



Governing Body

352nd Session, Geneva, 28 October–7 November 2024

Institutional Section

INS

Date: 4 October 2024

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Nineteenth item on the agenda

Report of the Director-General

First supplementary report: Follow-up to Governing Body decisions

Purpose of the document

In the present document, the Governing Body is provided with an overview of the action envisaged or already taken by the Office to give effect to the decisions adopted at its previous sessions (see the draft decision in paragraph 5).

Relevant strategic objective: All.

Main relevant outcome: Enabling outcome B: Effective and efficient governance of the Organization

Policy implications: No immediate implications.

Legal implications: No immediate implications.

Financial implications: No immediate implications.

Follow-up action required: Preparation of a supplementary report for the 352nd Session of the Governing Body on the follow-up to its decisions.

Author unit: Official Meetings, Documentation and Relations Department (RELMEETINGS).

Related documents: [GB.349/INS/18/1](#); [GB.346/INS/17/2](#); [GB.343/INS/13/1](#); [GB.340/INS/18/3](#); [GB.337/INS/12/3](#); [GB.334/INS/13/3](#); [GB.331/INS/18/2](#); [GB.310/9/1](#).

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► Introduction

1. In March 2011, the Governing Body decided that, as part of the reform package,¹ the Office should prepare a supplementary report of the Director-General outlining, in a tabular or matrix form, the follow-up action taken by the Office on decisions previously adopted by the Governing Body.
2. In March 2015, the Governing Body requested the Office to limit the reporting period for a given item to a maximum of two years, unless further action was required, in order to streamline the document, which had grown considerably since its conception in 2011.² This document comprises follow-up actions to decisions taken from November 2022 to June 2024.
3. The table below displays: (1) the decisions adopted requiring follow-up action; (2) the actions already taken or envisaged by the Office to give effect to these decisions; (3) the planned date for reporting to the Governing Body; and (4) the implementation status. The shaded areas correspond to follow-up action that has been completed and which will be removed from the next report.
4. To avoid repetition, existing items that are the subject of a full report to be submitted to the forthcoming session (October–November 2024) will simply be cross-referenced and linked to the full report.

► Draft decision

5. **The Governing Body took note of the action taken by the Office to follow up to the decisions adopted between November 2022 and June 2024 and invited the Director-General to continue taking into account its guidance when preparing the report for the 355th Session (November 2025).**

¹ GB.310/9/1.

² GB.323/INS/10, para. 17(b).

► Appendix

INS – Institutional Section

Agenda of the International Labour Conference

Decision adopted: GB.350/INS/2/1, paragraph 59, as amended by the Governing Body

The Governing Body:

- (a) decided to place on the agenda of the 115th Session (2027) of the Conference an item on the consolidation of instruments on chemical hazards for standard-setting on the basis of a double discussion;
- (b) decided to defer to its 352nd Session (October–November 2024) the decision to place on the agenda of the 114th Session (2026), the 115th Session (2027) or the 116th Session (2028) of the Conference, an item on harnessing the fullest potential of technology for decent work for a general discussion;
- (c) decided to place on the agenda of the 356th Session (March 2026) of the Governing Body an item on the review of modalities of recurrent discussions under the follow-up to the ILO Declaration on Social Justice for a Fair Globalization (2008), as amended in 2022, and requested the Office to take into account its guidance in preparing the document for discussion;
- (d) endorsed the proposals made in Appendix II relating to the tripartite meeting of experts on the protection of personal data in the digital era and requested the Office to include the budget for this meeting in the Programme and Budget proposals for 2026–27 and to present for approval any necessary adjustments to the modalities of the meeting in accordance with the outcome of the standard-setting process on decent work in the platform economy;
- (e) decided to:
 - (i) place an item concerning the abrogation of Conventions Nos 10, 33, 59 and 123 and the withdrawal of Convention No. 5 and Recommendations Nos 41, 52 and 124 on the agenda of the 116th Session (2028) of the Conference;
 - (ii) place an item concerning the abrogation of Conventions Nos 35, 36, 37, 38, 39 and 40 on the agenda of the 121st Session (2033) of the Conference;
 - (iii) place an item concerning the abrogation of Conventions Nos 3 and 103 and the withdrawal of Recommendation No. 95 on the agenda of the 121st Session (2033) of the Conference, subject to the possible reconsideration of the date by the Governing Body following an evaluation in 2028;
- (f) requested the Office to take into account the guidance provided in preparing the document concerning the agenda of future sessions of the Conference for its 352nd Session (October–November 2024).

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
Preparation of possible items (and their modalities) on the agenda of future sessions of the Conference for consideration by the Governing Body at forthcoming sessions (GB.352/INS/2).	352nd Session (October–November 2024)	In progress

Review of annual reports under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work

Decision adopted: [GB.350/INS/3](#), paragraph 128

The Governing Body:

- (a) took note of the information presented in the Annual Review under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work for the 2023 period;
- (b) invited the Office to continue its support to Member States to ensure timely reporting on all unratified fundamental Conventions and the Protocol of 2014 to the Forced Labour Convention, 1930, and to ensure priority follow-up to requests for technical assistance to address obstacles to ratification and realization of the fundamental principles and rights at work;
- (c) reiterated its support for the mobilization of resources with a view to further assisting Member States in their efforts to respect, promote and realize fundamental principles and rights at work, including through universal ratification of all fundamental Conventions and the Protocol of 2014 to the Forced Labour Convention, 1930.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- The 2024 version of the electronic questionnaire has been adapted, as a result of the resolution on the inclusion of a safe and healthy working environment in the ILO's framework of fundamental principles and rights adopted by the Conference in 2022 and was sent to the relevant Member States in July 2024. The Office has also published country baseline tables for 2023. - Following the resolution concerning the third recurrent discussion on fundamental principles and rights at work adopted by the Conference at its 112th Session, and the subsequent plan of action that covers the period 2024–30 for consideration by the Governing Body, the Office continues to reflect on the most effective way to analyse and use the information received under the follow-up to the Declaration. As a first step, the Office will pay particular attention to requests for technical assistance and the offer provided by the Office, which will be reported to the Governing Body at its next consideration of this item.	353rd Session (March 2025)	In progress

Mid-term report on the implementation of the ILO Action Plan for Gender Equality 2022–25

Decision adopted/outcome of the discussion: [GB.350/INS/4](#), paragraph 28

The Governing Body requested the Office to:

- (a) continue the implementation of the ILO Action Plan for Gender Equality 2022–25, taking into account the Governing Body's guidance and lessons learned;
- (b) report to its 356th Session (March 2026) on the results of the ILO Action Plan for Gender Equality 2022–25, along with the proposed approach for the subsequent action plan, with a view to a heightened strategic positioning of the ILO's work on gender equality as intrinsic to social justice;
- (c) publish, as a document for information every March session of the Governing Body, the ILO's performance results under the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women (UN–SWAP 2.0), along with the annual letter from UN Women to the ILO Director-General and the Office's response letter, in order to keep the Governing Body informed on progress in advancing gender mainstreaming.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- The Office held two meetings of the Gender Network. A work plan was developed, training needs were assessed, and the Terms of Reference were revised. - Consultations were undertaken to better align the ILO Action Plan for Gender Equality with the current ILO structure and to establish indicators for senior management that will be unaffected by changes in organizational structure. - The Gender Equality, Diversity and Inclusion Branch (GEDI) which plays a coordination role in the implementation of the Action Plan continues to monitor progress with all custodians of the Action Plan.	356th Session (March 2026) and document for information every March session	In progress

Update on the Global Coalition for Social Justice

Decision adopted/outcome of the discussion: [GB.350/INS/5](#), paragraph 18

The Governing Body took note of the update on the Global Coalition for Social Justice provided in document GB.350/INS/5 and requested the Director-General to take into account its guidance in the further development of the Coalition.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A separate report will be submitted at the 352nd Session. Please refer to document GB.352/INS/4.	352nd Session (October–November 2024)	In progress

Follow-up to the decision to report on the modalities of the Working Party on the New Social Contract for Our Common Agenda

Decision adopted/outcome of the discussion: [GB.350/INS/6](#), paragraph 25, as amended by the Governing Body

The Governing Body:

- decided that the Working Party on the New Social Contract for Our Common Agenda, established to prepare a tripartite input to the Second World Social Summit for Social Development to be held in 2025, be composed of eight members representing governments, four members representing employers and four members representing workers;
- approved the modalities of the Working Party, as set out in paragraphs 5–9 of document GB.350/INS/6;
- approved the road map as amended and set out in document GB.350/INS/6(Add.1);
- decided to place on the agenda of the 113th Session (2025) of the International Labour Conference an item on a tripartite input to the Second World Summit for Social Development;

- (e) requested the Director-General to:
- (i) prepare for the first virtual meeting of the Working Party, to be held by the end of April 2024 and after having received the nominations of members from each group no later than 10 April 2024;
 - (ii) make other necessary arrangements for the implementation of the road map as amended;
 - (iii) take into account its views regarding the new social contract for Our Common Agenda.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A separate report will be submitted at the 352nd Session. Please refer to the documents under GB.352/INS/21.	352nd Session (October–November 2024)	In progress

Proposed arrangements for the ILO regional meetings to be held during the trial period

Decision adopted/outcome of the discussion: [GB.350/INS/7](#), paragraph 25

The Governing Body:

- (a) adopted the modalities proposed in document GB.350/INS/7 for the ILO regional meetings to be held on a trial basis for a period of four years (2025–28);
- (b) agreed to suspend article 10(7) of the Rules for regional meetings during the trial period, and decided that, except with the unanimous consent of the Officers of the meeting, no speech shall exceed four minutes;
- (c) requested the Office to prepare, for its consideration at either its 351st (June 2024) or its 352nd (November 2024) Session, a document containing the proposed venue and date of the next regional meeting.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A separate report will be submitted at the 352nd Session. Please refer to document GB.352/INS/20/1.	352nd Session (October–November 2024)	In progress

Democratization in the ILO's governance and update on the status of ratification of the 1986 Instrument for the Amendment of the Constitution of the International Labour Organization, with reference to the decision by the Governing Body at its 347th Session (March 2023) on the tripartite working group on the full, equal and democratic participation in the ILO's tripartite governance

Decision adopted/outcome of the discussion: [GB.350/INS/8](#), paragraph 19, as amended by the Governing Body

The Governing Body took note of the document prepared by the Office and requested the Director-General to:

- (a) undertake tripartite consultations, where appropriate, while giving effect to the issues raised in the letter from the Chairperson of the Government group dated 27 February 2024, and provide an update to the 352nd Session (October–November 2024) of the Governing Body on the concrete measures taken to accelerate the ratification of the 1986 Instrument for the Amendment of the Constitution of the ILO;

- (b) develop, in consultation with tripartite constituents, possible alternative options to advance the democratic, fair and equal representation of constituents in the ILO, including enabling voting and other rights to the deputy members of the Governing Body, pending the entry into force of the 1986 Amendment, taking into account the situation of all constituents and including an analysis of all possible technical and legal implications and provide a report to the 352nd Session (October–November 2024) of the Governing Body for further consideration and decision-making, including in view of a possible submission to the 113th Session (2025) of the International Labour Conference.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
Consultations were held in May and July 2024. A separate report will be submitted to the 352nd Session. Please refer to document GB.352/INS/7.	352nd Session (October–November 2024)	In progress

Review of the functioning of the Governing Body, identification of possible areas for improvement and arrangements and time frame for results-based follow-up action

Decision adopted/outcome of the discussion: [GB.351/INS/6](#), paragraph 8, as amended by the Governing Body and [GB.350/INS/9](#), paragraph 46, as amended by the Governing Body

The Governing Body:

- (a) requested the Office to prepare for its consideration at the 352nd Session (October– November 2024) an issues paper containing an analysis of the matters outlined in paragraph 2 of document GB.351/INS/6 and relevant recommendations, taking into account the guidance provided during the discussion;
- (b) decided to continue its discussion on the content, form and modalities of the review of the functioning of the Governing Body at its 352nd Session (October–November 2024) and, to this end, requested the Office to prepare for further decision by the Governing Body:
- (i) procedural proposals for the composition, terms of reference and duration of a working party;
 - (ii) a road map and time frame for tripartite intersessional consultations.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
Consultations were held in May 2024. A separate document will be submitted to the 352nd Session. Please refer to document GB.352/INS/8.	352nd Session (October–November 2024)	In progress

Plan of action for the implementation of the Quality Apprenticeships Recommendation, 2023 (No. 208)

Decision adopted: GB.349/INS/3/1, paragraph 55

The Governing Body requested the Director-General to:

- (a) take into account its guidance in pursuing the plan of action for the implementation of the Quality Apprenticeships Recommendation, 2023 (No. 208), and to draw on it when preparing future programme and budget proposals and in developing resource mobilization initiatives; and
- (b) communicate the Recommendation in the standard manner to the governments of Member States and, through them, to national employers' and workers' organizations and, also, to partner agencies in the multilateral system.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
Developed awareness-raising and advocacy products to promote the Recommendation. This includes social media cards, infographics and two podcasts. A full-scale campaign is being prepared which includes regional sessions on apprenticeships for all regions.		In progress
Supported constituents in various countries and regions on quality apprenticeships including ASEAN, Cabo Verde, China, Costa Rica, Egypt, Haiti, Indonesia, Côte d'Ivoire, Kenya, Tonga, Yemen, either through capacity-building sessions or development of new interventions.		In progress
- New technical tools were developed to support the implementation of the Recommendation: - A training for in-company trainers - A template apprenticeship agreement - A checklist to facilitate tripartite reviews of apprenticeship systems - A guide for policymakers (final draft available)		Completed
- To promote the Recommendation and foster knowledge sharing: - A global skills fair was organized in February 2024 in collaboration with ITC-ILO and nine other partner organizations in Turin, with more than 200 participants in person and more 1,500 online. - A Global Skills Forum was organized in Geneva to elevate the debate on the implementation of the Recommendation and Skills Strategy, with high level representation from many countries.		Completed
A global Network of Champion Organizations was created including IOE and ITUC, UN organizations, international networks like GAN, Public Development Banks and technical agencies to jointly promote quality apprenticeships.		Completed
- It is also planned this year to: - organize regional workshops and events for the promotion of the Recommendation; - undertake research on current practices on "adequate remuneration of apprentices"; - partner with ITUC and ACTRAV towards a toolkit on Quality Apprenticeships for Trade Unions.		In progress

Follow-up to the resolution concerning the second recurrent discussion on labour protection

Decision adopted: GB.349/INS/3/2, paragraph 26

The Governing Body:

- (a) requested the Director-General to take into account its guidance in implementing the plan of action set out in document GB.349/INS/3/2 giving effect to the conclusions concerning the second recurrent discussion on labour protection and to draw on it in preparing future programme and budget proposals;
- (b) approved the holding of a meeting of experts on wage policies, including living wages, in the first quarter of 2024, as part of the plan of action.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- The Office prioritized knowledge development and technical assistance to constituents, particularly for those most at risk of exclusion from labour protection such as informal economy workers including domestic workers, persons with disabilities, migrant workers and through the development of diagnostics and studies, sharing of other countries' practices and contributions to national policy dialogue, and capacity building. - Knowledge products are being developed on the impact of flexible working time and work organization arrangements, including telework, on work-life balance and gender equality. - The Office provides technical assistance in several countries to develop or improve the regulation of telework, including in the public sector, and help implement balanced flexible working-time arrangements. - The Office continues to support the standard-setting on decent work in the platform economy, publishing the Law and Practice Report, organizing regional and country briefings on the questionnaire. - Through the mobilization of additional resources, the Office has strengthened its technical advisory services and capacity building of constituents with a view to improving wage setting through social dialogue in the area of minimum wages, collective bargaining of wages and gender pay gaps. - The Office has initiated data collection on institutional aspects of minimum wage systems. - The Office is supporting constituents to address structural barriers to women's access to, and progression in, employment, and equal remuneration for work of equal value, incentivize investments in the care economy and work-life balance. The 2024 General discussion on decent work and the care economy provides further guidance to the work of the Office in this area. - It is promoting bilateral and multilateral labour migration agreements and the implementation of fair recruitment policies and practices, and has been active in International fora promoting protection of migrant workers and refugees.		In progress

• Conclusions towards the adoption of a Convention and a Recommendation on biological hazards in the working environment were adopted at the 112th Session (2024) of the Conference. • Preparatory research to assist in the standard-setting process covering chemical hazards has started. • The Code of practice on safety and health in forestry work was reviewed and adopted. • A guidance tool to assist Member States in assessing, reviewing and enhancing their national occupational safety and health (OSH) qualification frameworks was published. • New research, including new estimates, on the effects of climate change on OSH and heat stress were published and referenced by the United Nations Secretary-General's Global Call to Action on Extreme Heat. • Targeted assistance is being provided to Member States in preparation for ratification of fundamental OSH Conventions and other OSH standards, as well as for the development, update and reinforcement of national OSH frameworks. • The Office continues its engagement in the Equal Pay International Coalition (EPIC) and its support to the United Nations Network on Migration, Global Refugee Forum and plays a key role as a co-sponsor of the Joint United Nations Programme on HIV/AIDS (UNAIDS). • As regards clause (b) of the decision, the Office successfully organized the Meeting of Experts on Wage Policies including Living wages and adopted a set of conclusions which the Office will implement.	Completed
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Follow-up to the resolution concerning a just transition towards environmentally sustainable economies and societies for all

Decision adopted: GB.349/INS/3/3, paragraph 33

The Governing Body endorsed the proposed strategy and action plan on a just transition towards environmentally sustainable economies and societies for all and requested the Director-General to consider its guidance in implementing the strategy.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
• The Office is providing technical assistance to ILO Members on Just Energy Transition Partnerships (Indonesia and South Africa); Climate Prosperity Plans (Ghana, Lebanon, Maldives, Rwanda, Senegal and Sri Lanka); and RB-SA-funded projects on just transition planning and financing (Botswana and Jordan), blue economy (Comoros and Madagascar), charcoal industry phase out (Somalia), indigenous and tribal peoples (Bolivia and Brazil), circular economy and green jobs for youth (Mozambique), just transition in renewable energy, transport and construction (Philippines), enhancing the capacity of workers' organizations and employer and business membership organizations (Bolivia, Colombia, Côte d'Ivoire, Eswatini, Ghana, Honduras, India, Kazakhstan, Morocco, Nigeria, Oman, Panama, Philippines, United Republic of Tanzania and Viet Nam), linked to nationally determined contributions (NDCs) on climate change.		In progress

The Office promoted the integration of decent work and just transition in international policy processes on climate change and plastic pollution at G20, G7, Brazil, the Russian Federation, India, China and South Africa (BRICS), the Vulnerable Twenty Group (V20), CVF, EU-US Trade and Technology Council, UN Issue-based coalitions and in the UN principles on Critical Energy Transition Minerals.	Completed
The ILO strengthened partnerships with the Asian Development Bank (ADB), African Development Bank (AfDB), European Bank for Reconstruction and Development (EBRD), Inter-American Development Bank (IADB), Islamic Development Bank (IsDB), IFC, NDC Partnership, Partnership for Action on Green Economy (PAGE) and UN agencies.	In progress
The Office produced leading global reports on heat stress and its impact in the workplace and featured just transition in the World Social Protection Report 2024–26 and the Social Dialogue Report 2024.	In progress

Developments in the United Nations system

Decision adopted: GB.349/INS/5, paragraph 50, as amended by the Governing Body

The Governing Body took note of the current developments at the United Nations (UN) level and

(a) requested the Director-General to:

- (i) take into consideration the views expressed by the Governing Body on the ILO's ongoing work in support of the engagement of the tripartite constituents in UN Sustainable Development Cooperation Frameworks and common country analysis processes;
- (ii) take account of its guidance on the ILO's contribution to and further engagement in the UN Secretary-General's Our Common Agenda, in the lead-up to the 2025 World Social Summit;
- (iii) prepare a further report on developments at the UN level, including those related to the UN reform process, and the measures taken by the Office in that regard for consideration by the Governing Body at its 352nd Session (October–November 2024);

(b) decided to establish a "Working Party on the New Social Contract for Our Common Agenda" to prepare a tripartite input for the 2025 World Social Summit and promote and ensure the engagement of tripartite ILO constituents in preparations at national and international level; and requested the Director-General to organize, to that end, an informal tripartite consultation in January 2024 with a view to preparing a report to the 350th Session of the Governing Body on its modalities.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A separate report will be submitted to the 352nd Session of the Governing Body. Please refer to document GB.352/INS/5.	352nd Session (October–November 2024)	In progress

Review of the implementation of the strategy to give effect to the resolution concerning the elimination of violence and harassment in the world of work

Decision adopted: GB.349/INS/6(Rev.1), paragraph 37

The Governing Body:

- (a) advised the Office on the way forward regarding the implementation of the strategy for action concerning the elimination of violence and harassment in the world of work; and
- (b) requested the Director-General to take into consideration the strategy, and the guidance given during its discussion, when preparing future programme and budget proposals and facilitating extrabudgetary resources.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- The Office has secured 13 new ratifications since October 2023, raising the total to 45. This success stems from ongoing support for constituents, awareness raising campaigns as well as strengthened collaboration with UN agencies both at global and country levels. - In relation to work at the sectoral level, the Office has assisted constituents in the maritime sector to address violence and harassment. As a result of this effort, a tripartite decision has been made to revise the IMO Convention that regulates the training of seafarers (STCW) as well as the ILO's Maritime Labour Convention, 2006, as amended to align them to the Violence and Harassment Convention, 2019 (No. 190). - New tools have been developed to promote workplace inclusivity and respect, alongside research on addressing violence and harassment through behavioural science. Research on innovative approaches to tackle violence in the informal economy are also being undertaken. - New reports have been published on integrating the prevention of violence and harassment, including gender-based violence and harassment, into OSH regulations. The Office is also developing tools to address discrimination within OSH management systems, with a particular focus on risk assessment. - The Office has continued its efforts aimed at strengthening the capacity of its constituents in relation to Convention No. 190. Upon request, training activities have been conducted for government officials, judges, and labour inspectors, among others. The Office has also sustained its support for employers' and workers' organizations in strengthening their capacity to effectively implement Convention No. 190.	356th Session (March 2026) – subject to the approval of the Screening Group	In progress

Work plan on the strengthening of the supervisory system: Review of the arrangements to allow for optional voluntary conciliation and other measures introduced on a trial basis concerning the operation of representations submitted under article 24 of the ILO Constitution and consideration of proposals to streamline reporting under article 22

Decision adopted: [GB.349/INS/7](#), paragraph 67, as amended by the Governing Body

The Governing Body:

- (a) took note of the Office's progress report on measures concerning the operation of the procedure for the examination of representations submitted under article 24 of the ILO Constitution and proposals to streamline reporting under article 22 of the Constitution;
- (b) confirmed the arrangements allowing for optional voluntary conciliation or other measures at the national level that were introduced on a trial basis in November 2018;
- (c) requested the Office to prepare, based on its guidance and prior informal tripartite consultations on the considerations set out in paragraphs 19 to 29 of document GB.349/INS/7, proposed amendments to the Standing Orders concerning the procedure for the examination of representations under articles 24 and 25 of the Constitution of the International Labour Organization (Annex I to the Compendium of rules applicable to the Governing Body of the International Labour Office) for its consideration at its 350th Session (March 2024);
- (d) requested the Office to present, based on its guidance and prior informal tripartite consultations, proposals for the streamlining of reporting on ratified Conventions at its 352nd Session (October–November 2024);
- (e) endorsed the short-term measures to modernize the reporting process set out in paragraphs 64 and 65 of document GB.349/INS/7.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
The revised Standing Orders concerning the procedure for the examination of representations under articles 24 and 25 of the Constitution of the International Labour Organization were adopted by the Governing Body at its 350th Session (March 2024) (GB.350/LILS/1, paragraph 19)		Completed
Prior informal tripartite consultations were held on 24 June 2024 to prepare proposals for the streamlining of reporting on ratified Conventions to be submitted to the Governing Body at its 352nd session (October–November 2024)	352nd Session (October–November 2024)	In progress

Global Strategy on Occupational Safety and Health 2024–30 and plan of action for its implementation

Decision adopted: [GB.349/INS/8](#), paragraph 53

The Governing Body:

- (a) endorsed the proposed Global Strategy on Occupational Safety and Health and the plan of action for the period 2024–30, as set out in document GB.349/INS/8;
- (b) requested the Director-General to take into account its guidance in implementing the strategy, including the corresponding financial implications, while seeking to meet additional financing requirements to the extent possible by reprioritizing within existing budgets and/or through renewed resource mobilization efforts.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
Action Area 1		
• 1.1.1 Development of resources to promote the ratification of fundamental OSH Conventions and conducting gap analysis in selected countries		In progress
• 1.2.1 Development and adoption of a Convention and Recommendation on biological hazards in the world of work – Conclusions towards the adoption of a Convention and a Recommendation adopted at the 112th Session (2024) of the Conference		In progress
• 1.3.2 Review and adoption of the Code of practice on safety and health in forestry work		In progress
Action Area 2		
• 2.1.4 Transition to new OSH website		Completed
• 2.3.2 Development and publication of guidance tool to assist Member States in assessing, reviewing and enhancing their national OSH qualification frameworks		Completed
• 2.5.1 Development and publication of new research and global reports on the impact of climate change on OSH and on exposure to heat stress in the world of work		Completed
Action Area 3		
• 3.1.1 Annual campaign for World Day for Safety and Health at Work, focusing on ensuring safe and healthy work in a changing climate and organization of global and regional events on the issue		Completed
• 3.1.3 Development of resources to promote the ratification of fundamental OSH conventions and conducting gap analysis in selected countries		
Action Area 4		
• 4.1 Targeted assistance provided in preparation for ratification of fundamental OSH Conventions and other OSH standards in selected countries		In progress
• 4.2 Targeted assistance provided in supporting the implementation of fundamental OSH Conventions and other OSH standards in selected countries		In progress
Action Area 5		
• 5.1.1 Continued collaboration with the UN OSH Forum and transition into the UN Inter-agency Occupational Health and Safety Coordination Mechanism		In progress

- 5.1.2 Continued collaboration with WHO on the updates of the joint estimates on the global burden of disease and programmes for protection of health workers
- 5.1.3 Engagement in international collaboration in the area of chemical safety towards implementing the Global Framework on Chemicals

In progress

349bis (Special Session of the Governing Body)

Decision adopted: GB.349bis/INS/1/1, paragraph 27, as amended by the Governing Body

Further to the request of the Workers' group and of 36 Governments to urgently refer the dispute on the interpretation of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), in relation to the right to strike to the International Court of Justice for decision in accordance with article 37(1) of the Constitution, the Governing Body decided to adopt the following resolution:

The Governing Body,

Conscious that there is serious and persistent disagreement within the tripartite constituency of the International Labour Organization (ILO) on the interpretation of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), with respect to the right to strike,

Recalling that at the origin of the dispute is a disagreement among the Organization's tripartite constituents concerning whether the right to strike is protected under Convention No. 87,

Noting that the ILO's supervisory bodies have consistently observed that the right to strike is a corollary to the fundamental right to freedom of association,

Seriously concerned about the implications that this dispute has on the functioning of the ILO and the credibility of its system of standards,

Affirming the necessity of resolving the dispute in a manner consistent with the Constitution of the ILO,

Recalling that, under article 37(1), of the ILO Constitution, "[a]ny question or dispute relating to the interpretation of this Constitution or of any subsequent Convention concluded by the Members in pursuance of the provisions of this Constitution shall be referred for decision to the International Court of Justice",

Recalling the consensual decision of the Governing Body at its 320th Session (March 2014), welcoming "the clear statement by the Committee of Experts of its mandate as expressed in the Committee's 2014 report":

"The Committee of Experts on the Application of Conventions and Recommendations is an independent body established by the International Labour Conference and its members are appointed by the ILO Governing Body. It is composed of legal experts charged with examining the application of ILO Conventions and Recommendations by ILO member States. The Committee of Experts undertakes an impartial and technical analysis of how the Conventions are applied in law and practice by member States, while cognizant of different national realities and legal systems. In doing so, it must determine the legal scope, content and meaning of the provisions of the Conventions. Its opinions and recommendations are non-binding, being intended to guide the actions of national authorities. They derive their persuasive value from the legitimacy and rationality of the Committee's work based on its impartiality, experience and expertise. The Committee's technical role and moral authority is well recognized, particularly as it has been engaged in its supervisory task for over 85 years, by virtue of its composition, independence and its working methods built on continuing dialogue with governments taking into account information provided by employers'

and workers' organizations. This has been reflected in the incorporation of the Committee's opinions and recommendations in national legislation, international instruments and court decisions",

Noting that, despite protracted attempts, no consensus has been reached through tripartite dialogue,

Emphasizing that article 37(1) of the ILO Constitution establishes that any referral to the International Court of Justice is for decision on the question or dispute referred,

Expressing the hope that, in view of the ILO's unique tripartite structure, not only the governments of ILO Member States but also the international employers' and workers' organizations enjoying general consultative status in the ILO would be invited to participate directly and on an equal footing in the written proceedings and any oral proceedings before the Court,

Decides, in accordance with article 37(1) of the ILO Constitution,

1. To request the International Court of Justice to render urgently an advisory opinion under Article 65, paragraph 1, of the Statute of the Court, and under Article 103 of the Rules of Court, on the following question: Is the right to strike of workers and their organizations protected under the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87).
2. Instructs the Director-General to:
 - (a) transmit this resolution to the International Court of Justice, accompanied by all documents likely to throw light upon the question, in accordance with Article 65, paragraph 2, of the Statute of the Court;
 - (b) respectfully request that the International Court of Justice allow for the participation in the advisory proceedings of the employers' and workers' organizations that enjoy general consultative status with the ILO;
 - (c) respectfully request that the International Court of Justice consider possible steps to accelerate the procedure, in accordance with Article 103 of the Rules of Court, so as to render an urgent answer to this request;
 - (d) inform the United Nations Economic and Social Council of this request, as required under Article IX, paragraph 4, of the Agreement between the United Nations and the International Labour Organization, 1946.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
See GB.350/INS/17 , paras 2–5.		In progress

349ter (Special Session of the Governing Body)

Decision adopted: [GB.349ter/INS/1](#), paragraph 16

The Governing Body decided:

- (a) further to the request of the Employers' group and of the Republic of Türkiye to urgently include a standard-setting item on the right to strike on the agenda of the 112th Session of the International Labour Conference (2024), not to include such an item; and
- (b) that after having received the advisory opinion of the International Court of Justice, as requested by the Governing Body at its 349th *bis* (Special) Session, it would consider appropriate follow-up action.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
See GB.350/INS/17, paras 2–5.		In progress

ILO strategy on decent work in supply chains

Decision adopted/outcome of the discussion: [GB.347/INS/8](#), paragraph 4

The Governing Body requested the Office to take into account its guidance when implementing the comprehensive ILO strategy on decent work in supply chains, and to submit a report on the implementation of the strategy to its 353rd Session (March 2025) for its consideration.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
• International Labour Standards: Planning has commenced for initiatives to support ratification and effective implementation of international labour standards (ILS), relevant to decent work in supply chains. Mapping and analysis of regulatory and non-regulatory initiatives addressing decent work deficits in supply chains is under way, following which an options paper on possible initiatives that complement the body of ILS will be developed for GB consideration in 2025. • Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy: Initiatives to increase capacity of staff and constituents to better utilize tools and principles of the MNE Declaration including within development cooperation projects are under way. Activities to promote a coherent approach to supporting States and enterprises to ensure access to effective remedy initiated. • Enabling rights: Integration of supply chains into Office frameworks for action on FPRW and the ITC/ILO Turin training offer is under way. Training and capacity building for ILO staff on enabling rights has increased. • Research, knowledge, and practical tools: Developed a coordinated research agenda and approach to dissemination of knowledge and results. Compiled suite of methodologies and tools for consistent data collection of decent work in supply chain data. Review of existing platforms to strengthen sharing of knowledge, evidence and good practices on decent work in supply chains with constituents is under way,	353rd Session (March 2025)	In progress

Follow-up to the resolution concerning the third recurrent discussion on employment

Decision adopted: [GB.346/INS/3/1](#), paragraph 51

The Governing Body requested the Director-General to take into account its guidance in implementing the plan of action on employment for 2022–27 as set out, including the corresponding financial implications, while seeking to meet additional financing requirements, to the extent possible, by reprioritizing within existing budgets and/or through renewed resource mobilization efforts.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- Continued promotion of coherent macroeconomic and sectoral policies at country level across all regions. In addition: - Employment Academy held in collaboration with the Turin Centre, designed with main focus on GB.346/INS/3/1 priorities including macroeconomics, green, digital, fragility and crises. - Global Employment Trends for Youth 2024 published. - Tools published and applied at country level: <i>Macroeconomic Diagnostics for Decent Jobs, Social Protection and Just Transitions</i>; <i>Green Employment Diagnostics for Just Transitions</i>; <i>Digital Employment Diagnostic Guidelines</i>; <i>A Gender-responsive Sectoral Policy Tool</i>.		Completed
Strengthening of the productivity ecosystems programme and publication of a guidance note on <i>Productivity Measurement and Analysis</i>.		In progress
- Towards ensuring quality of employment and workers' protection: - Increased knowledge of opportunities for decent employment in and risks associated with digital space, through eight country policy reviews, training, dedicated materials and events, including for marginalized youth and refugees. - Strengthened JobAgri partnership with the African Union, the FAO and the French Agricultural Research Centre for International Development (CIRAD), aimed at promoting quality employment in the agri-food sector in the African region.		In progress
- Standards-related action: - Promotion campaign for the Employment Service Convention, 1948 (No. 88), and the Private Employment Agencies Convention, 1997 (No. 181), strengthened and integrated in several development cooperation partnerships.		In progress
Technical tools and guidance developed to support the implementation of the Quality Apprenticeships Recommendation, 2023 (No. 208).		Completed
- Enhanced implementation support through: - Expanded Employment Policy Action Facility, including through IA capabilities, for more targeted and effective dissemination of available technical knowledge.		In progress
- Continued reaffirming of ILO's mandate through communications and within the multilateral system, for example; - ILO continuous leadership in the Global Accelerator and its associated global advocacy events. - Strengthening of communications initiatives (ILO podcasts, etc).		In progress
Development of technical note that has informed G20 work on the Menu of Policy Measures and Recommendations to Address Inequality Pressures.		Completed

Follow-up to the resolution concerning decent work and the social and solidarity economy

Decision adopted: GB.346/INS/3/2, paragraph 30

The Governing Body endorsed the proposed strategy and action plan on decent work and the social solidarity economy and requested the Director-General to consider its guidance in implementing the strategy.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
The research and statistical knowledge base on the social solidarity economy (SSE) continues to be built and strengthened. This includes:		
• policy research in five countries in Asia undertaken;		Completed
• SSE assessments in six countries in Africa in partnership with the African Union undertaken;		Completed
• a five-country pilot initiative on the international guidelines on statistics of cooperatives presented at the 21st International Conference of Labour Statisticians (ICLS);		Completed
• a road map on statistics of the SSE for discussion at the 21st International Conference of Labour Statisticians (ICLS) discussed and adopted.		Completed
Policy advice and capacity-building support is provided on an ongoing basis, including:		
• technical support for the development of the new cooperative law adopted in Viet Nam;		Completed
• technical and financial support for the development of the cooperative law in Dominica, Guyana, Kingdom of Saudi Arabia, Kurdistan, Iraq;		In progress
• guidelines for SSE legislation developed to assist developing country legislators;		Completed
• training tools adapted to sectors (e.g. aquaculture and care sectors), for diverse target groups (e.g. refugees and youth) and different development stages (Manage.Coop);		Completed
• translation and dissemination of tools on child labour and OSH for cooperatives in agriculture undertaken;		Completed
• SSE advocacy modules for the UN Task Force on the Social and Solidarity Economy (UNTFSSSE) delivered with ITC-ILO in 11 languages.		Completed
Partnerships and resource mobilization efforts are ongoing. These align with the recommendations of the UN GA resolution on promoting the SSE for sustainable development.		
• As co-chair of the UNTFSSSE, co-draft, validate and launch task force strategy and action plan;		Completed

• as co-chair of the UNTFSSSE, draft and validate the UN SG report on the UN GA resolution on advancing the SSE for sustainable development;	Completed
• provide technical and financial assistance to the African Union for the development, validation and adoption of the ten-year AU strategy on the SSE;	Completed
• funds raised and project launched on Strengthening the Social and Solidarity Economy (SSE) Knowledge Base – Phase 2 project; and	Completed
• a structured policy and funding dialogue on the SSE and decent work conducted.	In progress

Follow-up to the resolution concerning skills and lifelong learning adopted by the International Labour Conference at its 109th Session (November–December 2021): The ILO strategy on skills and lifelong learning for 2022–30

Decision adopted: GB.346/INS/4, paragraph 34

The Governing Body endorsed the proposed strategy on skills and lifelong learning for the period 2022–30 and the plan of action for the period 2022–25 and requested the Director-General to consider its guidance in implementing the strategy.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
• Awareness and advocacy of the ILO Strategy on Skills and Lifelong learning done through presentations in the high-level platforms such as Inter agency group on technical and vocational education and training (TVET), ILO Skills Academy, Sub-Saharan Skills and Apprenticeship Network, and dissemination through ILO network and social media. Social media cards, infographics, podcasts developed.		Completed
• Provide policy advice to: ○ constituents to develop skills and lifelong learning policies, strengthen tripartite skills governance and anticipation mechanisms, quality apprenticeships, social inclusion, skills for digital, green or care economy to Algeria, Argentina, Bangladesh, Bosnia and Herzegovina, Brazil, Cabo Verde, Chile, China, Colombia, Costa Rica, Dominican Republic, Democratic Republic of the Congo, Ecuador, Egypt, Equatorial Guinea, El Salvador, Eswatini, Ethiopia, Ghana, Haiti, Honduras, India, Indonesia, Côte d'Ivoire, Jordan, Kenya, Lebanon, Malaysia, Mali, Mauritania, Mexico, Morocco, Nigeria, Panama, Paraguay, Philippines, Rwanda, Saudi Arabia, South Africa, Tanzania, Togo, Tunisia, Uruguay, Viet Nam, Yemen, Zambia, Zimbabwe; ○ the African Union Commission in developing a new continental strategy for TVET for Africa; and ○ G20, G7 and BRICS groups for strengthening skills and lifelong learning systems.		In progress

- For capacity development and knowledge sharing, in cooperation ITC-ILO, the Inter-American Centre for Knowledge Development in Vocational Training (ILO/CINTERFOR) or other partners, organized:

- training programmes on several topics, including skills policy, anticipation, apprenticeships, sectoral approaches, fragility, digital and green economy, and recognition of prior learning,
- a Global Skills Forum in Geneva in 2024,
- a skills fair in ITC-ILO Turin,
- Skills Bridge Master Class series on innovative approaches to developing skills needed to succeed in today's and tomorrow's world of work. Eight episodes have been organized so far; more than 5,500 experts from 129 countries attended the last one.

Actions completed;

ILO support to continue during the policy implementation period

- Published high-level reports on reforming TVET:

- in low- and middle-income countries with the World Bank (WB) and UNESCO;
- in African countries with the African Development Bank (AfDB), and

Completed

- generating new approaches to promoting quality apprenticeships, sector skills bodies, and skills for digital, green, and care economies.

In progress

- Developed partnerships with various development banks and partners, other UN agencies, and regional institutions. These include the World Bank, AfDB, UNESCO, UNICEF, UNHCR, UNIDO, IOM, OECD, the European Commission, and African Union Commission (AUC).

In progress

Follow-up to the resolution concerning inequalities and the world of work: Comprehensive and integrated ILO strategy to reduce and prevent inequalities in the world of work

Decision adopted: GB.346/INS/5, paragraph 31

The Governing Body requested the Director-General to take into account its guidance concerning the proposed comprehensive and integrated ILO strategy to reduce and prevent inequalities in the world of work, including the corresponding financial implications, while seeking to meet additional financing requirements to the extent possible by reprioritizing within existing budgets and/or through renewed resource mobilization efforts.

Follow-up action envisaged or already taken

Next report to the Governing Body

Implementation status

- The ILO has advanced in the designing of country-specific approaches to reduce and prevent inequalities in the world of work. A National Strategy to prevent and reduce inequalities in the World of Work (2024–28) was successfully developed and launched in Iraq. A national analysis was developed for Chile, and its results were discussed with constituents. A national diagnostic is under way in Namibia to assess the national inequality context and to identify synergies with the Global Accelerator on Jobs and Social Protection for Just Transitions. The Philippines was identified as an additional pilot country in Asia.

- The ILO has been strengthening its knowledge and evidence base on a range of policy-relevant questions, including through research on the role of wage policies to reduce inequalities in rural contexts, and on the impact of regulation on labour markets and growth. Additional research is under way to improve the understanding of what inequalities in the world of work are, how they can be measured, and fully identify evidence-based policy responses to prevent and reduce inequalities in the world of work.
- The ILO has taken several actions to reinforce its role in ongoing debates and initiatives related to inequalities within the multilateral system i.e., in G20 working groups under the Brazilian Presidency that tackled inequality from different dimensions.
- The ILO has reinforced its One-ILO Approach to Inequalities, built on the concerted action of the Global Coalition on Social Justice (which has a specific thematic priority on reducing and preventing inequalities), the ILO's comprehensive and integrated strategy to reduce and prevent inequalities in the world of work, and the Global Accelerator on Jobs and Social Protection For Just Transitions.

In progress

Promoting productivity ecosystems for decent work

Decision adopted: GB.346/INS/9, paragraph 37

The Governing Body took note of the update on the Office's work on productivity ecosystems for decent work and requested the Director-General to take into account its guidance when implementing the approach.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
• The implementation of the Productivity Ecosystems for Decent Work (PE4DW) pilot programme in Ghana, South Africa, and Viet Nam is ongoing, with a positive mid-term independent evaluation completed in June 2024.		In progress
• The Productivity Ecosystem for Decent Work programme was recently introduced in Egypt, funded by the Government of Italy, from June 2024 to June 2027.		In progress
• At the request of the Zambian Government, the ILO introduced the Productivity Ecosystem for Decent Work programme in Zambia. This initial phase will focus on sector selection and identifying key productivity and decent work constraints within the selected sector. Based on these findings, a comprehensive project proposal will be developed, and funding partners will be sought.		In progress

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|---|-------------|
| <ul style="list-style-type: none"> • Ongoing advocacy and capacity-building efforts aim to strengthen and establish productivity organizations in Africa and the Middle East and North Africa (MENA) regions, in collaboration with partners such as the Pan-African Productivity Association (PAPA). Notably, support was provided to productivity organizations in Ghana and Nigeria, which have successfully joined IMD World Competitiveness Ranking for the first time. Ongoing support is offered to Kenya, in collaboration with the National Productivity and Competitiveness Centre, to participate in the Ranking in 2025. | In progress |
| <ul style="list-style-type: none"> • A productivity training course is being developed jointly with PAPA for African Regional Labour Administration Centre (ARLAC). It will take place from 23–27 September and will be delivered by PAPA and the Enterprise Specialist from DWT Pretoria. ARLAC member countries will be sensitized and supported to join PAPA and establish national productivity organizations. | In progress |
| <ul style="list-style-type: none"> • Policy support was provided to the BRICS Employment Working Group on the productivity ecosystem approach, resulting in the development of an operational road map for a BRICS Productivity Ecosystems for Decent Work Platform. | Completed |
| <ul style="list-style-type: none"> • During the Social Justice Coalition thematic discussions earlier this year, several Social Justice Coalition partners highlighted the importance of strengthening the productivity–decent work nexus for sustainable enterprise development and decent job creation through the Productivity Ecosystems for Decent Work approach. It is likely that PE4DW approach would be further promoted through social justice coalition. | In progress |
| <ul style="list-style-type: none"> • Collaboration with other international organizations is under way. The ILO and UNIDO are co-organizing a session at UNIDO's Multilateral Industrial Policy Forum (MIPF) in Saudi Arabia this October, focusing on productivity and jobs, where the ILO's PE4DW will be promoted. UNIDO has expressed willingness to collaborate with the ILO on the implementation of PE4DW. | In progress |

Follow-up to the resolution concerning the measures recommended by the Governing Body under article 33 of the ILO Constitution on the subject of Belarus

Decision adopted/outcome of the discussion: [GB.350/INS/10\(Rev.1\)](#), paragraph 19

The Governing Body:

- took note with growing concern of the information provided in document GB.350/INS/10(Rev.1);
- once again, urged the Government of Belarus to receive as a matter of urgency an ILO tripartite mission with a view to gather information on the implementation of the recommendations of the Commission of Inquiry and subsequent recommendations of the supervisory bodies of the ILO, including a visit to the independent trade union leaders and activists in prison or detention;
- urged the Government of Belarus to submit to the Director-General all information on the measures taken to implement the recommendations of the Commission of Inquiry by 15 April 2024 for transmission to the Committee on the Application of Standards and information on further developments by 15 September 2024 for transmission to the Governing Body at its 352nd Session (October–November 2024);

- (d) took note of the action plan to implement the Conference resolution;
- (e) invited the Organization's constituents – governments, employers and workers – to continue to take steps to ensure an effective follow-up to the Conference resolution concerning the measures recommended by the Governing Body under article 33 of the ILO Constitution on the subject of Belarus, and in particular, on measures taken to ensure that the principle of non-refoulement is respected (paragraph 2(b) of the resolution) and to report back thereon to the Director-General for transmission to the Governing Body;
- (f) requested the Director-General to prepare an updated report to inform the Committee on the Application of Standards at the 112th Session (2024) of the Conference of the latest developments;
- (g) requested the Director-General to prepare an updated report for the 352nd Session (October–November 2024) of the Governing Body.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A separate report will be submitted to the 352nd Session. Please refer to document GB.352/INS/10.	352nd Session (October–November 2024)	In progress

Developments in the full implementation by the Government of the Bolivarian Republic of Venezuela of the agreed plan of action to give effect to the recommendations of the Commission of Inquiry in respect of Conventions Nos 26, 87 and 144

Decision adopted: GB.350/INS/12(Rev.1), paragraph 13

The Governing Body:

- (a) took note of the report on the fourth Social Dialogue Forum held from 1 to 2 February 2024 while reiterating, once again its call to the Government of the Bolivarian Republic of Venezuela to accept and implement in full the recommendations of the Commission of Inquiry adopted in 2019;
- (b) urged the Government to further accelerate the implementation of all the commitments adopted in the action plan as updated by the Social Dialogue Forum in February 2024, in order to achieve tangible results without delay, in particular in relation to areas in which no progress has been made;
- (c) noted with appreciation that an ILO special adviser was posted in the country since November 2023 and that his support in the implementation of the action plan and the preparation of the fourth session of the social dialogue forum had been greatly valued by all constituents;
- (d) requested the Government to make the necessary arrangements allowing the ILO special adviser to continue providing the said support on a constant basis in the country, including in relation to the preparation of the next social dialogue forums;
- (e) requested the Director-General to continue collaborating with the Government and the social partners of the Bolivarian Republic of Venezuela on the full implementation of the recommendations of the Commission of Inquiry, the related Governing Body decisions and the effective application of Conventions Nos 26, 87 and 144 in law and practice, and to submit to the 352nd Session (October–November 2024) of the Governing Body a further report on any developments concerning the above.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A full report will be submitted separately to the Governing Body at its 352nd session. Please refer to document GB.352/INS/12.	352nd Session (October–November 2024)	In progress

Follow-up to the report of the Commission of Inquiry established in accordance with article 26 of the ILO Constitution concerning the non-observance by Myanmar of Conventions Nos 87 and 29, and to the resolutions concerning Myanmar adopted by the International Labour Conference at its 102nd (2013) and 109th (2021) Sessions

Decision adopted: GB.351/INS/9(Rev.1), paragraph 29

Recalling the resolution for a return to democracy and respect for fundamental rights in Myanmar adopted by the International Labour Conference at its 109th Session (2021) and noting with utmost concern the absence of any action towards the implementation of the recommendations of the Commission of Inquiry in its 2023 report which emphasized the urgency of the national situation, the Governing Body:

- (a) deplored once again the continued absence of progress towards respecting the will of the people, democratic institutions and processes, and the fact that, over three years since the military coup, the democratically elected Government had yet to be restored;
- (b) once again called on the military authorities to end immediately all acts of violence, and the arbitrary arrest, detention and torture of trade unionists, labour activists and others, including the Rohingya, in the exercise of their human rights and ensure the immediate release of those detained;
- (c) repeated its call for Myanmar to ensure that workers' and employers' organizations are able to exercise their rights in a climate of freedom and security, free from violence, arbitrary arrest and detention, by means of the full implementation of the recommendations of the Commission of Inquiry, which include the revocation of any military orders, legislative or other measures, decreed since February 2021 and identified as restricting freedom of association and the basic civil liberties of trade unionists;
- (d) expressed once again its profound concern over the conclusions of the Commission's report concerning the exaction of forced labour by the military authorities and called for immediate action to be taken to put an end, in law and in practice, to any forced recruitment into the military contrary to Convention No. 29, including the forced recruitment of children;
- (e) called once again on the military authorities, in accordance with the provisions of the Convention on the Privileges and Immunities of the Specialized Agencies of 21 November 1947, to take immediate action to remove all restrictions on the operation of the ILO's bank account, approve international staff visa extensions and facilitate the ILO's continued operations to bring benefits to the people of Myanmar despite the expiry of the Memorandum of Understanding on the Decent Work Country Programme in September 2022;
- (f) requested the Director-General to continue to inform it of the ILO's engagement within the framework of the UN system to ensure that the Commission's recommendations are acted upon within each body's respective mandates;
- (g) requested the Director-General to submit to the Governing Body at its 352nd Session (October–November 2024) a document providing an update on any developments and detailing options, taking account of the views expressed, for measures under article 33 of the ILO Constitution as well as other measures to secure compliance by Myanmar with the recommendations of the Commission of Inquiry, including setting out a draft resolution under article 33 of the ILO Constitution for decision.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A full report will be submitted separately to the Governing Body at its 352nd session. Please refer to document GB.352/INS/11.	352nd Session (October–November 2024)	In progress

Report by the Government of Bangladesh on progress made in the implementation of the road map to address all outstanding issues mentioned in the article 26 complaint concerning alleged non-observance of Conventions Nos 81, 87 and 98

Decision adopted: GB.350/INS/14(Rev.1), paragraph 9

Taking note of the report on progress made with the implementation of the road map of actions and mindful of its 2021–26 timeline as well as of results yet to be achieved, the Governing Body:

- (a) noted the strong commitment made by the Government of Bangladesh to engage in further tripartite consultations, with the technical assistance of the Office, to address the outstanding issues mentioned in the article 26 complaint concerning the alleged non-observance of Conventions Nos 81, 87 and 98 in the ongoing labour law reform;
- (b) called on the Government and the social partners to pursue their tripartite consultations on the labour law reform in a constructive manner with a view to bringing about all necessary reforms as a matter of priority, with the ILO technical assistance and the support that could be provided by the secretariats of the Employers' and Workers' groups;
- (c) requested the Government to report on further progress made in the implementation of the road map of actions to address all the outstanding issues mentioned in the article 26 complaint at its 352nd Session (October–November 2024);
- (d) deferred to its 352nd Session the decision to consider further action in respect of the article 26 complaint, in light of the follow-up given to paragraphs (a), (b) and (c) above.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A full report will be submitted separately to the Governing Body at its 352nd session. Please refer to document GB.352/INS/14.	352nd Session (October–November 2024)	In progress

Developments relating to the resolution concerning the Russian Federation's aggression against Ukraine from the perspective of the mandate of the International Labour Organization

Decision adopted: GB.351/INS/7, paragraph 42

In the light of the developments in Ukraine outlined in document GB.351/INS/7 and the resolution concerning the Russian Federation's aggression against Ukraine from the perspective of the mandate of the International Labour Organization (ILO), adopted at its 344th Session (March 2022), and taking into account the discussions held and the guidance provided during its 350th Session, the Governing Body:

- (a) noted the information provided in the document;
- (b) reiterated its most profound concern at the continuing aggression by the Russian Federation, aided by the Belarusian Government, against Ukraine and at the impact that this aggression is having on the tripartite constituents – workers, employers and the democratically elected Government – in Ukraine, and on the world of work beyond Ukraine;
- (c) urged the Russian Federation again to immediately and unconditionally cease its aggression and withdraw its troops from Ukraine;

- (d) urged once again the Russian Federation to meet all the obligations following from its ratification of ILO Conventions, including the Maritime Labour Convention, 2006, as amended (MLC, 2006), in particular in relation to the repatriation of seafarers and access to medical care; the Radiation Protection Convention, 1960 (No. 115), in relation to the exposure of workers to ionizing radiations in the course of their work; and the Forced Labour Convention, 1930 (No. 29), and its accompanying Protocol of 2014, and to ensure the full protection provided by these instruments to all workers currently performing work under its control;
- (e) reiterated its unwavering support for the tripartite constituents in Ukraine, requested the Director-General to continue to respond to the constituents' needs in Ukraine and to expand the ILO's resource mobilization efforts, including in forthcoming international donor conferences on recovery and reconstruction;
- (f) requested the Director-General to continue to enhance resource mobilization efforts for other affected countries across Eastern Europe and Central Asia;
- (g) requested the Director-General to continue to monitor the impact on the world of work of the Russian Federation's aggression against Ukraine and to report to the Governing Body at its 352nd Session (October–November 2024) on developments in the light of the resolution, including the ILO's continued engagement with the relevant United Nations bodies involved in monitoring human rights violations and the situation of maritime and nuclear workers.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A full report will be submitted separately to the Governing Body at its 352nd session. Please refer to document GB.352/INS/16.	352nd Session (October–November 2024)	In progress

Complaint alleging non-observance by Nicaragua of Conventions Nos 87, 98, 111 and 144, filed by various delegates at the 111th Session (2023) of the International Labour Conference under article 26 of the ILO Constitution

Decision adopted: GB.350/INS/15(Rev.1), paragraph 8

The Governing Body:

- (a) took note of the deep concerns expressed by the Committee of Experts on the Application of Conventions and Recommendations (CEACR) and by the Conference Committee on the Application of Standards (CAS) in their latest examination of the implementation by the Government of Nicaragua of the Conventions subject of the article 26 complaint;
- (b) urged the Government to address, as a matter of urgency, the serious compliance gaps identified and to accept ILO technical assistance to that effect;
- (c) requested the Government and the social partners to provide detailed information on all the issues raised in the complaint to the Governing Body at its 352nd Session (October–November 2024);
- (d) deferred to its 352nd Session the decision to consider further action in respect of the article 26 complaint, in light of the follow-up given to paragraphs (a), (b) and (c) above.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A full report will be submitted separately to the Governing Body at its 352nd session. Please refer to document GB.352/INS/15.	352nd Session (October–November 2024)	In progress

POL – Policy Development Section

POL – Employment and Social Protection Segment

Report of the Meeting of Experts on wage policies, including living wages

Decision adopted: GB.350/POL/1, paragraph 5, as amended by the Governing Body

The Governing Body:

- (a) took note of the conclusions of the Meeting of Experts on wage policies, including living wages, and authorized the Director-General to publish and disseminate them;
- (b) requested the Director-General to allocate sufficient resources and to take account of its guidance regarding future ILO activities on wage policies, including living wages;
- (c) requested the Director-General to present an implementation report to its 355th Session (October–November 2025).

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- The Office has taken action to raise awareness of the Conclusions and promote the outcome in the multilateral system, and has engaged with many living wage initiatives to promote alignment with ILO living wage principles. Among many others, this has included engagement and dissemination of the Conclusions with the OECD, the G20, the European Commission, the UN Global Compact, the FAO, and various voluntary living wage initiatives. - The Office has undertaken an internal review of the ILO methodology to align with the principles for estimating a living wage, and has initiated work on the development of an assessment framework for wage setting.	355th Session (October–November 2025)	In progress

Review of progress made regarding the follow-up of the Youth Employment Action Plan (YEAP) for the period 2020–30

Decision adopted: GB.349/POL/1, paragraph 44

Subject to the guidance provided in its discussion of the 2020–23 review of progress made by the follow-up Youth Employment Action Plan for the period 2020–30, the Governing Body took note of the review of the progress made and requested the Director-General to take into account its guidance in continuing to implement the Youth Employment Action Plan, including as regards the allocation of resources in future biennia, and to facilitate the mobilization of adequate extrabudgetary resources to that end.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
With existing funds, the ten-year-work plan, annexed in document GB.340/POL/2 , is being implemented through the ILO-wide Inter Departmental Action Group on Youth Employment (IDAG) hosted and coordinated in EMPLOYMENT/EMPLAB that leverages work on youth employment in the ILO, including direct support to constituents, implementation of projects, knowledge development, capacity building, and awareness raising. More specifically:		In progress
The Programme and Budget for 2024–25 includes a new output that targets integrated youth employment programmes to facilitate accountability, monitoring and evaluation; the target is ten CPOs in 2024–25.		In progress
Strengthened support for the inclusion on youth in policy and programme development.		In progress
Successful resource mobilization efforts to implement joint initiatives, to increase research, capacity building and country level implementation.		In progress
The ILO-African Union “African Youth Employment Strategy” was adopted in July 2024. Technical support to implementation will be provided.		Completed
A new joint initiative ILO-UNICEF-UNEP, “the Green Jobs for Youth Pact”, was launched in 2024. First activities have been implemented.		Completed
The Global Initiative on Decent Jobs for Youth reached 102 members in 2024. New partners include the National Employment Service of Mexico, the Office of the United Nations Convention to Combat Desertification, and the Nigeria Employers’ Consultative Association. A global conference of the Global Initiative “Young, Green and Digital” was successfully concluded on 23 May 2024. The event served as an opportunity to strengthen the capacity of constituents and foster meaningful youth engagement.		Completed
Outreach of the YouthForesight Knowledge Facility, the one-stop-shop on youth employment with over 1,438 knowledge resources is extended: 200 new registered users, 4,429 visiting users and over 23,000 unique visits in 2024.		Completed
Knowledge development: The flagship report “Global Employment Trends for Youth” was launched on 12 August 2024. Other knowledge products include a study on the impact of active labour market programmes for youth in collaboration with the World Bank and the Work Wise Youth Guide that was launched in 2024 to enhance young people’s awareness of their rights at work.		Completed
A mid-term evaluation (in 2025) of the Youth Employment Action Plan 2020–30 to measure impact is being planned.		Completed

ILO integrated strategy for the promotion and implementation of the right to collective bargaining

Decision adopted: GB.349/POL/2, paragraph 57

The Governing Body endorsed the proposed ILO integrated strategy for the promotion and implementation of the right to collective bargaining and requested the Director-General to take into account its guidance in implementing the strategy and to submit a progress report at its 352nd Session (November 2024).

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- In addition to the regular assistance provided by the Office in headquarters and the field to support constituents to achieve the various components of the strategy (e.g., labour law reform, strengthening labour inspection, capacity building for social partners), a large number of existing and planned national and regional projects increase the Office's capacity to provide assistance. Resource mobilization at global level designed to address elements of the strategy is partially achieved. The Research, Innovation, and Strategic Engagement Project to Promote Freedom of Association and Collective Bargaining (RISE) has three outcomes: improving the knowledge base on freedom of association, collective bargaining, and industrial relations; enhancing capacity of constituents to realize these rights; and promoting innovative approaches for the realization of freedom of association and the right to collective bargaining (FACB). Strengthening public authorities and capacity of social partners: A number of countries with targeted activities (e.g., strengthening labour inspectorates to address FACB rights; promoting models of tripartite dialogue and strengthening representation structures for domestic workers) have been identified. Additional countries and strategies for capacity building will be identified and implemented throughout the RISE project life cycle. Knowledge development and advocacy: Research on the impact of FACB rights on inequalities, and on investment, is under way; research on the interaction between FACB rights and trade is in publication. A knowledge hub and communications campaign to promote research findings and good practices with a view to strategic engagement with key stakeholders is being developed. Updating SDG Indicator 8.8.2 for the year 2023 is under way and the subsequent annual updates of the indicator are planned. The updating and expansion of industrial relations data (trade union density and collective bargaining coverage rate) is planned together with the possible adoption of a new international statistical standard on industrial relations data during the upcoming session of the International Conference of Labour Statisticians in 2028.	Deferred by the Screening Group to a future session (2025–26)	In progress

Temporary labour migration

Decision adopted: GB.346/POL/1, paragraph 49

The Governing Body requested the Director-General to take into account its guidance concerning the proposed ways forward to maximize the opportunities and minimize the risks associated with temporary labour migration, including exploring further good practices and means for their implementation, and enhancing the participation of the social partners in the design, monitoring and implementation of temporary labour migration schemes of all types.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
Meeting of the ILO's Expert Group on Temporary Labour Migration (academics from different disciplines and world regions) held in September 2023 to exchange on ways forward with temporary labour migration (TLM), foster interregional learning on good TLM practices and discuss weaknesses of current TLM programmes and how to overcome them.		Completed
Knowledge development on the reduction and prevention of inequalities and social tensions created by some forms of TLM and preparation of a policy-oriented edited volume, for publication in the biennium 2024-25, inter alia based on the findings of the September 2023 workshop. Proposed title "Temporary Labour Migration: Towards Social Justice?".		In progress
Preparation of regional and/or thematic policy briefs to inform about innovative ways forward with TLM and propose means of tackling specific shortcomings of TLM schemes.		In progress

POL – Social Dialogue Segment

Update on the Better Work programme

Decision adopted: GB.350/POL/2, paragraph 56, as amended by the Governing Body

The Governing Body noted the update provided by the Office and requested the Director-General to take its guidance into account in the management of the Better Work programme and to report on the evaluation of the Phase V Strategy (2022–27) during the November 2026 session of the Governing Body to inform the Better Work Phase VI Strategy.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- The Better Work ILO/IFC Management Group and the Advisory Committee for Better Work have had preliminary discussions on the GB comments and more discussions will be held in late 2024. These discussions will inform any proposed changes to the programme in line with the GB guidance. - Country programmes are developing proposals to evolve programme delivery in ways that reduce reliance on donor funding, and consulting stakeholders on them. It is envisaged that Better Work will be exiting some countries or dramatically reduce Better Work's direct delivery of factory services by the end of the Phase V strategy. - Better Work is engaging across the Office to ensure that the programme's work is closely aligned with the Programme and Budget and is appropriately reflected in both planning and reporting. - Two vacancies in the global senior management team have been filled. Responsibilities within the team have been realigned to ensure support for policy coherence and engagement with national and sectoral social partners, as well as to ensure programme delivery in collaboration with other technical and policy units.	358th Session (October–November 2026)	In progress

- A full review of the programme strategy and its monitoring and evaluation framework are under way in light of the discussion at the Governing Body in March 2024.

Sectoral meetings held in 2023 and proposals for sectoral work in 2024–25

Decisions adopted/outcome of the discussion: GB.350/POL/3(Rev.1), paragraph 22, and GB.349/POL/3, paragraph 28, as amended by the Governing Body
The Governing Body:

- (a) approved the records of proceedings of the two technical meetings referred to in section I (A and B) of document GB.350/POL/3(Rev.1) and authorized the Director-General to publish them;
- (b) requested the Director-General to bear in mind, when drawing up proposals for future work, the recommendations for future action by the ILO made by the meetings referred to in section I (A and B) of document GB.350/POL/3(Rev.1);
- (c) took note of the Recommendations of the High-Level Panel on the Teaching Profession referred to in section I(C) of document GB.350/POL/3(Rev.1), and requested the Director-General to ensure appropriate follow-up action;
- (d) endorsed the proposals contained in Appendix I to document GB.350/POL/3(Rev.1) relating to the dates, duration, official title, purpose and composition of the meetings listed therein; and
- (e) agreed to notify the Office of the appointment and election of the Chairpersons and three Vice-Chairpersons of the meetings referred to in section II of document GB.350/POL/3(Rev.1) one month prior to each meeting.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
• The records of proceedings as referred to in section I of documents GB.349/POL/3 and GB.350/POL/3(Rev.1) have been published online.	353rd Session (March 2025)	Completed
• The Policy guidelines for the promotion of decent work in the agri-food sector have been published online in English, French and Spanish.		Completed
• As part of the follow-up to the conclusions and recommendations of the technical meeting on the future of work in the arts and entertainment sector (13–17 February 2023), in collaboration with UNESCO, the Office has published a “Methodological guide for the participatory development of a law on the status of the artist”. The methodological guide provides a road map for governments to enhance regulations in line with the UNESCO 1980 Recommendation concerning the Status of the Artist and with relevant international labour standards. In addition, a policy guidance note to address collective bargaining in the sector is in progress. Technical support has also been provided at the national level to develop research and formulate recommendations focused on informality in the sector (Zimbabwe) as well as through the participation in inter-ministerial committees on digitalization and social protection (Chile). The Office will continue the ongoing implementation of the conclusions and recommendations.		In progress

- As part of the follow-up to the conclusions and recommendations of the technical meeting on a green, sustainable and inclusive economic recovery for the civil aviation sector (24–28 April 2023), the Office has actively promoted the outcomes of the meeting in several aviation summits and forums. Interagency partnership with the ICAO has been enhanced through participation in several ICAO meetings and most notably through a tripartite panel on “Promoting decent work: best practices in aviation” during the ICAO Second Aviation Gender Summit in July 2023. Moreover, in June 2024, the Office provided an informal briefing to ICAO Council members on decent work issues in aviation, drawing upon the conclusions and recommendations of the technical meeting. Consequently, the ICAO Council has established a “Small Group” from within its membership to review the social dimension and labour issues in aviation. The Office will continue the ongoing implementation of the conclusions and recommendations.

In progress
- As part of the follow-up to the conclusions and recommendations of the technical meeting on digitalization in the retail sector as an engine for economic recovery and decent work (25–29 September 2023), a brief on OSH and the future of work in retail in the post-Covid-19 context has been published. This brief explores the profound impact of recent technological advancements, climate crises and the COVID-19 pandemic on OSH within the retail and commerce value chain. The outcomes of the meeting were also promoted during the EU Sectoral Social Dialogue Committee for Commerce Working Group Meeting (December 2023). A capacity-building programme is under development in collaboration with ITC–ILO in Turin, including a guide and an online training for addressing relevant decent work topics in retail based on the guidance provided by the MNE Declaration. The Office will continue the ongoing implementation of the conclusions and recommendations.

In progress
- As part of the follow-up to the conclusions and recommendations of the technical meeting on decent and sustainable work in the inland waterways (IWW) sector (20–24 November 2023), steps have been taken to organize capacity-building activities for the tripartite constituents of the sector in collaboration with ITC–ILO in Turin, with a view to promoting social dialogue, formalization and a just transition. In addition, within the UN-Water Expert Group on Water and Climate Change, the Office has offered to provide technical assistance and capacity-building under workstream 1 on climate-informed transboundary management and cooperation in inland water ecosystems, with the aim of fostering a just transition in the IWW sector through policy measures addressing training, reskilling, upskilling and lifelong learning needs or safety risks triggered by decarbonization. The Office will continue the ongoing implementation of the conclusions and recommendations.

In progress

- As part of the follow-up to the recommendations of the United Nations Secretary-General's High-Level Panel on the Teaching Profession, the Office is engaged in ongoing discussions with the United Nations Educational, Scientific and Culture Organization (UNESCO) on the possible revision of the ILO/UNESCO Recommendation concerning the Status of Teachers (1966).³ In progress
- With regards to the current list of sectors, the Office is in the process of conducting a review. The findings of the review are planned to be presented to and discussed by the tripartite constituents in the upcoming Sectoral Advisory Bodies meeting (15–17 January 2025). The outcome is planned to be reported to the Governing Body in its March 2025 Session. In progress

Report on crisis-related ILO work in the Occupied Palestinian Territory

Decision adopted: [GB.350/POL/4\(Rev.1\)](#), paragraph 37 as amended by the Governing Body

The Governing Body:

- took note of the developments outlined in document [GB.350/POL/4\(Rev.1\)](#), including the grave repercussions in the Gaza Strip on jobs, livelihoods and enterprises and the way forward outlined in paragraphs 29–36;
- reiterated its most profound concern at the dire and rapidly deteriorating humanitarian situation in the Gaza Strip, and the severe impact that it is having on workers, employers and the civilian population, particularly women, children and others in vulnerable situations, as well as at the extremist settler violence and economic situation in the West Bank;
- took note of all relevant resolutions on the Middle East and recalled Security Council resolutions 2720 (22 December 2023) and 2712 (15 November 2023), and the decision it had adopted concerning document [GB.349/POL/4\(Rev.1\)](#), which included a call for all parties to facilitate full, rapid, safe and unhindered humanitarian access to the Gaza Strip;
- stressed the need to respect the ILO's fundamental principles and rights at work and relevant international labour standards and the importance of taking all necessary measures to promote social justice and advance decent work for all Palestinians;
- stressed the importance of ensuring the access, safety and security of ILO staff to deliver on the ILO mandate in the Occupied Palestinian Territory;
- welcomed the ILO's readiness to engage in broader United Nations recovery and reconstruction efforts;
- recalled the relevance of the Director-General's annual reports to the International Labour Conference on the situation of workers in the occupied Arab territories and urged all parties to facilitate the annual mission to Israel and the occupied Arab territories;
- requested the Director-General to continue offering his good offices to support Palestinian workers' access to their workplaces in conditions of occupational safety and health, as well as to strengthen efforts to address long-term priorities as highlighted in several of the Director-General's annual reports to the International Labour Conference, such as the issue of social security funds and permit system reform;
- requested the Office to engage with the relevant authorities to report on dismissals of Palestinian workers due to the current crisis, as well as any restrictions on their access to the labour market, and to report back on this matter to the Governing Body;
- supported all efforts to mobilize resources for the continued implementation of the emergency response programme, calling on Member States to urgently fund the programme;

³ For further information: [GB.352/POL/3](#).

- (k) requested the Director-General to convene a resource mobilization meeting, on the margins of the 112th Session of the International Labour Conference (June 2024) to prepare for the operational execution of the emergency response programme and to meet the urgent needs of the Palestinian constituents;
- (l) recommended to the International Labour Conference that at its 112th Session, the Appendix to the Report of the Director-General on “The situation of workers of the occupied Arab territories” be discussed in the framework of a special sitting in accordance with the same modalities and conditions as those applied in all similar special sittings on the same subject in the past, with a view to providing specific guidance to the Office and the Director-General on appropriate follow up actions to the findings of the report; and
- (m) requested the Office to monitor the situation and assess its impact on the world of work and update the Governing Body on the ILO’s efforts, including on the follow-up to the special sitting discussion at the 112th Session of the Conference, through the standing item on the enhanced programme of development cooperation in the occupied Arab territories at its 352nd Session (October–November 2024).

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A full report will be submitted separately to the Governing Body at its 352nd session. Please refer to document GB.352/POL/3.	352nd Session (October–November 2024)	In progress

POL – Multinational Enterprises Segment

Promotional activities with regard to the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, including in the context of relevant developments outside the ILO

Decision adopted: GB.350/POL/5, paragraph 41, as amended by the Governing Body

The Governing Body:

- (a) requested the Director-General to take into account its guidance to strengthen the promotion of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) and its operational tools, including in the context of relevant developments outside the ILO; and
- (b) decided to continue implementing the regional follow-up outlined in Annex II of the Declaration, aligning it with the cycle of regional meetings.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
• Training and technical assistance to tripartite constituents linking the promotion of the MNE Declaration to (1) international investment and (2) the corporate sustainability agenda (business and human rights, including due diligence and Just transition). Start implementation of the “Human Rights Due Diligence in support of Decent Work” project (2024–28).	353rd Session (March 2025)	In progress

- | | |
|--|-------------|
| <ul style="list-style-type: none"> • Support to Member States that have appointed or are seeking to appoint national focal points for the promotion of MNE Declaration and support of national and home-host country dialogues in line with outputs 6 and 7 of the ILO Strategy on decent work in supply chains. | In progress |
| <ul style="list-style-type: none"> • Experience-sharing on responsible business conduct for decent work and the promotion of the MNE Declaration – in 2024 together among Member States of the Community of Portuguese Language Countries (CPLP) and of the West African Economic and Monetary Union (WAEMU). | In progress |
| <ul style="list-style-type: none"> • Further promotion of the ILO Helpdesk for Business and the Company Union Dialogue, including through development cooperation projects. | In progress |
| <ul style="list-style-type: none"> • Collaboration with other international organizations. ILO co-organizing and/or collaborating in regional forums on RBC and Human Rights; Start Phase II of the EU, ILO, OECD and OHCHR Responsible Business Conduct in Latin America and the Caribbean (CERALC) Project (2024–28); engagement with investment promotion agencies on attracting sustainable investment (with UNCTAD, UNIDO, World Association of Investment Promotion Agencies (WAIPA)). | Ongoing |
| <ul style="list-style-type: none"> • Regional follow-up of the MNE Declaration: awaiting confirmation of next ILO regional meeting. | |

LILS – Legal Issues and International Labour Standards Section

LILS – International Labour Standards and Human Rights Segment

Report of the eighth meeting of the Standards Review Mechanism Tripartite Working Group

Decision adopted: GB.349/LILS/1, paragraph 6

The Governing Body took note of the report of the Officers concerning the eighth meeting of the Standards Review Mechanism Tripartite Working Group (SRM TWG) and, in approving its recommendations:

- welcomed the SRM TWG's consensual recommendations and noted that it had postponed its decision on the classification of the instruments concerning night work of children and young persons, pending research requested from the Office, until its next review at an appropriate time;
- decided that the instruments concerning maternity protection, social security (old age, invalidity and survivors' benefits) and the protection of children and young persons that were reviewed by the SRM TWG at its eighth meeting should be considered to have the classifications it recommended;
- called upon the Organization and its tripartite constituents to take concerted steps to follow up on all its recommendations as organized by the SRM TWG into practical and time-bound packages of follow-up action;
- requested the Office to take the necessary action in follow-up to the recommendations of the SRM TWG at this and previous meetings as a matter of institutional priority;

- (e) requested the Office to prepare research to be discussed by a tripartite meeting, to be determined by the Governing Body at the earliest date possible, so as to enable the Organization to assess whether there are gaps in respect of paternity and parental protection and, if so, what normative and/or non-normative actions could be appropriate;
- (f) underscored the need to ensure that the SRM TWG's planned programme of work is considered in the ILO's strategic planning and future resource allocations, to ensure adequate funding is provided to support the work of the SRM TWG, and requested the Office to take the necessary steps in this regard;
- (g) noted the SRM TWG's recommendations concerning the abrogation and withdrawal of certain instruments, in relation to which it will consider:
 - (i) placing an item concerning the abrogation of Conventions Nos 10, 33, 59 and 123 and the withdrawal of Convention No. 5 and Recommendations Nos 41, 52 and 124 on the agenda of the 116th Session of the International Labour Conference (2028);
 - (ii) placing an item concerning the abrogation of Conventions Nos 35, 36, 37, 38, 39 and 40 on the agenda of the 121st Session of the International Labour Conference (2033);
 - (iii) placing an item concerning the abrogation of Conventions Nos 3 and 103 and the withdrawal of Recommendation No. 95 on the agenda of the 121st Session of the International Labour Conference (2033). An evaluation will be held in 2028 to assess whether Member States with effective ratifications of those outdated Conventions have taken any necessary action to ratify Convention No. 183. If progress has not been made, the date at which the Conference will consider the item may be reconsidered by the Governing Body;
- (h) decided to convene the ninth meeting of the SRM TWG from 16 to 20 September 2024, at which it should review 14 instruments, and examine the follow-up to 4 outdated instruments, concerning fishers, dockers, indigenous and tribal peoples, and other categories of workers, as included in sets of instruments seventeen and nineteen of the SRM TWG's initial programme of work; and
- (i) noted the SRM TWG's decision to provisionally set its work plan for the next five years with the aim of possibly completing the review of all instruments in its initial programme of work by 2028, taking into account the need to guarantee the quality of its work reviewing the standards.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- The ongoing Office-wide collaboration to support the SRM TWG and to ensure comprehensive and effective follow-up of all the SRM TWG's recommendations, recognizing the Governing Body's request that this follow-up is an institutional priority, continues this year. - Specific outputs have been included in the Programme and Budget for 2024–25 with a view to supporting constituents to follow up on the recommendations of the SRM TWG, with a particular focus on the global campaign promoting the ratification of up-to-date instruments, and will be included as an institutional priority in the proposals for the programme of work for 2026–27. - A report will be submitted to the Governing Body following the ninth meeting of the SRM TWG.	352nd Session (October–November 2024)	In progress

Fourth evaluation of the functioning of the Standards Review Mechanism Tripartite Working Group

Decision adopted: GB.350/LILS/3, paragraph 3

The Governing Body:

- (a) thanked the Officers and members of the Standards Review Mechanism Tripartite Working Group (SRM TWG) for the information allowing it to undertake a fourth evaluation of the functioning of the SRM TWG;
- (b) reiterated the importance of the SRM TWG in contributing to ensuring a clear, robust and up-to-date body of international labour standards and stressed the need for timely follow-up action by Member States, social partners as well as by the Office to its recommendations as adopted by the Governing Body;
- (c) requested the SRM TWG to take its guidance into account in continuing its work and that it continue to be kept informed of the functioning of the SRM TWG so as to allow it to undertake a further evaluation [in March 2026].

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- The Governing Body's request to the SRM TWG will be transmitted to it at its ninth meeting (September 2024). - Information on the functioning of the SRM TWG will be provided to the Governing Body regularly to allow a further evaluation in 2026. A separate report on the functioning of its ninth meeting will be submitted to the Governing Body at its 352nd Session. - The ongoing Office-wide collaboration to ensure comprehensive and effective follow-up of all the SRM TWG's recommendations, recognizing the Governing Body's call for this follow-up to be timely, continues this year. The Programme and Budget for 2026–27 again includes outputs to support follow-up to the recommendations of the SRM TWG.	356th Session (March 2026)	In progress

PFA – Programme, Financial and Administrative Section

PFA – Programme, Financial and Administrative Segment

Scale of assessments of contributions to the budget of 2025

Decision adopted: [GB.350/PFA/4](#), paragraph 4

The Governing Body, in accordance with the established practice of harmonizing the rates of assessment of ILO Member States with their rates of assessment in the United Nations (UN), decided to base the ILO scale of assessment for 2025 on the UN scale for 2022–24, and to propose to the International Labour Conference the adoption of the draft scale of assessment for 2025 as set out in the appendix to document GB.350/PFA/4, subject to such adjustments as might be necessary following any further change in the membership of the Organization before the Conference is called upon to adopt the recommended scale.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
The draft scale of assessment for 2025 was endorsed by the Finance Committee of the Conference at its 112th Session (2024) and subsequently adopted by the Conference		Completed

ILO Strategy on knowledge and innovation

Decision adopted: [GB.347/PFA/4](#)

The Governing Body requested the Director-General to take into account its guidance in implementing the ILO Strategy on knowledge and innovation and to submit an updated strategy and implementation plan for review at the November 2024 session of the Governing Body.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A full report will be submitted to the 352nd Session. Please refer to document GB.352/PFA/3.	352nd Session (October–November 2024)	In progress

PFA – Personnel Segment

Amendments to the Staff Regulations

Decision adopted: GB.350/PFA/9, paragraph 14

The Governing Body approved the amendments to article 4.2 and Annex I of the Staff Regulations, as set out in the appendix to document GB.350/PFA/9, with effect from 1 April 2024.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- The amendments to the Staff Regulations approved by the Governing Body came into effect from 1 April 2024, as the first step in a four-phased set of discussions between the ILO Administration and the Staff Union over the course of 2024 to implement the agreed improvements on staff mobility and contract alignment. - Work on further improvements is continuing and another document will be presented to the Governing Body for information at its 352nd Session (October–November 2024) (GB.352/PFA/INF/5).	352nd Session (October–November 2024)	Completed

Financial report and audited consolidated financial statements for the year ended 31 December 2023

Decision adopted: GB.350bis/PFA/1, paragraph 4

The Governing Body took note of the External Auditor's report and forwarded the consolidated financial statements for the year ended 31 December 2023 and the External Auditor's report thereon to the International Labour Conference for consideration and adoption at its 112th Session.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
The financial report and audited consolidated financial statements for the year ended 31 December 2023 were submitted to the Finance Committee of the Conference at its 112th Session (2024) and subsequently adopted by the Conference.		Completed

Proposed amendments to the terms of reference of the Independent Oversight Advisory Committee

Decision adopted: GB.350bis/PFA/2, paragraph 8

The Governing Body:

- approved the proposed amendments to the terms of reference of the Independent Oversight Advisory Committee, as contained in the Appendix to document GB.350bis/PFA/2, which would take effect as of the date of approval;
- approved Option A of the Committee's future membership rotation as per paragraph 4(a) of document GB.350bis/PFA/2.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- The amendments to the terms of reference of the Independent Oversight Advisory Committee were promulgated as of the date of approval (3 June 2024). - The future membership rotation as decided by the Governing Body will be implemented as part of the 2024 selection process for new members and reported to the Governing Body at its 352nd Session in October–November 2024 (GB.352/PFA/7).		Completed

Progress report on the implementation of the Human Resources Strategy for 2022–25

Decision adopted: GB.350/PFA/10, paragraph 65

The Governing Body requested the Office to take into account the guidance provided in the further implementation of the Human Resources Strategy for 2022–25.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- The guidance provided by the Governing Body has been taken into account in the further implementation of the Human Resources Strategy for 2022–25. - The next progress report will be submitted to the Governing Body at its 353rd Session in March 2025.	353rd Session (March 2025)	Completed

Review of the jurisdictional set-up of the United Nations common system

Decision adopted: GB.349/PFA/10, paragraph 26

The Governing Body, having carefully examined the third report of the United Nations (UN) Secretary-General on the review of the jurisdictional set-up of the UN common system, decided to:

- express its appreciation to the Secretary-General for the work accomplished;
- take no follow-up action for the time being, noting the lack of support for the various proposals to address the issue of inconsistent implementation of the recommendations and decisions of the International Civil Service Commission, with the exception of the promotion of informal exchanges among the judges of the tribunals of the UN common system;
- request the Director-General to communicate this decision to the UN Secretariat and to keep the Governing Body informed of any decisions that the UN General Assembly may take on this matter at its 78th Session or thereafter.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- An information paper entitled “Conclusion of the review of the jurisdictional set-up of the United Nations common system” (GB.350/PFA/INF/11) was presented to the Governing Body at its 350th Session in March 2024. - In this information paper, it was stated that the ILO Director-General was informed of the decision of the Fifth Committee of the UN General Assembly, taken at its 78th Session, to take no action on the third report of the Secretary-General on the review of the jurisdictional set-up of the United Nations common system. As such, the review of the jurisdictional set-up was brought to a conclusion.		Completed