article 12, paragraph 2, the Seafarers' Identity Documents Convention (Revised), 2003 (No. 185), will come into force six months after the date on which the ratifications of two Members have been registered. Following its ratification by Jordan, registered on 9 August 2004, this condition is fulfilled. Convention No. 185 will accordingly come into force on 9 February 2005.
10. In accordance with its Article 8, paragraph 2, the Protocol of 2002 additional to the Occupational Safety and Health Convention, 1981, will come into force 12 months after the date on which the ratifications of two Members have been registered. Following its ratification by Albania, registered on 9 February 2004, this condition is fulfilled. The Protocol of 2002 will accordingly come into force on 9 February 2005.

Ratification/acceptation of the Instrument of Amendment of the Constitution of the International Labour Organization, 1997

11. Since the preparation of the document submitted to the 289th Session of the Governing Body, the Director-General has received the following ratifications of the Instrument:

Comoros	ratification	17 March 2004
Guinea	ratification	23 February 2004
Lithuania	ratification	3 March 2004
Nigeria	ratification	14 June 2004

The total number of ratifications and acceptances is now 80, including six by States of chief industrial importance.

III. Internal administration

12. Article 4.2(d) of the Staff Regulations states:

Vacancies in the Director and Principal Officer category shall be filled by the Director-General by transfer in the same grade, promotion or appointment. Such promotions or appointments, other than to vacancies in technical cooperation projects, shall be reported to the Governing Body with a short statement of the qualifications of the persons so promoted or appointed.

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

Mr. K. Dan Cunniah (Mauritius)

Appointed Deputy Director of the Bureau for Workers' Activities at the D.1 grade with effect from 1 November 2004. Born in 1952.

Mr. Cunniah holds a Diploma in Industrial Relations and Development Economics from the University of Oxford (United Kingdom) and holds several certificates on advanced

trade union leadership, industrial law, cooperative development and teaching methods and techniques in workers' education.

Prior to joining the ILO, Mr. Cunniah was Director of the Geneva Office of the International Confederation of Free Trade Unions (ICFTU) and Secretary of the Workers' group of the Governing Body from 1998 to 2004 and of the International Labour Conference from 1999 to 2004. He joined the Africa Desk of the ICFTU in Brussels in 1991 and was transferred to the ICFTU Geneva Office as Assistant Director in 1993. He has also held the position of General Secretary of the Mauritius Labour Congress for 12 years and that of Secretary of the *Tea Development Authority Staff and Employees' Union* for ten years. Throughout his career, Mr. Cunniah has been a member of various boards and committees and actively involved in the trade union movement.

Ms. Cleopatra Doumbia-Henry (Dominica)

Appointed Director of the International Labour Standards Department with effect from 1 October 2004. Promotion to D.2 was reported to the Governing Body in November 2003. Promotion to D.1 was reported to the Governing Body in November 1999.

Mr. Ullrich Flechsenhar (Germany)

Appointed Chief of the Official Documentation Branch with effect from 1 August 2004. Promotion to D.1 was reported to the Governing Body in June 1992.

Mr. Jean-Claude Javillier (France)

Appointed Senior Adviser to the International Institute for Labour Studies with effect from 1 October 2004. Appointment at D.2 was reported to the Governing Body in March 2001.

Mr. Norman Jennings (Australia)

Appointed Deputy Director of the Sectoral Activities Department and promoted to D.1 with effect from June 2004. Born in 1945.

Mr. Jennings graduated with a B.Sc. degree (Fuel Science) from the University of Leeds (United Kingdom) and a Grad. Dip. (Economics) from the University of Canberra (Australia). He is a chartered engineer and a member of several professional energy and engineering associations.

Mr. Jennings joined the ILO in 1987 as an Industrial Specialist and was promoted to Senior Industrial Specialist in 1990. He has acted as Deputy Representative of the Secretary-General on several committees of the International Labour Conference.

Prior to joining the ILO, Mr. Jennings held several senior government positions, including Assistant Secretary in the Department of Resources and Energy, Canberra, Australia. From 1979 to 1983, he was a Principal Administrator in the Office for Energy Research, Development and Technology Applications of the International Energy Agency, Paris, France.

Ms. Lin Lean Lim (Malaysia)

Appointed Deputy Regional Director of the ILO Regional Office for Asia and the Pacific in Bangkok with effect from 15 April 2004. Promotion to D.1 was reported to the Governing Body in March 2001.

Mr. Daniel Martínez y Fernández (Spain)

Appointed Director of the ILO Subregional Office of the South Cone of Latin America in Santiago with effect from 1 July 2004. Promotion to D.1 was reported to the Governing Body in March 2001.

Mr. Djankou Ndjoukou (Cameroon)

Appointed Director of the ILO Office for the United Nations in New York with effect from 1 September 2004. Promotion to D.1 was reported to the Governing Body in November 1996.

Ms. Jane Stewart (Canada)

Appointed Director of the Skills and Employability Department in the Employment Sector and leader of the ILO task team on youth employment at grade D.2 with effect from 15 May 2004. Born in 1955.

Ms. Stewart graduated with a B.Sc.(Hons) degree from Trent University, Ontario (Canada).

Prior to joining the ILO, Ms. Stewart held several ministerial positions with the Government of Canada. From 1999 to her present appointment she served as Minister of Human Resources Development, Canada; from 1997 to 1999 she served as Minister of Indian Affairs and Northern Development; and from 1996 to 1997 she served as Minister of National Revenue. She has chaired the Cabinet Committee on Economic Union and the G-8 Ministers of Labour Meeting in 2002 (Montreal), as well as co-chairing several federal-provincial-territorial ministerial councils. Ms. Stewart was elected as the federal member of Parliament for Brant for three terms in succession.

Ms. Constance Thomas (United States)

Appointed Director of the ILO Office for China and Mongolia in Beijing and promoted to D.1 with effect from 1 October 2004. Born in 1954.

Ms. Thomas holds a Juris Doctorate from the University of San Diego School of Law, California, United States, Certificates in International and Comparative Law, and a Bachelor of Arts in International Studies and Economics from the Ohio State University, Columbus, Ohio, United States. She passed the California Bar Exam in 1981.

Ms. Thomas joined the ILO in 1990 as an Application and Research Officer with the International Labour Standards Department. In 1994 she transferred to the ILO Subregional Office for the Caribbean in Port-of-Spain as Senior Specialist for International Labour Standards, Labour Law and Gender Issues and was promoted to P.5 in 1996. In 1998 she was appointed Chief of Section of the Equality and Employment Branch of the International Labour Standards Department.

Prior to joining the ILO, Ms. Thomas was an attorney in private practice in San Francisco, California, specializing in the fields of constitutional law and labour law. From 1984 to 1990 she often served as a consultant/expert to the ILO in areas of conditions of work, safety and health, labour standards, human rights and gender issues. She has published numerous articles on issues of international law, international labour standards and equality issues.

Ms. Johanna Walgrave (Belgium)

Appointed Director of the Social Dialogue, Labour Law and Labour Administration Department at the D.2 grade with effect from 1 November 2004. Born in 1948.

Ms. Walgrave holds a Master's Degree in Law cum laude from the University of Louvain, Belgium, specializing in European and International Law, and a Humanities Degree (Greek-Latin) from the University of Bruges, Belgium.

Ms. Walgrave joined the ILO in 1998 as Chief Technical Adviser of the ILO Programme on Social Dialogue in French-speaking Africa (PRODIAP), based in Dakar and working with governments and social partners in 22 African countries, a post which she occupied until her present appointment.

Prior to joining the ILO, Ms. Walgrave served as Social Conciliator for the Belgian Ministry of Labour and Employment, was Legal Adviser to several Ministers of Social Affairs and Public Health, and was Chairperson of the Belgian National Labour Council. On several occasions, she has served as a member of the Belgian delegation to the International Labour Conference.

Geneva, 21 October 2004.

Point for decision: Paragraph 5.