



Governing Body

356th Session, Geneva, 23 March–2 April 2026

Decisions adopted by the Governing Body at its 356th Session

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► Institutional Section

1. Approval of the minutes of the 355th Session of the Governing Body

The Governing Body approved the minutes of its 355th Session, as amended.

(GB.356/INS/1, paragraph 2)

2. Agenda of the International Labour Conference

2.1. Agenda of future sessions of the Conference

The Governing Body:

- (a) decided to place on the agenda of the 117th Session (2029) and 118th Session (2030) of the International Labour Conference an item on ergonomics and manual handling for standard-setting on the basis of a double discussion;
- (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 358th Session (November 2026).

(GB.356/INS/2/1, paragraph 35)

2.2. Update on the arrangements for the 114th Session (2026) of the Conference

The Governing Body:

- (a) took note of the updated information concerning the arrangements for the 114th Session;
- (b) recommended that the Conference suspend the provisions of the Standing Orders of the Conference set out in Appendix II to document GB.356/INS/2/2(Rev.1) for its 114th Session (2026).

(GB.356/INS/2/2(Rev.1), paragraph 28)

3. Results of the ILO Action Plan for Gender Equality 2024–25 and proposed outline of the Action Plan 2026–29

The Governing Body requested the Director-General to:

- (a) finalize and implement the ILO Action Plan for Gender Equality 2026–29, based on the guidance provided during the consideration of document GB.356/INS/3;
- (b) integrate its guidance in pursuing the ILO's mandate to achieve gender equality at work through a transformative agenda, taking into account the outcomes of the general discussion on advancing the transformative agenda for gender equality at work to be held by the International Labour Conference at its 114th Session (2026) and the conclusions concerning decent work in the care economy adopted by the Conference at its 112th Session (2024), especially when implementing the ILO's Strategic Plan for 2026–29 and the corresponding programmes and budgets.

(GB.356/INS/3, paragraph 35)

4. 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

The Governing Body:

- (a) requested the Office to take into account the guidance provided during the discussion of document GB.356/INS/4 in respect of the way forward regarding the implementation of the strategy for action concerning the elimination of violence and harassment in the world of work;
- (b) requested the Director-General to continue to take into account the 2019–25 strategy and lessons learned from its final review, as well as the guidance provided during the discussion, in the context of the ongoing ILO reform and when preparing future programme and budget proposals and facilitating extrabudgetary resources.

(GB.356/INS/4, paragraph 42, as amended by the Governing Body)

5. The process of the determination of the Members of chief industrial importance

The Governing Body:

- (a) decided to undertake a determination of the Members of chief industrial importance and to place a corresponding item on the agenda of its 358th Session (November 2026) for decision;
- (b) invited the Director-General to submit a proposal concerning the appointment of a committee of experts and the related financial arrangements to its Officers, so that the Governing Body could take the corresponding decisions at its 357th Session (June 2026).

(GB.356/INS/5, paragraph 31)

6. Review of the modalities of recurrent discussions under the follow-up to the ILO Declaration on Social Justice for a Fair Globalization (2008), as amended in 2022

The Governing Body:

- (a) reaffirmed the role of recurrent discussions in strengthening the capacity of the ILO to support Members in promoting decent work through the four strategic objectives and in contributing to a more strategic setting of the Conference agenda;
- (b) requested the Director-General to take the necessary steps to follow up on the guidance it provided during the discussion of document GB.356/INS/6 with a view to strengthening the effectiveness of the recurrent discussions for the current cycle (2026–30).

(GB.356/INS/6, paragraph 58)

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

The Governing Body:

- (a) reiterated its concern regarding the financial and budgetary challenges facing the Organization;

- (b) recalling and reaffirming the decision adopted in November 2025, endorsed the strategic vision for the ILO and requested the Director General to take into account its guidance in the reform process;
- (c) welcomed the proposals for reprioritization and other measures to generate efficiency gains in the current biennium as part of the plan for 2026–29, and requested the Director-General to take into account its guidance when further developing and implementing them, ensuring that any savings realized are managed prudently and applied strictly in accordance with the priorities set out in the approved Programme and Budget;
- (d) requested the Director-General to continue examining overlaps and synergies with other United Nations agencies that could contribute to additional efficiencies and savings, while preserving the ILO's constitutional mandate;
- (e) requested the Director-General to present an update on the implementation of the reform process to the Governing Body at its 357th Session (June 2026).

(GB.356/INS/7, paragraph 65, as amended by the Governing Body)

8. **Proposals for improving efficiency in the production of official documents**

The Governing Body:

- (a) endorsed, in principle, the proposal set out in document GB.356/INS/8 to replace the current approach to recording the proceedings of official meetings by an approach that consists of producing a record containing links to online audio or video recordings and automatically generated transcripts for the following meetings:
 - plenary sittings, recurrent discussion committees and general discussion committees of the International Labour Conference;
 - Governing Body sessions;
 - regional meetings;
 - technical meetings.
- (b) requested the Office to:
 - (i) implement, on a trial basis, the new approach to recording the proceedings at the 114th Session of the Conference and at the 357th Session of the Governing Body in June 2026;
 - (ii) make available online, for the purpose of the trial, the audio or video recordings of sittings of the Governing Body and of Conference recurrent discussion and general discussion committees, accompanied by automatically generated transcripts;
 - (iii) submit to its 358th Session (November 2026) the result of the assessment of the trial and any amendments to the applicable standing orders and rules that may be required to apply the new approach to sessions of the Conference and the Governing Body, and regional and technical meetings.

(GB.356/INS/8, paragraph 28)

9. Rules concerning the Director-General

9.1. Draft rules governing the handling of allegations of misconduct against a Director-General

The Governing Body approved the rules governing the handling of allegations of misconduct against a Director-General of the ILO, as set out in Appendix I to GB.356/INS/9/1, and decided that they should be included in a new annex to the *Compendium of rules applicable to the Governing Body of the International Labour Office*.

(GB.356/INS/9/1, paragraph 9)

9.2. Draft rules governing situations in which a Director-General is unable to exercise her or his functions

The Governing Body approved the rules governing the replacement of a Director-General who is unable to exercise the functions of the office, set out in Appendix I to document GB.356/INS/9/2, and decided that these rules should be included in a new annex to the *Compendium of rules applicable to the Governing Body of the International Labour Office*.

(GB.356/INS/9/2, paragraph 13)

10. 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.356/INS/10 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 356th 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 357th Session (June 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.356/INS/10, paragraph 30)

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

Taking note of the report on progress made with the implementation of the road map of actions to address all outstanding issues mentioned in the article 26 complaint alleging non-observance by Bangladesh of Conventions Nos 81, 87 and 98 and mindful of the recent parliamentary elections and the accompanying national referendum on a broad institutional and constitutional reform package, the Governing Body, on the recommendation of its Officers:

- (a) urged the Government to pursue its efforts in ensuring a timely implementation of its road map of actions in all its priority areas and to take all necessary actions to that effect, bearing in mind the road map's 2021–26 timeline;
- (b) welcomed the tripartite engagement of the Government and the social partners leading to the adoption of an ordinance amending the Bangladesh Labour Act and encouraged the Government and the social partners to pursue their tripartite consultations and to take any other measures to advance all other aspects of the labour law reform in a constructive manner with a view to bringing about all necessary reforms as a matter of priority, including in export processing zones, with the ILO's technical assistance and the support that could be provided by the secretariats of the Employers' and Workers' groups;
- (c) requested the Government to report on further progress made in the implementation of the road map of actions to address all the outstanding issues mentioned in the article 26 complaint at its 359th Session (March 2027);
- (d) deferred the decision on further action in respect of the complaint to that session or any subsequent session.

(GB.356/INS/11(Rev.2), paragraph 11)

12. 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.356/INS/12(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 with utmost concern the failure of the Government of Belarus to return to Messrs Yarashuk and Fiadynich their confiscated passports and resume payment of their pensions and urged the Government to do so without further delay;
- (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 356th Session of the Governing Body by 21 September 2026 for transmission to the Governing Body at its 358th Session (November 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.356/INS/12(Rev.1);
- (g) requested the Special Envoy to report back to the 358th Session (November 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);
- (h) 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;
- (i) requested the Director-General to prepare an updated report for the 358th Session (November 2026) of the Governing Body.

(GB.356/INS/12(Rev.2), paragraph 23)

13. 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

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 that, while certain limited steps have been taken to release some detained unionists, those isolated measures fall short of demonstrating genuine engagement or credible progress towards full 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 five years since the military coup, and expressed deep concern over the 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, and continue to engage with the Office to determine the modalities of a possible mission;
 - submit to the Director-General all information on the measures taken to implement the recommendations of the Commission of Inquiry by 24 April 2026 for transmission to the Committee on the Application of Standards for its special sitting and any relevant information on further developments by 21 September 2026 for transmission to the Governing Body at its 358th Session (November 2026);
 - (ii) invited the Organization's constituents – governments, employers and workers – to continue taking steps to ensure an effective follow-up to the 2025 Conference 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 by 21 September 2026 for transmission to the Governing Body at its 358th Session (November 2026);
 - (iii) took note of the Office's plan of action to implement the Conference resolution and called on the Director-General to:
 - continue taking steps to implement the 2025 Conference 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 finalization of the preparatory phase of the proposed monitoring mechanism, in consultation with the International Organisation of Employers and the International Trade Union Confederation, for the confidential and credible documentation of ongoing violations, subject to the identification of available resources under Part I of the programme and budget for the current biennium or, failing that, through the use of the provision for unforeseen expenditure under Part II given that the necessary financial and human resources were not budgeted in the Programme and Budget for 2026- 27;
 - submit a report on the latest developments in the country to inform the special sitting of the Committee on the Application of Standards at the 114th Session (2026) of the Conference;
 - submit to the Governing Body at its 358th Session (November 2026) a document providing an update on relevant developments in the country, including progress made by Myanmar regarding compliance with the recommendations of the Commission of Inquiry and measures taken by the Organization's constituents to implement the 2025 Conference resolution, as well as an update on the operationalization of the monitoring mechanism for documentation of ongoing violations of fundamental rights;
- (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.356/INS/13(Rev.2), paragraph 78)

14. 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

Regretting 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 (October–November 2024), 353rd (March 2025) and 355th (November 2025) Sessions, the Governing Body:

- (a) expressed its firm expectation that, with the Office's technical assistance, preferably in person, the fifth session of the Social Dialogue Forum to be held in the second half of April 2026 would result in the adoption of an updated action plan leading to the full implementation of the recommendations of the Commission of Inquiry in order to advance social dialogue and promote national reconciliation and social justice as foundations for lasting peace and prosperity in the Bolivarian Republic of Venezuela;

- (b) welcomed the release of several trade union leaders between January and March 2026 and urged the Government to address the serious violations of trade union rights examined by the Committee on Freedom of Association by implementing its recommendations, as a matter of priority;
- (c) repeated its call to the Government to make the necessary arrangements to enable the Office to deliver technical assistance, preferably in person, to the social partners during and between sessions of the Social Dialogue Forum;
- (d) took note of the launch of the consultation process to determine the 2026 minimum wage, which has remained unchanged since 2022, and urged the Government to set the minimum wage or wages in line with the agreed methods;
- (e) invited the Government to submit to the Director-General, by 21 September 2026, information on concrete measures taken in relation to subparagraphs (a) to (d) above, with a view to transmitting the information to the Governing Body at its 358th Session (November 2026).

(GB.356/INS/14(Rev.1), paragraph 35)

15. Complaint submitted under article 26 of the ILO Constitution alleging non-observance by Saudi Arabia of Conventions Nos 29, 95 and 111

The Governing Body took note of the report and the information provided by the Office, encouraged the parties to further pursue their dialogue to address the outstanding issues between them and decided to defer the discussion on the item to its 358th Session (November 2026).

(GB.356/INS/15(Rev.2), paragraph 8)

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

Considering that this was the third complaint made under article 26 of the ILO Constitution in recent years alleging non-observance by Chile of those Conventions, and that for the two previous complaints it had decided to transmit the matters to the regular supervisory system, the Governing Body, on the recommendation of its Officers:

- (a) decided not to refer the complaint to a Commission of Inquiry and to close the procedure under article 26;
- (b) invited the Government of Chile to continue reporting to the ILO regular supervisory system on measures taken to apply in law and practice the Conventions concerned;
- (c) referred the allegations of violations of freedom of association in practice to the Committee of Freedom of Association in the framework of its special procedures.

(GB.356/INS/16(Rev.1), paragraph 7)

17. Update concerning the Commission of Inquiry established to examine the 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 would be paid to each member of the Commission of Inquiry;

- (b) as the cost of the Commission, which is estimated at US\$810,244, was not budgeted in the Programme and Budget for 2026–27, it will be financed, to the extent possible, using available resources under Part I of the budget for the current biennium or, failing that, through the use of the provision for unforeseen expenditure under Part II;
 - (c) the work of the Commission shall start without any further delay.
- (GB.356/INS/17, paragraph 6, as amended by the Governing Body)

18. Reports of the Committee on Freedom of Association

18.1 413th 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 1–38, and adopted the recommendations made in paragraphs: 58 (Case No. 3269: Afghanistan); 91 (Case No. 3263: Bangladesh); 108 (Case No. 2318: Cambodia); 138 (Case No. 3406: China – Hong Kong Special Administrative Region); 158 (Case No. 3352: Costa Rica); 168 (Case No. 2923: El Salvador); 193 (Case No. 3488: Ecuador); 223 (Case No. 3505: Guatemala); 245 (Case No. 3403: Guinea); 261 (Case No. 2508: Islamic Republic of Iran); 293 (Case No. 3456: Panama); 367 (Case No. 3464: Peru); 386 (Case No. 3481: Peru); 422 (Case No. 3465: Serbia); 443 (Case No. 3441: Bolivarian Republic of Venezuela) and adopted the 413th Report of its Committee on Freedom of Association as a whole.

(GB.356/INS/18/1)

18.2 414th Report of the Committee on Freedom of Association – Measures taken by the Government of Belarus to implement the recommendations of the Commission of Inquiry

The Governing Body approved the Committee's recommendations as set out in paragraph 33 of document GB.356/INS/18/2.

Presentation of the Committee on Freedom of Association Annual report for the year 2025

The Governing Body took note of the ninth annual report of the Committee on Freedom of Association which covers the year 2025.

(GB.356/INS/18/1(Add.1), paragraph 4)

19. Reports of the Director-General concerning institutional matters

19.1. First report: Documents submitted for information

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

- Approved symposia, seminars, workshops and similar meetings (GB.356/INS/INF/1);
- Report of the Committee of Experts on the Application of Conventions and Recommendations (Geneva, 1–13 December 2025) (GB.356/INS/INF/2);
- Report on the status of pending representations submitted under article 24 of the ILO Constitution (GB.356/INS/INF/3);

- The ILO's performance results under the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women ([GB.356/INS/INF/4](#));
 - Update on the status of ratification of the 1986 Instrument for the Amendment of the Constitution of the ILO ([GB.356/INS/INF/5](#));
 - Progress made in the elaboration of the implementation plan on the priorities defined in the Punta Cana Declaration ([GB.356/INS/INF/6](#));
 - Developments in the United Nations system ([GB.356/INS/INF/7](#));
 - Membership of the Organization and progress in international labour legislation ([GB.356/LILS/INF/1](#));
 - Programme and Budget for 2026-27: Collection of contributions from 1 January 2026 to date ([GB.356/PFA/INF/1](#));
 - Final report on the implementation of the Information Technology Strategy 2022–25 ([GB.356/PFA/INF/2](#));
 - Update on the headquarters building renovation project ([GB.356/PFA/INF/3](#));
 - 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.356/PFA/INF/4](#));
 - External audit plan ([GB.356/PFA/INF/5](#));
 - Composition and structure of the staff at 31 December 2025 ([GB.356/PFA/INF/6](#));
 - Report of the Board of Trustees of the Special Payments Fund ([GB.356/PFA/INF/7](#));
 - Decisions of the United Nations General Assembly on the report of the International Civil Service Commission for 2025 ([GB.356/PFA/INF/8](#));
 - Decisions of the United Nations General Assembly on the report of the 81st session of the United Nations Joint Staff Pension Board (2025) ([GB.356/PFA/INF/9](#));
 - Report of the Prevention and Response to Sexual Exploitation and Abuse Officer for the year ended 31 December 2025 ([GB.356/PFA/INF/10](#));
 - Senior appointments made by the Director-General ([GB.356/PFA/INF/11\(Rev.1\)](#)).
- ([GB.356/INS/19/1](#), paragraph 3)

19.3. Third report: Report of the Committee set up to examine the representation alleging non-observance by Serbia of the Minimum Wage Fixing Convention, 1970 (No. 131)

In the light of the conclusions and recommendations set out in the report of the Committee contained in document GB.356/INS/19/3, the Governing Body:

- (a) approved the report of the Committee;
- (b) requested the Government of Serbia to provide, no later than 1 September 2026, a report on the application of the Convention for examination by the Committee of Experts on the Application of Conventions and Recommendations at its 2026 session, including

information on the follow-up given to the Committee's conclusions and recommendations;

- (c) decided to make the report publicly available and to close the representation procedure.
(GB.356/INS/19/3, paragraph 9)

19.4. Fourth report: Report of the Committee set up to examine the representation alleging non-observance by Uruguay 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.356/INS/19/4, the Governing Body:

- (a) approved the report of the Committee;
- (b) requested the Government of Uruguay 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 paragraph 25;
- (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.356/INS/19/4, paragraph 9)

20. Reports of the Officers of the Governing Body

20.1. First report: Action to be taken regarding the election and appointment of the Director-General

The Governing Body decided to apply the following timetable for the appointment of the Director-General and approved the arrangements for the public interactive event with candidates, as well as for the private hearings and the election described in Appendix I to document GB.356/INS/20/1(Rev.1):

15 April 2026	The Chairperson of the Governing Body calls for candidatures
31 August 2026	Deadline for the receipt of candidatures
23 September 2026	Public interactive event with all candidates (which could be extended by one more day depending on the number of candidates.)

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Monday, 9 November	Candidate(s) hearings in private sitting
Monday, 16 November	Election by secret ballot in private sitting
1 October 2027	The term of office of the Director-General commences.

(GB.356/INS/20/1(Rev.1), paragraph 18, as amended by the Governing Body)

20.2. Second report: Arrangements for the 15th African Regional Meeting

Noting with appreciation the actions taken by the Office to prepare for the 15th African Regional Meeting, which will be held in Windhoek, Namibia, and considering that a tripartite Steering Committee has been set up with a view to finalizing the agenda and preparing the

draft outcome document of the meeting, the Governing Body, on the recommendation of its Officers:

- (a) approved the proposed dates, venue, composition and overall arrangements for the 15th African Regional Meeting proposed in document GB.356/INS/20/2;
- (b) decided that the detailed agenda and arrangements for the meeting would be considered at its 357th Session (June 2026).

(GB.356/INS/20/2, paragraph 16, as amended by the Governing Body)

20.3. Third report: Intergovernmental and international nongovernmental organizations to be invited as observers to ILO official meetings

The Governing Body, on the recommendation of its Officers, authorized the Director-General to invite the intergovernmental and international non-governmental organizations listed in the appendix to document GB.356/INS/20/3, as observers, to the 114th Session (2026) of the International Labour Conference and to other ILO official meetings.

(GB.356/INS/20/3, paragraph 9)

20.4. Fourth report: Representation alleging non-observance by Mexico of the Protection of Wages Convention, 1949 (No. 95)

In the light of the information contained in document GB.356/INS/20/4, and taking into consideration the recommendation of its Officers, the Governing Body decided that the representation was receivable and that it would be examined by the tripartite committee set up to examine the representation alleging non-observance by Mexico of Convention No. 95 declared receivable in March 2025.

(GB.356/INS/20/4, paragraph 6)

► Policy Development Section

Employment and Social Protection Segment

1. Possible initiatives that complement the body of international labour standards to ensure decent work in supply chains

Reaffirming the goal of the ILO strategy on decent work in supply chains to position the Organization to play a leading role in promoting decent work in supply chains by providing guidance and support to Member States and tripartite constituents, the Governing Body:

- (a) requested the Office to take the non-normative options 2, 3, 4, 5, 6, 7, 9, and 11 forward, including through the preparation of relevant proposals based on the guidance that it provided during the discussion;
- (b) requested the Director-General to continue to take the ILO strategy on decent work in supply chains (2023–27) and the guidance provided during the Governing Body's discussion into account in the context of the ongoing Office reform, the preparation of future programme and budget proposals, the mobilization of extrabudgetary resources and the development of the future ILO strategy on decent work in supply chains to be submitted in March 2027;

- (c) acknowledged that this decision did not preclude consideration of any other options, including normative options, following a mid-term review of the 2028–31 Strategy in March 2030.

(GB.356/POL/1, paragraph 47, as amended by the Governing Body.)

Social Dialogue Segment

2. Outcomes of sectoral meetings held in the second half of 2025 and other sectoral activities

The Governing Body

- (a) approved the conclusions and recommendations adopted by the Technical Meeting on Decent Work in the Railways Sector, and authorized the Director-General to publish them and the related record of 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 Guidelines for fair labour market services for migrant fishers and authorized the Director-General to publish them and the related record of the proceedings of the Meeting of Experts;
- (d) requested the Director-General to take into consideration the Guidelines for fair labour market services for migrant fishers for future work of the Office in this area.

(GB.356/POL/2, paragraph 17)

3. Proposed programme of ILO official meetings for 2026–27

The Governing Body, subject to the availability of funds and further decision-making:

- (a) approved the new dates of the Meeting of Experts on challenges to the implementation and ratification of the Seafarers' Identity Documents Convention (Revised), 2003, as amended (No. 185) and the Meeting of Experts on paternity and parental protection and other care leave;
- (b) approved the arrangements for the following meetings:
 - (i) Meeting of Experts on ergonomic hazards and human factors;
 - (ii) Technical meeting on the future of employment and perspectives for decent work in the tobacco growing and manufacturing sector;
 - (iii) Technical meeting on advancing decent work and sustainable development in the water and sanitation sector;
- (c) took note of the programme of meetings contained in Part III of document GB.356/POL/3.

(GB.356/POL/3, paragraph 14)

Development Cooperation Segment

4. The ILO's Development Cooperation Strategy for 2026–29

The Governing Body endorsed the ILO's Development Cooperation Strategy for 2026–29 as proposed in document GB.356/POL/4 and requested the Director-General to consider its guidance in implementing the Strategy.

(GB.356/POL/4, paragraph 63)

Multinational Enterprises Segment

5. Promotion of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy and responsible business conduct

The Governing Body:

- (a) recognized the integral role of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, as amended in 2022 (MNE Declaration), for the delivery of the ILO's core mandate and appreciated the progress made in supporting constituents and enterprises in making better use of its guidance and tools to advance decent work;
- (b) requested the Director-General to take into account the Governing Body's guidance on:
 - (i) the continued promotional activities to support constituents and enterprises in making better use of the MNE Declaration, within the ongoing ILO reform process;
 - (ii) further strengthening the strategic partnerships on responsible business conduct and sustainable investment, including the opportunity presented with the 50th anniversary of the MNE Declaration;
- (c) requested the Office to provide a progress report on the promotion of the MNE Declaration on a regular basis.

(GB.356/POL/5, paragraph 27)

► Legal Issues and International Labour Standards Section

Legal Issues Segment

1. Ensuring legal clarity on 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

Pursuant to paragraph 2.3.1 of the Standing Orders, the Governing Body:

- (a) delegated to its Officers the authority to:
 - (i) approve the programme of official meetings and the holding of symposia, seminars and similar meetings;
 - (ii) invite Member States or States which are not Members of the Organization to be represented at official meetings;

- (iii) invite official international organizations to be represented at official meetings;
- (iv) invite non-governmental international organizations to be represented at official meetings;
- (b) decided to review the delegation made under subparagraph (a) upon the election of a new Governing Body, starting from June 2027.

(GB.356/LILS/1, paragraph 23, as amended by the Governing Body.)

International Labour Standards and Human Rights Segment

2. Fifth evaluation of the functioning of the Standards Review Mechanism Tripartite Working Group and outcome of the meeting on the follow-up to outdated Conventions

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 fifth evaluation of the functioning of the SRM TWG;
- (b) took note of the information provided by the Office related to the outcome of the meeting on the follow-up to outdated Conventions;
- (c) 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;
- (d) requested the SRM TWG to take its guidance into account in continuing its work in line with its work plan and that it continues to be kept informed of the functioning of the SRM TWG so as to allow it to undertake a further evaluation in March 2029.

(GB.356/LILS/2, paragraph 4)

3. Proposed forms for reports to be submitted under article 19 of the ILO Constitution in 2027, 2028 and 2029: Selected up-to-date instruments

The Governing Body:

- (a) requested governments to submit reports under article 19 of the ILO Constitution:
 - (i) for 2027 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);
 - (ii) for 2028 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), the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), and the Minimum Age Convention, 1973 (No. 138);
 - (iii) for 2029 on the Employment Service Convention, 1948 (No. 88), the Private Employment Agencies Convention, 1997 (No. 181), 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 the Labour Inspection (Agriculture) Convention, 1969 (No. 129);

- (b) approved the report forms concerning these instruments, as set out in the appendices to document GB.356/LILS/3.

(GB.356/LILS/3, paragraph 5)

4. Proposed form for reports on the application of ratified Conventions (article 22 of the Constitution): Biological Hazards in the Working Environment Convention, 2025 (No. 192)

The Governing Body approved the report form for the Biological Hazards in the Working Environment Convention, 2025 (No. 192), set out in the appendix to document GB.356/LILS/4.

(GB.356/LILS/4, paragraph 2)

► Programme, Financial and Administrative Section

Programme, Financial and Administrative Segment

1. ILO programme implementation 2024–25

The Governing Body took note of the report and requested the Office to take into account the observations made during the discussion.

(GB.356/PFA/1, paragraph 277)

2. Delegation of authority under article 17 of the Standing Orders of the International Labour Conference

The Governing Body decided to delegate to its Officers, for the period of the 114th Session of the International Labour Conference (2026), the authority to carry out its responsibilities under article 17 of the Standing Orders of the Conference in relation to proposals involving expenditure in the 80th financial period ending 31 December 2027.

(GB.356/PFA/2, paragraph 3)

3. Programme and Budget for 2024–25: Regular budget account and Working Capital Fund as at 31 December 2025

The Governing Body decided:

- (a) in accordance with article 16 of the Financial Regulations, to approve the transfers between the budget items listed in table 3 of Appendix I;
- (b) to recommend to the International Labour Conference at its 114th Session (June 2026) that it:
 - (i) decide, in derogation of article 11(5) of the Financial Regulations, that 50 per cent of the 2024–25 net premium, as per article 11(7), of CHF19,032,213 be retained by the

Office and transferred to the Working Capital Fund, thus bringing its level to CHF44,516,106.5;

- (ii) adopt the following resolution:

The General Conference of the International Labour Organization,

Noting that the operation of the Swiss franc assessment system resulted in a net premium of CHF19,032,213 in the 2024–25 biennium,

Decides, in derogation of article 11(5) of the Financial Regulations, to transfer 50 per cent of the net premium as per article 11(7), earned of CHF19,032,213 to the Working Capital Fund, thus bringing its level to CHF44,516,106.5.

(GB.356/PFA/3, paragraph 20, as amended by the Governing Body)

4. Other financial matters: The financial position of the ILO's regular budget in 2026–27 and potential contingency measures in case of an income shortfall

The Governing Body:

- (a) took note of the financial implications of the reform measures for the approved Programme and Budget for 2026–27, as presented in document GB.356/PFA/4;
- (b) took note of the potential contingency measures and associated budgetary implications described in the document, and requested the Office to keep the Governing Body informed of cash-flow projections and present a contingency framework for the 2026–27 biennium with guiding principles, methodology and an outline of measures with a timeline for approval at its 357th Session (June 2026), which should be in line with the strategic guidance provided by the Governing Body under item INS/7 at its 355th and 356th Sessions (November 2025 and March 2026);
- (c) requested the Office to report back to the Governing Body for decisions on any contingency measures that may require its approval;
- (d) requested the Office to present updated financial information on assessed contributions and the implementation of any activated contingency measures at its 358th Session (November 2026)

(GB.356/PFA/4, paragraph 20, as amended by the Governing Body)

Audit and Oversight Segment

5. Report of the Independent Oversight Advisory Committee

The Governing Body took note of the 18th annual report of the Independent Oversight Advisory Committee appended to document GB.356/PFA/5 and requested the Office to take into account the guidance provided therein.

(GB.356/PFA/5, paragraph 7)

Personnel Segment

9. The ILO's Human Resources Strategy for 2026–29

The Governing Body endorsed the ILO's Human Resources Strategy for 2026–29 and requested the Office to take into account the guidance provided when implementing the Strategy.

(GB.356/PFA/9, paragraph 91)

10. Matters relating to the Administrative Tribunal of the ILO

10.1. Composition of the Tribunal

The Governing Body decided to propose to the International Labour Conference to adopt the following draft resolution:

The General Conference of the International Labour Organization,

Decides, in accordance with article III of the Statute of the Administrative Tribunal of the International Labour Organization, to renew the appointments of Ms Rosanna De Nictolis (Italy), Mr Clément Gascon (Canada), Mr Jacques Jaumotte (Belgium) and Ms Hongyu Shen (China) as judges of the Tribunal for one further non-renewable term of five years.

(GB.356/PFA/10/1, paragraph 3)

10.2. Recognition of the Tribunal's jurisdiction by other international organizations

The Governing Body approved the recognition of the Tribunal's jurisdiction by the Joint Vienna Institute (JVI) with effect from 27 March 2026.

(GB.356/PFA/10/2, paragraph 7)

11. Report of the Ethics Officer for the year ended 31 December 2025

The Governing Body took note of the report of the Ethics Officer for the year ended 31 December 2025.

(GB.356/PFA/11, paragraph 4)