

Governing Body

352nd Session, Geneva, 28 October–7 November

Decisions adopted by the Governing Body at its 352nd Session

► Content

	Page
Institutional Section	5
1. Approval of the minutes of the 351st Session of the Governing Body	5
2. Agenda of future sessions of the International Labour Conference.....	5
3. Matters arising out of the work of the 112th Session (2024) of the International Labour Conference	5
3.1 Follow-up to the resolution concerning the third recurrent discussion on fundamental principles and rights at work	5
3.2 Follow-up to the resolution concerning decent work and the care economy	5
3.3 Analysis of the measures taken to promote the effective functioning of the Conference.....	6
4. Update on the Global Coalition for Social Justice	6
5. Implementation of Our Common Agenda, the United Nations development system reform process and measures taken by the Office	6
6. Biennial report on the implementation of the ILO Disability Inclusion Policy and Strategy (2020–23)	7
7. 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 ILO	7
8. 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	7
9. The status of Palestine in the ILO and its participation rights in ILO meetings	8

10.	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	8
11.	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.....	10
12.	Developments on 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	11
13.	Complaint alleging non-observance by Guatemala of Conventions Nos 87 and 98.....	12
14.	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	12
15.	Complaint alleging non-observance by Nicaragua of Conventions Nos 87, 98, 111 and 144.....	13
16.	Developments in the application of the resolution concerning the Russian Federation's aggression against Ukraine from the perspective of the mandate of the International Labour Organization	13
17.	Report of the Committee on Freedom of Association	14
19.	Report of the Director-General	14
19.1	First Supplementary Report: Follow-up to Governing Body decisions.....	15
19.2	Second Supplementary Report: The position of Chief Internal Auditor and Director of Internal Audit and Oversight	15
19.3	Third Supplementary Report: Documents submitted for information only	15
19.5	Fifth Supplementary Report: Report of the Committee set up to examine the representations alleging non-observance by Chile of the Old-Age Insurance (Industry, etc.) Convention, 1933 (No. 35), and the Invalidity Insurance (Industry, etc.) Convention, 1933 (No. 37)	16
19.6	Sixth Supplementary Report: Report of the tripartite Committee set up to examine the representations alleging non-observance by the Republic of the Sudan of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111).....	16
19.7	Seventh Supplementary Report: ILO support for the emergency response to the crisis in Lebanon	16
20.	Reports of the Officers of the Governing Body	17
20.1	First report: Proposed arrangements for the 20th American Regional Meeting	17
20.2	Second report: Representation alleging non-observance by Chile of Conventions Nos 87, 98, 111 and 151	17
20.3	Third report: Representation alleging non-observance by Chile of the Labour Relations (Public Service) Convention, 1978 (No. 151).....	17

20.4	Fourth report: Representation alleging non-observance by Chile of Conventions Nos 87, 98, 135 and 151	18
20.5	Fifth report: Representation alleging non-observance by Chile of Conventions Nos 87, 98 and 151	18
20.6	Sixth report: Two representations alleging non-observance by Chile of Conventions Nos 35, 37 and 122	18
20.7	Seventh report: Representation alleging non-observance by the Government of Uruguay of Conventions Nos 95, 98, 151, 154, 155 and 161	18
20.8	Eighth report: Representation alleging non-observance by Saudi Arabia of Convention No. 29 and its Protocol of 2014, and Conventions Nos 81, 95, 100, 111, 138 and 182	19
20.9	Ninth report: Representation alleging non-observance by Israel of the Protection of Wages Convention, 1949 (No. 95)	19
20.10	Tenth report: Representation alleging non-observance by Canada of Conventions Nos 87, 98 and 144	19
21.	Report of the Working Party on the New Social Contract for Our Common Agenda	20
21.1.	Draft key messages of the tripartite input to the Second World Summit for Social Development (2025)	20
22.	Composition, agenda and programme of standing bodies and meetings	20
Policy Development Section		21
Social Dialogue Segment		21
1.	Report on the implementation of the revised plan of action on social dialogue and tripartism for the period 2019–23	21
2.	Sectoral meetings held in 2024 and proposals for sectoral work in 2025	21
Development Cooperation Segment		22
3.	Enhanced programme of development cooperation for the occupied Arab territories	22
Legal Issues and International Labour Standards Section		23
Legal Issues Segment		23
1.	Possible options that could allow employers' and workers' representatives from Myanmar to contribute to the work of future sessions of the International Labour Conference	23
2.	Agreement between the International Labour Organization and the International Seabed Authority	24
International Labour Standards and Human Rights Segment		24
3.	Report of the ninth meeting of the Standards Review Mechanism Tripartite Working Group (Geneva, 16–20 September 2024)	24
4.	Proposals on the streamlining of reporting on ratified Conventions	25
5.	Implications of gendered and other inappropriate terms and references in all international labour standards	25

Programme, Financial and Administrative Section	26
Programme, Financial and Administrative Segment.....	26
1. The ILO's Strategic Plan for 2026–29.....	26
3. ILO Strategy on knowledge and innovation across the Organization: Updated Strategy and implementation plan	26
4. Update on the premises for the ILO Regional Office for Africa and Country Office for Côte d'Ivoire, Benin, Burkina Faso, Mali, Niger and Togo in Abidjan	26
5. Matters related to ILO-owned premises and potential renovation of the premises for the ILO Country Office for Pakistan in Islamabad.....	26
Audit and Oversight Segment.....	27
7. Appointments to the Independent Oversight Advisory Committee	27
8. Annual Evaluation Report 2023–24.....	27
9. High-level evaluations of strategies and Decent Work Country Programmes	27
10. Matters relating to the Joint Inspection Unit	27
Personnel Segment	28
13. Matters relating to the Administrative Tribunal of the ILO: Recognition of the Tribunal's jurisdiction by other international organizations	28

► Institutional Section

1. Approval of the minutes of the 351st Session of the Governing Body

The Governing Body approved the minutes of its 351st Session.

(GB.352/INS/1, paragraph 2)

2. Agenda of future sessions of the International Labour Conference

The Governing Body:

- (a) decided to place on the agenda of the 114th Session (2026) of the Conference an item for a general discussion on advancing the transformative agenda for gender equality at work and to place on the agenda of the 115th Session (2027) of the Conference an item for a general discussion merging the item on harnessing the fullest potential of technology to achieve decent work with the item on structural transformation of the economy towards higher levels of productivity, and requested the Office to provide a proposal for such an item taking into account the Governing Body's guidance, including the inputs jointly provided by the Employers' and Workers' groups, for consideration at its 353rd Session (March 2025);
- (b) decided to place on the agenda of the 114th Session (2026) of the Conference an item on the withdrawal of the Labour Standards (Non-Metropolitan Territories) Convention, 1947 (No. 83);
- (c) 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 353rd Session (March 2025).

(GB.352/INS/2, paragraph 49, as amended by the Governing Body)

3. Matters arising out of the work of the 112th Session (2024) of the International Labour Conference

3.1 Follow-up to the resolution concerning the third recurrent discussion on fundamental principles and rights at work

The Governing Body requested the Director-General, taking into account its guidance, to review periodically the plan of action set out in document GB.352/INS/3/1 giving effect to the conclusions concerning the third recurrent discussion on fundamental principles and rights at work; to prepare for its 358th Session (November 2026) a document for information that reflects the adjustments and progress in its implementation; and to draw on the plan of action in preparing future programme and budget proposals.

(GB.352/INS/3.1, paragraph 26, as amended by the Governing Body)

3.2 Follow-up to the resolution concerning decent work and the care economy

The Governing Body:

- (a) requested the Director-General to take into account its guidance in implementing the proposed plan of action set out in document GB.352/INS/3/2 giving effect to the

Conference resolution concerning decent work and the care economy and to draw on the proposed plan of action in preparing future programme and budget proposals;

- (b) approved the holding in 2026, on a date to be determined by the Governing Body at its 353rd Session (March 2025), of a tripartite meeting of experts to enable the Organization to assess whether there are gaps in the ILO's body of international labour standards related to paternity and parental protection, and other care leave (for sick or critically-ill family members, older persons or persons with disabilities) and, if so, what normative and/or non-normative actions could be appropriate;
- (c) decided that the cost of the above meeting of experts, which is estimated at US\$389,000, would be financed in the first instance from existing resources attributed under the regular budget to the Conditions of Work and Equality Department, with an estimated amount of US\$300,000 financed from savings that may arise under Part I of the budget for 2026–27 or, failing that, through the use of the provision for unforeseen expenditure, in Part II. Should this not prove possible, the Director-General would propose alternative methods of financing at a later stage in the biennium.

(GB.352/INS/3.2, paragraph 36, as amended by the Governing Body)

3.3 Analysis of the measures taken to promote the effective functioning of the Conference

The Governing Body requested the Office to prepare for its consideration at its 353rd Session (March 2025) a detailed programme of work for the 113th Session (2025) of the International Labour Conference, including the possible changes set forth in paragraph 37 of document GB.352/INS/3/3, taking into account the guidance provided.

(GB.352/INS/3.3, paragraph 43)

4. Update on the Global Coalition for Social Justice

The Governing Body took note of the update on the Global Coalition for Social Justice provided in document GB.352/INS/4(Rev.1) and requested the Director-General to take into account its guidance in the further development of the Coalition.

(GB.352/INS/4(Rev.1), paragraph 30)

5. Implementation of Our Common Agenda, the United Nations development system reform process and measures taken by the Office

The Governing Body took note of the current developments at the United Nations (UN) level and requested the Director-General to:

- (a) take into consideration the views expressed by the Governing Body in 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;
- (b) prepare a further report on developments at the UN level and the measures taken by the Office in that regard for consideration by the Governing Body at its 356th Session (March 2026).

(GB.352/INS/5, paragraph 74, as amended by the Governing Body)

6. Biennial report on the implementation of the ILO Disability Inclusion Policy and Strategy (2020–23)

The Governing Body:

- (a) requested the Director-General to implement the ILO Disability Inclusion Strategy (2024–27), taking into account the guidance provided during the discussion.
- (b) welcomed moves to further increase accessibility of ILO premises, events, processes and publications, including through the establishment of minimum levels of accessibility for all Governing Body sessions;
- (c) instructed the Office to conduct monitoring that coincides with the reporting period for the implementation of the accountability framework established by the United Nations Disability Inclusion Strategy (UNDIS), and to provide to the Governing Body, on a biennial basis, a report on progress and areas for improvement, including a summary of the annual reporting to the United Nations on its implementation of the UNDIS; and
- (d) requested the Director-General to pursue the ILO's mandate to promote disability inclusion in the implementation of current and future ILO strategic plans and corresponding programmes and budgets, and to facilitate extrabudgetary resources, taking into consideration the guidance provided during the discussion.

(GB.352/INS/6, paragraph 42)

7. 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 ILO

The Governing Body:

- (a) requested the Director-General to continue to use all means within his authority for bringing about the entry into force of the 1986 Instrument for the Amendment of the Constitution of the International Labour Organisation;
- (b) decided to defer its decision on alternative options pending the entry into force of the 1986 Amendment to its 353rd Session (March 2025) and requested the Director-General to facilitate any consultations that might be requested to that end.

(GB.352/INS/7, paragraph 47, as amended by the Governing Body)

8. 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

The Governing Body:

- (a) decided to undertake a review of the areas of its functioning identified in section I of document GB.352/INS/8(Rev.1) and to convene, to that end, two tripartite meetings to which the Standing Orders for technical meetings would apply, with the suspension of article 3, paragraph 2, and article 9, paragraphs 2, 3 and 8, and for which arrangements would be made to enable remote participation;
- (b) decided that:
 - (i) the first tripartite meeting would be held over four days in April/May 2025 and present its deliberations and outcome to the Governing Body at its 355th Session (November 2025);

- (ii) the second tripartite meeting would be held in January/February 2026, and present its deliberations and outcome to the Governing Body at its 356th Session (March 2026);
- (iii) the meetings would be composed of one representative of each interested Government, eight representatives of the Employers' group and of the Workers' group respectively, with the possibility of being accompanied by advisers;
- (c) noted that discussions were ongoing within the Government group concerning the representation of Governments in the Screening Group.

(GB.352/INS/8(Rev.1), paragraph 61, as amended by the Governing Body)

9. The status of Palestine in the ILO and its participation rights in ILO meetings

The Governing Body, having duly considered resolution ES-10/23 adopted by the United Nations General Assembly on 10 May 2024 and the request contained therein to specialized agencies to apply the modalities set out in the annex to the resolution:

- (a) recommended that the Conference consider at its 113th Session (2025) the adoption of the draft resolution on the status of Palestine in the ILO and participation rights of Palestine in ILO meetings contained in Appendix III to document GB.352/INS/9;
- (b) decided, subject to the adoption by the Conference of the resolution referred to in subparagraph (a), to authorize the Director-General to extend invitations to Palestine to participate as a non-member observer State in the Governing Body, the Asia and the Pacific regional meetings and, as appropriate, ILO technical meetings;
- (c) decided, subject to the adoption by the Conference of the resolution referred to in subparagraph (a), and on an exceptional basis and without setting a precedent, to confer upon Palestine at future sessions of the Governing Body the rights contained in article 1.8.3 of the Standing Orders of the Governing Body and, for technical meetings, to grant it mutatis mutandis the rights and privileges set out in the resolution adopted by the Conference;
- (d) decided that the relevant provisions of the Standing Orders of the Governing Body and the Standing Orders for technical meetings shall be suspended to the extent that they are incompatible with the present decision;
- (e) decided that the Governing Body should evaluate in due time the need to amend relevant Standing Orders to conform with this decision;
- (f) requested the Director-General to report to the United Nations Secretary-General on the decisions taken to give effect to resolution ES-10/23.

(GB.352/INS/9, paragraph 68, as amended by the Governing Body)

10. 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

The Governing Body:

- (a) took note with growing concern of the information provided in document GB.352/INS/10(Rev.1);
- (b) noted with deep regret that the Government of Belarus once again had not provided new information on the measures taken to implement the recommendations of the

Commission of Inquiry and subsequent recommendations of the Committee on Freedom of Association, the Committee of Experts on the Application of Conventions and Recommendations and the Committee on the Application of Standards;

- (c) urged the Government of Belarus to submit information on any new concrete steps taken to implement the recommendations of the Commission of Inquiry and subsequent recommendations of the supervisory bodies of the ILO in respect of freedom of association by 17 January 2025 for transmission to the Governing Body at its 353rd Session (March 2025);
- (d) requested the Government of Belarus with the utmost urgency to accept:
 - (i) an international humanitarian mission to ensure that independent doctors can visit all imprisoned trade unionists to assess their health and offer medical assistance, as necessary; and
 - (ii) an ILO tripartite mission to assess the situation and visit trade unionists that are in prison or detention;
- (e) requested the Director-General to bring to the attention to the Credentials Committee of the International Labour Conference at the 113th Session (2025), the information provided in document GB.352/INS/10(Rev.1) and the discussion in the Governing Body, so that it might take it into account in its monitoring of the nomination of the Workers' delegation of Belarus as decided by the Conference at its 112th Session (2024) and in the examination of any new objection concerning the subject;
- (f) took note of the steps taken by the Office to implement the Conference resolution and the conclusions of the Committee on the Application of Standards and requested the Director-General to report to the Governing Body at its 353rd Session on:
 - (i) the appointment of a special envoy with the mandate outlined above; and
 - (ii) the outcome of engagement with the United Nations human rights bodies and other international entities with the view to establishing a working group of the ILO and other United Nations institutions with a view to ensuring coordinated and joint action towards the implementation of the recommendations of the Commission of Inquiry and the supervisory bodies;
- (g) 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, including by holding national high-level tripartite meetings to assess and intensify efforts and to report back thereon to the Director-General for transmission to the Governing Body;
- (h) requested the Director-General to prepare an updated report for the 353rd Session (March 2025) of the Governing Body.

(GB.352/INS/10(Rev.1), paragraph 38)

11. 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

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 concrete 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) as regards the 2021 resolution:

- (i) 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;
- (ii) called once again 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;

(b) as regards the recommendations of the Commission of Inquiry:

- (i) repeated its call for Myanmar to ensure that employers' and workers' 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;
- (ii) expressed once again its profound concern over the conclusions set out in the Commission's report concerning the exaction of forced labour by the military authorities and call for immediate action to be taken to put an end, in law and in practice, to any forced recruitment into the military contrary to the Forced Labour Convention, 1930 (No. 29), including the forced recruitment of children;
- (iii) requested the Director-General to:
 - continue to closely monitor the situation in Myanmar with regard to the exercise of freedom of association and the prohibition of forced or compulsory labour;
 - continue to ensure that no technical cooperation or assistance to Myanmar takes place, except for the purpose of direct assistance to implement immediately the recommendations of the Commission of Inquiry;
 - continue to inform the Governing Body of the ILO's engagement, within the framework of the UN system, to ensure that the Commission's recommendations are acted upon within the respective mandate of each body;

- submit to the Governing Body at its 353rd Session (March 2025) a document providing an update on any developments with regard to compliance by Myanmar with the recommendations of the Commission of Inquiry;
- (iv) decided to place on the agenda of the 113th Session (2025) of the International Labour Conference an item concerning measures under article 33 of the Constitution to secure compliance by Myanmar with the recommendations of the Commission of Inquiry;
- (v) requested the Director-General to submit to the Governing Body at its 353rd Session (March 2025) a draft resolution concerning the measures to be taken under article 33 of the ILO Constitution in light of its discussion;
- (vi) invited the Myanmar military authorities to submit to the Director-General by 15 January 2025 any relevant information for transmission to the Governing Body at its 353rd Session (March 2025);
- (c) 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 continue to ensure that no restrictions are placed on the operation of the ILO's bank account, approve all international staff visa extensions requested and facilitate the ILO's continued operations to bring benefit to the people of Myanmar despite the expiry of the Memorandum of Understanding on the Decent Work Country Programme in September 2022.

(GB.352/INS/11(Rev.1), paragraph 63)

12. **Developments on 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**

The Governing Body :

- (a) took note of the Director-General's report on developments in the Bolivarian Republic of Venezuela and reiterated once again its call to the Government to accept and implement in full the recommendations of the Commission of Inquiry adopted in 2019;
- (b) strongly urged the Government to strengthen its efforts to accelerate further the implementation of all commitments made in the plan of action as updated by the Social Dialogue Forum in February 2024, in order to achieve concrete results without further delay, in particular with regard to those areas where no progress has been made;
- (c) deeply regretted that the Government had not made the necessary arrangements to ensure that the ILO Special Adviser on Social Dialogue could continue to provide support on a constant basis in the country, mindful that ILO technical assistance, especially in relation to social dialogue, can only be effective if delivered in person on the ground;
- (d) recalling the decision adopted in November 2023 concerning the posting of an ILO special adviser to the country to accompany and support the implementation of the plan of action and preparation of the Social Dialogue Forum meetings, called on the Government to take immediate steps to facilitate the ILO Special Adviser's presence in the country to that end;
- (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, on the condition that the ILO Special Adviser could continue to provide support on a constant basis in the country and to submit to the 353rd Session (March 2025) of the Governing Body a further report on any developments concerning the above;

- (f) invited the Government to submit to the Director-General by 15 January 2025 information on any new concrete steps taken to implement the recommendations of the Commission of Inquiry and the commitments made in the plan of action as updated by the Social Dialogue Forum in February 2024, as well as to organize the fifth Social Dialogue forum in 2025 with a view to transmitting the information to the Governing Body at its 353rd Session (March 2025).

(GB.352/INS/12(Rev.1), paragraph 48)

13. Complaint alleging non-observance by Guatemala of Conventions Nos 87 and 98

The Governing Body:

- (a) requested the Government of Guatemala to continue intensifying its efforts to implement the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98);
- (b) requested the Office to continue expanding its technical assistance programme to ensure further progress in the implementation of the referred Conventions;
- (c) strongly encouraged the international community to contribute to the above-mentioned technical assistance programme by providing the necessary resources;
- (d) deferred to its 353rd Session (March 2025) the decision to consider further action in respect of the complaint, based on information to be submitted by the Government on further developments.

(GB.352/INS/13(Rev.1), paragraph 12)

14. 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

Taking note of the report on progress made with the implementation of the road map of actions to address all outstanding issues mentioned in the article 26 complaint concerning the alleged non-observance of Conventions Nos 81, 87 and 98, and mindful of the recent political changes which led to an interim Government, the Governing Body:

- (a) urged the Government to fully commit to a timely implementation of its road map of actions and take all necessary action to that effect;
- (b) welcomed the commitment expressed by the Government to a labour reform agenda and called on the Government and the social partners to reinforce 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 by 15 January 2025 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 for transmission to the Governing Body at its 353rd Session (March 2025);

- (d) deferred the decision on further action in respect of the article 26 complaint to that session.

(GB.352/INS/14(Rev.2), paragraph 9)

15. Complaint alleging non-observance by Nicaragua of Conventions Nos 87, 98, 111 and 144

In the light of the information provided in document GB.352/INS/15(Rev.1), the Governing Body:

- (a) recalled 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 that are the subject of the article 26 complaint;
- (b) deplored the lack of meaningful engagement of the Government, and the fact that it has responded to none of the Office communications and has not provided the information requested by the Governing Body;
- (c) urged the Government to address the issues raised in the complaint as a matter of urgency;
- (d) called on the Government to respond to the Office communications and to provide the information requested since the 350th Session (March 2024) of the Governing Body as soon as possible;
- (e) decided to send a high-level tripartite mission to assess the issues raised in the complaint, and to provide a full report to the Governing Body at its 353rd Session (March 2025) and defer the decision on further action in accordance with article 26 of the Constitution to that session.

(GB.352/INS/15(Rev.1), paragraph 8)

16. Developments in the application of the resolution concerning the Russian Federation's aggression against Ukraine from the perspective of the mandate of the International Labour Organization

In the light of the developments in Ukraine outlined in document GB.352/INS/16 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 352nd 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, and 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 353rd Session (March 2025) 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.

(GB.352/INS/16, paragraph 40)

17. Report of the Committee on Freedom of Association

408th Report of the Committee on Freedom of Association

The Governing Body took note of the introduction to the Report of the Committee, contained in paragraphs 1-85, and approved the recommendations made in paragraphs: 122 (Case No. 3210: Algeria); 147 (Case No. 3308: Argentina); 171 (Case No. 3311: Argentina); 209 (Case No. 3263: Bangladesh); 223 (Case No. 3413: Plurinational State of Bolivia); 246 (Case No. 3424: Cambodia); 265 (Case No. 3280: Colombia); 313 (Case No. 3421: Colombia); 332 (Case No. 3380: El Salvador); 342 (Case No. 3395: El Salvador); 413 (Case No. 3425: Eswatini); 432 (Case No. 3062: Guatemala); 453 (Case No. 3403: Guinea); 478 (Case No. 3448: Guinea-Bissau); 520 (Case No. 3449: Mexico); 568 (Case No. 3402: Peru); 599 (Case No. 3438: Peru); 662 (Case No. 3436: Republic of Korea); 671 (Case No. 3067: Democratic Republic of the Congo); 703 (Case No. 3451: Bolivarian Republic of Venezuela) and adopted the 408th Report of its Committee on Freedom of Association as a whole.

(GB.352/INS/17)

19. Report of the Director-General

Regular report

The Governing Body:

- (a) took note of the information contained in document GB.352/INS/19(Rev.1) regarding obituaries, the membership of the Organization, the follow-up to the decision of the

Governing Body to request an advisory opinion to the International Court of Justice, progress in international labour legislation and internal administration;

- (b) paid tribute to the memory of Mr Membathisi Mphumzi Shepherd Mdladlana and invited the Director-General to convey its condolences to the family of Mr Mdladlana and to the Government of South Africa;
- (c) paid tribute to the memory of Mr Francisco Díaz Garaycoa and invited the Director-General to convey its condolences to the family of Mr Díaz Garaycoa, to the Government of Ecuador and to the International Organisation of Employers (IOE);
- (d) paid tribute to the memory of Ms Ana Cecilia Gervasi Díaz and invited the Director-General to convey its condolences to the family of Ms Gervasi Díaz and to the Government of Peru.

(GB.352/INS/19(Rev.1), paragraph 24)

19.1 First Supplementary Report: Follow-up to Governing Body decisions

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).

(GB.352/INS/19/1, paragraph 5)

19.2 Second Supplementary Report: The position of Chief Internal Auditor and Director of Internal Audit and Oversight

The Governing Body took note of the Director-General's decision concerning the agreed termination of the appointment of Mr Anthony Watson, and endorsed his proposal concerning the appointment of Ms Sarah Bouaka (United Kingdom of Great Britain and Northern Ireland) as Chief Internal Auditor and Director of Internal Audit and Oversight with effect from 15 November 2024.

(GB.352/INS/19/2, paragraph 6)

19.3 Third Supplementary Report: Documents submitted for information only

The Governing Body took note of the information contained in the following documents:

- Approved symposia, seminars, workshops and similar meetings (GB.352/INS/INF/1);
- Report on the status of pending representations submitted under article 24 of the ILO Constitution (GB.352/INS/INF/2);
- Agreements concluded with other international organizations (GB.352/LILS/INF/1);
- Programme and Budget for 2024–25: Regular budget account and Working Capital Fund (GB.352/PFA/INF/1);
- Update on the headquarters building renovation project (GB.352/PFA/INF/2);
- Overview of ILO accommodation (GB.352/PFA/INF/3);
- Establishment of new country offices in Angola and Qatar (GB.352/PFA/INF/4);
- Amendments to the Staff Regulations: Performance appraisals (GB.352/PFA/INF/5);

- Appointment of an Assistant Director-General ([GB.352/INS/19/4](#)).
([GB.352/INS/19/3](#), paragraph 3)

19.5 Fifth Supplementary Report: Report of the Committee set up to examine the representations alleging non-observance by Chile of the Old-Age Insurance (Industry, etc.) Convention, 1933 (No. 35), and the Invalidity Insurance (Industry, etc.) Convention, 1933 (No. 37)

In the light of the conclusions and recommendations set out in the report of the Committee contained in document GB.352/INS/19/5, the Governing Body:

- (a) approved the report of the Committee; and
- (b) decided to make the report publicly available and to close the procedures initiated by the two representations.

([GB.352/INS/19/5](#), paragraph 9)

19.6 Sixth Supplementary Report: Report of the tripartite Committee set up to examine the representations alleging non-observance by the Republic of the Sudan of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

In the light of the conclusions and recommendations set out in the report of the Committee contained in GB.352/INS/19/6, the Governing Body:

- (a) approved the report of the Committee and, in particular, the conclusions formulated in paragraphs 27 and 29;
- (b) requested the Government to provide the Committee of Experts on the Application of Conventions and Recommendations with information on the matters addressed in the report and in the Committee's conclusions;
- (c) decided to make the report publicly available and to close the procedure initiated by the two representations.

([GB.352/INS/19/6](#), paragraph 8)

19.7 Seventh Supplementary Report: ILO support for the emergency response to the crisis in Lebanon

The Governing Body:

- (a) took note of the information provided in document GB.352/INS/19/7 and the progress made by the Office in addressing the urgent needs of ILO constituents in Lebanon, and called upon Member States to contribute towards the full implementation of the emergency response plan;
- (b) expressed deep concern over the acute humanitarian crisis, the long-term impact on the socio-economic situation, and the grave repercussions for workers, employers, and the labour market in Lebanon;
- (c) underscored the importance of the protection of objects indispensable to the survival of the civilian population in compliance with relevant international humanitarian law,

recalled the United Nations (UN) Security Council Resolution 1701 (2006), and welcomed all diplomatic efforts aimed at reaching a ceasefire;

- (d) welcomed the rapid implementation of the ILO emergency response plan for Lebanon and its alignment to the UN response, and called for mobilizing further resources to facilitate continued ILO support to the country in line with the ILO's mandate;
- (e) stressed the need for the ILO Regional Office for the Arab States and the Decent Work Technical Support Team to continue providing support to the Government and the social partners in Lebanon as part of the broader UN response, to assist them in mitigating the impact of the crisis, given the increased urgent need of constituents for ILO support at this critical time;
- (f) requested the Director-General to submit for its consideration at its 353rd Session (March 2025), an assessment of the impact of the crisis on workers, employers and the labour market at large, and provide an update on the implementation of the ILO emergency response plan.

(GB.352/INS/19/7, paragraph 23, as amended by the Governing Body).

20. Reports of the Officers of the Governing Body

20.1 First report: Proposed arrangements for the 20th American Regional Meeting

The Governing Body, on the recommendation of its Officers, noted with appreciation the invitation by the Government of the Dominican Republic to host the 20th American Regional Meeting in Punta Cana in the first half of October 2025 and deferred the final decision on the modalities of the Meeting to its 353rd Session (March 2025).

(GB.352/INS/20/1, paragraph 19)

20.2 Second report: Representation alleging non-observance by Chile of Conventions Nos 87, 98, 111 and 151

In the light of the information contained in document GB.352/INS/20/2, and taking into consideration the recommendation of its Officers, the Governing Body decided that the representation:

- (a) was not receivable in respect of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111);
- (b) was receivable in respect of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98) and the Labour Relations (Public Service) Convention, 1978 (No. 151) and, as it relates to Conventions dealing with trade union rights, to transmit the representation to the Committee on Freedom of Association for examination as per the procedures set out in the Standing Orders on articles 24 and 25 of the Constitution of the ILO.

(GB.352/INS/20/2, paragraph 5)

20.3 Third report: Representation alleging non-observance by Chile of the Labour Relations (Public Service) Convention, 1978 (No. 151)

In the light of the information contained in document GB.352/INS/20/3, and taking into consideration the recommendation of its Officers, the Governing Body decided that the

representation was receivable and, as it relates to a Convention dealing with trade union rights, to transmit the representation to the Committee on Freedom of Association for examination as per the procedures set out in the Standing Orders on articles 24 and 25 of the Constitution of the ILO.

(GB.352/INS/20/3, paragraph 5)

20.4 Fourth report: Representation alleging non-observance by Chile of Conventions Nos 87, 98, 135 and 151

In the light of the information contained in document GB.352/INS/20/4 and on the recommendation of its Officers, the Governing Body decided that the representation was receivable and, as it relates to Conventions dealing with trade union rights, decided to refer it to the Committee on Freedom of Association for examination in accordance with the procedures set out in the Standing Orders on articles 24 and 25 of the Constitution of the ILO and as part of another representation made by the National Association of Officials of the Civil Registry and Identification Service of Chile (ANFURCICH) on 16 June 2023, which is pending before the Committee.

(GB.352/INS/20/4, paragraph 5)

20.5 Fifth report: Representation alleging non-observance by Chile of Conventions Nos 87, 98 and 151

In the light of the information contained in document GB.352/INS/20/5, and taking into consideration the recommendation of its Officers, the Governing Body decided that the representation was receivable and, as it relates to Conventions dealing with trade union rights, to transmit the representation to the Committee on Freedom of Association for examination as per the procedures set out in the Standing Orders on articles 24 and 25 of the Constitution of the ILO.

(GB.352/INS/20/5, paragraph 5)

20.6 Sixth report: Two representations alleging non-observance by Chile of Conventions Nos 35, 37 and 122

In light of the information contained in document GB.352/INS/20/6, and taking into consideration the recommendation of its Officers, the Governing Body decided that the representations:

- (a) were not receivable in relation to the Employment Policy Convention, 1964 (No. 122);
- (b) were receivable in relation to the Old-Age Insurance (Industry, etc.) Convention, 1933 (No. 35) and the Invalidity Insurance (Industry, etc.) Convention, 1933 (No. 37) and to set up a tripartite committee to examine them jointly.

(GB.352/INS/20/6, paragraph 7)

20.7 Seventh report: Representation alleging non-observance by the Government of Uruguay of Conventions Nos 95, 98, 151, 154, 155 and 161

In the light of the information contained in document GB.352/INS/20/7, and taking into consideration the recommendations of its Officers, the Governing Body decided that the representation was receivable and:

- (a) to establish a tripartite committee to examine the elements of the representation alleging non-observance of the Protection of Wages Convention, 1949 (No. 95), the Occupational

Safety and Health Convention, 1981 (No. 155), and the Occupational Health Services Convention, 1985 (No. 161);

- (b) as the representation relates to Conventions dealing with trade union rights, to refer the elements relating to non-observance of the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), the Labour Relations (Public Service) Convention, 1978 (No. 151), and the Collective Bargaining Convention, 1981 (No. 154), to the Committee on Freedom of Association for examination as per the procedures set out in the Standing Orders on articles 24 and 25 of the Constitution of the ILO.

(GB.352/INS/20/7, paragraph 5)

20.8 Eighth report: Representation alleging non-observance by Saudi Arabia of Convention No. 29 and its Protocol of 2014, and Conventions Nos 81, 95, 100, 111, 138 and 182

In the light of the information contained in document GB.352/INS/20/8, and taking into consideration the recommendation of its Officers, the Governing Body decided that the representation:

- (a) was not receivable in relation to the Equal Remuneration Convention, 1951 (No. 100), the Minimum Age Convention, 1973 (No. 138), and the Worst Forms of Child Labour Convention, 1999 (No. 182);
- (b) was receivable in relation to the Forced Labour Convention, 1930 (No. 29), the Protocol of 2014 to the Forced Labour Convention, 1930, the Labour Inspection Convention, 1947 (No. 81), the Protection of Wages Convention, 1949 (No. 95), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and to set up a tripartite committee to examine it.

(GB.352/INS/20/8, paragraph 6)

20.9 Ninth report: Representation alleging non-observance by Israel of the Protection of Wages Convention, 1949 (No. 95)

In the light of the information contained in document GB.352/INS/20/9, and taking into consideration the recommendation of its Officers, the Governing Body decided that the representation was receivable and to set up a tripartite committee to examine it.

(GB.352/INS/20/9, paragraph 5)

20.10 Tenth report: Representation alleging non-observance by Canada of Conventions Nos 87, 98 and 144

In the light of the information contained in document GB.352/INS/20/10, and taking into consideration the recommendation of its Officers, the Governing Body decided:

- (a) that the representation was receivable;
- (b) to transmit it to the Committee on Freedom of Association for examination, as it relates to Conventions dealing with freedom of association, including as regards the alleged violations of the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144);
- (c) to grant a suspension of the examination of the merits of the representation under the conditions set out in article 5(1) of the Standing Orders concerning the procedure for the

examination of representations under articles 24 and 25 of the Constitution, in view of the agreement expressed by the parties to participate in voluntary conciliation.

(GB.352/INS/20/10, paragraph 5)

21. Report of the Working Party on the New Social Contract for Our Common Agenda

21.1. Draft key messages of the tripartite input to the Second World Summit for Social Development (2025)

The Governing Body:

- (a) adopted the key messages of the tripartite input to the Second World Summit for Social Development prepared by the Working Party on a New Social Contract for Our Common Agenda, which are contained in the Appendix of document GB.352/INS/21/1 (Rev.2);
- (b) requested the Director-General to transmit the key messages to the co-facilitators of the intergovernmental preparatory process leading up to the Second World Summit for Social Development, the United Nations Under-Secretary-General for Economic and Social Affairs and the United Nations Secretary-General;
- (c) requested constituents to transmit the key messages to the representatives of their governments involved in the intergovernmental negotiations on the political declaration to be adopted by the Second World Summit for Social Development;
- (d) requested the Office to keep the Working Party informed over the course of the intergovernmental negotiations on the political declaration to help ensure coherence and the timely inclusion of key messages in the declaration;
- (e) instructed the Working Party to prepare a draft resolution on the tripartite input to the Second World Summit for Social Development, highlighting the role that the ILO and its constituents could play in the implementation of the Summit's outcome, for examination by the Governing Body at its 353rd Session (March 2025) and transmission to the International Labour Conference for adoption at its 113th Session (2025).

(GB.352/INS/21/1 (Rev.2), paragraph 6, as amended by the Governing Body)

22. Composition, agenda and programme of standing bodies and meetings

The Governing Body, upon the recommendation of its Officers:

- (a) approved the holding of a meeting of experts on challenges to the implementation and ratification of the Seafarers' Identity Documents Convention (Revised), 2003, as amended (No. 185), and its proposed arrangements;
- (b) approved the holding of a meeting of experts on occupational safety and health in extreme weather events and changing weather patterns and its proposed arrangements, with the composition and agenda to be submitted to the 353rd Session (March 2025);
- (c) approved the extension of the duration of the Technical Meeting on Access to Labour Justice for All: Prevention and Resolution of Labour Disputes;
- (d) endorsed the proposals made in relation to the invitation of intergovernmental and international non-governmental organizations to official meetings, as listed in the appendix to document GB.352/INS/22;

- (e) took note of the programme of meetings contained in Part II of document GB.352/INS/22, subject to further decision-making of the Governing Body.

(GB.352/INS/22, paragraph 20)

► Policy Development Section

Social Dialogue Segment

1. Report on the implementation of the revised plan of action on social dialogue and tripartism for the period 2019–23

The Governing Body requested the Director-General to take into account the views expressed during the discussion when implementing the Programme and Budget 2024–25, developing the Programme and Budget 2026–27 and preparing the third recurrent discussion on social dialogue and tripartism at the 114th Session of the International Labour Conference in 2026.

(GB.352/POL/1, paragraph 59)

2. Sectoral meetings held in 2024 and proposals for sectoral work in 2025

The Governing Body:

- (a) approved the ILO Guidelines on the medical examination of fishers and the revised code of practice on safety and health in forestry work and authorised the Director-General to publish the respective notes on the proceedings, including the outcome documents;
- (b) requested the Director-General to bear in mind, when drawing up proposals for future work, the recommendations made by the meeting referred to in section I(A) of document GB.352/POL/2;
- (c) endorsed the revised purpose of the Meeting of experts to adopt a code of practice to advance decent work in recycling, amended as “to discuss and adopt policy guidelines for the promotion of decent work in recycling”, and the corresponding adjustment of the title of the meeting
- (d) endorsed the proposal relating to the dates, duration, official title, purpose and composition of the Technical meeting on decent work in the railways sector as presented in paragraphs 25 and 26 of document GB.352/POL/2;
- (e) requested the Director-General to provide an analysis on the scope, elements and procedural aspects of the possible revision of the ILO–UNESCO Recommendation concerning the Status of Teachers (1966), and to place this item on the agenda of the 353rd Session (March 2025) for its consideration;
- (f) decided to convene in the first quarter of 2026 a meeting of experts to devise and adopt guidelines on the application of the fundamental principles and rights at work in the professional sports sector, as well as on violence and harassment in the world of sport;
- (g) took note of the United Nations System-wide Strategy for Water and Sanitation referred to in section V of document GB.352/POL/2 and requested the Director-General to ensure appropriate follow-up action.

(GB.352/POL/2, paragraph 58, as amended by the Governing Body)

Development Cooperation Segment

3. Enhanced programme of development cooperation for the occupied Arab territories

Guided by the principles enshrined in the Constitution of the International Labour Organization, the Governing Body:

- (a) reaffirmed the need to fully respect ILO's fundamental principles and rights at work, and that universal and lasting peace can be established only if it is based upon social justice;
- (b) took note of all relevant resolutions on the Middle East and recalled Security Council resolutions 2720 (22 December 2023), 2712 (15 November 2023) and 2735 (10 June 2024), and the decision it had adopted at its 349th Session (October–November 2023) 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;
- (c) recalled the decision adopted at its 350th Session (March 2024) on the report on crisis-related ILO work in the Occupied Palestinian Territory;
- (d) took note of the information provided in document GB.352/POL/3, including the severe and lasting repercussions of the ongoing crisis on the Palestinian labour market, Palestinian tripartite constituents, and their families;
- (e) stressed the urgent need to take all necessary measures to promote social justice, advance decent work in the Occupied Palestinian Territory, and respect relevant international labour standards;
- (f) expressed again its most profound concern at the increasingly dire and further deteriorating humanitarian situation in the Gaza Strip, including the mass displacement of workers and employers, and recognized the severe impact it is having on the physical and mental health of workers, employers and the civilian population, particularly women, children and others in vulnerable situations, due to the ongoing crisis;
- (g) expressed as well its strong concern regarding the destruction of workplaces as a result of the ongoing conflict in Gaza, as well as the dismissals and non-payment and late payment of wages of the Palestinian workers and the restrictions they face in the West Bank;
- (h) reaffirmed the call to remove restrictions on the access and movements of the ILO staff in the Occupied Palestinian Territory, as well as ensuring their safety and security;
- (i) welcomed the outcome of the fund-raising meeting of 10 June 2024, which was held on the sidelines of the International Labour Conference, and acknowledged the financial support already provided to the ILO programme by several Member States, and commended the work undertaken so far by the Office in this respect;
- (j) called upon other Member States to contribute towards the full implementation of the emergency response plan recovery programme, in close coordination with the ILO constituents, to promote decent work and social justice for all Palestinians;
- (k) requested the Director-General to continue offering his good offices to support Palestinian workers' access to their wages and workplaces in conditions of occupational safety and health as well as to continue to address long-term priorities as highlighted in several Director-General's annual reports to the International Labour Conference, such as the issue of social security funds and permit system reform;

- (l) requested the Office to update the Governing Body at its 353rd Session (March 2025) on the following:
 - (i) impact of the current crisis on the world of work and the tripartite constituents in the Occupied Palestinian Territory, and the implementation of the ILO's emergency response plan;
 - (ii) dismissals and non-payment of wages of the Palestinian workers due to the current crisis, and the efforts exerted by the Office to address this matter, in addition to the current restrictions on their access to existing and new jobs in the labour market;
 - (iii) recommendations to follow up on the special sitting discussion that took place during the 112th Session of the International Labour Conference (2024).

(GB.352/POL/3, paragraph 40, as amended by the Governing Body)

► Legal Issues and International Labour Standards Section

Legal Issues Segment

1. Possible options that could allow employers' and workers' representatives from Myanmar to contribute to the work of future sessions of the International Labour Conference

The Governing Body:

- (a) invited international employers' and workers' organizations represented at the Conference to nominate employers' and workers' representatives from Myanmar among their representatives and permit them to speak on their behalf;
- (b) recommended that the Conference, at its 113th Session (June 2025), request its Officers and, through the respective committees, the Officers of the General Affairs Committee and of the Committee on the Application of Standards to approve any request from an international employers' or workers' organization to make a statement through representatives of employers or workers of Myanmar, and permit the statement to be made under conditions analogous to those granted to Employers' or Workers' delegates or committee members, as the case may be;
- (c) recommended that the Conference Committee on the Application of Standards grants to international employers' or workers' organizations wishing to make a statement through representatives of employers or workers of Myanmar, the same speaking rights as Employer and Worker members of the Committee;
- (d) recommended that the Conference and the Committee on the Application of Standards renew the arrangements proposed in (b) and (c) until further decision by the Credentials Committee.

(GB.352/LILS/1, paragraph 30, as amended by the Governing Body)

2. Agreement between the International Labour Organization and the International Seabed Authority

The Governing Body approved the text of the proposed Agreement between the International Labour Organization and the International Seabed Authority and authorized the Director-General or his representative to sign it on behalf of the ILO.

(GB.352/LILS/2(Rev.1), paragraph 7)

International Labour Standards and Human Rights Segment

3. Report of the ninth meeting of the Standards Review Mechanism Tripartite Working Group (Geneva, 16–20 September 2024)

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

- (a) welcomed the SRM TWG's consensual recommendations on the seven topics it was called upon to review and regretted that it was not able to reach consensual recommendations on the possible future abrogation or withdrawal of six outdated instruments on the agenda at its ninth meeting;
- (b) noted that, pending research and discussion by later tripartite meetings to be determined by the Governing Body, it had postponed its decisions on the classification of the instruments concerning certification and vocational training (fishers) and marking of weights (dock work), and on the existence of gaps in coverage in relation to certification and vocational training (fishers), marking of weight (dock work) and older workers;
- (c) decided that the instruments concerning fishers, dock work, hours of work (inland navigation), labour standards (non-metropolitan territories), working conditions (hotels and restaurants), older workers and indigenous and tribal peoples that were reviewed by the SRM TWG at its ninth meeting should be considered to have the classifications it recommended and noted that the three instruments in relation to which a decision as to classification was postponed would retain their current classifications as instruments to be revised until it took any decision otherwise;
- (d) 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;
- (e) 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;
- (f) requested the Office to take the necessary steps to conduct surveys and undertake research as set out in the SRM TWG's recommendations to be discussed by tripartite meetings on fishers, dock work, hotels and restaurants, older workers and indigenous and tribal peoples, to be determined by the Governing Body at the earliest date possible, so as to enable the SRM TWG or Governing Body as appropriate to determine next steps;
- (g) asked the Office to provide the 353rd Session of the Governing Body (March 2025) with full estimates for the costs for the meetings approved above for the current biennium which could be met from savings in Part 1 of the budget; and include provisions in the 2026–27 budget cycle for those meetings falling in that period;

- (h) 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 withdrawal of Convention No. 83 on the agenda of the 114th Session of the International Labour Conference (2026);
 - (ii) placing an item concerning the abrogation of Convention No. 112 on the agenda of the 118th Session of the International Labour Conference (2030);
- (i) decided to convene the tenth meeting of the SRM TWG from 15 to 19 September 2025, at which it should review 14 instruments, and examine the follow-up to 7 outdated instruments, concerning working time, including night work, as included in sets of instruments 8 and 11 of the SRM TWG's initial programme of work.

(GB.352/LILS/3, paragraph 6)

4. Proposals on the streamlining of reporting on ratified Conventions

The Governing Body:

- (a) agreed to continue exploring the thematic approach to reporting under article 22 of the ILO Constitution in relation to all Conventions and Protocols on the basis of the thematic groups contained in the appendix and the submission of thematic implementation reports by governments as well as the publication of the article 22 thematic implementation reports and related annexes; and
- (b) based on its guidance and further tripartite consultations, requested the Office to prepare proposals for the progressive roll-out and implementation of the system outlined in subparagraph (a), including the development of an online platform, for its 355th Session (November 2025).

(GB.352/LILS/4, paragraph 27, as amended by the Governing Body)

5. Implications of gendered and other inappropriate terms and references in all international labour standards

The Governing Body:

- (a) took note of the information presented concerning inappropriate terms and references in the international labour standards and proposed follow-up actions;
- (b) requested the Office to implement follow-up actions, taking account of the guidance given by the Governing Body, including:
 - (i) proposing the placement of an item concerning the adoption of a resolution on outmoded and inappropriate language in international labour standards on the agenda of a future session of the International Labour Conference;
 - (ii) transmitting to the Standards Review Mechanism Tripartite Working Group its request to continue to consider the impact of outmoded and inappropriate language when reviewing the standards and to keep it informed in this regard at regular intervals;
 - (iii) following good practices in relation to the evolution of normative language in standard-setting exercises;

- (iv) continuing to offer technical assistance to Member States on the gender-responsive application of the social security instruments.

(GB.352/LILS/5, paragraph 29)

► Programme, Financial and Administrative Section

Programme, Financial and Administrative Segment

1. The ILO's Strategic Plan for 2026–29

The Governing Body endorsed the ILO's Strategic Plan for 2026–29 appended to document GB.352/PFA/1 and requested the Director-General to take account of the views expressed during the discussion when implementing the Strategic Plan and preparing the Programme and Budget proposals for 2026–27 and for 2028–29.

(GB.352/PFA/1, paragraph 5)

3. ILO Strategy on knowledge and innovation across the Organization: Updated Strategy and implementation plan

The Governing Body endorsed the updated ILO Strategy and implementation plan on knowledge and innovation, and requested the Director-General to take into account its guidance in implementing the Strategy, to undertake an Office-wide review of its implementation at the end of 2025 and to report to the Governing Body on the implementation at its 356th Session (March 2026).

(GB.352/PFA/3, paragraph 66, as amended by the Governing Body)

4. Update on the premises for the ILO Regional Office for Africa and Country Office for Côte d'Ivoire, Benin, Burkina Faso, Mali, Niger and Togo in Abidjan

The Governing Body:

- (a) approved the updated estimated budget of US\$11.2 million for the redevelopment of the premises of the ILO Regional Office for Africa and ILO Country Office for Côte d'Ivoire, Benin, Burkina Faso, Mali, Niger and Togo in Abidjan; and
- (b) authorized the use of the Building and Accommodation Fund to finance the estimated additional cost of US\$4 million, on the understanding that this amount will be re-credited to the Fund using future savings on the cost of renting ILO accommodation in Abidjan and income from the rental of any surplus space.

(GB.352/PFA/4, paragraph 9)

5. Matters related to ILO-owned premises and potential renovation of the premises for the ILO Country Office for Pakistan in Islamabad

The Governing Body:

- (a) authorized the use of the Building and Accommodation Fund to finance the renovation of the ILO Country Office for Pakistan in Islamabad at an estimated cost of US\$5.7 million; and

- (b) requested the Director-General to address, as a matter of priority, the urgent works identified, initiate the studies and detailed design related to the renovation project and provide an update on progress to the Governing Body at its 353rd Session (March 2025).

(GB.352/PFA/5, paragraph 21)

Audit and Oversight Segment

7. Appointments to the Independent Oversight Advisory Committee

The Governing Body decided to:

- (a) convey its appreciation to Ms Malika Aït-Mohamed Parent and Mr Verasak Liengsiriwat for their valuable contributions to the work of the Independent Oversight Advisory Committee (IOAC) during the periods 2019–21 and 2022–24;
- (b) approve the extension of Ms Marian McMahon for an extra year from 1 January 2025 to 31 December 2025;
- (c) appoint Ms Lipika Majumdar Roy Choudhury and Ms Agnieszka Słomka-Gołębiowska as members of the IOAC for a first term of three years commencing on 1 January 2025;
- (d) appoint Mr Clyde M. MacLellan as a member of the IOAC for a first term of three years commencing on 1 January 2026;
- (e) extend the appointments of Mr Gonzalo Castro de la Mata and Mr Marcel Jullier for a second term of three years commencing on 1 January 2025; and
- (f) retain the candidatures of Mr Tuncay Efendioğlu, Mr Jayantilal M. Karia, Ms Maria Rios and Mr Bolton Tarleh Nyema on a reserve list.

(GB.352/PFA/7, paragraph 13)

8. Annual Evaluation Report 2023–24

The Governing Body endorsed the recommendations of the Annual Evaluation Report 2023–24 (paragraphs 15, 48 and 79) for implementation by the Office.

(GB.352/PFA/8(Rev.1), paragraph 80)

9. High-level evaluations of strategies and Decent Work Country Programmes

The Governing Body requested the Director-General to take into consideration the recommendations of the three independent high-level evaluations presented in document GB.352/PFA/9 (paragraphs 32–38, 72–78 and 105–117), and to ensure their appropriate implementation.

(GB.352/PFA/9, paragraph 119)

10. Matters relating to the Joint Inspection Unit

The Governing Body took note of the information contained in document GB.352/PFA/10 and endorsed the Office's assessment of the status of the follow-up by the ILO to the JIU recommendations presented in the document.

(GB.352/PFA/10, paragraph 17)

Personnel Segment

13. **Matters relating to the Administrative Tribunal of the ILO: Recognition of the Tribunal's jurisdiction by other international organizations**

The Governing Body approved the recognition of the Tribunal's jurisdiction by the International Commission for the Protection of the Danube River (ICPDR) with effect from the date of such approval.

([GB.352/PFA/13](#), paragraph 11)