



Governing Body

355th Session, Geneva, 17–27 November 2025

Decisions adopted by the Governing Body at its 355th Session

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► Institutional Section

1. Approval of the minutes of the 354th Session of the Governing Body

The Governing Body approved the minutes of its 354th Session, as amended.

(GB.355/INS/1, paragraph 2)

2. Agenda of future sessions of the International Labour Conference

The Governing Body:

- (a) decided to place on the agenda of the 115th Session (2027) of the International Labour Conference an item concerning gendered and other inappropriate terms and references in all international labour standards, with a view to the adoption of a resolution and requested the Director-General to prepare for its 358th Session (November 2026) a draft resolution for consideration by the International Labour Conference at its 115th Session (2027);
- (b) 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 356th Session (March 2026).

(GB.355/INS/2, paragraph 39)

3. Matters arising out of the work of the 113th Session (2025) of the International Labour Conference

3.1. Follow-up to the resolution concerning the general discussion on addressing informality and promoting the transition to formality for decent work

The Governing Body requested the Director-General to:

- (a) take account of its guidance concerning the proposed plan of action on addressing informality and promoting the transition to formality for decent work for 2026–31 as set out in document GB.355/INS/3/1, notably the preparation of the global road map towards formalization;
- (b) submit the draft global road map, including the corresponding financial implications, for its consideration at its 358th Session (November 2026); and
- (c) take account of the outcome of its discussion of the global road map towards formalization at its 358th Session in the preparation of the draft programme and budget for 2028–29 and subsequent programme and budget proposals.

(GB.355/INS/3/1, paragraph 25)

3.2. Analysis of the functioning of the 113th Session and arrangements for the 114th Session (2026)

The Governing Body:

- (a) requested the Office to take into account the guidance provided concerning the lessons learned from the 113th Session of the International Labour Conference when finalizing the arrangements for the 114th Session to be considered by the Governing Body at its 356th Session (March 2026);
- (b) endorsed the proposed programme of work for the 114th Session outlined in document GB.355/INS/3/2, subject to any adjustments that might be necessary until its adoption by the Conference at the opening sitting of that session.

(GB.355/INS/3/2, paragraph 55)

4. Follow-up to the outcome of the Second World Summit for Social Development

The Governing Body:

- (a) took note of the report on the Second World Summit for Social Development (Doha, 4–6 November 2025) and the Doha Political Declaration of the “World Social Summit” under the title “the Second World Summit for Social Development”;
- (b) endorsed the three-pronged strategic approach to the follow-up to the Second World Summit for Social Development, while requesting the Director-General to take account of the views expressed by the Governing Body;
- (c) requested the Director-General to report on a biennial basis to the Governing Body on the implementation of the strategic approach to the follow-up to the Second World Summit for Social Development.

(GB.355/INS/4(Rev.1), paragraph 31)

5. Update on the Global Coalition for Social Justice

The Governing Body took note of the update on the Global Coalition for Social Justice provided in document GB.355/INS/5 and requested the Director-General to take into account its guidance in the further development of the Coalition.

(GB.355/INS/5, paragraph 40)

6. Outcome of the Tripartite Meeting on the Review of the Functioning of the Governing Body (Geneva, 5–8 May 2025)

The Governing Body:

- (a) endorsed the recommendations of the Tripartite Meeting on the Review of the Functioning of the Governing Body that was held from 5 to 8 May 2025 and requested the Office to undertake the actions outlined in paragraph 25 of document GB.355/INS/6 to implement the recommended changes, taking into account the guidance provided during the discussion;
- (b) adopted the amendment to paragraph 4.3.1 of the Standing Orders of the Governing Body presented in paragraph 18 of document GB.355/INS/6;
- (c) requested the Office to prepare a document on the question of the delegation of authority to the Officers of the Governing Body, including proposed amendments to the Standing

Orders of the Governing Body and its Introductory note, for consideration at its 356th Session (March 2026);

- (d) decided not to hold a second tripartite meeting to review its functioning in 2026 and that any pending matters identified during the discussion would be considered by the Governing Body at future sessions.

(GB.355/INS/6, paragraph 29)

7. The ILO in a changing multilateral environment: Towards better effectiveness and efficiency

The Governing Body:

- (i) expressed its concerns about the evolving financial and budgetary challenges;
- (ii) supported the strategic vision for the ILO's review, with the understanding that it would be further developed, anchored on a two-pronged endeavour of implementing immediate financial efficiency measures and undertaking a thoughtful structural reform of the Organization to secure its medium- to long-term efficacy and impact;
- (iii) reaffirmed that the ILO's reform and all subsequent measures shall be guided by, and fully respect, the Organization's constitutional mandate, its fundamental principles, and its tripartite governance structure, and further reaffirmed that the implementation of the reform shall safeguard the ILO's operational autonomy and ensure that its standards policy, social dialogue and the decisions taken by its governing bodies are respected and implemented;
- (iv) requested the Director-General to proceed with the reform process guided by the following priorities:
 - (a) focus on delivering the Organization's core mandate;
 - (b) develop robust proposals for reprioritization, ensuring the meaningful consultation of tripartite constituents, in the preparation of decision-making at the 356th Session (March 2026) of the Governing Body;
 - (c) base all necessary decisions, including those pertaining to financial implications, on a transparent and evidence-based analysis of costs, savings, benefits and risks, while not pre-empting the reprioritization exercise;
 - (d) optimize the ILO's capacity in the field to deliver on the ground and respond to constituents' needs and preserve, to the extent possible, technical and capacity-building programmes being implemented in developing countries, in particular small island developing States and least developed countries, including necessary assistance for any reporting reform;
 - (e) preserve the necessary normative, technical and policy expertise at headquarters in Geneva, recognizing the different and mutually reinforcing roles of experts at headquarters and in the field;
 - (f) take all necessary measures to ensure that, throughout the reform process and its implementation, consultations and negotiations are held with the Staff Union in line with article 10.1 of the ILO Staff Regulations;
 - (g) ensure that any and all measures taken will preserve and safeguard the operational capacity of the Organization to deliver on its fundamental mandate and address the

critical importance of equitable geographical representation and gender balance in staffing at all levels, including reflecting experience relevant to all constituent groups;

- (h) take into account the guidance provided by the Governing Body at its 355th Session (November 2025) regarding the ILO's participation in the UN80 process;
- (v) requested the Director-General to submit to the Governing Body for decision at its 356th Session (March 2026) the reprioritization framework and the ILO's development cooperation and human resources strategies, taking into account the guidance provided by the Governing Body.

(GB.355/INS/7, paragraph 90, as amended by the Governing Body)

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

The Governing Body:

- (a) noted with growing concern the information provided in document GB.355/INS/8(Rev.1) and 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 supervisory bodies;
- (b) called on the Government to review its position and to fully collaborate with the Special Envoy;
- (c) noted the release of Mr Yarashuk and Mr Fiadynich and urged the Government, without further delay, to:
 - (i) return to Mr Yarashuk and to Mr Fiadynich their passports; and
 - (ii) restore the payment of their pensions;
- (d) once again requested the Government of Belarus with the utmost urgency to accept:
 - (i) an international humanitarian mission to ensure that independent doctors could visit all imprisoned trade unionists to assess their health and offer medical assistance, as necessary; and
 - (ii) an ILO tripartite mission to assess the situation and visit trade unionists that are in prison or detention;
- (e) urged the Government of Belarus to submit to the Director-General all information on concrete steps taken in that regard following the 355th Session of the Governing Body by 31 January 2026 for transmission to the Governing Body at its 356th Session (March 2026);
- (f) drew the attention of the Credentials Committee at the 114th Session of the International Labour Conference (2026) to the information set out in document GB.355/INS/8(Rev.1);
- (g) supported the Director-General's renewal of the appointment of the Special Envoy to Belarus for the year 2026 with the mandate outlined in document GB.355/INS/8(Rev.1) and approved the corresponding financial arrangements (Appendix III of the document), and in that regard invited the Director-General to consider all possible ways, including calling on constituents, to facilitate the implementation of the mandate of the Special Envoy;

- (h) requested the Special Envoy to report back to the 356th Session (March 2026) of the Governing Body and further provide all relevant information at the third special sitting of the Committee on the Application of Standards on the application by Belarus of 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);
- (i) 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 ensuring that the principle of non-refoulement is respected (paragraph 2(b) of the resolution) and to report back thereon to the Director-General for transmission to the Governing Body;
- (j) requested the Director-General to prepare an updated report for the 356th Session (March 2026) of the Governing Body.

(GB.355/INS/8(Rev.1), paragraph 40, as amended by the Governing Body)

9. **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**

The Governing Body:

- (a) deplored the lack of progress in the implementation of the recommendations of the Commission of Inquiry adopted in 2019 and the measures requested by the Governing Body at its 352nd (November 2024) and 353rd (March 2025) Sessions;
- (b) recognizing that the Social Dialogue Forum serves as a unique and invaluable platform for inclusive national social dialogue, urged the Government of the Bolivarian Republic of Venezuela to convene the fifth session of the Forum as soon as possible, in order to continue fostering trust, advancing social dialogue, and promoting national reconciliation and social justice, as foundations for lasting peace and prosperity in the Bolivarian Republic of Venezuela;
- (c) while welcoming the outcome of consultations with the social partners, under the Social Dialogue Forum, which led to the identification of a method for setting minimum wages, urged the Government to proceed with its implementation with the participation of all the concerned organizations;
- (d) noted with deep concern that the lack of follow-up on the commitments made in the action plan agreed upon at the Social Dialogue Forum had led not only to a lack of progress, but even to setbacks, particularly in light of serious allegations of violations of trade union rights, matters which are being examined by the Committee on Freedom of Association and to whose recommendations it referred;
- (e) deeply regretted that, despite its repeated calls, the Government had not made the necessary arrangements for an ILO special adviser on social dialogue to support the implementation of the action plan and the preparation of the sessions of the Social Dialogue Forum;
- (f) requested the Director-General to organize before the next session of the Governing Body a virtual meeting with the Government and the social partners, in order to discuss areas

and modalities of cooperation, as a preparatory step to the holding of the fifth Social Dialogue Forum and to report thereon at its 356th Session (March 2026);

- (g) invited the Government to submit to the Director-General, by 31 January 2026, information on any further concrete measures taken in relation to subparagraphs (b), (c), (d) and (e) above, with a view to transmitting the information to the Governing Body at its 356th Session.

(GB.355/INS/9(Rev.1), paragraph 39)

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

The Governing Body:

- (a) requested the Government of Guatemala to continue intensifying its efforts to implement the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98);
- (b) requested the Office to continue expanding its technical assistance programme to ensure further progress in the implementation of the referred Conventions;
- (c) strongly encouraged the international community to contribute to the above-mentioned technical assistance programme by providing the necessary resources;
- (d) decided to defer to its 358th Session (November 2026) the decision to consider further action in respect of the article 26 complaint.

(GB.355/INS/10(Rev.1), paragraph 20)

11. Follow-up to the resolution concerning the measures recommended by the Governing Body under article 33 of the ILO Constitution on the subject of Myanmar adopted by the International Labour Conference at its 113th Session (2025)

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 the resolution concerning the measures recommended by the Governing Body under article 33 of the ILO Constitution on the subject of Myanmar, adopted by the Conference at its 113th Session (2025), and noting with utmost concern the continued absence of any concrete action towards the implementation of the recommendations formulated by 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 and restoring democratic institutions and processes over four years since the military coup, and expressed deep concern over the announcement of military-organized general elections;
 - (ii) called on the military authorities to end immediately all acts of violence, and the arbitrary arrest, detention and torture of trade unionists, labour activists and others, including the Rohingya, in the exercise of their human rights and ensure the immediate and unconditional release of those detained without resorting to section 401 of the Code of Criminal Procedure;

- (b) as regards the recommendations of the Commission of Inquiry and the 2025 resolution:
- (i) called on the military authorities to:
 - immediately cease all violations identified by the Commission of Inquiry and ensure that employers' and workers' organizations be able to exercise their rights in a climate of freedom and security, free from violence, arbitrary arrest and detention, and 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;
 - take immediate action 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;
 - provide the necessary guarantees and assurances at the highest level which would allow an ILO mission to visit the country and to carry out its mandate in full independence and security, with no retaliation, sanction or prejudice to any person being in contact with it;
 - submit to the Director-General by 15 January 2026 any relevant information for transmission to the Governing Body at its 356th Session (March 2026);
 - (ii) invited the Organization's constituents to continue taking steps to ensure an effective follow-up to the 2025 resolution, including a review of their relations with the military authorities to ensure that they do not enable, facilitate or prolong, the violations of workers' rights in respect of freedom of association and forced labour, and respect for the principle of non-refoulement, and provide information to the Director-General on any measures taken and other developments;
 - (iii) called on the Director-General to:
 - continue taking steps to implement the 2025 resolution, including through direct support to Myanmar workers, employers and their organizations in line with the United Nations Country Team programmatic engagement guidelines, and through increased collaboration within the United Nations system to ensure coordinated action on the implementation of the recommendations of the Commission of Inquiry;
 - 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, including through the development of a monitoring mechanism for the confidential and credible documentation of ongoing violations and a plan of action for the implementation of the 2025 resolution;
 - submit to the Governing Body at its 356th Session (March 2026) 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, including an update on the monitoring mechanism for documentation of ongoing violations and a plan of action for the implementation of the 2025 resolution; and
 - (c) called once again on the military authorities to continue to ensure, in accordance with the provisions of the Convention on the Privileges and Immunities of the Specialized Agencies of 21 November 1947, that no restrictions be 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.

(GB.355/INS/11(Rev.1), paragraph 80)

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

In the light of the developments in Ukraine outlined in document GB.355/INS/12(Rev.1) and the resolution concerning the Russian Federation's aggression against Ukraine from the perspective of the mandate of the International Labour Organization (ILO), adopted at its 344th Session (March 2022), and taking into account the discussions held and the guidance provided during its 355th Session, the Governing Body:

- (a) noted the information provided in the document;
- (b) reiterated its most profound concern at the continuing aggression by the Russian Federation, aided by the Belarusian Government, against Ukraine, and at the impact that this aggression is having on the tripartite constituents – workers, employers and the democratically elected Government – in Ukraine, and on the world of work beyond Ukraine;
- (c) urged the Russian Federation again to immediately and unconditionally cease its aggression and withdraw its troops from Ukraine;
- (d) urged the Russian Federation, in line with the request made by the Committee of Experts at its 95th Session (25 November to 7 December 2024), to take all necessary measures to ensure the effective implementation of the Occupational Safety and Health Convention, 1981 (No. 155), and of the Radiation Protection Convention, 1960 (No. 115), including the protection of workers against ionizing radiations in the course of their work; and to ensure the full protection provided by applicable ILO instruments;
- (e) reiterated its unwavering support for the tripartite constituents in Ukraine, and requested the Director-General to continue to respond to the constituents' needs in Ukraine and to expand the ILO's resource mobilization efforts, including in forthcoming international donor conferences on recovery and reconstruction;
- (f) requested the Director-General to continue to enhance resource mobilization efforts for other affected countries across Eastern Europe and Central Asia;
- (g) requested the Director-General to continue to monitor the impact on the world of work of the Russian Federation's aggression against Ukraine and to report to the Governing Body at its 356th Session (March 2026) on developments in the light of the resolution, including the ILO's continued engagement with the relevant United Nations bodies involved in monitoring human rights violations and the situation of workers particularly affected by the armed conflict.

(GB.355/INS/12(Rev.1), paragraph 24)

13. Report on the 20th American Regional Meeting (Punta Cana, 1–3 October 2025)

The Governing Body requested the Director-General to:

- (a) draw the attention of the ILO constituents, in particular those of the Americas region, to the Punta Cana Declaration by making the text available to:
 - (i) the governments of all Member States, requesting them to communicate the text to national employers' and workers' organizations;
 - (ii) the international organizations and non-governmental international organizations concerned;
- (b) take the Punta Cana Declaration into consideration when implementing current programmes and ensure its effective implementation in the context of future programme and budget proposals;
- (c) submit to the Governing Body a document for information at its 356th Session (March 2026) and develop, in consultation with the constituents from the region, an implementation plan with clear targets based on the priorities defined in the Declaration to monitor the Organization's work in the Americas, for submission to the Governing Body at its 358th Session (November 2026);
- (d) incorporate, in the biennial programme implementation report submitted to the Governing Body, information on the implementation of the Punta Cana Declaration.

(GB.355/INS/13, paragraph 21, as amended by the Governing Body)

14. 412th Report of the Committee on Freedom of Association

The Governing Body took note of the introduction to the Report of the Committee, contained in paragraphs 1–79, and adopted the recommendations made in paragraphs: 98 (Case No. 3325: Argentina); 145 (Case No. 3452: Argentina); 182 (Case No. 3463: Argentina); 206 (Case No. 3474: Plurinational State of Bolivia); 236 (Case No. 3476: Burkina Faso); 247 (Case No. 3395: El Salvador); 275 (Case No. 3472: El Salvador); 312 (Case No. 3495: Ecuador); 324 (Case No. 3425: Eswatini); 335 (Case No. 3448: Guinea-Bissau); 420 (Case No. 3479: Malaysia); 478 (Case No. 3487: Uzbekistan); 514 (Case No. 3477: Peru); 620 (Case No. 3457: Republic of Korea); 645 (Case No. 3483: Republic of Moldova); 665 (Case No. 3478: Türkiye); 709 (Case No. 3490: Türkiye); 740 (Case No. 3451: Bolivarian Republic of Venezuela); 765 (Case No. 3473: Bolivarian Republic of Venezuela) and adopted the 412th Report of its Committee on Freedom of Association as a whole.

(GB.355/INS/14)

15. Report of the Board of the International Training Centre of the ILO

The Governing Body took note of the document.

(GB.355/INS/15)

16. Report of the Director-General

Regular report

The Governing Body took note of the information contained in document GB.355/INS/16(Rev.1) regarding the membership of the Organization, the follow-up to the decision of the Governing Body to request an advisory opinion from the International Court of Justice, progress in international labour legislation and internal administration.

(GB.355/INS/16(Rev.1), paragraph 13)

16.1. First Supplementary Report: Report of the Tripartite Technical Meeting on Access to Labour Justice for All: Prevention and resolution of labour disputes (Geneva, 17–21 February 2025)

The Governing Body:

- (a) took note of the conclusions of the Tripartite Technical Meeting on Access to Labour Justice for All: Prevention and resolution of labour disputes, as set out in the appendix to document GB.355/INS/16/1, and authorized the Director-General to publish and disseminate them;
- (b) requested the Director-General to take into account its guidance regarding future ILO activities in this area.

(GB.355/INS/16/1, paragraph 6)

16.2. Second Supplementary Report: Follow-up to Governing Body decisions

The Governing Body took note of the action taken by the Office to follow-up to the decisions adopted between November 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).

(GB.355/INS/16/2, paragraph 5)

16.3. Third Supplementary Report: Maintenance of the Philippines on the list of Members which fully meet the minimum requirements concerning processes and procedures for the issue of seafarers' identity documents

Noting the positive conclusions of the second independent evaluation report submitted by the Philippines in accordance with Article 5, paragraph 4, of the Seafarers' Identity Documents Convention (Revised), 2003, as amended (No. 185), the Office's assessment and the report of the Review Group established in accordance with Article 5, paragraph 6, of the Convention, the Governing Body approved the maintenance of the Philippines on the list of Members which fully meet the minimum requirements referred to in Article 5, paragraph 1, of the Convention, as amended in 2016.

(GB.355/INS/16/3, paragraph 8)

16.4. Fourth Supplementary Report: Documents submitted for information only

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

- Approved symposia, seminars, workshops and similar meetings (GB.355/INS/INF/1);

- Report on the status of pending representations submitted under article 24 of the ILO Constitution (GB.355/INS/INF/2);
- Update on the preparations for the Sixth Global Conference on the Elimination of Child Labour (GB.355/POL/INF/1);
- Voluntary contributions and gifts (GB.355/PFA/INF/1);
- Update on the headquarters building renovation project (GB.355/PFA/INF/2);
- 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 and for the ILO Country Office for Pakistan in Islamabad (GB.355/PFA/INF/3);
- Progress report on the implementation of the Human Resources Strategy for 2022–25 (GB.355/PFA/INF/4).

(GB.355/INS/16/4, paragraph 3)

16.5. Fifth Supplementary Report: Report of the tripartite Committee set up to examine the representation alleging non-observance by Chile of the Indigenous and Tribal Peoples Convention, 1989 (No. 169)

In the light of the conclusions and recommendations set out in the report of the Committee contained in document GB.355/INS/16/5, the Governing Body:

- approved the report of the Committee and, in particular, the conclusions formulated in paragraphs 50 and 55;
- requested the Government to provide to the Committee of Experts on the Application of Conventions and Recommendations information on the subjects raised in the report and the Committee's conclusions;
- decided to make the report publicly available and to close the representation procedure.

(GB.355/INS/16/5, paragraph 8)

16.6. Sixth Supplementary Report: Report of the Committee set up to examine the representation alleging non-observance by Brazil of the Labour Relations (Public Service) Convention, 1978 (No. 151)

In the light of the conclusions and recommendations set out in the report of the Committee contained in document GB.355/INS/16/6, the Governing Body:

- approved the report of the Committee;
- requested the Government of Brazil to take into account, in the context of the application of the Labour Relations (Public Service) Convention, 1978 (No. 151), the observations made in the Committee's conclusions;
- invited the Government to provide information in that respect for examination and further monitoring by the Committee of Experts on the Application of Conventions and Recommendations;
- decided to make the report publicly available and declared closed the procedure initiated by the representation.

(GB.355/INS/16/6, paragraph 8)

16.7. Seventh Supplementary Report: Report of the Committee set up to examine the representation alleging non-observance by Saudi Arabia of Convention No. 29 and its Protocol of 2014, and Conventions Nos 81, 95 and 111

In the light of the conclusions contained in the report of the Committee in document GB.355/INS/16/7, the Governing Body:

- (a) approved the report of the Committee;
 - (b) requested the Government of Saudi Arabia to provide to the Committee of Experts on the Application of Conventions and Recommendations, no later than 1 September 2026, reports on the application of the Forced Labour Convention, 1930 (No. 29) and its Protocol, the Labour Inspection Convention, 1947 (No. 81), the Protection of Wages Convention, 1949 (No. 95) and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), including information on the follow-up given to the Committee's conclusions and recommendations, for examination at its 2026 session;
 - (c) decided to make the report public and close the procedure initiated by the representation.
- (GB.355/INS/16/7, paragraph 7)

16.8. Eighth Supplementary Report: Report of the Committee set up to examine the representation alleging non-observance by Argentina of Conventions Nos 87 and 98

In the light of the conclusions and recommendations set out in the report of the Committee contained in document GB.355/INS/16/8, the Governing Body:

- (a) approved the report of the Committee;
 - (b) requested the Government of Argentina to take into account, in the context of the application of the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), the observations made in paragraphs 24 and 27;
 - (c) requested the Government to provide information in that regard for review by the Committee of Experts on the Application of Conventions and Recommendations;
 - (d) decided to make the report publicly available and to close the representation procedure.
- (GB.355/INS/16/8, paragraph 8)

17. Reports of the Officers of the Governing Body

17.1. First report: Complaint submitted under article 26 of the ILO Constitution alleging non-observance by Saudi Arabia of Conventions Nos 29, 95, 111, 143 and 155

Taking into account the conditions established in article 26 of the ILO Constitution, the Governing Body:

- (a) decided that the complaint was receivable in relation to the Forced Labour Convention, 1930 (No. 29), the Protection of Wages Convention, 1949 (No. 95), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and not receivable in relation to the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), and the Occupational Safety and Health Convention, 1981 (No. 155);

- (b) requested the Director-General to transmit the complaint to the Government of Saudi Arabia, inviting it to communicate its observations on the complaint by 30 January 2026;
- (c) acknowledging the importance of dialogue between the parties, encouraged them to maintain their constructive engagement and requested the Director-General to provide any support needed to facilitate that process and to report to the Governing Body at its next session in March 2026;
- (d) decided to place the item on the agenda of the 356th Session (March 2026) of the Governing Body.

(GB.355/INS/17/1, paragraph 11)

17.2. Second report: Complaint submitted under article 26 of the ILO Constitution alleging non-observance by Chile of Conventions Nos 87, 98, 135 and 151

As the conditions established in article 26 of the ILO Constitution appeared to be fulfilled, the Governing Body, on the recommendation of its Officers, considered that the complaint was receivable and:

- (a) requested the Director-General to transmit the complaint to the Government of Chile, inviting it to communicate its observations on the complaint by 15 January 2026 and to appoint a representative to take part in the proceedings of the Governing Body concerning that matter at its future sessions, as well as informing the Government that the Governing Body would examine the matter at its 356th Session (March 2026);
- (b) decided to place the item on the agenda of the 356th Session (March 2026) of the Governing Body.

(GB.355/INS/17/2, paragraph 12)

17.3. Third report: Representation alleging non-observance by Brazil of the Employment Policy Convention, 1964 (No. 122)

In the light of the information contained in document GB.355/INS/17/3 and taking into consideration the recommendation of its Officers, the Governing Body decided that the representation was receivable and to set up a tripartite committee to examine it.

(GB.355/INS/17/3, paragraph 5)

17.4. Fourth report: Representation alleging non-observance by Chile of the Old-Age Insurance (Industry, etc.) Convention, 1933 (No. 35), and the Invalidity Insurance (Industry, etc.) Convention, 1933 (No. 37)

In the light of the information contained in document GB.355/INS/17/4, and taking into consideration the recommendation of its Officers, the Governing Body decided that, while the representation was receivable, the establishment of a tripartite committee to examine it was not necessary and to close the representation procedure.

(GB.355/INS/17/4, paragraph 5)

17.5. Fifth report: Representation alleging non-observance by Chile of the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)

In the light of the information contained in document GB.355/INS/17/5, and taking into consideration the recommendation of its Officers, the Governing Body decided that the representation was receivable and to set up a tripartite committee to examine it.

(GB.355/INS/17/5, paragraph 5)

17.6. Sixth report: Representation alleging non-observance by Colombia of Conventions Nos 87 and 98

In light of the information contained in document GB.355/INS/17/6, and taking into consideration the recommendation of its Officers, the Governing Body decided that the representation was receivable and, as it relates to Conventions dealing with trade union rights, to transmit the representation to the Committee on Freedom of Association for examination as per the procedures set out in the Standing Orders on articles 24 and 25 of the Constitution of the ILO.

(GB.355/INS/17/6, paragraph 5)

17.7. Seventh report: Representation alleging non-observance by Lebanon of Conventions Nos 95, 111 and 131

In the light of the information contained in document GB.355/INS/17/7, and taking into consideration the recommendation of its Officers, the Governing Body decided that the representation was receivable and to set up a tripartite committee to examine it.

(GB.355/INS/17/7, paragraph 5)

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

In the light of the information contained in document GB.355/INS/17/8 and taking into consideration the recommendation of its Officers, the Governing Body decided that the representation was not receivable.

(GB.355/INS/17/8, paragraph 5)

18. (GB.355/INS/17/8, paragraph 5) Composition, agenda and programme of standing bodies and meetings

The Governing Body, upon the recommendation of its Officers:

- (a) took note of the deferral of the official meetings identified in paragraph 1 of document GB.355/INS/18;
- (b) took note of the programme of meetings contained in Part II of document GB.355/INS/18, and of the approach proposed by the Office concerning the rescheduling of deferred meetings, subject to further decision-making of the Governing Body;
- (c) endorsed the proposals made in relation to the invitation of intergovernmental and international non-governmental organizations to official meetings, as listed in the appendix to document GB.355/INS/18;

- (d) noted with appreciation the offer by the Government of Namibia to host the 15th African Regional Meeting in the last quarter of 2026 and deferred the approval of its arrangements to its 356th Session (March 2026), subject to the availability of funds.

(GB.355/INS/18 paragraph 16)

► Policy Development Section

Employment and Social Protection Segment

1. Report on the implementation of the conclusions of the Meeting of Experts on wage policies, including living wages

The Governing Body:

- (a) took note of the report on the implementation of the conclusions of the Meeting of Experts on wage policies, including living wages;
- (b) requested the Director-General to allocate sufficient resources and take account of its guidance in the further implementation of the conclusions;
- (c) requested the Director-General to provide a further report on the implementation of the conclusions at its 359th Session (March 2027).

(GB.355/POL/1, paragraph 27)

2. Identifying challenges and possible policy responses regarding the application of the principle of non-discrimination in the world of work

The Governing Body took note of the information provided in document GB.355/POL/2 and requested the Director-General to ensure that the guidance provided during the discussion is taken into account in the work of the Office on the principle of non-discrimination in the world of work.

(GB.355/POL/2, paragraph 44)

Social Dialogue Segment

3. Sectoral meetings held in 2025 and proposals for sectoral work in 2026–27

The Governing Body:

- (a) approved the conclusions and recommendations adopted by the Technical Meeting on the Promotion of Decent Work and a Just Transition, including Skills and Lifelong Learning in the Food and Beverage Industry, and authorized the Director-General to publish them and the related note on the proceedings;
- (b) requested the Director-General to bear in mind the above conclusions and recommendations when drawing up proposals for future work;
- (c) approved the policy guidelines for the promotion of decent work in recycling and authorized the Director-General to publish them and the related record of the proceedings of the Meeting of Experts;

- (d) endorsed the proposal relating to the dates, duration, official title, purpose and composition of the meetings as presented in Appendix I of document GB.355/POL/3;
- (e) authorized the Director-General to notify, in accordance with Guideline B2.2.4 of the Maritime Labour Convention, 2006, as amended (MLC, 2006), the revised amount of the minimum monthly basic pay or wage figure for able seafarers to the Members of the ILO;
- (f) approved the convening of the Subcommittee on Wages of Seafarers of the Joint Maritime Commission in the first half of 2028;
- (g) endorsed the appointments referred to in section II of document GB.355/POL/3 which will be notified to the Office one month prior to the meeting;
- (h) approved the proposed joint procedural framework for the revision and adoption of the ILO/UNESCO Recommendation concerning the Status of Teachers (1966) as set out in paragraphs 34 to 43 of document GB.355/POL/3;
- (i) approved the amendments to Part B of the FAO/ILO/IMO Code of safety for fishermen and fishing vessels, 2005, as set out in Appendix IV, with effect from 1 January 2028.

(GB.355/POL/3, paragraph 46)

Development Cooperation Segment

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

The Governing Body:

- (a) noted the information in document GB.355/POL/4 on the progress of the Office's emergency response plan and recovery programme to meet the urgent needs of Palestinian workers and employers and commended the Office's efforts in this respect;
- (b) acknowledged the financial contributions already provided by Member States to the ILO's emergency response plan and recovery programme and called upon other Member States to contribute to ensure the full implementation of the programme, in close coordination with ILO constituents, to advance decent work and social justice for all Palestinians;
- (c) encouraged all parties, in partnership with the ILO, to prioritize sustainable funding for the Palestinian employment programmes, including the Palestinian Employment Fund as the principal national umbrella for implementing decent work, labour-intensive employment initiatives, and entrepreneurship programmes;
- (d) welcomed the plan to convene a resource mobilization meeting on the sidelines of the Governing Body at its 356th Session (March 2026), involving development partners, Governing Body members and relevant constituents, with a view to maximizing support for the ILO programme of work in Palestine, and requested the Director-General to reflect the outcome of the meeting in the Appendix to the Report of the Director-General to the 114th Session of the International Labour Conference on "The situation of workers of the occupied Arab territories";
- (e) welcomed the ceasefire agreement and requested all parties to work towards peace and stability for an inclusive and sustainable recovery and reconstruction;

- (f) requested the Director-General to continue providing his good offices to support the rights of Palestinian workers and employers and their access to workplaces, as well as to continue to address long-term priorities as highlighted in several of his annual reports to the International Labour Conference, such as the issue of social security funds and permit system reform.

(GB.355/POL/4, paragraph 33, as amended by the Governing Body)

► Legal Issues and International Labour Standards Section

International Labour Standards and Human Rights Segment

1. Proposal for the streamlining of reporting on ratified Conventions under article 22 of the ILO Constitution through the progressive roll-out of thematic implementation reports

The Governing Body:

- (a) approved the implementation and progressive roll-out of the thematic reporting system as described in paragraphs 5–23 of document GB.355/LILS/1;
- (b) approved the thematic implementation report prototype presented in Appendix II of document GB.355/LILS/1;
- (c) decided that the corresponding IT costs, as presented in paragraph 19 of document GB.355/LILS/1, which are estimated at US\$700,000, would be financed in the first instance from Part I of the Programme and Budget for 2026–27 or, failing that, through the use of the provision for unforeseen expenditure, in Part II;
- (d) regarding the reporting cycle for the five groups containing fundamental Conventions (paragraph 25 of document GB.355/LILS/1), decided to maintain the current reporting cycle, with a system of partial reporting (every three years) alternating with full reporting (every six years);
- (e) in relation to the labour inspection and labour administration group, decided to adopt a unified cycle of four years
- (f) regarding the transitional measures in 2026, decided to implement option 1, as detailed in paragraph 29 of document GB.355/LILS/1;
- (g) regarding accessibility of information submitted in the TIR (paragraph 34 of document GB.355/LILS/1), decided that, as a first step, subject to future evaluation and review by the Governing Body, information submitted by governments in the TIR would only be accessible to other governments, after examination by the CEACR (via the new online application). Governments would have the possibility of designating specific information as “restricted”, in which case it would not be made accessible to other governments.

(GB.355/LILS/1, paragraph 37)

2. Report of the fifth meeting of the Special Tripartite Committee established under the Maritime Labour Convention, 2006, as amended (Geneva, 7–11 April 2025)

The Governing Body welcomed the work conducted by the Special Tripartite Committee (STC) established under the Maritime Labour Convention, 2006, as amended (MLC, 2006), and:

- (a) took note of the report of the Chairperson of the STC on the fifth meeting of the STC (7–11 April 2025) and of the resolutions adopted at that meeting;
- (b) endorsed the request of the International Maritime Organization (IMO) Legal Committee to convene a meeting of the Joint ILO/IMO Tripartite Working Group to identify and address seafarers' issues and the human element (JTWG) to consider the final report of the Task Force to review and update (or redevelop) the ILO/IMO Joint Database on Abandonment of Seafarers and requested the Director-General to liaise with the IMO Secretary-General to that effect;
- (c) endorsed the STC's request to convene a meeting of the JTWG on hours of work and hours of rest, with the terms of reference contained in the resolution mentioned in paragraph 24 of document GB.355/LILS/2, and requested the Director-General to liaise with the IMO Secretary-General to submit the request to the IMO Maritime Safety Committee;
- (d) approved the amendment to paragraph 19 of the Terms of Reference of the JTWG;
- (e) decided that the relevant cost of the three-day meetings of the JTWG, if held in 2026 and 2027, be financed in the first instance from savings in Part I of the budget or, failing that, through Part II, on the understanding that, should this subsequently prove impossible, the Director-General would propose alternative financing methods at a later stage in the 2026–27 biennium;
- (f) requested the Director-General to forward to the IMO the resolution recommending that the IMO Facilitation Committee consider the amendment to the MLC, 2006, on shore leave adopted during the Fifth Meeting of the STC, and take action as appropriate;
- (g) adopted the amendments related to the addition of a new Article 3 bis; Article 4, paragraph 4; Article 6, paragraphs 2 and 4, in the Standing Orders of the STC as proposed in the appendix to document GB.355/LILS/2, and referred the amendments proposed to paragraph 10 of the Introductory Note to the STC for further consideration;
- (h) reappointed Mr Martin Marini (Singapore) as Chairperson of the STC for the three year period 2025–28;
- (i) decided to convene the sixth meeting of the STC from 3 to 7 April 2028 and requested the Director-General to include a provision for that purpose in the Programme and Budget proposals for 2028–29.

(GB.355/LILS/2, paragraph 35, as amended by the Governing Body)

3. Choice of Conventions and Recommendations on which reports should be requested under article 19 of the ILO Constitution in 2027

The Governing Body requested the Office to prepare, for its consideration at its 356th Session (March–April 2026):

- (a) the article 19 report form on the Work in Fishing Convention, 2007 (No. 188), the Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152), the Indigenous and Tribal Peoples Convention, 1989 (No. 169), and the Maternity Protection Convention,

2000 (No. 183), for the General Survey to be prepared by the Committee of Experts on the Application of Conventions and Recommendations in 2027 for discussion by the Conference Committee on the Application of Standards in 2028;

- (b) the article 19 report form on the Safety and Health in Mines Convention, 1995 (No. 176), the Safety and Health in Construction Convention, 1988 (No. 167), the Occupational Safety and Health Convention, 1981 (No. 155), the Protocol of 2002 to the Occupational Safety and Health Convention, 1981, the Occupational Health Services Convention, 1985 (No. 161) and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), and the Minimum Age Convention, 1973 (No. 138), for the General Survey to be prepared by the Committee of Experts on the Application of Conventions and Recommendations in 2028 for discussion by the Conference Committee on the Application of Standards in 2029;
- (c) the article 19 report form on the Private Employment Agencies Convention, 1997 (No. 181), the Employment Service Convention, 1948 (No. 88), the Labour Statistics Convention, 1985 (No. 160), the Social Security (Minimum Standards) Convention, 1952 (No. 102) (Part IV), the Equality of Treatment (Social Security) Convention, 1962 (No. 118), the Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168), the Labour Inspection Convention, 1947 (No. 81) and Labour Inspection (Agriculture) Convention, 1969 (No. 129), for the General Survey to be prepared by the Committee of Experts on the Application of Conventions and Recommendations in 2029 for discussion by the Conference Committee on the Application of Standards in 2030.

(GB.355/LILS/3, paragraph 71)

► Programme, Financial and Administrative Section

Programme, Financial and Administrative Segment

1. Proposed programme and budget of the Inter-American Centre for Knowledge Development in Vocational Training (CINTERFOR) for 2026–27

The Governing Body approved the income and expenditure estimates of the Inter American Centre for Knowledge Development in Vocational Training (CINTERFOR) extrabudgetary account for 2026–27, as set out in Appendix I of document GB.355/PFA/1.

(GB.355/PFA/1, paragraph 21)

2. Programme and Budget for 2024–25: Regular budget and Working Capital Fund

The Governing Body delegated its authority under article 16 of the Financial Regulations to the Chairperson, who may approve any transfers within the 2024–25 expenditure budget that the Director-General may propose, if needed, prior to the closing of the biennial accounts and subject to the endorsement of such approval by the Governing Body at its next session.

(GB.355/PFA/2, paragraph 11)

Audit and Oversight Segment

4. Appointment of a replacement member to the Independent Oversight Advisory Committee

The Governing Body decided to appoint Mr Jayantilal M. Karia as a member of the Independent Oversight Advisory Committee for a term of three years commencing on 1 January 2026.

(GB.355/PFA/4, paragraph 6)

5. Annual Evaluation Report 2024–25

The Governing Body endorsed the recommendations of the Annual Evaluation Report 2024–25 (paragraphs 45 and 81) for implementation by the Office.

(GB.355/PFA/5, paragraph 82)

6. High-level evaluations of strategies and Decent Work Country Agendas

The Governing Body requested the Director-General to take into consideration the recommendations of the three independent high-level evaluations presented in document GB.355/PFA/6 (paragraphs 22–25, 42–46 and 69–74), and to ensure their appropriate implementation aligned with the Office response.

(GB.355/PFA/6, paragraph 81)

7. Matters relating to the Joint Inspection Unit

The Governing Body took note of the information contained in document GB.355/PFA/7 and provided guidance on the follow-up by the ILO to the recommendations of the Joint Inspection Unit of the United Nations System.

(GB.355/PFA/7, paragraph 38)

Personnel Segment

9. Amendments to the Staff Regulations

The Governing Body approved the amendments to the Staff Regulations set out in Appendices I and II to document GB.355/PFA/9, with effect from 1 December 2025.

(GB.355/PFA/9, paragraph 7)

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

The Governing Body approved the recognition of the Tribunal's jurisdiction by the International Organization for Marine Aids to Navigation (IALA) and the International Rubber Study Group (IRSG) with effect from 26 November 2025.

(GB.355/PFA/10, paragraph 13)