



FOR DECISION

SIXTEENTH ITEM ON THE AGENDA

Report of the Director-General

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I. Progress in international labour legislation

Ratifications of Conventions and Protocols to Conventions

1. Since the preparation of the document submitted to the 292nd Session of the Governing Body, the Director-General has registered the following 79 ratifications of international labour Conventions, bringing the total number of ratifications registered on 15 September 2005 to 7,335. In addition, three ratifications of Protocols have also been registered.

Albania

Ratification registered on 3 February 2005:

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

Ratification registered on 2 March 2005:

Migration for Employment Convention (Revised), 1949 (No. 97)

Armenia

Ratifications registered on 29 April 2005:

Minimum Wage Fixing Convention, 1970 (No. 131)

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

Collective Bargaining Convention, 1981 (No. 154)

Labour Statistics Convention, 1985 (No. 160)

Ratifications registered on 18 May 2005:

Workmen's Compensation (Occupational Diseases) Convention, 1925 (No. 18)

Labour Clauses (Public Contracts) Convention, 1949 (No. 94)

Labour Administration Convention, 1978 (No. 150)

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

Belize

Ratifications registered on 15 July 2005:

Repatriation of Seamen Convention, 1926 (No. 23)

Shipowners' Liability (Sick and Injured Seamen) Convention, 1936 (No. 55)

Accommodation of Crews Convention (Revised), 1949 (No. 92)

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

Prevention of Accidents (Seafarers) Convention, 1970 (No. 134)

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

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

Bolivia

Ratification registered on 31 May 2005:

Forced Labour Convention, 1930 (No. 29)

Bulgaria

Ratifications registered on 24 March 2005:

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

Private Employment Agencies Convention, 1997 (No. 181)

Ratifications registered on 9 June 2005:

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

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

Chad

Ratification registered on 21 March 2005:

Minimum Age Convention, 1973 (No. 138)

Djibouti

Ratifications registered on 28 February 2005:

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

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

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

Ratification registered on 14 June 2005:

Minimum Age Convention, 1973 (No. 138)

Estonia

Ratifications registered on 1 February 2005:

Labour Inspection Convention, 1947 (No. 81)

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

Ratification registered on 17 August 2005:

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

Ghana

Ratification registered on 10 May 2005:

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

Hungary

Ratifications registered on 30 March 2005:

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

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

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

Israel

Ratification registered on 15 March 2005:

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

Japan

Ratification registered on 11 August 2005:

Asbestos Convention, 1986 (No. 162)

Kyrgyzstan

Ratification registered on 6 June 2005:

Workmen's Compensation (Accidents) Convention, 1925 (No. 17)

Lao People's Democratic Republic

Ratifications registered on 13 June 2005:

Minimum Age Convention, 1973 (No. 138)

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

Lebanon

Ratifications registered on 4 April 2005:

Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148)

Labour Administration Convention, 1978 (No. 150)

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

Mauritius

Ratification registered on 1 April 2005:

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

Mongolia

Ratifications registered on 15 March 2005:

Forced Labour Convention, 1930 (No. 29)

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

Oman

Ratifications registered on 21 July 2005:

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

Minimum Age Convention, 1973 (No. 138)

Philippines

Ratification registered on 15 July 2005:

Forced Labour Convention, 1930 (No. 29)

Poland

Ratification registered on 19 May 2005:

Chemicals Convention, 1990 (No. 170)

Saint Kitts and Nevis

Ratification registered on 3 June 2005:

Minimum Age Convention, 1973 (No. 138)

Sao Tome and Principe

Ratifications registered on 4 May 2005:

Forced Labour Convention, 1930 (No. 29)

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

Workers' Representatives Convention, 1971 (No. 135)
Minimum Age Convention, 1973 (No. 138)
Labour Relations (Public Service) Convention, 1978 (No. 151)
Collective Bargaining Convention, 1981 (No. 154)
Occupational Safety and Health Convention, 1981 (No. 155)
Worst Forms of Child Labour Convention, 1999 (No. 182)
Safety and Health in Agriculture Convention, 2001 (No. 184)

Serbia and Montenegro

Ratification registered on 13 May 2005:

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

Tajikistan

Ratification registered on 8 June 2005:

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

Turkey

Ratification registered on 7 February 2005:

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

Ratifications registered on 17 March 2005:

Shipowners' Liability (Sick and Injured Seamen) Convention, 1936 (No. 55)

Food and Catering (Ships' Crews) Convention, 1946 (No. 68)

Certification of Ships' Cooks Convention, 1946 (No. 69)

Medical Examination (Seafarers) Convention, 1946 (No. 73)

Accommodation of Crews Convention (Revised), 1949 (No. 92)

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

Prevention of Accidents (Seafarers) Convention, 1970 (No. 134)

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

Hours of Work and Rest Periods (Road Transport) Convention, 1979 (No. 153)

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

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

Ratifications registered on 22 April 2005:

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

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

Occupational Health Services Convention, 1985 (No. 161)

Ratification registered on 28 July 2005:

Seafarers' Annual Leave with Pay Convention, 1976 (No. 146)

Uganda

Ratifications registered on 2 June 2005:

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

Equal Remuneration Convention, 1951 (No. 100)

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

Uruguay

Ratifications registered on 25 May 2005:

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

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

Notifications

2. The Director-General registered, on 8 April 2004, the following notifications from the Government of China concerning the application of international labour Conventions to the Hong Kong Special Administrative Region. These notifications modify the notifications of application previously registered.

- Minimum Age Convention, 1973 (No. 138)

Applicable without modification

- Human Resources Development Convention, 1975 (No. 142)

Applicable without modification

- Labour Statistics Convention, 1985 (No. 160)

Applicable with modification:

- As far as the Hong Kong Special Administrative Region is concerned, statistics of wage structure under Article 10 are not compiled.

- As far as the Hong Kong Special Administrative Region is concerned, statistics of labour cost under Article 1(e) and Article 11 are not compiled, though statistics of compensation of employees are obtained from the annual economic survey.
 - As far as the Hong Kong Special Administrative Region is concerned, in accordance with Article 17(1), the agricultural sector is excluded from the application of the Convention.
3. The Director-General registered, on 20 July 2005, the following notifications from the Government of China concerning the application of international labour Conventions to the Macau Special Administrative Region:
- Seamen’s Articles of Agreement Convention, 1926 (No. 22)
Applicable without modification
 - Repatriation of Seamen Convention, 1926 (No. 23)
Applicable without modification

Statement concerning the application of a ratified Convention

4. The Director-General registered, on 8 June 2005, a declaration from the Government of Madagascar specifying that, within the framework of the application of the Minimum Age Convention, 1973 (No. 138), the minimum age for admission to employment underground is 18 years. Following this declaration, and in accordance with Article 10, paragraph 4(f), of Convention No. 138, the automatic denunciation of the Minimum Age (Underground Work) Convention, 1965 (No. 123), was registered on 8 June 2005.

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

5. Since the preparation of the document submitted to the 292nd Session of the Governing Body, the Director-General has received the following ratification of the instrument:

Chile	Ratification	14 February 2005.
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6. The total number of ratifications and acceptances is now 81, including six by States of chief industrial importance.

Cancellation of the registration of the ratifications by Australia of the Hours of Work and Manning (Sea) Convention, 1936 (No. 57), the Wages, Hours of Work and Manning (Sea) Convention, 1946 (No. 76), the Wages, Hours of Work and Manning (Sea) Convention (Revised), 1949 (No. 93), and the Wages, Hours of Work and Manning (Sea) Convention (Revised), 1958 (No. 109)

7. At its 21st (1936), 28th (1946), 32nd (1949) and 41st (1958) Sessions, the Conference adopted, respectively, the Hours of Work and Manning (Sea) Convention, 1936 (No. 57), the Wages, Hours of Work and Manning (Sea) Convention, 1946 (No. 76), the Wages, Hours of Work and Manning (Sea) Convention (Revised), 1949 (No. 93), and the Wages, Hours of Work and Manning (Sea) Convention (Revised), 1958 (No. 109). The Government of Australia ratified these Conventions and its ratifications were registered on 24 September 1938, 25 January 1949, 3 March 1954 and 15 June 1972, respectively.
8. The conditions established in the relevant provisions of these four Conventions for their entry into force were not met. Furthermore, these Conventions will never come into force insofar as, in accordance with Article 16 of the Seafarers' Hours of Work and the Seafarers' Hours of Work and the Manning of Ships Convention, 1996 (No. 180), they ceased to be open to ratification on 8 August 2002, the date of the coming into force of Convention No. 180.¹
9. In a *Note verbale* received on 10 May 2005, the Permanent Mission of Australia to the Office of the United Nations and other International Organizations in Geneva advised the Director-General that Australia no longer intended its ratification of these four Conventions to have any legal effect in international law and requested that the registration of the ratifications be cancelled. The *Note verbale* contains an annex giving the reasons for this request:

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 Government decided to review the ILO Conventions ratified by Australia with a view to identifying those that were obsolete. A preliminary analysis revealed six Conventions ratified by Australia which would fall into this category, two of which have recently been denounced (Convention 15, Minimum Age (Trimmers and Stokers), 1921; and Convention 21, Inspection of Emigrants, 1926). The remaining four Conventions are:

- Convention 57 concerning Hours of Work on Board Ship and Manning, done at Geneva on 24 October 1936;
- Convention 76 concerning Wages, Hours of Work on Board Ship and Manning, done at Seattle on 29 June 1946;
- Convention 93 concerning Wages, Hours of Work on Board Ship and Manning (Revised 1949), done at Geneva on 18 June 1949;

¹ In accordance with Article 16 of Convention No. 180, the latter revises the Wages, Hours of Work and Manning (Sea) Convention (Revised), 1958 (No. 109), the Wages, Hours of Work and Manning (Sea) Convention (Revised), 1949 (No. 93), the Wages, Hours of Work and Manning (Sea) Convention, 1946 (No. 76), and the Hours of Work and Manning (Sea) Convention, 1936 (No. 57), and, as from the date of the coming into force of Convention No. 180, the above-listed Conventions shall cease to be open to ratification.

- Convention 109 concerning Wages, Hours of Work on Board Ship and Manning (Revised 1958), done at Geneva on 14 May 1958.

The aim of all these four Conventions was to regulate working conditions onboard ships in order to maximise crew safety and efficiency. They include variously, provisions on hours of work, manning levels, wages and minimum age for employment.

These Conventions were ratified by Australia on the basis of federal law and practice alone, on the following dates: Convention 57 – 24 September 1938; Convention 76 – 25 January 1949; Convention 93 – 3 March 1954; and Convention 109 – 15 June 1972.

The Conventions have not come into force, either internationally or for Australia, because they did not receive the required number of ratifications from ILO member States. Consequently, Australia was neither obliged to implement any of their provisions nor to report to the ILO on their implementation.

The ILO has called on ratifying member States to withdraw from the four Conventions and at the same time to consider ratification of Convention 180, Seafarers' Hours of Work and the Manning of Ships Convention, 1996. However, ratification of Convention 180 is not a prerequisite for withdrawal from the four Conventions. The four Conventions are no longer open to ratification following the coming into force of Convention 180 on 8 August 2002.

Convention 180 seeks to update the principles governing employment onboard ships (as set out in the earlier Conventions) by bringing them into line with modern work practices. While the Government is still considering its ratification of Convention 180, ratification is unlikely in the short term, for the following reasons:

- (a) It is Australian treaty policy and practice to ratify a treaty only when compliance with its provisions can be demonstrated in both law and practice. Convention 180 requires, amongst other things, that no person under the age of 18 years should work at night, and there is no provision in Australian law that meets this requirement.
- (b) The remaining subject matter of Convention 180 is already adequately covered by the provisions of other Conventions to which Australia is party. For example, safety and fatigue management aspects of manning levels and hours of rest are addressed in two International Maritime Organization Conventions (the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers and the International Convention for the Safety of Life at Sea). The minimum age for employment at sea is addressed by two other ILO Conventions, Convention 7 and Convention 58.
- (c) While Convention 180 came into force in August 2002, its future status will depend on a proposal to revise and consolidate all maritime Conventions into a single international maritime labour standard, to be considered by the International Labour Conference in 2006.

In accordance with the provisions of Convention 144, Tripartite Consultation (International Labour Standards), 1976, the Australian Government consulted with representative organisations of employers and of workers concerning the proposals to withdraw the Instruments of Ratification for the four Conventions. The Australian Chamber of Commerce and Industry (ACCI) and the Australian Council of Trade Unions (ACTU) both indicated support for the proposal, although the ACTU considered that the Government should commit to ratifying Convention 180.

As Conventions 57, 76, 93 and 109 have never come into force, the formal denunciation provisions set out under the Conventions do not apply.

- 10.** The request of the Government of Australia does not involve the denunciation of the Conventions. Denunciation could, in fact, take place only after the entry into force of the Conventions. Under these conditions, Australia cannot denounce these Conventions and has requested that the registration of its ratifications be cancelled.
- 11.** As these Conventions which have not entered into force can no longer come into force, it appears justified to accede to the request made by the Government of Australia. The Director-General therefore proposes to accede to the Government's request and cancel the

registration of the ratifications by Australia of the Hours of Work and Manning (Sea) Convention, 1936 (No. 57), the Wages, Hours of Work and Manning (Sea) Convention, 1946 (No. 76), the Wages, Hours of Work and Manning (Sea) Convention (Revised), 1949 (No. 93), and the Wages, Hours of Work and Manning (Sea) Convention (Revised), 1958 (No. 109).

12. In 1954, 1966 and 1970, the Director-General had occasion to accede to similar requests made by the Governments of New Zealand and Sweden and to cancel the registration of the ratifications by New Zealand of the Reduction of Hours of Work (Public Works) Convention, 1936 (No. 51), and the Reduction of Hours of Work (Textiles) Convention, 1937 (No. 61), and of the ratifications by Sweden of the Hours of Work and Manning (Sea) Convention, 1936 (No. 57), and the Wages, Hours of Work and Manning (Sea) Convention (Revised), 1958 (No. 109). The Director-General brought the matter to the attention of the Governing Body, which took note of it at its 127th (November 1954), 164th (February-March 1966) and 181st (November 1970) Sessions.
13. *The Governing Body is accordingly invited to take note of the action which the Director-General proposes to take with regard to the request of the Government of Australia as indicated in paragraph 11 above.*

II. Internal administration

14. 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. ...

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

Mr. Ibrahim Awad (Egypt)

Appointed Chief of the International Migration Branch in the Social Protection Sector with effect from 1 July 2005. Promotion to D.1 was reported to the Governing Body in November 2001.

Ms. Pauline Barrett-Reid (United Kingdom)

Appointed Deputy Director of the Department of Social Security in the Social Protection Sector with effect from 15 July 2005. Promotion to D.1 was reported to the Governing Body in November 2001.

Mr. Werner Blenk (Germany)

Appointed Director of the ILO Subregional Office for Eastern Europe and Central Asia in Moscow with effect from 1 November 2005. Promotion to D.1 was reported to the Governing Body in March 1998.

Mr. Michael Cichon (Germany)

Appointed Director of the Department of Social Security in the Social Protection Sector and promoted to D.2 with effect from 1 May 2005. Promotion to D.1 was reported to the Governing Body in March 1998.

Mr. Johan Hofmeijer (Netherlands)

Appointed Deputy Director of the ILO Regional Office for Africa in Addis Ababa and promoted to D.1 with effect from 1 September 2005. Born in 1952.

After obtaining a Bachelor of Arts in Political Science and Sociology from the University of California, Los Angeles, in 1972, Mr. Hofmeijer graduated in 1976 with a *cum laude Doctorandus* (MA) Degree in Sociology from the University of Amsterdam.

Prior to joining the ILO, Mr. Hofmeijer was editor at a major international publishing company and worked as junior professional officer for the United Nations Population Fund (UNFPA) in Bogotá (Colombia). While there, in 1978, Mr. Hofmeijer transferred to ILO as junior expert in a major labour migration project. In 1979 he was appointed Programming Officer in the ILO Office in Ankara (Turkey), and transferred to the Resource Mobilization Unit at Geneva headquarters in 1982. From 1985 to 1992 Mr. Hofmeijer worked in the Regional Office for the Americas in Lima (Peru), initially as Head of Regional Programming and subsequently as Chief of Regional Administrative Services. Upon his return to headquarters in 1992, he worked as Executive Assistant to the Director of the Enterprise and Cooperative Development Department, and in 1999 was appointed Head of the Management Support Unit in the Employment Sector. Since 2002, Mr. Hofmeijer has been Acting Director of the Multinational Enterprises Programme.

Ms. Sophia Kisting (South Africa)

Appointed Director of the ILO Programme on HIV/AIDS and the World of Work in the Social Protection Sector at the D.1 grade with effect from 1 July 2005. Born in 1950.

Ms. Kisting is an Occupational Health and Safety Medical Specialist with extensive workplace experience in tripartite structures.

Prior to joining the ILO, Ms. Kisting was Senior Researcher and Gender Facilitator in the Occupational and Environmental Health Research Unit in the School of Public Health and Family Medicine at the University of Cape Town (UCT); from 1994 to 2001, she held the position of Chief Scientific Officer in the Industrial Health Research Group at UCT. From 1990 to 1994, Ms. Kisting was Chief Medical Officer and Acting Superintendent in the Soweto Community Health Centres. Throughout her long career in public health in South Africa, Namibia and Zimbabwe, and in collaboration with the World Health Organization and the United Nations, Ms. Kisting has been actively involved in worker health and safety programmes and HIV/AIDS management.

Ms. Kisting is a member of several professional health and safety bodies and has published numerous articles, research projects and technical reports.

Ms. Loretta de Luca (Italy)

Appointed Director of the Subregional Office for North Africa in Cairo and promoted to D.1 with effect from 1 October 2005. Born in 1957.

Ms. de Luca holds a PhD in Political Economy and an MA in Economics from Cornell University, United States; and a licence in International Relations from the Geneva Graduate Institute for International Studies, Switzerland.

Ms. de Luca joined the ILO in 1989. She worked as Labour Economist in the Employment and Population Planning Branch until 1991, then in the Active Labour Market Policies Branch. In 1994-95 she was Senior Policy and Management Adviser to the Director of the Employment Department, and in 1996-97 worked as Senior Research and Programme Development Officer in the Salaried Employees and Professionals Branch. In 1997 she was appointed Senior Employment Development/Strategies Specialist in the ILO Subregional Office for North Africa in Cairo, and was Director ad interim of that Office in 1999-2001. Since 2001 she has held the position of Senior Crisis Specialist in the InFocus Programme on Crisis Response and Reconstruction.

Prior to joining the ILO, Ms. de Luca was Resident Coordinator of and Lecturer in the Cornell University Programme in Geneva from 1985 to 1988; and Teaching Assistant and Seminar Organizer at Cornell University from 1980 to 1985.

Mr. Stewart David Macdonald (Australia)

Appointed Senior Adviser on Social Dialogue in the Department of Social Dialogue, Labour Law and Labour Administration in the Social Dialogue Sector with effect from 1 November 2005. Promotion to D.1 was reported to the Governing Body in March 2001.

Ms. Evy Messell (Norway)

Appointed Director of the Bureau for Gender Equality and promoted to D.1 with effect from 1 November 2005. Born in 1949.

Ms. Messell holds two Masters-equivalent degrees in Sociology and Criminology and in the Humanities from the University of Oslo.

Ms. Messell joined the ILO in 1982 as Associate Expert. Based in Pakistan, she was responsible for a regional women's training programme covering eight countries in the Asia-Pacific region. Transferred to the Training Policies Branch in Geneva, her work focused on non-traditional skills for women. From 1986, Ms. Messell spearheaded the programme on "Women in Development" in the Technical Cooperation Department. She has also held the positions of Deputy Manager of the Interdepartmental Project on Environment and the World of Work, Senior Specialist on Vulnerable Groups (with a special focus on employment creation for young women with disabilities) with the Vocational Rehabilitation Branch, and Regional Coordinator for Asia-Pacific and Gender Adviser for the ILO Global Programme on Strategies and Tools against Social Exclusion and Poverty (STEP). Since 2003, as Technical Cooperation Coordinator, Ms. Messell has been responsible for coordinating two global knowledge management programmes on enhancing constituents' capacity on gender mainstreaming strategies in 38 countries in GENDER. Throughout her 23 years of service in the ILO, Ms. Messell has combined technical expertise, knowledge and experience on gender and development, thus mainstreaming gender equality issues into the substantive work of the Office. She has contributed to numerous ILO reports, publications, training materials and advocacy campaigns related to gender equality and technical cooperation programmes.

Prior to joining the ILO, Ms. Messell taught in specialized programmes at secondary-school level for immigrant children and prisoners in Norway. Her professional work in the international arena started in Zambia where she was posted by the Norwegian Agency for International Development (NORAD) to work on developing income-generating activities for rural women (1980-82).

Mr. Gek-Boo Ng (Malaysia)

Appointed Senior Adviser on Asia and the Pacific Region in the Office of the Director-General with effect from 15 August 2005. Promotion to D.2 was reported to the Governing Body in November 2002. Promotion to D.1 was reported to the Governing Body in November 1989.

Mr. Gerald Rodgers (United Kingdom)

Appointed Director of the International Institute for Labour Studies with effect from 1 July 2005. Promotion to D.2 was reported to the Governing Body in 2002. Promotion to D.1 was reported to the Governing Body in November 1995.

Ms. Ana-Teresa Romero (Venezuela)

Appointed Director of the ILO Subregional Office for the Caribbean in Port-of-Spain and promoted to D.1 with effect from 1 December 2005. Born in 1953.

Ms. Romero holds a PhD in International Relations from the Graduate Institute of International Studies, University of Geneva, Switzerland, specializing in International Political Economy and International Organization (1988), an M.Sc. in International Relations, specializing in Latin America-Caribbean Foreign Policies (1981), and a postgraduate Diploma in International Relations (Distinction) (1978) from the University of the West Indies (UWI), St. Augustine, Trinidad and Tobago.

Since joining the ILO in 1990, Ms. Romero has worked in: the Multinational Enterprises Programme; the Task Force on the Country Studies on the Social Dimension of Globalization; the InFocus Programme on Promoting the Declaration; Bureau of Programming and Management; and ILO Liaison Office with the United Nations (New York), where she was Deputy Director and ILO's Gender Focal Point until her current appointment. She served as Acting Director from January to August 2004.

Prior to joining the ILO, Ms. Romero worked as a researcher at the Institute of International Relations, UWI, Trinidad and Tobago, and as Project Officer-Editor with the Caribbean Technology Policy Studies II project in the Department of Economics, UWI, St. Augustine.

She is the author and co-author of publications on labour issues in export processing zones, multinational enterprises and the social impact of globalization.

Ms. Grace Strachan (Jamaica)

Appointed Director of the Human Resources Development Department in the Management and Administration Sector and promoted to D.2 with effect from 15 August 2005. Promotion to D.1 was reported to the Governing Body in March 2003.

Mr. Satoru Tabusa (Japan)

Appointed Staff Safety and Security Coordinator in the Human Resources Development Department in the Management and Administration Sector with effect from 15 August 2005. Promotion to D.1 was effective as from September 2001.

Ms. Leyla Tegmo-Reddy (United States)

Appointed Director of the ILO Subregional Office for South Asia in New Delhi and promoted to D.1 with effect from 1 October 2005. Born in 1952.

Ms. Tegmo-Reddy holds a postgraduate diploma in Development Studies from the Graduate Institute of Development Studies, University of Geneva, Switzerland (1979) and a Bachelor of Arts from Emerson College in Boston, United States (1977).

Since joining the ILO in 1980, Ms. Tegmo-Reddy has held various positions both at headquarters and in the field, including: Programme Officer, UNDP/ILO project for Second Generation Migrants; Policy Analyst and Senior Personnel Officer in the Human Resources Development Department; Team Leader of the Gender Equality and Human Resources Team as part of the work of the Director-General's Transitional Team; Technical Specialist in the Sectoral Activities Department; Deputy Director of the ILO Office for India and Bhutan in New Delhi, and Director of the ILO Office in Kathmandu.

Prior to joining the ILO, Ms. Tegmo-Reddy gained wide experience in the areas of development and human rights through her work with international non-governmental organizations including as: Assistant to the Secretary-General of the International Youth and Student Movement for the United Nations in Geneva; Researcher at the International University Exchange Fund in Geneva; and Assistant to the Executive Director of the International Council of Voluntary Agencies in Geneva.

Ms. Anne Trebilcock (United States)

Appointed Legal Adviser and Director of the Office of Legal Services and promoted to D.2 with effect from 1 December 2005. Promotion to D.1 was reported to the Governing Body in November 1999.

Mr. Herman van der Laan (Netherlands)

Appointed Chief of the Human Resources Policy Branch in the Human Resources Development Department in the Management and Administration Sector with effect from 15 August 2005. Promotion to D.1 was reported to the Governing Body in March 2002.

Ms. Linda Wirth-Dominicé (Australia)

Appointed Director of the ILO Subregional Office for South-East Asia and the Pacific in Manila with effect from 1 November 2005. Promotion to D.1 was reported to the Governing Body in November 2003.

Geneva, 19 October 2005.

Point for decision: Paragraph 13.