

## **CURRICULUM VITAE**

**Dr Tzehainesh TEKLÈ**

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### **PERSONAL INFORMATION**

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### **WORK EXPERIENCE**

- 2019-present *Managing Editor of the International Labour Review*  
Research Department, ILO, Geneva
- 2008-2019 *International Labour Standards, Rights at Work and Gender Equality Senior Programme Officer (inter alia in charge of the ILO global training programme on “ILS for judges, lawyers and legal educators” and initiator and manager of the training programme on “Evolving forms of employment relationships and decent work”)*  
International Training Centre of the International Labour Organization (ITC-ILO), Turin
- 2004-2008 *Research Officer*  
International Institute for Labour Studies, ILO, Geneva
- 2003-2004 *Fundamental Principles and Rights at Work Officer*  
ILO Sub-Regional Office for the Sahel Region, Dakar
- 2002-2003 *Research Officer*  
Infocus Programme on Promoting the ILO Declaration on Fundamental Principles and Rights at Work, ILO, Geneva
- 2001 *Legal Officer*  
International Labour Standards Department, Equality and Employment Branch, ILO, Geneva
- 2001 *Consultant*  
Infocus Programme on Promoting the ILO Declaration on Fundamental Principles and Rights at Work, ILO, Geneva
- 2001 *Consultant*  
Social Dialogue Department, ILO, Geneva
- 2000 *Intern*  
Social Dialogue Department, ILO, Geneva
- 1995-1996 *Assistant to the Chair of Constitutional Law (Professor Stefano Merlini)*  
Faculty of Law of the University of Florence
- 1995-1996 *Law trainee*  
Law Firm of Attorney Andrea Parigi, Florence

## EDUCATION

- 2003 Ph.D.  
European University Institute (EUI), Florence  
Thesis title: *Human Rights in the Evolving Constitutional Structures of Sub-Saharan Africa*  
Supervisors: Professors Philip Alston and Giuliano Amato
- 1998 Summer School on Human Rights Law  
Academy of European Law, EUI, Florence
- 1994 *Laurea in Giurisprudenza* (equivalent to Master's Degree in Law)  
Faculty of Law, University of Florence  
Thesis title: *Il processo di formazione dello Stato eritreo e del suo ordinamento costituzionale*  
Final Grade: 110/110 *summa cum laude*

## PUBLICATIONS

### Peer-reviewed books

1. *Derecho del trabajo y protección de los trabajadores en países en desarrollo* (editor and author), Plaza y Valdés Editores y OIT, 2014
2. *Labour Law and Worker's Protection in Developing Countries* (editor and author), Hart Publishing and ILO, 2010

### Text-books

3. *International Labour Law and Domestic Law. A Training Manual for Judges, Lawyers and Legal Educators* (co-editor with Xavier Beaudonnet), ITCILO, 2nd edition, 2015 (published also in French and Spanish)
4. *International Labour Law and Domestic Law. A Training Manual for Judges, Lawyers and Legal Educators. Child Labour* (editor), ITCILO, 2014 (published also in French and Spanish)
5. *International Labour Law and Domestic Law. A Training Manual for Judges, Lawyers and Legal Educators. Forced Labour* (editor), ITCILO, 2014 (published also in French and Spanish)
6. *Droit international du travail et droit interne. Programme de formation à destination des Écoles Nationales d'Administration et de Magistrature (ENAM) et institutions de formation des magistrats* (editor), ITCILO, 2015

### Peer-reviewed journal articles, working papers and chapters in books

7. 'Il ruolo degli International Labour Standards', in V. Ferrante (ed.), *A tutela della prosperità di tutti. L'Italia e l'Organizzazione Internazionale del Lavoro a un secolo dalla sua istituzione*, Giuffrè Francis Lefebvre, 2020, pp. 51-63
8. 'The Contribution of the ILO's International Labour Standards System to the European Court of Human Rights' Jurisprudence in the Field of Non-Discrimination', in 49 *Industrial Law Journal*, 2020, pp. 86-112
9. 'An Analysis of the Contribution of the ILO's International Labour Standards System to the European Court of Human Rights's Jurisprudence in the Field of Non-Discrimination', *EUI Working Papers*, RSCAS 2018/50 November 2018
10. 'Labour Rights and the Case Law of the European Court of Justice: Which Role for International Labour Standards?', in 9 *European Labour Law Journal*, 2018, pp. 236-262.
11. 'Equal Remuneration Convention, 1951 (No. 100)', in E. Ales, M. Bell, O. Deinert and S. Robin-Olivier (eds.), *International and European Labour Law: A Commentary*, Nomos, Beck and Hart Publishing, 2018, pp. 602-611
12. 'Discrimination (Employment and Occupation) Convention, 1958 (No. 111)', in E. Ales, M. Bell, O. Deinert and S. Robin-Olivier (eds.), *International and European Labour Law: A Commentary*, Nomos, Beck and Hart Publishing, 2018, pp. 612-630

13. 'An International Perspective on Affirmative Action', in O. Dupper and K. Sankaran (eds.), *Affirmative Action: A View from the Global South*, African Sun MeDia, 2014, pp. 89-117
14. 'I partiti politici nell'ordinamento parlamentare del Regno Unito' (co-author with Maria Pia Carla Tripaldi), in S. Merlini (ed.), *Rappresentanza politica, gruppi parlamentari, partiti: il contesto europeo*, Giappichelli, 2001, pp. 217-248
15. 'Prime osservazioni sul sistema giudiziario eritreo: la fase della transizione', in L. Favali, E. Grande, M. Guadagni (eds.), in *New Law for New States. Politica del diritto in Eritrea*, L'Harmattan-Italia, 1998, pp. 183-192
16. 'Il processo costituente eritreo ed il Draft Constitution del 1996', in 2 *Quaderni costituzionali*, 1997, pp. 331-344
17. 'Eritrea: il processo di formazione di uno Stato africano', in E. Grande (ed.), *Transplants, Innovation and Legal Tradition in the Horn of Africa*, L'Harmattan-Italia, 1995, pp. 189-237

### Conference papers

18. 'Utiliser les normes de l'OIT par les juridictions nationales: comment et pourquoi?', in *Le Droit Ouvrier*, n° 840, July 2018, pp. 414-420.
19. 'Le droit international de l'OIT et le droit suisse: ce que les juges doivent savoir', in 4 *Jusletter*, April 2016 (podcast)

### Research reports

20. *Organizing for Social Justice* (co-author), Global Report under the Follow-up to the ILO Declaration on Fundamental Principles and Rights at Work, ILO, 2004
21. *Time for Equality at Work* (co-author), Global Report under the Follow-up to the ILO Declaration on Fundamental Principles and Rights at Work, ILO, 2003

### Databases

22. *Compendium of Court Decisions* (designed in English, French and Spanish and managed until 2016). Available at: <http://compendium.itle.org>

## CONFERENCE PRESENTATIONS AND INVITED LECTURES

1. 'Il ruolo degli International Labour Standards nella giurisprudenza europea', Conference on *L'organizzazione internazionale del lavoro. A cento anni dalla sua fondazione* organised by the Università Cattolica, Milan, 26 March 2019
2. 'L'utilizzo delle norme dell'OIL da parte delle giurisdizioni nazionali', CGIL training day *L'utilizzo delle norme dell'Organizzazione Internazionale del Lavoro davanti alle giurisdizioni nazionali e sovranazionali*, Rome, 23 November 2018
3. 'Utiliser les normes de l'OIT', Conference *'Ordonnances « Macron » et Normes Supra-Legales*, Paris, 12 December 2017
4. 'The ILO System of Supervision', *University course on EU Labour Law and Social Policy*, LUISS University, Rome, 24 October 2017
5. 'The ILO, the ILS System and its Developments', *University course on EU Labour Law and Social Policy*, LUISS University, 23 October 2017
6. 'Le droit international de l'OIT et le droit suisse: ce que les juges doivent savoir', Conference *Entre Strasbourg et Genève: l'importance du droit international pour le droit du travail*, Berne, 13 November 2015
7. 'International Labour Law in Domestic Courts', Master's course on International Labour Law, *Master of Arts in International Public Affairs*, LUISS School of Government, Rome, 6 June 2014
8. 'Equality and non-Discrimination at Work: The International Legal Framework', *Master in Applied Labour Economics for Development*, Turin, 28 January 2013
9. 'Le système des normes internationales du travail: caractéristiques et relation avec les réalités nationales', Institut d'Étude du Développement Economique et Social (IEDES), *Master Etudes du Développement*, Université Panthéon-Sorbonne, Paris, 21 January 2013

10. 'Comment appliquer les normes internationales du travail?', *École Nationale de la Magistrature*, Paris, France, 3 May 2012
11. 'Equality and non-Discrimination at Work: The International Legal Framework', *Master in Applied Labour Economics for Development*, Turin, 28 January 2012
12. 'An International Perspective on Affirmative Action', *Workshop on Affirmative Action*, Stellenbosch University, 22 July 2011
13. 'Quand et comment les juristes et les juges peuvent-ils avoir recours aux normes internationales du travail?', *École Nationale de la Magistrature*, Paris, 23 June 2011
14. 'The Judicial Use of International Labour Standards', Faculty of Law, *Post-graduate course on Comparative Labour Law*, University of Florence, 9 May 2011
15. 'The ILO and the International Labour Standards System', *LLM in Law and Employment Relations*, Faculty of Law, University of Leicester, 4 March 2011
16. 'Tutela contro le discriminazioni verso i lavoratori', *Corso in diritto internazionale ed europeo del lavoro*, Scuola Superiore Pubblica Amministrazione, Rome, 10-11 February 2011
17. 'Equality and non-Discrimination at Work: The International Legal Framework', *Master in Applied Labour Economics for Development*, Turin, 28 January 2011
18. 'Quand et comment les juristes et les juges peuvent-ils avoir recours aux normes internationales du travail?', *École Nationale de la Magistrature*, Paris, 29 June 2010
19. 'Introduction to the ILO and the International Labour Standards System' and 'The Use of International Labour Law in Domestic Courts Decisions', *Seminar on International Labour Standards for Judges, Lawyers and Legal Educators for Slovenian judges*, ILO, Geneva, 19 April 2010
20. 'The ILO and the International Labour Standards System', *LLM in Law and Employment Relations, Faculty of Law*, University of Leicester, 6 March 2010
21. 'Worker Protection and Labour Law in the South: An Evolving Tension between Models and Reality', *Guest lecture, International University College (IUC)*, Turin, 22 June 2009
22. Discussant in the *seminar on 'Legal and Non-Legal Impediments to the Application of International Labour Standards'*, ILO, Geneva, 20 June 2005
23. Panelist in the *conference 'Discrimination is Everybody's Business'*, Office of the High Commissioner for Human Rights, UN, Geneva, 11 August 2003
24. 'Collective Bargaining and Gender Equality. Towards an ILO Research and Advocacy Agenda', *ILO Gender Mainstreaming Meeting*, ITCILO, Turin, 29 January 2001
25. 'Sviluppi costituzionali in Eritrea', *University course on Asian and African Countries' Law*, Faculty of Law, University of Trento, 21 and 22 July 1997

## RESEARCH PROJECTS

*International Labour Law and the Case Law of the European Court of Justice: Which Role?*, Department of Law, European University Institute (EUI), 2017 (author of the project)

*International Labour Law in the Case Law of the European Court of Human Rights*, Robert Schuman Centre for Advanced Studies (RSCAS), European University Institute (EUI), Florence (author of the project)

*International Research Project on Affirmative Action* (research project team member; coordinators: Professors Ockert Dupper and Kamala Sankaran), Stellenbosch Institute for Advanced Studies (STIAS), Stellenbosch, 2011

*Labour Law and Decent Work in Low-Income Settings* (author and coordinator), ILO, 2006-2008

*Partiti politici e gruppi parlamentari negli ordinamenti (nazionali e regionali) italiani e stranieri* (research project team member; coordinator Professor Stefano Merlini), University of Florence, 1998-2000

## SELECTED CONFERENCES AND RESEARCH WORKSHOPS ORGANIZED

*International Labour Standards for African Supreme Courts*, Livingstone (Zambia), 14-18 October 2013

*Strengthening African Research on Labour and Social Issues*, Institute for Development Studies, Nairobi, 24-25 September 2007

*A Decent Work Research Agenda for South Africa*, University of Cape Town, 4-5 April 2007

*'Modernization' of Labour Law: A Current European Debate*, International Institute for Labour Studies, ILO, March 2007

*Social Models in Europe and Latin America* in the ILO Research Conference on 'Decent Work, Social Policy and Development', International Institute for Labour Studies, ILO, Geneva, 29 November -1 December 2006

*The Effectiveness of Labour Law to Promote Social Goals in Low-Income Settings*, International Institute for Labour Studies, ILO, Geneva, 25-26 October 2006

## **SELECTED TRAINING COURSES DESIGNED, ORGANIZED AND TAUGHT**

*Training courses on international labour standards for judges, lawyers and legal educators:*

- International training courses at the ITCILO (Turin) yearly from 2008 to 2016
- Regional training courses in Brazil, Colombia, Ecuador, Mexico, Panama, Peru; in Australia; in Trinidad and Tobago
- Sub-regional training course in Mozambique
- National training courses in China, Fiji, Maldives, Philippines, Rwanda, Zimbabwe

*Training courses on non- 'standard' forms of employment:*

- International training courses at the ITCILO (Turin) yearly from 2011 to 2016
- National training course in the Philippines

*Training courses on equality and non-discrimination in the world of work:*

- International training courses at the ITCILO (Turin) from 2008 to 2016
- Sub-regional training course in the Republic Democratic of Congo

*Training courses on indigenous peoples' rights:*

- International training courses at ITCILO (Turin) from 2008 to 2016
- Regional training course in Bolivia

## **RESEARCH GRANTS**

2011	Stellenbosch Institute for Advanced Study (STIAS), Stellenbosch
1997-2000	European University Institute (EUI), Florence
1999	Italian National Research Council
1994	University of Pisa

## **VISITING APPOINTMENTS**

2018 (Jan.-December)	<i>Visiting Fellow</i> , Robert Schuman Centre for Advanced Studies (RSCAS), European University Institute (EUI), Florence
2017 (Jan.-December)	<i>Visiting Fellow</i> , Department of Law, European University Institute (EUI), Florence
2011 (July)	<i>Fellow</i> , Stellenbosch Institute for Advanced Studies (STIAS), Stellenbosch
1999 (January)	<i>Visitor</i> , Centre d'Étude d'Afrique Noir (CEAN), Science Po, Bordeaux
1999 (February)	<i>Visitor</i> , School of African and Asian Studies (SOAS), University of London
1998 (March)	<i>Visitor</i> , School of African and Asian Studies (SOAS), University of London
1996 (January-July)	<i>Visiting Scholar</i> , New York University Law School

## **LANGUAGES**

Italian: mother tongue

English: Excellent: comprehension, spoken, reading, written

French: Excellent: comprehension, spoken, reading, written

Spanish: Excellent: comprehension, reading, spoken. Good: written