

Governing Body

357th Session, Geneva, 12 and 13 June 2026

Date: 19 June 2026

Record of proceedings of the 357th Session of the Governing Body of the International Labour Office

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In accordance with the [decision](#) adopted by the Governing Body at its 356th Session (March–April 2026), the record of its 357th Session has been prepared in a new form, as part of the trial of a more cost-effective approach to recording the proceedings of sessions of the ILO's governance organs and certain official meetings.

Instead of minutes containing summaries of statements made by participants, this Record of proceedings provides essential information about the session, a compilation of the decisions adopted and links to [online recordings of all sittings](#) accompanied by automatically generated transcripts.

The results of the assessment of the trial will be presented to the Governing Body at its 358th Session (November 2026). This assessment will be based on the feedback constituents can provide through a [online survey](#).

► Introduction

The 357th Session of the Governing Body of the International Labour Office was held in Geneva on Friday, 12 and Saturday, 13 June 2026. It was presided over by the outgoing Chairperson, Ms Anousheh Karvar (France), and by H. E. Mr Matthew Wilson (Barbados) as incoming Chairperson.

Officers of the Governing Body

Chairperson:	H. E. Mr Matthew WILSON (Barbados)
Employer Vice-Chairperson:	Mr Matthias THORNS
Worker Vice-Chairperson:	Ms Catelene PASSCHIER (Kingdom of the Netherlands)

Speaking responsibilities for the Employers' group and the Workers' group

- Mr Matthias Thorns was the spokesperson for the Employers' group, except during the consideration of the items listed below.
- Ms Catelene Passchier was the spokesperson for the Workers' group except during the consideration of items PFA/4, for which Mr Plamen Dimitrov (Bulgaria) acted as the spokesperson, and INS/6, for which Mr Jeffrey Vogt (United States of America) was the spokesperson.

Item	Employer spokesperson
INS/3	Mr Farooq Ahmed (Bangladesh)
INS/4	Mr Blaise MATTHEY (Switzerland)
INS/6	Mr Tom MACKALL (United States of America)
INS/9/1	Mr Adewale-Smatt OYERINDE (Nigeria)
INS/9/2	Mr Kaizer Moyane (South Africa)

► Committee on Freedom of Association

Chairperson: Mr Evance KALULA (Zambia)		
Government spokesperson	Employer spokesperson	Worker spokesperson
Mr Sipho NDEBELE (South Africa)	Mr Thomas MACKALL (United States)	Ms Amanda BROWN (United Kingdom of Great Britain and Northern Ireland)

► Agenda and decisions adopted

Agenda

(By clicking on the title of an item you will move to the related decision).

Institutional Section (INS)

1. Election of the Officers of the Governing Body for 2026–27 (no document)
2. Approval of the minutes of the 356th Session of the Governing Body (GB.357/INS/2)
3. Questions arising out of the 114th Session of the International Labour Conference requiring immediate attention (no document)
4. 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 (GB.357/INS/4)
5. Determination of the Members of chief industrial importance: Proposal for the appointment of the Committee of Experts and related financial arrangements (GB.357/INS/5)
6. Report of the Committee on Freedom of Association (GB.357/INS/6)
7. Update on the implementation of the ILO reform process (GB.357/INS/7)
8. Reports of the Director-General concerning institutional matters
 - 8.1. First report: Documents submitted for information (GB.357/INS/8/1)
 - 8.2. Second report: Report of the Committee set up to examine the representation alleging non-observance by Argentina of Conventions Nos 81, 139, 155 and 187 (GB.357/INS/8/2)
 - 8.3. Third report: Report of the Committee set up to examine the representation alleging non-observance by Argentina of the Indigenous and Tribal Peoples Convention, 1989 (No. 169) (GB.357/INS/8/3)
9. Reports of the Officers of the Governing Body
 - 9.1. First report: Arrangements for the 15th African Regional Meeting (Windhoek, Namibia, 2–4 December 2026) (GB.357/INS/9/1)
 - 9.2. Second report: Reappointment of six members of the Committee of Experts on the Application of Conventions and Recommendations (GB.357/INS/9/2)
 - 9.3. Third report: Closure of the of the representation alleging non-observance by Uruguay of Conventions Nos 95, 98, 151, 154, 155 and 161, pursuant to a successful conciliation process (GB.357/INS/9/3)
 - 9.4. Fourth report: Representation alleging non-observance by Brazil of the Labour Inspection Convention, 1947 (No. 81) (GB.357/INS/9/4)
 - 9.5. Fifth report: Representation alleging non-observance by Argentina of the Indigenous and Tribal Peoples Convention, 1989 (No. 169) (GB.357/INS/9/5)

Programme, Financial and Administrative Section (PFA)

Programme, Financial and Administrative Segment

Contingency framework for the 2026–27 biennium (GB.357/PFA/4)

Decisions adopted by the Governing Body

Institutional Section (INS)

1. Election of the Officers of the Governing Body for 2026–27 (no document)

The Governing Body elected for the 2026–27 period:

- Mr Matthew Wilson, Ambassador, Permanent Representative of Barbados to the United Nations Office and other international organizations in Geneva, to the post of Chairperson;
- Mr Matthias Thorns as Employer Vice-Chairperson; and
Ms Catelene Passchier as Worker Vice-Chairperson.

2. Approval of the minutes of the 356th Session of the Governing Body (GB.357/INS/2)

The Governing Body approved the minutes of its 356th Session, as amended.

(GB.357/INS/2, paragraph 2)

3. Questions arising out of the 114th Session of the International Labour Conference requiring immediate attention (no document)

(No decision required)

4. 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 (GB.357/INS/4)

(An amendment to the draft decision submitted by a Government representative of the Russian Federation and seconded by a Government representative of China, was put to a vote. With 5 votes in favour, 40 against and 7 abstentions, the amendment was not adopted¹ and the draft decision included in the document was adopted.)

In the light of the developments in Ukraine outlined in document GB.357/INS/4 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 357th Session (June 2026), 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,

¹ The Government representatives of [Brazil](#) and the [United States of America](#) explained their votes on the amendment.

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 358th Session (November 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.357/INS/4, paragraph 26)

5. **Determination of the Members of chief industrial importance: Proposal for the appointment of the Committee of Experts and related financial arrangements (GB.357/INS/5)**

The Governing Body approved:

- (a) the appointment of the experts listed in paragraph 9 of document GB.357/INS/5 as members of the impartial committee provided for in article 7(3) of the Constitution, in accordance with the decision adopted at its 356th Session (March–April 2026) to undertake a determination of the Members of chief industrial importance;
- (b) the cost of the committee of experts estimated at US\$146,000, not budgeted in the Programme and Budget for 2026–27, to be prioritized and financed under Part I of the budget for the current biennium.²

(GB.357/INS/5, paragraph 12)

6. **415th report of the Committee on Freedom of Association (GB.357/INS/6)**

The Governing Body took note of the introduction to the Report of the Committee contained in paragraphs 1–47, and adopted the recommendations made in paragraphs: 77 (Case No. 3434: Algeria); 94 (Case No. 3358: Argentina); 108 (Case No. 3203: Bangladesh); 124 (Case No. 3492: Colombia); 140 (Case No. 3271: Cuba); 155 (Case No. 3507: Ecuador); 180 (Case No. 2609: Guatemala); 199 (Case No. 3461: Guatemala); 230 (Case No. 3337: Jordan); 259 (Case No. 3405: Myanmar); 283 (Case No. 3508: Peru); 312 (Case No. 3185: Philippines); 327 (Case No. 2254: Bolivarian Republic of Venezuela) and adopted the 415th Report of its Committee on Freedom of Association as a whole.

(GB.357/INS/6)

² A Government representative of Italy stated that [his Government dissociated itself from the consensus on the decision](#).

7. Update on the implementation of the ILO reform process (GB.357/INS/7)

The Governing Body:

- (a) took note of progress in the reform process and requested the Director-General to take into account its guidance during the implementation of reform measures;
- (b) requested the Office to present an update on the implementation of the reform process at its 358th Session (November 2026).

(GB.357/INS/7, paragraph 49)

8. Reports of the Director-General concerning institutional matters

8.1. First report: Documents submitted for information (GB.357/INS/8/1)

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

- Approved symposia, seminars, workshops and similar meetings (GB.357/INS/INF/1);
- Intergovernmental and international non-governmental organizations to be invited as observers to ILO official meetings (GB.357/INS/INF/2);
- Further developments in relation to the request for an advisory opinion from the International Court of Justice (GB.357/INS/INF/3);
- Amendments to the Staff Regulations concerning travel expenses (GB.357/PFA/INF/1).

(GB.357/INS/8/1, paragraph 3)

The Governing Body considered the following reports of the Director-General in its private sitting.

8.2. Second report: Report of the Committee set up to examine the representation alleging non-observance by Argentina of Conventions Nos 81, 139, 155 and 187 (GB.357/INS/8/2)

In the light of the conclusions set out in paragraphs 24 to 38 of the report of the Committee contained in document GB.357/INS/8/2, the Governing Body:

- (a) approved the report of the Committee;
- (b) reminded the Government of Argentina that it could request technical assistance from the ILO, if it so wished;
- (c) requested the Government to provide, no later than 1 September 2026, a report on the application of the Occupational Cancer Convention, 1974 (No. 139), in particular regarding the matters covered in paragraph 36 of the Committee's report, for examination by the Committee of Experts on the Application of Conventions and Recommendations at its 2026 session. In the framework of the regular reporting cycle, it was also requested to provide information on the application of the Labour Inspection Convention, 1947 (No. 81), the Occupational Safety and Health Convention, 1981 (No. 155), and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), in particular regarding the matters covered in paragraphs 31 and 34 of the Committee's report;
- (d) made the report publicly available and declared closed the procedure initiated by the representation.

(GB.357/INS/8/2, paragraph 8)

8.3 Third report: Report of the Committee set up to examine the representation alleging non-observance by Argentina of the Indigenous and Tribal Peoples Convention, 1989 (No. 169) (GB.357/INS/8/3)

In the light of the conclusions and recommendations set out in the report of the Committee contained in document GB.357/INS/8/3, the Governing Body:

- (a) approved the report of the Committee and, in particular, the Committee's conclusions in paragraphs 44, 48, 49 and 51;
 - (b) requested the Government of Argentina to provide the Committee of Experts on the Application of Conventions and Recommendations with information on the matters raised in the report and the Committee's conclusions;
 - (c) decided to make the report publicly available and to close the representation procedure.
- (GB.357/INS/8/3, paragraph 9)

9. Reports of the Officers of the Governing Body

9.1. First report: Arrangements for the 15th African Regional Meeting (Windhoek, Namibia, 2-4 December 2026) (GB.357/INS/9/1)

Noting with appreciation the actions taken by the Office, by the Government of Namibia and by the tripartite steering committee to prepare for the 15th African Regional Meeting, to be held in Windhoek, Namibia, from 2 to 4 December 2026, and considering that the programme was being finalized by the tripartite steering committee, the Governing Body, on the recommendation of its Officers, approved the agenda and arrangements for the meeting as proposed in document GB.357/INS/9/1.

(GB.357/INS/9/1, paragraph 12)

9.2. Second report: Reappointment of six members of the Committee of Experts on the Application of Conventions and Recommendations (GB.357/INS/9/2)

The Governing Body, upon the recommendation of its Officers, reappointed for a period of three years, the following six members of the Committee of Experts on the Application of Conventions and Recommendations:

- (a) Ms L. Azouri (Lebanon);
- (b) Ms I. Kashindi (Kenya);
- (c) Mr A. Lacabarats (France);
- (d) Ms M. Pinto (Argentina);
- (e) Ms M. Rönmar (Sweden);
- (f) Mr I. Ross (Australia).

(GB.357/INS/9/2, paragraph 3)

The Governing Body considered the following reports of its Officers in its private sitting.

9.3. Third report: Closure of the of the representation alleging non-observance by Uruguay of Conventions Nos 95, 98, 151, 154, 155 and 161, pursuant to a successful conciliation process (GB.357/INS/9/3)

The Governing Body, noting that the parties had reached an agreement through a voluntary conciliation process at the national level, and taking into consideration the recommendation of its Officers, decided to close the procedure of the representation alleging non-observance by Uruguay of the Protection of Wages Convention, 1949 (No. 95), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), the Labour Relations (Public Service) Convention, 1978 (No. 151), the Collective Bargaining Convention, 1981 (No. 154), the Occupational Safety and Health Convention, 1981 (No. 155), and the Occupational Health Services Convention, 1985 (No. 161).

(GB.357/INS/9/3, paragraph 4)

9.4. Fourth report: Representation alleging non-observance by Brazil of the Labour Inspection Convention, 1947 (No. 81) (GB.357/INS/9/4)

In the light of the information contained in document GB.357/INS/9/4, 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.357/INS/9/4, paragraph 5)

9.5. Fifth report: Representation alleging non-observance by Argentina of the Indigenous and Tribal Peoples Convention, 1989 (No. 169) (GB.357/INS/9/5)

In the light of the information contained in document GB.357/INS/9/5, 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.357/INS/9/5, paragraph 5)

Programme, Financial and Administrative Section (PFA)

Programme, Financial and Administrative Segment

Contingency framework for the 2026–27 biennium (GB.357/PFA/4)

The Governing Body:

- (a) took note of the projected financial information and implications included in document GB.357/PFA/4 and confirmed the approach presented by the Director General with the continued implementation of the cost containment measures;
- (b) confirmed that the Director-General should proceed with the implementation of the necessary contingency measures, based on, but not limited to, the measures described in paragraphs 12 to 20, taking into account its guidance, by:
 - (i) conducting a fair and transparent process to identify positions for possible abolishment on the basis of thematic priorities, while protecting critical capabilities and capacity retaining roles that are essential for mandate delivery, legal compliance and oversight functions giving due regard to possible further non-staff reductions;

- (ii) engaging in meaningful social dialogue with the Staff Union – in line with the Memorandum of understanding on the applicable framework for social dialogue in the context of the ILO reform, the Framework agreement on workforce adjustment and the Staff Regulations – on the impact on staff, the selection criteria, applying them across all contract types, and appropriate measures to support impacted staff, giving due regard to the need for timely action;
 - (c) requested the Director-General to organize an information session for constituents in September 2026 and to present an update of the financial position of the regular budget and on the application of the contingency measures at its 358th Session (November 2026).
 - (d) approved the suspension of the provision to replenish the Building and Accommodation Fund for the financial period 2026–27, amounting to US\$8.2 million;
 - (e) confirmed that the Office should submit a proposal to the Governing Body and the International Labour Conference in 2027, to amend Article 20 (2) of the Financial Regulations to allow interest income to be credited directly to the Working Capital Fund on an annual basis; and that the balance of the Working Capital Fund should not go above 25 per cent of the annual amount of assessed income in Swiss francs of a financial period
- (GB.357/PFA/4, paragraph 29, as amended by the Governing Body)

► Recordings of the sittings

Links to the recordings of the sittings and items considered

Friday, 12 June		
16:30–20:00		Opening remarks
First sitting	INS/1	Election of the Officers of the Governing Body for 2026-2027
	INS/2	Approval of the minutes of the 356th Session
	INS/8/1	Documents submitted for information
	INS/7	Update on the implementation of the ILO reform process and
	PFA/4	Contingency framework for the 2026–27 biennium
Saturday, 13 June		
10:00–13:00	PFA/4	(Continuation)
Second sitting	INS/4	Developments in the application of the resolution concerning the Russian Federation's aggression against Ukraine
	INS/5	Determination of the Members of chief industrial importance
15:00–19:30	INS/9/1	Arrangements for the 15th African Regional Meeting
Third sitting	INS/6	Report of the Committee on Freedom of Association
	INS/3	Questions arising out of the 114th Session of the International Labour Conference requiring immediate attention (no document)
	INS/9/2	Reappointment of six members of the CEACR
	PFA/4	Contingency framework for the 2026–27 biennium (continuation)
	INS/5	Determination of the Members of chief industrial importance (continuation)