



Governing Body

355th Session, Geneva, 17–27 November 2025

Institutional Section

INS

Date: 17 October 2025

Original: English

Sixteenth item on the agenda

Report of the Director-General

Second 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 the document concerning the follow-up to Governing Body decisions for the 358th Session (November 2026).

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

Related documents: GB.352/19/1; 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 (November 2025) 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 2023 and June 2025 and invited the Director-General to continue taking into account its guidance when preparing the report for the 358th Session (November 2026).**

¹ GB.310/9/1.

² GB.323/INS/10, para. 17(b).

► Follow-up to Governing Body decisions

INS – Institutional Section

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
The ILO in a changing multilateral environment: Towards better effectiveness and efficiency		
Decision adopted: GB.354/INS/5, paragraph 30 The Governing Body requested the Office to submit more detailed and concrete proposals to the Governing Body at its 355th Session (November 2025), taking into account the guidance it provided. - Two rounds of consultations were held in September and October 2025. - See GB.355/INS/7.		
	355th Session (November 2025)	In progress
Agenda of the International Labour Conference		
Decision adopted: GB.353/INS/2/1(Rev.1), paragraph 46, as amended The Governing Body: - approved an item with a view to a general discussion on the agenda of the 115th Session (2027) of the International Labour Conference entitled “Harnessing the fullest potential of technology to foster structural transformation of the economy, higher levels of productivity and decent work for all as a pathway towards social justice” and requested the Office to take into account the guidance provided in preparing the relevant report to be considered by the Conference at its 115th Session (2027); - deferred to its 356th Session (March 2026) the decision to place on the agenda of the 117th Session (2029) and 118th Session (2030) of the Conference an item on ergonomics and manual handling for standard-setting on the basis of a double discussion and requested the Office to present to its 355th Session (November 2025) proposals for a tripartite meeting of experts prior to standard-setting; - decided to place on the agenda of the 113th Session (2025) of the Conference the approval of proposed amendments to the Code of the Maritime Labour Convention, 2006, as amended, subject to the adoption of any amendments by the Special Tripartite Committee established under Article XIII of the Maritime Labour Convention, 2006, as amended, at its fifth meeting to be held in April 2025; - decided to place an item concerning the abrogation of the Minimum Age (Fishermen) Convention, 1959 (No. 112), on the agenda of the 118th Session (2030) of the Conference and invited the four Member States in which Convention No. 112 is still in force to effectively implement the Minimum Age Convention, 1973 (No. 138), and the Worst Forms of Child Labour Convention, 1999 (No. 182), with the technical assistance of the Office; - 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 355th Session (November 2025).		
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.355/INS/2).	355th Session (November 2025)	In progress

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
Review of annual reports under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work		

Decision adopted: [GB.353/INS/3\(Rev.1\)](#), paragraph 181

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 2024 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.

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| <ul style="list-style-type: none"> • The 2025 version of the electronic questionnaire will be sent to the relevant Member States in October 2025. The Office has also published country baseline tables for 2024. • 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, the Office continues to reflect on the most effective way to analyse and use the information received under the follow-up to the Declaration. | <p>358th Session
(November 2026)
(subject to the decision to be adopted by the Governing Body
GB.355/INS/6)</p> | <p>In progress</p> |
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Progress report on the implementation of the ILO strategy on decent work in supply chains

Decision adopted: [GB.353/INS/4\(Rev.1\)](#), paragraph 57

The Governing Body requested the Director-General to take into account its guidance in further implementing the ILO strategy on decent work in supply chains and to submit an updated progress report on the implementation of the strategy to its 359th Session (March 2027) for its consideration, together with a draft strategy for the next four years (2028–31).

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| <ul style="list-style-type: none"> • Developing and launching the ILO Decent Work in Supply Chains Evidence Hub, an AI-enabled platform allows constituents to easily access and utilize the findings of ILOs research in all supply chains (output 13). • Publishing ten briefs, including a systems approach to reach micro, small and medium-sized enterprises (MSMEs) in lower tiers of supply chains, the impact of trade and investment policies in the Middle East and North Africa region, and opportunities and challenges for agricultural, manufacturing and critical minerals supply chains in Asia-Pacific (output 13). • Hosting a forum for constituents in the Asia and the Pacific region to share strategies to advance decent work in supply chains in the rapidly changing social and economic environment. • Developing training resources and guidance to promote international labour standards as the basis of human rights due diligence processes (output 18). | <p>Completed</p> |
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Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
Preparing a paper to be considered by the Governing Body setting out possible initiatives that complement the body of international labour standards based on insights from the mapping (output 5).	356th Session (March 2026)	In progress
Submit a progress report on the implementation of the ILO strategy on decent work in supply chains 2023–27 and a draft strategy for the period 2028–31.	359th Session (March 2027)	
- The Office has made progress in implementing all outputs of the strategy including the following highlights: - Drafting a mapping and analysis of the broad range of regulatory and non-regulatory mechanisms used by constituents to address decent work deficits in supply chains in consultation with Governing Body members (output 4). - Developing internal guidance on access to remedy to strengthen the Office’s capacity to provide adequate support to constituents (output 9). - Further developing a platform to strengthen the ILO’s Helpdesk for Business on International Labour Standards, by making available all relevant ILO information to support constituents’ efforts on human rights due diligence (output 13). - Developing guidance, including a theory of change and an e-learning course, to facilitate consistent design and implementation of ILO interventions to address the root causes of decent work deficits in supply chains (output 15). - Strengthening the Office’s engagement with international financial institutions and other multilateral organizations to ensure policy coherence on decent work in supply chains (output 16).	359th Session (March 2027)	

Global Framework on Chemicals – For a Planet Free of Harm from Chemicals and Waste and the Bonn Declaration: Implications for the ILO and proposed follow-up action

Decision adopted: [GB.353/INS/5](#), paragraph 9

The Governing Body:

- took note of the Global Framework on Chemicals – For a Planet Free of Harm from Chemicals and Waste and the Bonn Declaration;
 - endorsed the follow-up action proposed in paragraphs 6–8 of document GB.353/INS/5 and requested the Director-General to take into account its guidance when implementing the Programme and Budget for 2026–27 and future action by the Office.
- The plan of action is being implemented as planned, namely through the promotion of ratification of the Chemicals Convention, 1990 (No. 170) and the analysis of national law and practice to facilitate the standard-setting item on the consolidation of ILO instruments on chemical hazards, at the International Labour Conference in 2027 and 2028.
 - The ILO has continued to play a key role in the Inter-Organization Programme for the Sound Management of Chemicals and its Toolbox, and the Globally Harmonized System of Classification and Labelling of Chemicals.

In progress

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
The ILO also continues to host and update the ILO-WHO International Chemical Safety Cards (ICSCs) platform, one of the most visited ILO sites, with 4.6 million page views recorded in the past year. The ILO participated in the Conference of the Parties to the Basel, Rotterdam and Stockholm Conventions in Geneva in April and May 2025 and facilitated the participation of the labour sector at the First Open-ended Working Group of the Global Framework on Chemicals in Punta del Este, Uruguay in June 2025.		
Report of the Working Party on the New Social Contract for Our Common Agenda		
Decision adopted: GB.353/INS/17, paragraph 7, as amended The Governing Body: (a) took note of the report of the Working Party on the New Social Contract for Our Common Agenda contained in document GB.353/INS/17; (b) decided to transmit to the International Labour Conference for possible adoption at its 113th Session (2025) the draft resolution concerning the Second World Summit for Social Development prepared by the Working Party and set out in the appendix to the report, in the amended form reproduced below; (c) instructed the Director-General: (i) to continue to make the necessary arrangements to ensure the full contribution of the ILO to the Summit and its follow-up, in coordination with the Working Party and the ILO's tripartite constituents; (ii) to take every opportunity to promote the tripartite key messages to the Summit; (iii) to take into account the need for the ILO to play a leading role in the follow-up to the Summit when implementing the Programme and Budget for 2026–27.		
At its 113th Session, the Conference adopted the resolution concerning the Second World Summit for Social Development submitted by the Governing Body and prepared by its Tripartite Working Party on a New Social Contract for Our Common Agenda.	355th Session (November 2025)	Completed
- The Office has undertaken the following actions: - o responding to Member States's requests for additional information on the resolution and the key messages adopted by the Governing Body, in order to support the negotiations of the Summit's political declaration; - o coordinating the United Nations contribution to the Summit entitled "Synthesis of Key Messages on Full Employment and Decent Work for All"; - o publishing 12 policy briefs to inform the Summit's outcome on the following topics: youth employment, fundamental principles and rights at work, social dialogue, the Global Accelerator for Jobs and Social Protection, skills and lifelong learning, social protection, inequalities, wages, labour migration, informality, digital divides and the care economy (see the dedicated webpage).		

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- o preparing four side events during the Summit and planning to take part in around ten side events organized by third parties; - o creating a series of video and audio podcasts on the Summit in English, French, and Spanish; - o submitting to the Governing Body a proposal for the follow-up to the Summit' outcome (GB.355/INS/4).		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: GB.353/INS/6, paragraph 11, as amended

The Governing Body:

- (a) requested the Director-General to continue to use all means within his authority, including organizing a high-level event in the margins of the 114th Session (2026) of the International Labour Conference, to promote the ratification of the 1986 Instrument for the Amendment of the Constitution of the International Labour Organisation;
 - (b) decided to include on the agenda of its 356th Session (March 2026) an item on the process of determination of the Members of chief industrial importance.
- A document will be submitted at the 356th Session.

356th Session
(March 2026)

In progress

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

Decision adopted: GB.352/INS/3/1, paragraph 26, as amended

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.

The Office convened several meetings with the relevant units involved in the plan of action to communicate feedback received from the Governing Body. Work is actively progressing across all areas of implementation, with key highlights outlined below:

- Standards-related action:
 - o support provided to constituents to meet reporting obligations in respect of ratified fundamental Conventions and the annual review, as applicable (including in Ghana on child labour and forced labour);
 - o policy advice on child and forced labour provided based on comments of the ILO supervisory bodies, (including through publication of a [brief](#) on promising practices in addressing forced labour);
 - o technical assistance concerning the Equal Remuneration Convention, 1951 (No. 100) provided in 13 countries (Brazil, Chile, Jordan, Mozambique, North Macedonia, Occupied Palestinian Territory, Pakistan, Paraguay, Republic of Moldova, Sri Lanka, Türkiye, Ukraine, and Uzbekistan).

358th Session
(November 2026)

In progress

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- Enhanced research and capacity: 2024 Global Estimates on child labour developed and widely disseminated; - the upcoming ILO Social Justice Report includes information on fundamental principles and rights at work. - Strengthening capacity and knowledge-sharing: - provision of capacity-building and technical assistance on establishing/strengthening institutions and mechanisms for consultation and participation of indigenous and tribal peoples in several Latin American/Central American countries; - conducting of webinars with the International Social Security Association (ISSA), based on the strategy on extending social protection to migrant workers, refugees and their families; two editions delivered of the corresponding International Training Centre of the ILO (ITCILO) course. - Policy coherence and partnerships: - celebration of the World Day for Safety and Health at Work, World Day against Trafficking in Persons and World Day Against Child Labour in 2025; - ILO Fair Recruitment Initiative strengthened, including its promotion through the conference on the future of the Fair Recruitment Initiative (May 2025) and the development of the Fair Recruitment Initiative Global Strategy (2026–2030); - advocacy conducted through the Equal Pay International Coalition (EPIC) with nine new members having joined EPIC since November 2024 and active discussions with an additional nine Member States and two workers' organizations that have expressed interest in joining.		

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

Decision adopted: [GB.352/INS/3/2](#), paragraph 36, as amended

The Governing Body:

- 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;
- approved the holding of a tripartite meeting of experts in 2026, on a date to be determined by the Governing Body at its 353rd Session (March 2025), 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;
- 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.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
• The Office convened a high-level tripartite webinar “<i>Advancing decent work in the care economy: Making the new ILC resolution a reality for all</i>” on 23 October 2024 to communicate the conclusions to relevant international and regional organizations. • The ILO and the Economic Commission for Latin America and the Caribbean launched a regional report on care investments at the XVI Regional Conference on Women in Latin America and the Caribbean. The Conference adopted the <i>Tlatelolco Commitment</i>, establishing a decade of action (2025–2035) to promote the development of a care society through political, economic, social, cultural and environmental transformations. • In 2025, training courses have been delivered to constituents at national, regional and global levels, in collaboration with the ITCILO, including promoting decent work and the care economy, skills for the care economy, gender and employment policies, measurement of unpaid care work, and childcare policy design.		Completed
• The Governing Body approved the dates of the Meeting of Experts on Paternity and Parental Protection and Other Care Leave (4–8 May 2026) at its 353rd Session (March 2025). Preparations are ongoing, including research to assess whether there are gaps in international labour standards related to paternity and parental protection, and other care leave policies. Due to financial constraints, however, the meeting has been put on hold until further notice. • The Office is taking the following actions: ◦ Promoting South–South and triangular cooperation and resource mobilization in the care economy. The first edition of the <i>South-4-Care Platform and Learning Hub</i> was held in September 2025 (Qatar), in collaboration with the ITCILO and multiple ILO departments and offices. ◦ Expanding its research agenda on decent work and the care economy, including global and regional publications on the impact of care responsibilities on women’s labour force participation, migrant care workers, domestic workers’ rights, representation and skills development, measuring unpaid care work and volunteering, gender-responsive social protection, cooperative models, and disability-inclusive corporate care and support policies. ◦ Reinforcing knowledge and technical assistance on care entrepreneurship, the role of public–private partnerships, particularly MSMEs, cooperatives and other social and solidarity economy entities in quality care services. ◦ Implementing the care economy communication strategy, including podcasts, news items, voice stories and social media around key international days, including the Domestic Workers’ Day (16 June), the International Day of Care and Support (29 October), the International Migrants Day (18 December). ◦ Supporting effective protection of care workers in vulnerable situations, workers with family responsibilities, and care recipients, with focus on domestic workers, migrant workers and workers in the informal economy. This includes promoting the ratification of the Domestic Workers Convention, 2011 (No. 189) and technical assistance.		In progress

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
Developing new statistical standards on the measurement of care work for the 22nd International Conference of Labour Statisticians in 2028 and providing technical assistance on the measurement of unpaid care work in labour force surveys.		

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

Decision adopted: [GB.352/INS/5](#), paragraph 74, as amended

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).

The report to be submitted to the Governing Body in March 2026 is under preparation.	356th Session (March 2026)	In progress
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Biennial report on the implementation of the ILO Disability Inclusion Policy and Strategy (2020–23)

Decision adopted: [GB.352/INS/6](#), paragraph 42

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.

The ILO's Disability Team is responding to increasing requests for technical assistance on disability inclusion from constituents, field offices, and UN Country Teams.	Biennial report in 2026	In progress
Given the current financial situation, funding for disability inclusion is increasingly scarce, and there are no disability specialists based in the field: the ILO is finding creative solutions to do more with less.		
The ILO's Global Business and Disability Network continues to expand, and its lessons learned are informing implementation of the ILO's Disability Inclusion Strategy (2024–2027).		

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
• The ILO continues to innovate in terms of education and training on disability inclusion, both in the ILO and the wider UN system. For example, the course for UN officials “Promoting Disability Inclusion: Make the Change Happen” was held for the fourth year through the ITCILO. • The ILO is currently finalizing the new “Office policy on disability-inclusive employment and reasonable accommodation” and is expecting to launch the policy in 2025. • The ILO continues its work to improve accessibility throughout the Organization, including through developing “Guidelines on minimum accessibility requirements for ILO meetings, conferences and events”, to be finalized in 2025. • The ILO has begun the second year of its successful programme to hire qualified interns with disabilities.		

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: GB.352/INS/8(Rev.1), paragraph 61, as amended

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.

• The first tripartite meeting was held on 5–8 May 2025 and its recommendations are submitted to the Governing Body in document GB.355/INS/6.	355th Session (November 2025)	Completed
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Status of Palestine in the ILO and its participation rights in ILO meetings

Decision adopted: GB.352/INS/9(Add.1), paragraph 9, as amended

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:

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
(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.		
- At its 113th Session (2025), the Conference adopted a resolution on the status of Palestine in the ILO and participation rights of Palestine in ILO meetings (ILC.113/Resolution II). The Director-General reported to the UN Secretary-General on the decisions taken to give effect to UN resolution ES-10/23 - To give effect to the Conference resolution, proposals for suspending certain provisions of the Standing Orders of the Conference will need to be submitted to the Governing Body for approval at its sessions preceding all future sessions of the Conference, as long as the arrangements under the resolution remain applicable. The proposals concerning the 114th Session of the Conference will be submitted at the 356th Session of the Governing Body as part of the arrangements for that Conference session. - Proposals for suspending certain provisions of the Rules for regional meetings will be submitted to the Governing Body at the session preceding the next Asia and the Pacific Regional Meeting.		In progress

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

Decision adopted: [GB.350/INS/4](#), paragraph 28, as amended

The Governing Body requested the Office to:

- continue the implementation of the ILO Action Plan for Gender Equality 2022–25, taking into account the Governing Body's guidance and lessons learned;
- 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;
- 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 Gender Network held seven meetings on topics ranging from gender equality and disability inclusion in Afghanistan to training on the ILO gender marker. Meetings with the Director-General and with UN-Women also took place. Training needs were assessed, a workplan was developed and the terms of reference were revised in consultation with the gender network and the staff union. - The ILO Action Plan for Gender Equality was aligned with the current organizational structure of the Office. The methodology for the ILO marker on gender equality and non-discrimination for projects was changed to improve the ability to track and assess gender mainstreaming efforts across the development cooperation portfolios of various regions. - A document for information was prepared for the 353rd Session (March 2025) which reported that the UN-SWAP 3.0 was launched by UN-Women in November 2024. Most of the new indicators of UN-SWAP 3.0 were derived from the UN system-wide Gender Equality Acceleration Plan (GEAP), which is a follow-up to a 2023 independent review of the UN system's capacity to deliver on gender equality, initiated under the UN Secretary-General's Our Common Agenda. - The ILO completed its baseline reporting on UN-SWAP 3.0 and the Gender Equality Acceleration Plan in January 2025 and will fully transition to SWAP 3.0 as of January 2026.	Document for information every March session	Completed
An independent evaluation of the ILO Action Plan for Gender Equality was commissioned in 2025 and will inform the report on the results of the Action Plan in 2022–25, and the proposed approach for the subsequent action plan, to be submitted to the Governing Body in March 2026.	356th Session (March 2026)	In progress
Update on the Global Coalition for Social Justice		
Decision adopted: 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.		
See GB.355/INS/5.	355th Session (November 2025)	In progress
Arrangements for the 20th American Regional Meeting (Punta Cana, October 2025)		
Decision adopted: GB.353/INS/16/1, paragraph 12 Noting with appreciation the actions taken by the Office to prepare for the 20th American Regional Meeting, which will be held in Punta Cana, Dominican Republic and considering that the agenda was being finalized by the preparatory steering committee based on the ILO's strategic framework, the Governing Body, on the recommendation of its Officers, approved the dates and modes of participation for the meeting proposed in document GB353/INS/16/1.		
See GB.355/INS/13.	355th Session (November 2025)	Completed

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
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.

- **Campaign and promotion:** Social media cards in three ILO languages, podcasts and posters developed and available on the [ILO Quality Apprenticeships Hub](#). A complete slide deck was made available to all colleagues for promotion of Recommendation No. 208. A new slide deck is being prepared with the Global Apprenticeship Network and the Donor Committee for Dual Vocational Education and Training on the latest evidence on quality apprenticeships. The Recommendation was promoted through various events and conferences, including:
 - ILO Skills Fair with ITCILO (27–29 February 2024)
 - ILO Global Skills Forum (23–24 April 2024)
 - AU–Africa Skills Week in Ghana (14–18 October 2024)
 - ASEAN–ILO 2024 meeting
 - WorldSkills 2023 focused on apprenticeship with ILO participation.
- **New field activities:** 42 country programme outcomes in the Programme and Budget for 2024–25 including apprenticeships. Quality Apprenticeships were mainstreamed into the Global Skills Programme – which allows for pooled funding on the subject. Development Cooperation programmes have been implemented in China, Costa Rica, Iraq, Kosovo, Panama, Paraguay, Rwanda and Tonga. An ILO South–South and Triangular Cooperation initiative promoting quality apprenticeships in China, Ethiopia, India, South Africa and Switzerland was also concluded during the period.
- **New partnerships were initiated on the subject:** A Network of Champions on Quality Apprenticeships with the International Organisation of Employers and the International Trade Union Confederation (ITUC), UN agencies, international financial institutions, bilateral organizations and networks of practitioners was established to exchange information on the latest developments concerning quality apprenticeships and identify partners for joint undertakings. Three meetings have been held so far. An Alliance for Dual Training was established by CINTERFOR for the Latin American and Caribbean region. The ILO also participates in the Working Group on Work-based Learning of the Inter-Agency Group on Technical and Vocational Education and Training (IAG TVET) headed by the United Nations Educational, Scientific and Cultural Organization (UNESCO). The ILO provided inputs to a joint leaflet on apprenticeships produced by this group. Partnership

In progress

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
with the Global Apprenticeship Network (GAN) contributed to the establishment of a GAN network of corporate champions on quality apprenticeships. • New guidance materials available: ○ a room document released during the International Conference of Labour Statisticians (2023), proposing statistical definitions for apprenticeships; ○ a new guide for policy makers was released highlighting examples from many countries for each article of Recommendation No. 208; ○ a checklist for national assessments based on the Recommendation was released jointly with a proposed approach for tripartite discussions to decide on national priorities and piloted in Costa Rica, Côte d'Ivoire, Egypt, Ethiopia, Panama, Rwanda, Tonga; ○ a new training package for in-company trainers was piloted in Costa Rica, Lao People's Democratic Republic, Panama, Jordan, Tonga, Thailand; ○ a policy note on "Strengthening apprenticeships for transitions to formality" was released; ○ a policy note entitled "Recommendation No. 208 on Quality Apprenticeships: What Role for Trade Unions?" was released by ILO ACTRAV and an advocacy tool kit for workers' organizations is being prepared with ITUC; ○ a new policy on adequate remuneration of apprentices is also being validated. • Policy recommendations were provided in the following countries: Albania, Bangladesh, Central African Republic, Costa Rica, Democratic Republic of the Congo, Egypt, Ethiopia, Georgia, Ghana, Guinea, India, Indonesia, Kenya, Malawi, Namibia, Panama, Paraguay, Philippines, Rwanda, Senegal, South Africa, Tonga, United Republic of Tanzania, Viet Nam, Zambia. • Envisaged new activities include: expansion of the development cooperation portfolio, impact studies and support to additional national tripartite dialogues to support decisions on apprenticeship reform, subject to the availability of resources.		

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. Ongoing action by the Office: • Prioritizing 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,		

In progress

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
persons with disabilities and migrant workers, and through the development of diagnostics and studies, sharing of other countries' practices and contributions to national policy dialogue, and capacity-building. • Developing knowledge products on the impact of flexible working time and work organization arrangements, including telework, on work-life balance and gender equality. • Providing 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. • Strengthening, through the mobilization of additional resources, 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. • Initiating data collection on institutional aspects of minimum wage systems. • 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 conclusions of the 2024 Conference general discussion on decent work and the care economy provides further guidance to the office work in this area. • 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.		

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.

• To further strengthen the knowledge base for a just transition, the Office took the following actions: ◦ mainstreamed just transition in ILO flagship reports such as the World Social Protection Report 2024–26 and the Social Dialogue Report 2024; ◦ produced ten thematic policy papers and guidance notes on topics such as just transition in market systems development, green and digital transitions, nationally defined contributions, and carbon markets; ◦ conducted a regional training on employment assessment and investment impact for development planning, climate policy and the green economy in Latin America and the Caribbean; ◦ organized an African regional academy on Financing a just transition to green and circular economies in Morocco.	Completed
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Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- To enhance constituents' capacities to design and implement integrated and coordinated just transition policies, the Office took the following actions: - supported national level policies and programmes on just transition in over 20 countries; - delivered a total of 49 development cooperation projects on just transition with a total budget of US\$16 million.		Completed
- To advance a just transition through coherent approaches in international processes and partnerships with a reinvigorated leadership role by the ILO, the Office took the following action: - contributed decent work content to a Call to Action on Extreme Heat by the UN Secretary-General in July 2024; - contributed decent work dimensions of UN Guiding Principles and their Actionable Recommendations on Critical Energy Transition Minerals; - convened the first Global Dialogue on Just Transition with Indigenous Peoples, in Belem, Brazil on 4–5 December 2024; - contributed to the 2024 G20 “Principles for Just and Inclusive Energy Transitions” under Brazilian presidency; - spearheaded a Call to Action for Fostering Social Dialogue for a Just Transition to a Resilient Low-Carbon Economy at the 2024 Hamburg Sustainability Conference convened by the Chancellor of Germany;		Completed
Initiated new partnerships with UN agencies and the African Development Bank, Asian Development Bank, European Bank for Reconstruction and Development, Inter-American Development Bank, Islamic Development Bank, and the International Finance Corporation.		Completed
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:

- 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
- 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.

- The Office has secured five new ratifications since November 2024, bringing the total to 50. This achievement reflects the strong momentum surrounding the Convention, reinforced by sustained support to constituents, awareness-raising campaigns, and strengthened collaboration with UN agencies at both global and country levels. Upon request, the Office has also provided technical assistance to align draft labour legislation with the

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subject to the approval of
the Screening Group

In progress

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
Violence and Harassment Convention, 2019 (No. 190), as well as to undertake legal analyses with the view to explore ratification. • In support of efforts to promote safe and decent working conditions in the maritime sector, the Office has continued to assist constituents in addressing violence and harassment at sea. Through the collaborative engagement of representatives from seafarers, shipowners, and governments, the International Labour Conference approved amendments to the Code of the Maritime Labour Convention, integrating principles from Convention No. 190 and referring to it. These amendments, expected to enter into force in December 2027, mandate concrete measures to prohibit and prevent violence and harassment on board vessels, including sexual harassment, bullying, and sexual assault. • Significant progress has been made in the development of research and tools to promote workplace inclusivity, respect and the prevention of violence and harassment. A behavioural science tool has been developed and is being piloted across different countries and sectors; research on addressing violence, harassment, and discrimination within occupational safety and health (OSH) management systems, covering risk assessment and psychosocial risks, has advanced towards a potential draft tool; and a policy brief on violence and harassment in the informal economy is being finalized. In parallel, growing interest in dispute resolution mechanisms has led to tailored country-level training and the development of a draft step-by-step guide to support constituents in establishing workplace grievance-handling procedures. • The Office has continued its efforts to strengthen the capacity of its constituents in relation to Convention No. 190. At the request of Member States, training activities have been organized for government officials, including judges and labour inspectors, to enhance their knowledge and support the Convention's practical implementation. Tailored training has also been delivered to build the capacity of tripartite constituents to effectively report to the ILO supervisory bodies. In addition, the Office has sustained its support to employers' and workers' organizations in reinforcing their ability to promote and implement the Convention in practice. • In 2025, the Office has further strengthened its partnerships with other UN agencies, including UN-Women and WHO, to promote the integration of Convention No. 190 across UN-wide initiatives.		
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.		
• In June 2025, Convention No. 192 and Recommendation No. 209 on biological hazards were adopted.		Completed

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- The implementation of the Global OSH Strategy is progressing as planned, with key developments across all action areas. Under Action Area 1, a global ratification campaign for the ILO Occupational Safety and Health Convention, 1981 (No. 155) and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) was launched, supported by a new online portal, promotional materials and targeted communication with Member States. - A White Report on chemical hazards will be published by the end of 2025. The Code of practice on safety and health in forestry work was adopted in May 2024, and the Governing Body took note of the Global Framework on Chemicals and the Bonn Declaration in March 2025 (GB.353/INS/5). - Action Area 2 saw the creation of a global OSH platform with ITCILO to support institutional exchange and foresight. Under Action Area 3, new tools and studies on OSH in the context of technology, climate change, agriculture, and construction have been developed. Research on emergency workers and sustainable OSH financing is underway. Global promotion included Safe Day and ILO's participation at the Expo 2025. - Technical assistance has been provided to tripartite constituents, namely through the Safety and Health for All Programme, and through a new biannual academy organized with ITCILO. - Under Action Area 5, the ILO continues to lead and participate in multilateral platforms on health, radiation, major accidents, and chemicals. In 2025 the ILO took over the coordination of the Inter-Agency Committee on Radiation Safety.		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: [GB.353/INS/7\(Rev.1\)](#), paragraph 19

The Governing Body:

- (a) took note with growing concern of the information provided in document GB.353/INS/7(Rev.1);
- (b) noted with deep regret that the Government of Belarus once again provided no 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 to the Director-General all information on concrete steps taken in this regard following the 353rd Session of the Governing Body by 26 September 2025 for transmission to the Governing Body at its 355th Session (November 2025);
- (d) once again 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 in the country, including a visit to trade unionists that are currently in prison or detention;

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
(e) drew the attention of the Credentials Committee at the 113th Session of the International Labour Conference to the information set out in documents GB.352/INS/10(Rev.1) and GB.353/INS/7(Rev.1); (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 expected the Director-General to: (i) appoint without delay a special envoy to Belarus with the mandate outlined in document GB.353/INS/7(Rev.1); and (ii) report to the Governing Body at its 355th Session on the outcome of the ongoing engagement with the United Nations human rights bodies and other international entities in relation to the creation of a working group of the ILO and other UN institutions and the steps taken to coordinate and bolster 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 355th Session of the Governing Body. • See GB.355/INS/8.	355th Session (November 2025)	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.353/INS/8\(Rev.1\)](#), paragraph 17

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) deeply regretted that, through communications sent in November 2024 and January 2025, the Government had rejected the Governing Body's decision of November 2024;
- (c) urged the Government, with utmost urgency, to redouble its efforts to accelerate further the implementation of all commitments made in the action plan as updated by the Social Dialogue Forum in February 2024, in order to achieve tangible and measurable results without any further delay, in particular with regard to those areas where no progress has been made;
- (d) deeply regretted that, despite its requests in March and November 2024, the Government has not yet agreed to make 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;
- (e) 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 action plan and preparation of the Social Dialogue Forum meetings, urged the Government to take immediate steps to facilitate the

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
presence of the ILO special adviser in the country, recalling that ILO technical assistance, especially in relation to social dialogue, could only be effective if delivered in person on the ground; (f) invited the Government to organize the fifth Social Dialogue forum at the earliest opportunity and report to the Governing Body at its 355th Session (November 2025); (g) requested the Director-General to collaborate 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 Governing Body at its 355th Session (November 2025) a further report on any developments concerning the above; (h) invited the Government to submit to the Director-General by 26 September 2025 information on any new concrete steps taken in respect of subparagraphs (c), (d), (e) and (f) above with a view to transmitting the information to the Governing Body at its 355 Session (November 2025). • See GB.355/INS/9.	355th Session (November 2025)	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.353/INS/12\(Rev.2\)](#), paragraph 59

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 continued 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 four 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) called on Myanmar to immediately cease all violations identified by the Commission of Inquiry and 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, and to revoke without delay 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 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 the Forced Labour Convention, 1930 (No. 29), including the forced recruitment of children;

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
(iii) requested the Director-General to: - 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 or in accordance with the UN Country Team programmatic engagement guidelines; - reinforce 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 and continue to inform the Governing Body in that respect; - 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 and submit to the Governing Body at its 355th Session (November 2025) a document providing an update on relevant developments in the country and progress made by Myanmar regarding compliance with the recommendations of the Commission of Inquiry; - consider sending an Office mission to review steps taken by the military authorities to implement the 11 recommendations of the Commission of Inquiry, explore their willingness to engage with the ILO to ensure the further implementation of these recommendations, and report thereon to the Conference for its consideration; (iv) recommended to the International Labour Conference to consider, taking into account the findings of a possible Office mission, the measures under article 33 of the Constitution to secure compliance by Myanmar with the recommendations of the Commission of Inquiry outlined in the following draft resolution, in accordance with its decision to place this matter on the agenda of the 113th Session (2025) of the Conference; (v) invited the Myanmar military authorities to submit to the Director-General by 26 September 2025 any relevant information for transmission to the Governing Body; (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, to approve all international staff visa extensions requested and to 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. - See GB.355/INS/11.	355th Session (November 2025)	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.353/INS/9\(Rev.1\)](#), paragraph 11

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 political changes which led to an interim Government, the Governing Body:

- (a) urged the Government of Bangladesh to fully commit to a timely implementation of its road map of actions in all its priority areas and take all necessary action to that effect;
- (b) welcomed the measures taken by the Government to advance the labour reform agenda and encouraged 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;

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
(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 356th Session (March 2026); (d) deferred the decision on further action in respect of the complaint to that session. A report will be submitted to the 356th Session (March 2026).	356th Session (March 2026)	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.353/INS/10\(Rev.1\)](#), paragraph 8

Recalling that Nicaragua is bound by all international labour Conventions it has sovereignly ratified, including all obligations arising thereunder or relating thereto, and noting with regret the total lack of meaningful engagement of the Government in addressing the deep concerns expressed by the Committee of Experts on the Application of Conventions and Recommendations and by the Conference Committee on the Application of Standards in their latest examination of the implementation by the Government of Nicaragua of the Conventions that are the subject of the article 26 complaint, the Governing Body decided to establish a commission of inquiry to consider the allegations set out in the complaint, as per the procedure provided for under article 26 of the ILO Constitution, subject to the approval of the related financial implications.

Decision concerning the financial implications of a commission of inquiry [GB.353/INS/10\(Add.1\)](#), paragraph 5

Having decided to appoint a commission of inquiry to examine the complaint alleging non-observance by Nicaragua of Conventions Nos 87, 98, 111 and 144, the Governing Body decided that:

- (a) an honorarium of US\$350 per day be paid to each member of the commission of inquiry;
 - (b) the cost of the commission, which is estimated at US\$1,262,869, be financed in the first instance from savings that may arise under Part I of the budget for 2024–25 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.
- At its 354th Session (June 2025), the Governing Body appointed the following persons to serve on the Commission of Inquiry: Ms Kemelmajer de Carlucci (Argentina) as Chairperson, and Ms Pardo Schlesinger (Colombia) and Ms Bensusán Areous (Mexico) as members ([GB.354/INS/7](#)).
 - In July 2025, the Office informed the Government of Nicaragua and the International Organization of Employers of the commission's intention to hold its first session in August 2025. However, the session had to be postponed due to financial constraints. The commission will commence its work as soon as the necessary conditions will be in place.
 - As noted in the decision concerning the financial implications, should the costs of the commission not prove possible to be financed under Part I or Part II of the budget, the Director-General will propose alternative financing methods at a later stage in the biennium.

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In progress

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

Decision adopted: GB.353/INS/11(Rev.1), paragraph 15

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 355th Session (November 2025) the decision to consider further action in respect of the article 26 complaint.

• See GB.355/INS/10.	355th Session (November 2025)	In progress
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Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
Action to be taken on the request of the Workers' group and of 36 governments to urgently refer the dispute on the interpretation of Convention 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		

Decision adopted: GB.349bis/INS/1/1, paragraph 27, as amended

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",

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
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, paragraphs 2–5; GB.353/INS/15, paragraph 2 and GB.355/INS/16.	355th Session (November 2025)	In progress

POL – Policy Development Section

POL – Employment and Social Protection Segment

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
ILO agenda and action on fair migration		

Decision adopted: [GB.353/POL/1](#), paragraph 57

The Governing Body requested the Office to take into account its guidance concerning the proposed responses to current global transformations and orientations for the future, including leveraging the Global Coalition for Social Justice to advance the ILO's agenda in the domain of labour migration.

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| <ul style="list-style-type: none"> The Office developed a new strategy to guide the ILO's Fair Recruitment Initiative for the next five years, which was launched at a global conference on fair recruitment held in May 2025. The conference brought together constituents, high-level participants, stakeholders and UN agencies to review progress made toward fair recruitment and strengthen partnership to build on successes. | Completed |
| <ul style="list-style-type: none"> Concerning data and statistics, the Office is currently developing a new de jure indicator to support monitoring the regulation of recruitment fees and costs in national legislation and policies, that can complement reporting under SDG Indicator 10.7.1. Work is also advancing to update the guidelines concerning statistics on international labour migration in consultation with the ILO Technical Working Group on International Labour Migration and Mobility Statistics, following the 21st International Conference of Labour Statisticians mandate. The Office is advancing work to enhance the capacity and reach of ILO-supported Migrant Worker Resource Centres (MRCs), including through the hosting of regional knowledge sharing events (Nairobi, June 2025) and the development of new operational tools (for example, in Ethiopia) and lessons learned assessments of the ASEAN MRCs. The ITCILO will soon launch an updated course on the labour market reintegration of return migrant workers and former refugees in origin countries. The course has been revised to place a stronger emphasis on policy aspects, ensuring participants gain both practical tools and a deeper understanding of the policy frameworks that shape reintegration. | In progress |

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
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Progress report on the ILO integrated strategy for the promotion and implementation of the right to collective bargaining

Decision adopted: GB.353/POL/2, paragraph 44, as amended

The Governing Body took note of the progress report on the 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 the further implementation of the strategy and to allocate resources in the corresponding programmes and budgets.

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| <ul style="list-style-type: none"> • The ILO, jointly with the ITCILO has developed dedicated training modules for tripartite constituents in Bangladesh on identifying unfair labour practices, addressing instances of anti-union discrimination and workplace violence. Thus far, these new materials have been used in the delivery of two Training of Trainers directed at around 60 officials of the Ministry of Labour and Employment, of the Department of Labour, and of the Department of Inspections for Factories and Establishments. • A working paper was published exploring the role of collective bargaining in achieving a just transition. • Support has been provided to government and social partners in Senegal and Côte d'Ivoire in renewing collective agreements at national and sectoral levels. | Completed |
| <ul style="list-style-type: none"> • The ILO has been working on consolidating the body of quantitative research on the impact of freedom of association and collective bargaining, completing two working papers focusing on foreign direct investment and on labour share. A third study on the impact that of freedom of association and of the effective recognition of the right to collective bargaining have on democracy is being completed and will be ready for publication by the end of the year. • The ILO worked on the production of a set of guidelines to support bipartite constituents developing dispute resolution mechanisms with a specific focus on cases of violence and harassment. The product is being finalized and will be pilot tested by the end of the year. • Action-oriented research on grievance handling in the platform economy in India will be undertaken before the end of the biennium. • The feasibility study for a database of the content of collective agreements will similarly be undertaken before the end of the biennium. | In progress |

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

Decision adopted: GB.350/POL/1, paragraph 5, as amended

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;

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
(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). See GB.355/POL/1.	355th Session (November 2025)	In progress

Review of progress made regarding the follow-up of the Youth Employment Action Plan 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.

- The Youth Employment Action Plan (YEAP) continued its implementation in 2025 in close coordination with the Interdepartmental Action Group on Youth Employment (IDAG) hosted and led by EMPLOYMENT/EMPLAB. Key actions include:
 - Re-establishment of the Youth Employment Unit (YEU) to serve as the ILO's one-stop shop for all youth employment-related activities – enhancing internal coherence, technical delivery, communication, and global positioning. The Unit also serves as the coordinator of Output 3.5 of the Programme and Budget (Increased capacity of Member States to promote decent employment for youth) and leads the office-wide collaboration under the IDAG. Completed
 - Establishment of a monitoring system for the YEAP and implementation of the YEAP progress survey for 2024. Dashboard available in the last quarter of 2025.
 - Successful implementation of capacity development activities for ILO constituents at the global and regional levels, in collaboration with ITCILO. Namely, the Youth Employment Action Lab for Africa (Cape Town, February 2025), the Decent Jobs for Youth Academy (Turin, July 2025), and the Integrated Labour Market Programmes for Youth in South-East Asia (Bangkok, September 2025).
 - 2025 key performance indicators (KPIs) of the Youth Foresight Knowledge Facility: 10,330 visitors, 2,351 registered users, 46,801 views, 8,685 Newsletter subscribers, and 1,103 members in the community forum.
 - A mid-term evaluation of the YEAP was finalized and report submitted to the GB (see GB.355/PFA/8).

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- Continued implementation of the Green Jobs for Youth Pact, in collaboration with UNEP and UNICEF, through UNDA funding for country-level work (in Cuba, Senegal and Madagascar) and the Green Jobs for Youth Academy for young people in Latin America and the Caribbean (October 2025), in collaboration with ITCILO and UNEP. - Strengthened support in the implementation of integrated youth employment programmes (20 country programme outcomes in the 2024–25 period), including youth-focused Active Labour Market Programmes. - Continued mobilization of resources for technical assistance, capacity development, knowledge and dissemination, advocacy and partnerships. - Preparation and delivery of the ILO Global Youth Employment Forum, to be held in South Korea in December 2025.		In progress

POL – Social Dialogue Segment

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
Sectoral meetings held in 2024 and proposals for sectoral work in 2025–27		

Decision adopted: [GB.353/POL/3](#), paragraph 39

The Governing Body:

- approved the Conclusions and recommendations adopted by the Technical meeting on the promotion of decent work and a just transition in the building materials industry, including cement, and authorized the Director-General to publish them and the related records of proceedings;
- 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 Technical meeting on the promotion of decent work and a just transition in the building materials industry, including cement;
- took note of the report of the 15th Session of the Joint ILO/UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel (CEART) and decided to submit it, along with any observations made by the Governing Body, to the International Labour Conference at its 113th Session (2025) for examination in the first instance by the Committee on the Application of Standards;
- approved the Guidelines on fair treatment of seafarers detained in connection with alleged crimes and authorized the Director-General to publish them (subject to adoption by the Legal Committee of the International Maritime Organization at its 112th Session in March 2025);
- endorsed the proposals contained in Appendix I of document GB.353/POL/3 relating to the dates, duration, official title, purpose and composition of the meetings listed therein and agreed to the appointment of the Chairperson for the Technical meeting on decent work in the railways sector as set out in paragraphs 23 and 24 of the document;
- endorsed the programme of global sectoral meetings for the biennium 2026–27 set out in Appendix II to document GB.353/POL/3, as recommended by the sectoral advisory bodies, subject to the approval by the International Labour Conference at its 113th Session (2025) of the corresponding allocations in the Programme and Budget for 2026–27;

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
(g) took note of the revised list of sectors presented in Appendix III to document GB.353/POL/3; (h) decided to proceed with a revision of the 1966 ILO/UNESCO Recommendation concerning the Status of Teachers, subject to a final decision by the UNESCO General Conference in 2025 to initiate the review process; (i) requested the Director-General, together with the secretariat of UNESCO, to develop a joint procedural framework leading to the adoption of a revised Recommendation concerning the Status of Teachers, which provides adequate participation for ILO constituents, and to submit such a proposal to its 355th Session in November 2025; (j) approved the terms of reference for the establishment of an ILO/IMO/UNECE Group of Experts for the finalization of modifications to and restructuring of the CTU Code contained in Appendix V of document GB.353/POL/3.		
- The report of the 15th Session of the Joint ILO/UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel (CEART) was submitted and discussed at the Committee on the Application of Standards of the 113th Session of the International Labour Conference. - The Guidelines on fair treatment of seafarers detained in connection with alleged crimes have been published. The Guidelines were disseminated at a high-level event entitled Protecting seafarers against criminalization: what more can be done? convened at International Maritime Organization (IMO) Headquarters in London on 16 June 2025, jointly organized by IMO, the ILO, International Chamber of Shipping, and International Transport Workers' Federation. - A joint procedural framework leading to the revision and adoption of the 1966 ILO/UNESCO Recommendation concerning the Status of Teachers is presented to the Governing Body at its present session (GB.355/POL/4).	355th Session (November 2025)	Completed
- The note on the proceedings of the technical meeting on the future of on the promotion of decent work and a just transition in the building materials industry, including cement (23–27 September 2024) has been published. As part of the follow-up to the conclusions and recommendations of the technical meeting, a webinar on financing a just transition in collaboration with UNEP, with a focus on building materials which raised awareness among institutions from the financial sector, international organizations, and academia, was organized in June 2025. Technical assistance in Mozambique and Pakistan has been provided on decent work and green building materials. - See GB.355/POL/3.		In progress

Preparations for the Sixth Global Conference on the Elimination of Child Labour

Decision adopted: GB.353/POL/4, paragraph 28

The Governing Body requested the Office to pursue the preparations for the Sixth Global Conference on the Elimination of Child Labour and the course of action proposed in paragraphs 11–27 of document GB.353/POL/4, taking into account the views expressed and guidance provided during the discussion, and to update the Governing Body at its 355th Session (November 2025) on progress made.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
See GB.355/POL/INF/1.	355th Session November 2025)	In progress

ILO support for the emergency response to the crisis in Lebanon

Decision adopted: GB.353/POL/6, paragraph 18

The Governing Body:

- took note of the information provided in document GB.353/POL/6 on the contribution by the Office to the crisis response and the post-conflict recovery;
- welcomed the ceasefire understanding and called for compliance with the obligations thereunder;
- requested the ILO to prepare an assessment of the labour market and to continue providing support for recovery in collaboration with the Government of Lebanon and the social partners;
- called on Member States to contribute towards the ILO's recovery support plan in Lebanon.

- Lebanon is emerging from a period of complex economic and political crisis. The appointment of a new President and a new government are providing some initial positive signs of labour market recovery and is helping to strengthen state authority. In progress
- The ILO conducted a rapid assessment of the impact of the 2024–25 war on Lebanon's labour market and is actively supporting recovery efforts in collaboration with national institutions and social partners.
- Key findings of the assessment highlighted the severe impact of the hostilities, with GDP contracting by 5.7 per cent.
 - Nearly a quarter of private sector workers lost their jobs, and post-ceasefire recovery remained slow, particularly for women, construction and agricultural workers.
 - Income losses were also significant, with over a third of employed individuals experiencing wage reductions and average earnings falling by 15.2 per cent. Businesses faced major disruptions, with over a third shutting down during the war and nearly one third suffering physical damage, especially in the south of the country.
 - Recovery has been uneven, and enterprises identified access to finance, affordable energy, and market access as critical needs, underscoring the urgency of a comprehensive strategy to address both immediate and long-standing labour market challenges.
- ILO's supported initiatives included direct support to nearly 400 farmers and their agricultural workers who received agricultural inputs, technical assistance, and short-term employment opportunities.
- A pilot project was launched to support selected agricultural small and medium-sized enterprises and farmers in addressing supply chain disruptions, ensuring business continuity and sustained market operations.
- In partnership with the Ministry of Social Affairs and UNICEF, the ILO supported the use of existing national systems for a national disability allowance to make advance payments for over 27,000 individuals aged 15–

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
30, as well as additional emergency top-ups for more than 5,000 Lebanese beneficiaries and 4,603 refugees with disabilities from the most affected areas. • Rehabilitation of public buildings and vocational schools created short-term jobs and improved infrastructure during the crises of internally displaced persons. The ILO is planning further rehabilitation of public infrastructure in the conflict-affected areas. These included the installation of solar panels in several educational facilities and skills development initiatives focusing on infrastructure maintenance. • Strategic Outlook: ○ The ILO is working with the newly formed Lebanese government to align recovery efforts with structural reforms, aiming to unlock international financial support. ○ The National Social Protection Strategy remains a guiding framework for aligning emergency responses with long-term development goals. ○ Plans are underway to support the recovery of MSMEs in the country through ongoing and planned support to the provision of business development services to enhance their resilience and recovery planning, along with access to finance to support growth and decent job creation/sustaining. ○ On 28 August 2025, the UN Security Council unanimously adopted resolution No. 2790 (2025), extending the mandate of the United Nations Interim Force in Lebanon (UNIFIL) for a final time until 31 December 2026. After that date, UNIFIL will begin a year-long orderly and safe drawdown and full withdrawal, in close coordination with the Lebanese government. This decision is likely to have a significant impact and might offer opportunities for large interventions aimed at providing socio-economic (re-)integration initiatives in the affected areas.		

Update on the Better Work programme

Decision adopted: GB.350/POL/2, paragraph 56, as amended

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.

• High-level evaluation of the Better Work programme was conducted, and the findings will be submitted to the Governing Body discussions in November 2025. • 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. • Better Work is mobilizing resource under the leadership of the Country Offices to deliver as ONEILO and ensure an integrated approach, in addition to engaging closely with current new donors. • Better Work is conducting a feasibility study in one prospective country, in parallel with consultations and the design of the Decent Work Country Programme, to ensure an integrated approach.	358th Session (October–November 2026)	In progress
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Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
• Better Work is revising its factory compliance assessment tool through extensive consultations with various ILO departments and policy units to strengthen the usability of its data and evidence. • The high-level evaluation findings and lessons will be the basis for drafting the Better Work Phase VI Strategy.		

POL – Multinational Enterprises Segment

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
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 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.		
• The Office took into account the guidance provided for the development of new tools, design of new development cooperation projects and partnership. • The third cycle of regional follow-up was initiated with a slightly revised questionnaire to be used for the four regional follow-ups to collect inputs from tripartite constituents. • Regional follow-up for the Americas was initiated with distribution of questionnaire; a virtual tripartite webinar will be scheduled in December 2025 to allow tripartite constituents from the Americas to discuss the findings of the report prepared by the Office and give further guidance on the promotion of the MNE Declaration in the Americas.	356th Session (March 2026)	In progress

LILS – Legal Issues and International Labour Standards Section

LILS – International Labour Standards and Human Rights Segment

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
Proposals on the streamlining of reporting on ratified Conventions		
Decision adopted: GB.352/LILS/4, paragraph 27, as amended 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).		
• See GB.355/LILS/1.	355th Session (November 2025)	In progress
Possible options that could allow employers' and workers' representatives from Myanmar to contribute to the work of future sessions of the International Labour Conference		
Decision adopted: GB.352/LILS/1, paragraph 30, as amended 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.		
• At its 113th Session (2025), the Conference decided as follows in respect of that session: (a) requested 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		In progress

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
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; (b) requested its Committee on the Application of Standards to grant 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 (see ILC.113/D.4 and ILC.113/Record No. 8A).		

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

Decision adopted: [GB.352/LILS/5](#), paragraph 29

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.
- Regarding the proposal to place an item concerning the adoption of a resolution on the agenda of the International Labour Conference, the Governing Body will have the opportunity at this session (under GB.355/INS/2) to provide guidance on the placement of this item at the 114th Session (2026) or 115th Session (2027) of the Conference.
- The Governing Body's request to the SRM TWG will be transmitted to it at its tenth meeting (September 2026).
- With respect to language in standard-setting exercises, the Biological Hazards in the Working Environment Convention, 2025 (No. 192), adopted at the 113th Session of the ILC, included an Article indicating that, for the purposes of the Convention, any use of the generic masculine form shall be construed as non-exclusive and including also women, unless the context clearly indicates otherwise (Article 23). This language will also be considered in standard-setting processes going forward.
- The Office continues to offer technical assistance to Member States on the gender-responsive application of the social security instruments.

In progress

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
Report of the ninth meeting of the Standards Review Mechanism Tripartite Working Group		
Decision adopted: GB.352/LILS/3, paragraph 6 The Governing Body: (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. • 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. 358th Session (October–November 2026) In progress • Specific outputs have been included in the Programme and Budget for 2026–27 with a view to supporting constituents to follow up on the recommendations of the SRM TWG.		

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
At its 354th Session, the Governing Body approved the deferral of the Tenth Meeting of SRM TWG to 14–18 September 2026. It requested the Office to organize a meeting of the SRM TWG Chairperson, the two Vice-Chairpersons and, on an exceptional basis, the SRM TWG Government Group Coordinator to consider, identify or develop possible follow-up measures in respect of Conventions classified as outdated, in particular when they still have a high rate of ratification. The Office is currently working on organizing this meeting with a view to reporting the result of their deliberations to the 356th Session (March 2026) of the Governing Body.		
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].		
- The outcome of the fourth evaluation was transmitted to the 9th meeting of the SRM TWG (September 2024). The SRM TWG took note of the valuable guidance provided by the Governing Body as it continued its work. - Information on the functioning of the SRM TWG will be provided to the Governing Body for the fifth evaluation of its functioning in March 2026. A separate report on the functioning of its ninth meeting was 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

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
The Director-General's Programme and Budget proposals for 2026–27		
Decision adopted: GB.353/PFA/1/1, paragraph 6, as amended Recalling the ILO's obligation and commitment to combat any form of discrimination and exclusion on any grounds, and affirming in this regard that Office country-level technical assistance is provided upon request and having due regard to national conditions and circumstances, Acknowledging the divergence of views in the Governing Body on the use of the terms sexual orientation and gender identity, The Governing Body decided: (a) to place on the agenda of the 355th Session (November 2025) of the Governing Body an item for discussion in the Policy Development Section on identifying challenges regarding the application of the principle of non-discrimination in the world of work, including divergent views as described above, and how to address them; (b) to recommend to the International Labour Conference at its 113th Session (June 2025): (i) to approve a provisional programme level of US\$879,800,000 estimated at the 2024–25 budget rate of exchange of CHF0.91 to the US dollar, the final exchange rate and the corresponding US dollar level of the budget and Swiss franc assessment to be determined by the Conference; (ii) to adopt the following resolution: The General Conference of the International Labour Organization, In virtue of the Financial Regulations, adopts for the 80th financial period, ending 31 December 2027, the budget of expenditure of the International Labour Organization amounting to US\$... and the budget of income amounting to US\$... which, at the budget rate of exchange of CHF... to the US dollar, amounts to CHF... , and resolves that the budget of income, denominated in Swiss francs, shall be allocated among Member States in accordance with the scale of contributions recommended by the Finance Committee.		
At its 113th Session (2025), the Conference adopted the following resolution as recommended by the Finance Committee: The General Conference of the International Labour Organization, Recalls the ILO's obligation and commitment to combat any form of discrimination and exclusion on any grounds; Acknowledges the divergence of views in the Governing Body on the use of the terms sexual orientation and gender identity; Acknowledges the decision taken by the Governing Body at its 353rd Session (March 2025) to place on the agenda of its 355th Session (November 2025) an item for discussion in the Policy Development Section on		Completed

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
identifying challenges regarding the application of the principle of non-discrimination in the world of work, including divergent views, and how to address them; Affirms that Office country-level technical assistance is provided upon request and having due regard to national conditions and circumstances; In virtue of the Financial Regulations, adopts for the 80th financial period, ending 31 December 2027, the budget of expenditure of the International Labour Organization amounting to US\$930,500,000 and the budget of income amounting to US\$930,500,000 which, at the budget rate of exchange of CHF0.82 to the US dollar, amounts to CHF763,010,000, and resolves that the budget of income, denominated in Swiss francs, shall be allocated among Member States in accordance with the scale of contributions recommended by the Finance Committee.		
Programme and Budget for 2024–25: Financial report and audited consolidated financial statements for the year ended 31 December 2024		
Decision adopted: GB.353bis/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 2024 and the External Auditor's report thereon to the International Labour Conference for consideration and adoption at its 113th Session.		
- At its 113th Session (2025), the Conference adopted the following resolution as recommended by the Finance Committee: - The General Conference of the International Labour Organization, - Decides, in accordance with article 29 of the Financial Regulations, to adopt the audited consolidated financial statements for the year ended 31 December 2024.		Completed
Arrangements for the consideration of allocation matters by the Government members of the Governing Body		
Decision adopted: GB.353/PFA/3, paragraph 4 The Governing Body decided that: (a) existing arrangements for the consideration of allocation matters by the Government members of the Governing Body be revised so that, in future, a private meeting of the Government members would be required only when a new triennial United Nations scale is established or when other significant changes, such as the addition of new Member States, require the re-examination of the scale; (b) when no meeting of the Government members of the Governing Body would be convened, allocation matters would be considered by the Programme, Financial and Administrative Section of the Governing Body directly.		
The proposed arrangements as approved by the Governing Body will be implemented from 2025 onwards. The scales of assessments of contributions would be presented to the meeting of Government members of		Completed

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
the Governing Body (under a)) or directly to the Programme, Financial and Administrative Section of the Governing Body (under b)).		
Scale of assessments of contributions to the budget for 2026–27		
Decision adopted: GB.353/PFA/4, paragraph 5 The Governing Body decided that, 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, it propose to the Conference the adoption of the draft scale of assessments for the year 2026 as set out in column 3 of Appendix I and for 2027 as set out in columns 2 and 3 in Appendix II to GB.353/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.		
At its 113th Session (2025), the Conference adopted the following resolution as recommended by the Finance Committee: The General Conference of the International Labour Organization, Decides, 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, to adopt the draft scale of assessments for the year 2026 as set out in column 3 of Appendix I and for the year 2027 as set out in columns 2 and 3 of Appendix II to ILC.113/Record No. 3A.		Completed
Appointments to the ILO Staff Pension Committee (United Nations Joint Staff Pension Board)		
Decision adopted: GB.353/PFA/11, paragraph 4 The Governing Body decided to submit the following resolution to the International Labour Conference at its 113th Session (2025): The General Conference of the International Labour Organization, Appoints to the ILO Staff Pension Committee (United Nations Joint Staff Pension Board) for the period of three years until 8 October 2028 the following members and alternate members: Members: Ms V. González Posse (Government) Mr F. Merle (Employers) Mr L. Cirigliano (Workers) Alternate members: Mr A. Hado (Government) Mr C. Pardini (Workers)		

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
At its 113th Session (June 2025), the resolution recommended by the Finance Committee was adopted by the Conference.		Completed
ILO Strategy on knowledge and innovation: Updated Strategy and implementation plan		

Decision adopted: [GB.352/PFA/3](#), paragraph 66, as amended

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 and 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).

- Two meetings of the Technical Advisory Committee on Innovation (November 2024 and April 2025), under the chair of the Deputy Director-General's Office, have been held to discuss updates and monitor progress. - The ILO is working closely with ITCILO to support the three pillars of the Strategy, including under the Innovation Sparks programme. - To nurture a culture of innovation, ILO DCOMM and ITCILO launched an advocacy campaign, delivered via the ILO intranet, social media and other events, such as the innovation fair held during the 352nd Session of the Governing Body (November 2024). - To develop innovative services for constituents, an office-wide call for project proposals was launched in November 2024 as part of the Innovation Scouts initiative. Based on responses by 130 staff, eight proposals were selected in a competitive process, covering a wide spectrum of technology-supported innovation solutions, including the use of Augmented and Virtual Reality for remote collaboration and the introduction of AI-powered productivity improvement tools like chatbots. Projects started in June 2025 and are co-financed with contributions from the ITCILO Innovation Fund and matching funds from concerned ILO entities. - To foster the existing and establish new partnerships across the global innovation ecosystem, ILO and ITCILO organized or took active part in conferences, network meeting and dialogue events at regional and global level. Prominent examples include the series of webinars and meetings facilitated by ITCILO on the nexus between emerging technologies and social justice, the AI Social Impact Dialogue at the Global Social Justice Coalition Annual Forum and other contributions to the UN Innovation Network, the ITU AI for Good initiative and the Geneva Science and Diplomacy Anticipator. - INFOTEC is working with several ILO departments and offices on the piloting of AI use cases, while several capacity-building activities on AI and related areas have taken place through ITCILO and HRD. - The Office, through the Technical Advisory Committee on Innovation, is working on the review, scheduled to be presented at the March 2026 Governing Body (356th Session).	356th Session (March 2026)	In progress
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Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
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		
Decision adopted: GB.352/PFA/4, paragraph 9 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 would 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. • An update is provided at the 355th Session. See GB.355/PFA/INF/3.		
	355th Session (November 2025)	In progress