



Governing Body

343rd Session, Geneva, November 2021

Institutional Section

INS

Date: 28 September 2021

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Thirteenth item on the agenda

Report of the Director-General

First supplementary report: Follow-up to Governing Body decisions

Purpose of the document

In the present document, the Governing Body is provided with an overview of the action envisaged or already taken by the Office to give effect to the decisions adopted at its previous sessions (see the draft decision in paragraph 5).

Relevant strategic objective: All.

Main relevant outcome: Enabling outcome B: Effective and efficient governance of the Organization.

Policy implications: No immediate implications.

Legal implications: No immediate implications.

Financial implications: No immediate implications.

Follow-up action required: Preparation of a supplementary report for the 346th Session of the Governing Body on the follow-up to its decisions.

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

Related documents: GB.340/INS/18/3; GB.337/INS/12/3; GB.334/INS/13/3; GB.331/INS/18/2; GB.310/9/1.

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► Introduction

1. In March 2011, the Governing Body decided that, as part of the reform package, ¹ the Office should prepare a supplementary report of the Director-General outlining, in a tabular or matrix form, the follow-up action taken by the Office on decisions previously adopted by the Governing Body.
2. In March 2015, the Governing Body requested the Office to limit the reporting period for a given item to a maximum of two years, unless further action was required, in order to streamline the document, which had grown considerably since its conception in 2011. ² This document comprises decisions taken from November 2019 to June 2021.
3. The table below displays: (1) the decisions adopted requiring follow-up action; (2) the actions already taken or envisaged by the Office to give effect to these decisions; (3) the planned date for reporting to the Governing Body; and (4) the implementation status. The shaded areas correspond to follow-up action that has been completed and which will be removed from the next report.
4. To avoid repetition, existing items that are the subject of a full report to be submitted to the forthcoming session (November 2021) will simply be cross-referenced and linked to the full report.

► Draft decision

5. **The Governing Body, by correspondence, requested the Office to prepare, for its 346th Session (October–November 2022), a supplementary report on the follow-up to the decisions adopted since November 2020.**

¹ GB.310/9/1.

² GB.323/INS/10, para. 17(b).

► Follow-up to Governing Body decisions

INS – Institutional Section

Agenda of the International Labour Conference

Decision adopted/outcome of the discussion: GB.341/INS/3/1(Rev.2)

The Governing Body decided:

- (a) to place on the agenda of the 110th Session (2022) of the Conference an item related to decent work and the social and solidarity economy (general discussion);
- (b) to place on the agenda of the 112th and 113th Sessions (2024–25) of the Conference an item related to occupational safety and health protection against biological hazards (standard-setting double discussion);
- (c) to request the Office to convene a tripartite meeting of experts on the issue of “decent work in the platform economy” in the course of 2022;
- (d) to request the Office to take into account the guidance provided in preparing the paper for the 343rd Session (November 2021) of the Governing Body; and
- (e) in view of the deferral of the 109th Session of the International Labour Conference and its decision to confirm the inclusion of the recurrent discussion on social protection (social security) on the agenda of the Conference in 2021, to defer accordingly the remaining part of the five-year cycle for recurrent discussions adopted at its 328th Session, and confirm the following sequence:
 - (i) employment in 2022;
 - (ii) social protection (labour protection) in 2023;
 - (iii) fundamental principles and rights at work in 2024.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
Preparation of possible items on the agenda of future sessions of the Conference for consideration by the Governing Body at forthcoming sessions.	343rd Session (November 2021)	

Review of annual reports under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work

Decision adopted/outcome of the discussion: GB.341/INS/5(Rev.2)

The Governing Body, by correspondence:

- (a) took note of the information presented in the Annual Review under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work for the period from January to December 2019;

- (b) invited the Office to intensify its support to Member States to ensure timely reporting on all unratified fundamental Conventions and the Protocol of 2014 to the Forced Labour Convention, 1930, and to provide technical assistance to address obstacles to ratification; and
- (c) reiterated its support for the mobilization of resources with regard to further assisting Member States in their efforts to respect, promote and realize fundamental principles and rights at work, including through universal ratification of all fundamental Conventions and of the Protocol of 2014 to the Forced Labour Convention, 1930.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- The Office is finalizing the development of a new and more user-friendly online questionnaire, in order to increase the reporting rate and facilitate the elaboration and receipt of standardized country reports. The questionnaire will be sent to the relevant Member States in early September 2021. - The Office is also mapping support provided to Member States for timely reporting on unratified fundamental Conventions and the technical assistance provided to address obstacles to ratification, which will be reported to the Governing Body at its next consideration of this item.	344th Session (March 2022)	In progress

Follow-up to the resolution on the ILO Centenary Declaration for the Future of Work: Proposals for including safe and healthy working conditions in the ILO's framework of fundamental principles and rights at work

Decision adopted/outcome of the discussion: GB.341/INS/6

The Governing Body:

- (a) decided to approve the revised procedural road map for the consideration of including safe and healthy working conditions in the ILO's framework of fundamental principles and rights at work set out in paragraph 44 of document GB.341/INS/6; and
- (b) requested the Director-General to take into account the guidance provided during the discussion in preparing the paper for the 343rd Session (November 2021).

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A full report will be submitted to the Governing Body at its 343rd Session. Please refer to document GB.343/INS/6.	343rd Session (November 2021)	In progress

Update on the United Nations reform

Decision adopted/outcome of the discussion: GB.341/INS/7

The Governing Body:

- (a) took note of the current status of the reform of the United Nations development system and the implementation of the Office's Plan of Action 2019–20 to maximize the opportunities of the UN development system reform for the ILO and tripartite constituents;
- (b) invited the Director-General to take into consideration the views expressed by the Governing Body in the continued engagement in and implementation of the reform and in supporting tripartite constituents to engage in UN Cooperation Frameworks and common country analysis; and
- (c) requested the Director-General to report on the UN reform process and the measures taken by the Office to the 346th Session (November 2022) and to the 349th Session (November 2023) of the Governing Body.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- Office engagement in the United Nations Sustainable Development Group (UNSDG) governance processes, including the updating of the UNSDG Management and Accountability Framework and the Quadrennial Comprehensive Policy Review (QCPR) Monitoring Framework, has heightened the visibility of required inclusion of ILO constituents in the development of UN Common Country Analyses and Cooperation Frameworks. - Regional capacity-building initiatives for social partners have been developed on the basis of the Decent Work for Sustainable Development (DW4SD) Resource Platform in cooperation with the International Training Centre of the ILO (Eastern Europe (8–24 September 2021), Latin America and the Caribbean (23 August–7 September). - ILO Bureau for Workers' Activities (ACTRAV) and Bureau for Employers' Activities (ACT/EMP) to continue roll out of guidance, webinars and e-learning courses for constituents to strengthen engagement. - Updated policy guidance on United Nations Development System (UNDS) reform for the ILO field network has been prepared, including guidance on ILO constituents' engagement on the basis of the updated UNSDG Management and Accountability Framework (July 2021), the United Nations Sustainable Development Cooperation Framework (UNSDCF) Guidance, and ILO lessons learned.	346th Session (November 2022) and 349th Session (November 2023)	In progress

Follow-up to the resolution on the ILO Centenary Declaration for the Future of Work: Proposals aimed at promoting greater coherence within the multilateral system

Decision adopted/outcome of the discussion: GB.341/INS/8

The Governing Body requested the Director-General to take the necessary action in accordance with its guidance to enhance the ILO's role in the multilateral system by reinforcing its cooperation and developing institutional arrangements with other organizations to promote policy coherence in pursuit of its human-centred approach to the future of work.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- As follow-up to the call to action for a human-centred recovery from the COVID-19 crisis adopted by the 109th International Labour Conference, a multilateral policy forum is under preparation for March 2022. A more detailed proposal is to be presented to the 343rd Session of the Governing Body (November 2021). - High-level meetings have taken place with senior officials from the International Monetary Fund, the Organisation for Economic Co-operation and Development (OECD), the World Bank and the World Trade Organization to explore strengthened cooperation. - A memorandum of understanding has been finalized with the Food and Agriculture Organization of the United Nations and is pending signature. - The ILO-UNDP Framework for Action is providing enhanced opportunities for collaboration, for example on COVID-19 socio-economic recovery in the Syrian Arab Republic (Aleppo), informality in Iraq, youth empowerment in the Arab States, green jobs, youth employment and business and human rights in Turkey, economic empowerment of women in Ukraine, and youth employment and informality in Uzbekistan. - New cooperation agreements are under discussion with multilateral development banks. - ILO engagement within the G20 continues.		In progress

Report of the tripartite working group on full, equal and democratic participation in the ILO's tripartite governance in the spirit of the Centenary Declaration

Decision adopted/outcome of the discussion: GB.341/INS/9

The Governing Body took note of the report of the tripartite working group on full, equal and democratic participation in the ILO's tripartite governance and decided to:

- transmit the resolution on the principle of equality among ILO Member States and fair representation of all regions in the ILO's tripartite governance contained in the appendix of document GB.341/INS/9 to the 109th Session of the Conference for possible adoption;
- extend the duration of the tripartite working group for a period of 12 months;

- (c) request the tripartite working group to present a progress report and a final report for its consideration at the 343rd (November 2021) and 344th (March 2022) Sessions, respectively.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A progress report will be submitted to the Governing Body at its 343rd Session. Please refer to document GB.343/INS/4.	343rd Session (November 2021)	In progress

Urgent matters arising from the resolutions adopted by the Special Tripartite Committee established under the Maritime Labour Convention at its the fourth meeting, Part I (Geneva, 19–23 April 2021)

Decision adopted/outcome of the discussion: [GB.342/INS/8/1](#)

The Governing Body, recalling its resolution concerning maritime labour issues and the COVID-19 pandemic, adopted on 8 December 2020:

- (a) took note of the resolutions adopted by the Special Tripartite Committee established under the Maritime Labour Convention, 2006, as amended (MLC, 2006), at its fourth meeting (Part I – April 2021);
- (b) renewed its urgent call on all Members to pursue and intensify their efforts, including in relation with the vaccination of seafarers and access to medical care ashore, to solve the crisis faced by the maritime sector as a result of the COVID-19 pandemic; and
- (c) requested the Director-General to convey the contents of the resolution concerning the implementation and practical application of the MLC, 2006 during the COVID-19 pandemic to the United Nations Secretary-General with a request to convene an ad-hoc UN interagency task force to examine the implementation and practical application of the MLC, 2006 during the pandemic, including its impact on seafarers' fundamental rights and on the shipping industry.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
• On 7 July 2021, the Director-General addressed a letter to all Member States of the ILO drawing attention to the decisions adopted by the Governing Body on this issue. • On 4 August 2021, the Director-General transmitted the Governing Body request to the Secretary-General of the United Nations. As an immediate follow-up, it was decided to include the issue of "The impact of COVID-19 on seafarers" on the agenda of a meeting of the UN Executive Committee scheduled for early October 2021.	343rd Session November 2021	In progress

Report of the Technical Meeting on Achieving Decent Work in Global Supply Chains (Geneva, 25–28 February 2020)

Decision adopted/outcome of the discussion: GB.341/INS/13/2

The Governing Body, in seeking the implementation of the 2016 International Labour Conference resolution concerning decent work in global supply chains and the ILO programme of action on decent work in global supply chains, adopted the two-step process outlined below.

- (1) The Office will be tasked to conduct an in-depth review to clearly identify if there are any gaps in the current body of normative and non-normative measures, including means of implementation and other measures, to facilitate a discussion on options to ensure decent work in supply chains, including at sectoral level, where appropriate. The review to be delivered and shared with the constituents by November 2021 should provide the basis for a review by a tripartite working group of a manageable size and observing regional balance, to be established by November 2021.
- (2) This working group will further develop, with the support of the Office, the building blocks for a comprehensive strategy on achieving decent work in supply chains, taking into account the 2019 ILO Centenary Declaration for the Future of Work, the One-ILO approach, and relevant outcomes of the 109th Session (2021) of the Conference, and will present its report to the Governing Body for discussion at its 344th Session (March 2022) with a view to deciding on appropriate follow-up action.
- (3) Decisions of the working group shall be taken by consensus. Representatives shall make every effort to reach an agreement that is generally accepted, so that a decision can be adopted without formal objections. Where it is not possible to reach consensus on a specific issue, the divergent views shall be set out in its report to the Governing Body.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- Preparations are under way for the in-depth review to clearly identify any gaps in the current body of normative and non-normative measures. - Plans are under way to organize the tripartite working group to be established by November 2021.	344th Session (March 2022)	In progress

Update on the situation in Myanmar and on additional measures to promote the restoration of workers' rights

Decision adopted/outcome of the discussion: GB.342/INS/5

In the light of the above developments and noting 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), the Governing Body:

- (a) expressed profound concern that the situation in Myanmar has deteriorated and that no progress has been made to respect the will of the people, respect democratic institutions and processes, and restore the democratically elected government;
- (b) expressed profound concern over ongoing practices of the military authorities, including the large-scale use of lethal violence and the use of forced labour, as well as the harassment, ongoing intimidation, arrests and detentions of trade unionists and others, including the Rohingya, for exercising their human rights, and called on the military authorities to cease immediately such activities, and to release from detention and drop any charges against trade unionists who have peacefully participated in protest activities;

- (c) expressed deep concern that the military authorities have taken no steps to respect and protect the status of the ILO Liaison Office in Myanmar and all ILO staff in Myanmar and to refrain from interference in its operations in keeping with the principles of the Convention on the Privileges and Immunities of the Specialized Agencies of 21 November 1947;
- (d) expressed its grave concern that measures curtailing freedom of expression and freedom of peaceful assembly remain in place and that further restrictions have been implemented by the military authorities on the internet, and called again for the immediate repeal of such measures and for guarantees of the freedom of workers' and employers' organizations to undertake their activities freely and without threat of intimidation or harm;
- (e) urged Myanmar to uphold fully and without delay its obligations under the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and to ensure that workers' and employers' organizations are able to exercise their rights in a climate of freedom and security, free from violence, arbitrary arrest, and detention;
- (f) repeated its call for the Civil Services Personnel Law, the Settlement of Labour Disputes Law and the Labour Organization Law to be amended without delay, once the democratically elected government has been restored, consistent with Convention No. 87;
- (g) acknowledged and expressed appreciation for the efforts of the ILO Liaison Office in Myanmar to continue to work to implement development cooperation programmes focusing on decent work and promoting labour rights; and
- (h) requested the Director-General to report to the 343rd Session (November 2021) of the Governing Body on developments in Myanmar.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A full report will be submitted to the 343rd Session of the Governing Body. Please refer to document GB.343/INS/8.	343rd Session (November 2021)	In progress

Reply of the Government of the Bolivarian Republic of Venezuela to the report of the Commission of Inquiry appointed to consider the complaint alleging the non-observance of the Minimum Wage-Fixing Machinery Convention, 1928 (No. 26), the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)

Decision adopted/outcome of the discussion: GB.341/INS/10 (Rev.2) and GB.342/INS/8/2

The Governing Body:

- (a) deplored the Bolivarian Republic of Venezuela's reply dated 10 August 2020 that it does not accept the recommendations of the Commission of Inquiry;
- (b) noted recent developments and urged the Bolivarian Republic of Venezuela to establish and convene, by May 2021, a social dialogue forum, in line with point 4 under paragraph 497 of the Commission of Inquiry's report;
- (c) requested the Office to work with the Bolivarian Republic of Venezuela on recognition and full implementation of the recommendations of the Commission of Inquiry and on the effective application of Conventions Nos 26, 87 and 144 in law and in practice in the country;
- (d) requested the Director-General to inform the members of the Governing Body, by means of a written report, on or before 3 May 2021, regarding measures which the Bolivarian Republic of Venezuela has taken to comply with the recommendations of the Commission of Inquiry, together with details of any technical assistance requested or provided;

- (e) acknowledged the possibility of a resolution at the 109th Session of the International Labour Conference on the developments mentioned in points (b) (c) and (d) if there is a continued lack of progress on the implementation of the recommendations of the Commission of Inquiry;
- (f) decided to include an item on the agenda of its 343rd Session (November 2021) entitled “Consideration of all possible measures, including those foreseen in the ILO Constitution, required to ensure the Bolivarian Republic of Venezuela’s compliance with the recommendations of the Commission of Inquiry within the required timeframe”;
- (g) requested the Director-General to present an updated report to its 343rd Session (November 2021) on relevant actions taken, measures referred to in paragraphs (b) and (c), and relevant information on possible measures to ensure the Bolivarian Republic of Venezuela’s compliance with the recommendations of the Commission of Inquiry, including any progress made in implementing those recommendations.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A full report will be submitted to the 343rd Session of the Governing Body. Please refer to document GB.343/INS/9.	343rd Session (November 2021)	In progress

Complaint concerning non-observance by Bangladesh of the Labour Inspection Convention, 1947 (No. 81), 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)

Decision adopted/outcome of the discussion: GB.341/INS/11 (Rev.1)

Noting the progress made by the Government with regard to the development of a time-bound road map of actions with tangible outcomes to address all the outstanding issues mentioned in the complaint, with the support of the Office and of the secretariats of the Workers’ and Employers’ groups, and in full consultation with the social partners concerned, the Governing Body, on the recommendation of its Officers:

- (a) requested the Government to submit the final road map for the information of the Governing Body in June 2021;
- (b) requested the Government to report to the Governing Body on progress made with the timely implementation of the road map at its 343rd Session (November 2021); and
- (c) deferred the decision on further action in respect of the complaint to its 343rd Session (November 2021).

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A full report will be submitted to the 343rd Session of the Governing Body. Please refer to document GB.343/INS/10.	343rd Session (November 2021)	In progress

Progress report on action taken on the follow-up to the decision adopted by the Governing Body at its 334th Session to support the National Tripartite Agreement of November 2017 aimed at implementing the road map in Guatemala

Decision adopted/outcome of the discussion: GB.340/INS/10

The Governing Body:

- (a) took note of the report of the National Tripartite Committee sent by the Government and of the supplementary document communicated by the trade union federations;
- (b) welcomed the ILO technical cooperation programme “Strengthening of the National Tripartite Committee on Labour Relations and Freedom of Association in Guatemala for the effective application of international labour standards” and called for funding for its implementation; and
- (c) requested the Office to report annually on its implementation at its October–November sessions for the duration of the three-year programme.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A separate and full report will be submitted to the 343rd Session. Please refer to document GB.343/INS/7.	343rd Session (November 2021)	In progress

Mid-term report on the implementation of the ILO Action Plan for Gender Equality 2018–21

Decision adopted/outcome of the discussion: GB.340/INS/7(Rev.1)

The Governing Body, by correspondence, requested the Director-General to:

- (a) redouble efforts to implement the 2020–21 phase of the ILO Action Plan for Gender Equality 2018–21 and improve results, taking into account the Governing Body’s guidance and lessons learned;
- (b) identify concrete measures and steps to accelerate action in specific indicators, including on leadership and staffing, to improve results with a view to achieving gender equality at the ILO, and provide these for information to the Governing Body as soon as possible; and
- (c) report to the Governing Body on the results of an evaluation of the Action Plan 2018–21, along with the proposed approach of the subsequent Action Plan, in early 2022, with a view to a heightened strategic positioning of the ILO in the United Nations reform.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
• Measures in areas for improvement identified by custodians in December 2020. • Identification of additional measures by the Global Management Team in May 2021.		Completed Completed
• Report (for information) to the Governing Body on measures to accelerate action with a view to achieving gender equality. Please refer to document GB.343/INS/INF/3.	343rd Session (November 2021)	In progress
• Monitoring and evaluation results available by end 2021.		In progress

- Report to the Governing Body on evaluation of the 2018–21 Action Plan and the proposed approach for the 2022–25 Action Plan 346th Session (November 2022) Not started

ILO disability inclusion policy and strategy

Decision adopted/outcome of the discussion: GB.340/INS/9

The Governing Body:

- (a) requested the Director-General to finalize and implement the ILO policy on disability inclusion set out in the appendix to document GB.340/INS/9, taking into account the guidance provided during the discussion;
- (b) instructed the Office to put in place multiannual strategies to implement the ILO policy on disability inclusion, beginning in 2020–23, in the light of the United Nations Disability Inclusion Strategy;
- (c) instructed the Office to conduct monitoring that coincides with the reporting period for the implementation of the accountability framework established by the United Nations Disability Inclusion Strategy, and to provide to the Governing Body a report for information, on a biennial basis, starting at its 346th Session, on progress and areas for improvement, including a summary of the annual reporting to the United Nations on its implementation of the United Nations Disability Inclusion Strategy; and
- (d) requested the Director-General to pursue the ILO's mandate to promote disability inclusion in the implementation of current and future ILO strategic plans and corresponding programmes and budgets, and to facilitate extrabudgetary resources, taking into consideration the guidance provided during the discussion.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
• ILO policy on disability inclusion, taking into account the guidance provided by the Governing Body, finalized and issued.		Completed
• Multiannual ILO disability inclusion strategy, aligned with the UN Disability Inclusion Strategy, developed on the basis of Office-wide consultations and issued.		Completed
• Information campaign and capacity-building to support implementation of actions under the Strategy.		In progress
• First biennial report to the Governing Body on progress and areas for further improvement.	346th Session (November 2022)	Not started

Update on the status of ratification of the 1986 Instrument for the Amendment of the Constitution of the ILO and follow-up to paragraph 3 of the resolution on the ILO Centenary Declaration for the Future of Work

Decision adopted/outcome of the discussion: GB.340/INS/18/1 and GB.341/INS/INF/6(Rev.1)

The Governing Body decided by correspondence that:

- (a) the tripartite working group on full, equal and democratic participation in the ILO's tripartite governance shall be mandated to discuss, develop and present proposals to the Governing Body on the full, equal and democratic participation of the ILO's constituents in the Organization's tripartite governance by ensuring a fair representation of all regions and establishing the principle of equality among Member States;
- (b) the tripartite working group shall be composed of 14 Government members from each of the four regions and the Employers' and Workers' group secretariats while all interested governments may attend and participate in the discussions;
- (c) the Government members of the tripartite working group shall nominate one of them as Chairperson of the working group and, in case of no agreement on a single Chairperson, two Government members shall be nominated to co-chair the working group; and
- (d) the tripartite working group shall hold two meetings prior to its 341st Session (March 2021) and submit its first report to that session.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A document for information will be submitted to the 343rd Session. Please refer to document GB.343/INS/INF/4.	343rd Session (November 2021)	

POL – Policy Development Section

POL – Employment and Social Protection Segment

Follow-up to the Strategy on indigenous peoples' rights for inclusive and sustainable development, including implementation of the strategic plan for engagement with the United Nations system bodies and relevant regional organizations regarding the Indigenous and Tribal Peoples Convention, 1989 (No. 169)

Decision adopted/outcome of the discussion: GB.341/POL/1(Rev.1)

The Governing Body:

- (a) advised the Office with regard to the way forward in implementing the strategy for action concerning indigenous and tribal peoples; and
- (b) requested the Director-General to take into consideration the strategy and the guidance given in the discussion in the implementation of the programme and budget and in facilitating extrabudgetary resources.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
An online interregional course and a global dialogue on the Indigenous and Tribal Peoples Convention, 1989 (No. 169), is under way.		In progress
Country profiles on laws, policies and institutions concerning indigenous peoples are in progress.		In progress
Exploring and tackling barriers to indigenous women's participation and organization: A study based on qualitative research in Bangladesh, the Plurinational State of Bolivia, Cameroon and Guatemala was undertaken.		Completed
Reports on child labour and indigenous peoples, indigenous peoples' access to social protection (Latin America), and a technical paper on indigenous peoples' traditional occupations and labour statistics are being prepared.		In progress

Decent work and productivity

Decision adopted/outcome of the discussion: GB.341/POL/2

The Governing Body requested the Office to take into account the guidance provided during the discussion on decent work and productivity at its 341st Session (March 2021) in the implementation of the ILO's programme and in the follow-up to the ILO Centenary Declaration for the Future of Work.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- The ILO has developed a comprehensive concept note, "Productivity Ecosystem for Decent Work", and has obtained concrete commitments from two donors that have pledged US\$15 million to fund three productivity ecosystem demonstration projects in South Africa, Ghana and Viet Nam. The ILO is also negotiating with a third donor to fund a similar demonstration project in Indonesia. - The ILO and the OECD are finalizing a comprehensive concept note "Productivity Ecosystem for Decent Work", with a view to jointly mobilizing resources and jointly implementing the pilot project. - The ILO Sustaining Competitive and Responsible Enterprises (SCORE) programme has successfully capacitated 95 implementation partners in 19 countries in Africa, Asia and the Americas to provide training and consulting services to small and medium-sized enterprises (SMEs) to improve productivity and working conditions.		In progress

- The ILO continues to collaborate with the OECD, the Japan Productivity Centre and the International Training Centre of the ILO to deliver “SME Productivity: A course for policymakers” several times per year to sensitize policymakers and social partners to key issues surrounding SME productivity and working conditions.
- The ILO is developing a series of case studies to showcase how the ILO’s work at the policy, sector and enterprise levels is contributing to promoting productivity ecosystems for decent work in Asia, Africa, the Middle East and the Americas.

The role of the ILO in addressing climate change and a just transition for all

Decision adopted/outcome of the discussion: GB.340/POL/1

The Governing Body took note of the information and update provided by the Office in document GB.340/POL/1 and requested the Director-General to:

- promote further discussion, research, knowledge and understanding of the implications of climate change for the world of work, focusing on all relevant sectors;
- advance the application of the ILO Guidelines for a just transition towards environmentally sustainable economies and societies for all, with a focus on assisting governments, workers’ organizations and employers’ organizations in the development of policies through social dialogue to implement their climate change commitments, including through the Climate Action for Jobs Initiative;
- promote collaboration between the ILO, its constituents and relevant international institutions addressing climate change and related key environmental issues, such as deforestation, desertification, rising sea levels and biodiversity loss, adaptation and reduction of emissions as well as implementing the Decade of Action towards achieving the 2030 Agenda for Sustainable Development, in particular Sustainable Development Goal 8, with a view to advancing a just transition for all;
- continue to pursue carbon neutrality at the ILO, in line with the United Nations target to reach carbon neutrality by 2020; and
- report back to the Governing Body on the implementation of the above-mentioned points.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
• The ILO provided research and analytical support to several Member States (including Argentina, Costa Rica, Nigeria and Zimbabwe) to integrate decent work and just transition dimensions into their nationally determined contributions on climate change. • The ILO led efforts to establish the Guidelines for a just transition towards environmentally sustainable economies and societies for all as a key policy framework within the United Nations. In this context, the UN Secretary-General called on all countries to embrace the ILO Guidelines and adopt them as minimum standards to ensure progress on decent work for all. Furthermore, the ILO expanded the implementation of the Guidelines through the Climate Action for Jobs Initiative, with development cooperation projects and policy support in countries such as Colombia, Côte d’Ivoire, Nigeria and Senegal.		In progress

- The ILO is forging new strategic partnerships with the International Union for Conservation of Nature (IUCN), the International Energy Agency (IEA), the International Renewable Energy Agency (IRENA) and the Energy Transition Council of the UK presidency-designate of the upcoming UN climate change conference (COP26).
- The Office took the necessary measures, which led to the achievement of carbon neutrality for the year 2020, with a certificate issued by the UN climate change secretariat.

Renewing commitment to youth employment by endorsing a follow-up plan of action on youth employment for the period 2020–30

Decision adopted/outcome of the discussion: GB.340/POL/2

The Governing Body:

- ended the renewal of the follow-up plan of action on youth employment for the period 2020–30 as outlined in document GB.340/POL/2 and requested the Office to start implementing the plan using existing resources; and
- requested the Director-General to take full account of the suggested strategy and operational elements and the guidance provided in its discussion when allocating resources for the Office's work on youth employment during the current biennium and in future biennia, and to facilitate the mobilization of extrabudgetary resources for the implementation of the follow-up plan of action on youth employment for 2020–30.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
• The Interdepartmental Action Group (IDAG) on youth employment was created following the endorsement by the Governing Body of the renewal of the follow-up plan of action. • The IDAG includes most ILO departments (including ACTRAV and ACT/EMP) and regional focal points that connect the work with the field; two regional networks of staff working on youth employment were developed. Regular meetings of the Office-wide focal points of the IDAG are held every three months. • IDAG provides an overview of the implementation of the Office-wide action plan in coordination with each department/unit represented. It seeks to highlight youth employment in ILO reports and events. • The ten-year work plan, as reflected in the annex to the Governing Body document, is being broken down into a three-year work plan (2021–23) by the different responsible departments/units. As decided by the Governing Body, the action plan is being implemented using existing funds. • The indicators requested by the Governing Body are being planned with guidance from the ILO Evaluation Office (EVAL). • IDAG is facilitating the development of ideas for implementation in projects and research. Topics include social dialogue with youth and digitalization. The joint activities seek to develop and implement youth employment initiatives through a human-centred “One ILO” approach.		In progress

- The Office is looking into the additional resource mobilization necessary to implement joint initiatives, as well as to increase research, capacity-building and country-level implementation.

POL – Social Dialogue Segment

Sectoral meetings in 2021 and proposals for sectoral work in 2022–23

Decision adopted/outcome of the discussion: GB.341/POL/3(Rev.1)

The Governing Body, by correspondence:

- endorsed the proposals contained in Appendices I and II to document GB.341/POL/3(Rev.1) relating to the dates, official title and composition of the global sectoral meetings in 2021;
- decided, for the forthcoming technical meeting on education listed in Appendix II to document GB.341/POL/3(Rev.1), to request the Office to select as Chairperson an independent person with expertise on the matters covered by the agenda and to notify the meeting accordingly, and for the meetings on urban transport services and aquaculture, to appoint one of its members as Chairperson;
- authorized the publication on the ILO website of the updated versions of the Guidelines for flag State inspections under the Maritime Labour Convention, 2006, as amended, and the Guidelines for port State control officers carrying out inspections under the Maritime Labour Convention, 2006, as amended, referred to in section II of document GB.341/POL/3(Rev.1); and
- endorsed the programme of global sectoral meetings and other sectoral work for the biennium 2022–23 set out in Appendix III to document GB.341/POL/3(Rev.1), as recommended by the sectoral advisory bodies, subject to the approval by the International Labour Conference at its 109th Session (June 2021) of the corresponding allocations in the Programme and Budget for 2022–23.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
• The technical meeting on the future of work in the education sector in the context of lifelong learning for all, skills and the Decent Work Agenda was held from 17 to 21 May 2021. The conclusions reached have been published and will be considered by the Governing Body at its 343rd Session. Please refer to GB.343/POL/2		Completed
• The updated versions of the Guidelines for flag State inspections under the Maritime Labour Convention, 2006, as amended, and the Guidelines for port State control officers carrying out inspections under the Maritime Labour Convention, 2006, as amended, have been published on the ILO website.		Completed

POL – Development Cooperation Segment

ILO Development Cooperation Strategy 2020–25: Implementation Plan

Decision adopted/outcome of the discussion: GB.341/POL/4

The Governing Body endorsed the implementation plan proposed in document GB.341/POL/4 and requested the Director-General to consider the Governing Body's guidance when carrying out the plan.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- The Office is undertaking consultations with a wide range of units at headquarters, as well as with regional offices, to prepare the internal management plan that will set out the responsibilities and internal organization to ensure that deliverables listed in the implementation plan of the Development Cooperation Strategy 2020–25 are met. Early findings of the assessment of the ILO by the Multilateral Organisation Performance Assessment Network (MOPAN) indicate the relevance and timeliness of some of these deliverables. - The Office has started gathering updates on activities relevant to the deliverables in the implementation plan, which are part of ongoing work in the context of programme and budget implementation, as well as on related strategies, such as, for instance, the ILO-wide strategy for institutional capacity development (GB.335/INS/9).	2023	In progress

POL – Multinational Enterprises Segment

Promotional activities with regard to the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy and related developments outside the ILO

Decision adopted/outcome of the discussion: GB.341/POL/5

The Governing Body requested the Director-General to take into account the guidance provided when exploring options to further strengthen the visibility of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy and its implementation by ILO Member States, regional and international organizations and enterprises, and to provide an update on these promotional activities at a future session of the Governing Body.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
Further expansion of the awareness-raising and capacity-building activities on the MNE Declaration for tripartite constituents and enterprises, including through close partnership with the International Training Centre of the ILO, and as part of development cooperation projects led by other policy departments.	To be determined by the Screening Group	In progress
Increased level of technical support at the country and regional levels. This would include existing and potentially new development cooperation projects, especially in Member States that have requested such technical support, in particular with regard to the process of appointing national focal points for the promotion of the MNE Declaration or the adoption of new policies or legislation regarding responsible business.		In progress
Development of options for the proposed ILO forum on business and decent work and international alliance on business and decent work, involving other multilateral organizations, as concrete outputs for the implementation of the global call to action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient.		In progress

LILS – Legal Issues and International Labour Standards Section

LILS – Legal Issues Segment

Comprehensive review of the Standing Orders of the Conference: Draft consolidated text

Decision adopted/outcome of the discussion: [GB.341/LILS/1](#)

The Governing Body decided, by correspondence, to transmit to the Conference the consolidated text of the amended Standing Orders of the International Labour Conference in the appendix of document GB.341/LILS/1 for adoption at its 109th Session (June 2021).

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
The consolidated text of the amended Standing Orders of the International Labour Conference was transmitted to the 109th Session of the International Labour Conference, which adopted it, upon recommendation of its Selection Committee. The amended Standing Orders will take effect as from the closure of the 109th Session, in December 2021 (ILC.109/Record No. 2D, p. 6).		Completed

- Publication of a new compendium of basic texts of the ILO, including the Conference Standing Orders of the International Labour Conference, as amended.

In progress

LILS – International Labour Standards and Human Rights Segment

Second evaluation of the functioning of the Standards Review Mechanism Tripartite Working Group

Decision adopted/outcome of the discussion: GB.341/LILS/5

In undertaking its second evaluation of the functioning of the Standards Review Mechanism Tripartite Working Group (SRM TWG), the Governing Body noted the information provided by the Officers of the SRM TWG and:

- (a) expressed its gratitude to the SRM TWG for its ongoing work to ensure a clear, robust and up-to-date body of international labour standards;
- (b) reiterated the importance of the SRM TWG and accordingly stressed the need for follow-up by Member States, social partners as well as by the Office to its recommendations as adopted by the Governing Body; and
- (c) requested the SRM TWG to take its guidance into account in continuing its work and that it continue to be kept informed of the functioning of the SRM TWG so as to allow it to undertake a further evaluation no later than March 2022.

Follow-up action envisaged or already taken

Next report to the Governing Body Implementation status

- The Governing Body's request to the SRM TWG will be transmitted at its sixth meeting (September 2021).
- Information on the functioning of the SRM TWG will be provided to the Governing Body regularly to allow a further evaluation in 2022. A separate report on the functioning of its sixth meeting will be submitted to the Governing Body at its 343rd Session.
- The ongoing Office-wide collaboration to ensure comprehensive and effective follow-up of all the SRM TWG's recommendations, recognizing the Governing Body's request that this follow-up is to be a focus for the Organization as a whole, continues this year. The Programme and Budget for 2022–23 again includes outputs to support follow-up to the recommendations of the SRM TWG.

Procedure for the appointment of members of the Committee of Experts on the Application of Conventions and Recommendations

Decision adopted/outcome of the discussion: GB.341/LILS/6

The Governing Body took note of the information provided by the Office in document GB.341/LILS/6 and requested the Office to prepare a document for its 343rd Session (November 2021) taking into account the discussion held.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A separate report will be submitted to the 343rd Session. Please refer to document GB.343/LILS/3.	343rd Session (November 2021)	In progress

PFA – Programme, Financial and Administrative Section

PFA – Programme, Financial and Administrative Segment

The Director-General's Programme and Budget proposals for 2022–23

Decision adopted/outcome of the discussion: [GB.341/PFA/1](#)

The Governing Body recommended to the International Labour Conference at its 109th Session (June 2021):

- (a) to approve a provisional programme level of US\$803,548,920 estimated at the 2020–21 budget rate of exchange of CHF1 to the US dollar, the final exchange rate and the corresponding US dollar level of the budget and Swiss franc assessment to be determined by the Conference; and
- (b) to adopt the following resolution:

The General Conference of the International Labour Organization,

In virtue of the Financial Regulations, adopts for the 78th financial period, ending 31 December 2023, the budget of expenditure of the International Labour Organization amounting to US\$..... and the budget of income amounting to US\$..... which, at the budget rate of exchange of CHF..... to the US dollar, amounts to CHF....., and resolves that the budget of income, denominated in Swiss francs, shall be allocated among Member States in accordance with the scale of contributions recommended by the Finance Committee of Government Representatives.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
At its 109th Session (June 2021), the Conference adopted for the 78th financial period, ending 31 December 2023, the budget of expenditure of the International Labour Organization amounting to US\$852,760,200 and the budget of income amounting to US\$852,760,200 which, at the budget rate of exchange of CHF0.90 to the US dollar, amounts to CHF767,484,180, and resolves that the budget of income, denominated in Swiss francs, shall be allocated among Member States in accordance with the scale of contributions recommended by the Finance Committee of Government Representatives.		Completed

Implications of COVID-19 for delivery of the Programme and Budget for 2020–21

Decision adopted/outcome of the discussion: GB.341/PFA/2

The Governing Body took note of the information provided in document GB.341/PFA/2 and requested the Director-General to:

- (a) take into account the guidance provided in steering the Office's work and response to the ongoing COVID-19 crisis; and
- (b) communicate further information regarding the implications of COVID-19 for delivery of the Programme and Budget for 2020–21 through the programme implementation report to be presented at its 344th Session (March 2022).

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
The Office took into account the guidance provided by the Governing Body in steering the Office's work and response to the ongoing COVID-19 crisis. Further information regarding the implications of COVID-19 will be included in the programme implementation report for the 2020–21 biennium to be presented to the Governing Body at its 344th Session (March 2022).	344th Session (March 2022)	In progress

Update on the headquarters building renovation and the security perimeter projects (Addendum)

Decision adopted/outcome of the discussion: GB.337/PFA/2(Add.1)

The Governing Body:

- (a) authorized the Director-General to finalize contractual terms for the sale of plot 4057 located in Geneva, consistent with the criteria set out in paragraph 4 of document GB.337/PFA/2(Add.1);
- (b) recommended to the Conference that it approve, at its 109th Session (June 2020), in accordance with article 11.1 of the Financial Regulations, the transfer of the sale proceeds to the Building and Accommodation Fund by adopting a resolution in the following terms:
 - The General Conference of the International Labour Organization,
 - Decides that the net proceeds from the sale of the ILO-owned land, plot 4057 located in Geneva, Switzerland, be credited to the Building and Accommodation Fund; and
- (c) decided that those proceeds required for the completion of the renovation of the headquarters building, including the security perimeter, be allocated for that purpose.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
At its 109th Session (June 2021), the Conference adopted the resolution concerning the proceeds from the sale of the ILO-owned land, plot 4057, located in Geneva, as indicated in subparagraph (b) above.		Completed

Update on the headquarters building renovation project

Decision adopted/outcome of the discussion: GB.341/PFA/3(Rev.1), GB.341/PFA/3 (Add.1)

The Governing Body, by correspondence:

- (a) approved the proposed final scope and took note that the estimated budget of phase 2 of the project will be in line with the resources available from the sale of the land;
- (b) requested the Office to present the final budget of phase 2 during the next Governing Body session; and
- (c) authorized the Director-General to finalize an agreement with a main contractor for the phase 2 works within the funds available from the sale of the land.

Follow-up action envisaged or already taken

Next report to the Governing Body

Implementation status

An updated report will be submitted to the Governing Body at its 343rd Session. Please refer to document GB.343/PFA/1.

343rd Session
(November 2021)

In progress

Scale of assessments of contributions to the budget for 2022

Decision adopted/outcome of the discussion: GB.341/PFA/7

The Governing Body, in accordance with the established practice of harmonizing the rates of assessment of ILO Member States with their rates of assessment in the United Nations, and on the recommendation of the Government group, decided by correspondence:

- (a) to base the ILO scale of assessment for 2022 on the UN scale for 2019–21; and
- (b) to propose to the International Labour Conference the adoption of the draft scale of assessment for 2022 as set out in the appendix to document GB.341/PFA/7, subject to such adjustments as might be necessary following any further change in the membership of the Organization before the Conference is called upon to adopt the recommended scale.

Follow-up action envisaged or already taken

Next report to the Governing Body

Implementation status

At its 109th Session (June 2021), the Conference adopted the draft scale of assessment for 2022 as set out in the appendix to document GB.341/PFA/7. No adjustment was required as there was no change in the membership of the Organization.

Completed

Programme and Budget for 2018–19: Financial report and audited consolidated financial statements for the year ended 31 December 2019

Decision adopted: GB.341/PFA/6

The Governing Body, by correspondence, took note of the External Auditor's report and forwarded the consolidated financial statements for the year ended 31 December 2019 and the External Auditor's report thereon to the International Labour Conference for consideration and adoption at its 109th Session.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
At its 109th Session (June 2021), the Conference adopted the audited consolidated financial statements for the year ended 31 December 2019.		Completed

Programme and Budget for 2020–21: Financial report and audited consolidated financial statements for the year ended 31 December 2020

Decision adopted/outcome of the discussion: [GB.341bis/PFA/1](#)

The Governing Body took note of the External Auditor's report and forwarded the consolidated financial statements for the year ended 31 December 2020 and the External Auditor's report thereon to the Conference for consideration and adoption at its 109th Session.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
At its 109th Session (June 2021), the Conference adopted the audited consolidated financial statements for the year ended 31 December 2020.		Completed

Dissolution of the Voluntary Thrift Benefit Fund for ILO staff members

Decision adopted/outcome of the discussion: [GB.341bis/PFA/2](#)

The Governing Body

- (a) approved the dissolution of the Voluntary Thrift Benefit Fund for ILO staff members in accordance with Article 8 of the Statute of the Fund;
- (b) noted the modalities for the distribution of the assets of the Fund as set out in document GB.341bis/PFA/2; and
- (c) decided to transmit the following draft resolution to the International Labour Conference at its 109th Session (2021) for possible adoption:

The General Conference of the International Labour Organization, meeting at its 109th Session, 2021,
 Recalling its resolution concerning the establishment of a Voluntary Thrift Benefit Fund for ILO officials, adopted at its 78th Session, 1991, in which it decided that the interest earned on the Terminal Benefits Fund beginning with the year 1991 and up to a total amount of US\$4,875,000 would be paid into the Voluntary Thrift Benefit Fund, established to provide a capital sum to officials upon retirement,
 Noting that the Governing Body of the International Labour Office has approved the dissolution of the Voluntary Thrift Benefit Fund, in accordance with article 8 of the Statute of that Fund,
 Noting the modalities for the distribution of the Fund's assets decided by the Director-General,
 Decides that the remaining funds in Plan B of the Fund (amounting to CHF2,533,571 as at 18 March 2021), which will be returned to the Office after having covered all expenses and charges related to the dissolution process, shall be credited, notwithstanding article 11 of the Financial Regulations, to the Terminal Benefits Fund.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
At its 109th Session (June 2021), the Conference adopted the resolution noted above. The Office implemented the dissolution of the Voluntary Thrift Benefit Fund based on the modalities for the distribution of the Fund's assets as decided by the Director-General. All payments from Plan A of the Fund have been made to the participants at the end of July 2021, and the final amount of the remaining funds in Plan B will be credited to the Terminal Benefits Fund.		Completed

PFA – Personnel Segment

Matters relating to the Administrative Tribunal of the ILO: Withdrawal of the recognition of the Tribunal's jurisdiction by the Universal Postal Union

Decision adopted/outcome of the discussion: GB.341bis/PFA/4(Rev.1)

The Governing Body:

- (a) took note of the decision of the Universal Postal Union (UPU) and its Provident Scheme to discontinue its recognition of the jurisdiction of the Administrative Tribunal;
- (b) confirmed that the UPU and its Provident Scheme will no longer be subject to the competence of the Tribunal with effect from the date of this decision; and
- (c) requested the Director-General to follow-up with the UPU regarding the payment of any outstanding costs.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
The follow-up regarding the payment of any outstanding costs is pending the Tribunal's judgments on two pending cases against the UPU.		In progress

Matters relating to the Administrative Tribunal of the ILO: Proposed amendments to the Statute of the Tribunal

Decision adopted/outcome of the discussion: GB.341/PFA/15/1

The Governing Body, taking into account the guidance provided during the Governing Body discussions at the 335th and 337th Sessions on the proposed amendments to the Statute of the ILO Administrative Tribunal, and having duly consulted the Tribunal, as well as the organizations having recognized its jurisdiction and their staff associations, decided, by correspondence:

- (a) to approve the draft resolution appended to document GB.341/PFA/15/1 concerning amendments to the Tribunal's Statute and to its Annex, for possible adoption by the International Labour Conference at its 109th Session (2021) relating to:
 - (i) the procedure according to which an international organization that has recognized the jurisdiction of the Tribunal may revoke its declaration of acceptance;

- (ii) the eligibility criteria for judges, the geographical distribution and gender balance in the composition of the Tribunal, and the term of office of judges;
- (iii) the extension of the appointment of judges in the event that the Conference does not meet prior to the expiry of their term; and
- (b) to defer consideration of the advisability of undertaking an independent review of the functioning of the Tribunal in light of the review of the jurisdictional set-up of the United Nations common system undertaken by the UN Secretary-General pursuant to General Assembly resolution 74/255B and welcomed the Office's cooperation in this review.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
The draft resolution concerning the Statute of the Administrative Tribunal of the International Labour Organization was transmitted to the 109th Session of the International Labour Conference, which adopted it, upon recommendation of the Finance Committee of Government Representatives (ILC.109/Record No. 4B, p. 4)		Completed

Update on the Human Resources Strategy 2018–21: Agility, engagement and efficiency

Decision adopted/outcome of the discussion: GB.341/PFA/16

The Governing Body requested the Office to take into account the guidance provided in the further implementation of the Human Resources Strategy 2018–21 and in the preparation of the Human Resources Strategy 2022–25, so as to ensure a workforce of the highest standards of competence, efficiency and integrity, with due regard being given to the Action plan for improving the diversity of the ILO workforce (GB.337/PFA/11), including in terms of gender, geographical diversity, also addressing under-representation, experience relevant to the three constituent groups, and opportunities for youth and for young professionals.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
The Governing Body's guidance will be taken into account in the preparation of the Human Resources Strategy 2022–25, which will be presented to the Governing Body at its 343rd Session (November 2021). Please refer to document GB.343/PFA/14.	343rd Session (November 2021)	In progress

Matters relating to the Administrative Tribunal of the ILO: Composition of the Tribunal

Decision adopted/outcome of the discussion: GB.341/PFA/15/2

The Governing Body, on the recommendation of its Officers, decided, by correspondence, to propose to the International Labour Conference to adopt one of the following draft resolutions, depending on whether the Conference has previously adopted the amendments to article III of the Statute of the Administrative Tribunal of the ILO and the transitional measures for the implementation of amended article III proposed in document GB.341/PFA/15/1:

(i) if the amendments are adopted:

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, as amended on [...] June 2021, and the transitional measures adopted for its implementation,

- (a) to convey its deep appreciation to Mr Giuseppe Barbagallo (Italy), Ms Fatoumata Diakité (Côte d'Ivoire), Ms Dolores Hansen (Canada) and Mr Yves Kreins (Belgium) for the valuable services they have rendered to the work of the Administrative Tribunal of the International Labour Organization;
- (b) to appoint Ms Rosanna De Nictolis (Italy), Mr Clément Gascon (Canada), Mr Jacques Jaumotte (Belgium) and Ms Hongyu Shen (China) as judges of the Tribunal for a period of five years each;
- (c) to renew the appointment of Mr Michael Moore (Australia) and Sir Hugh Rawlins (Saint Kitts and Nevis) as judges of the Tribunal for one further non-renewable term of seven years each.

Or

(ii) if the amendments are not adopted:

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,

- (a) to convey its deep appreciation to Mr Giuseppe Barbagallo (Italy), Ms Fatoumata Diakité (Côte d'Ivoire), Ms Dolores Hansen (Canada) and Mr Yves Kreins (Belgium) for the valuable services they have rendered to the work of the Administrative Tribunal of the International Labour Organization;
- (b) to appoint Ms Rosanna De Nictolis (Italy), Mr Clément Gascon (Canada), Mr Jacques Jaumotte (Belgium) and Ms Hongyu Shen (China) as judges of the Tribunal for a term of three years each;
- (c) to renew the appointment of Mr Michael Moore (Australia) and Sir Hugh Rawlins (Saint Kitts and Nevis) as judges of the Tribunal for another term of three years each.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
The draft resolution concerning the composition of the Administrative Tribunal of the International Labour Organization was transmitted to the 109th Session of the International Labour Conference and examined by the Finance Committee of Government Representatives. As the amendments to article III of the Statute of the Tribunal and the transitional measures for their implementation had been adopted (see preceding item), the Conference adopted the resolution in its second alternative (ILC.109/Record No. 4B, p. 4).		Completed

Appointment to the ILO Staff Pension Committee (United Nations Joint Staff Pension Board)

Decision adopted/outcome of the discussion: GB.341/PFA/14(Rev.1)

The Governing Body decided, by correspondence, to submit the following resolution to the International Labour Conference at its 109th Session (June 2021):

The General Conference of the International Labour Organization,

Appoints to the ILO Staff Pension Committee (United Nations Joint Staff Pension Board) until 8 October 2022 the following members and alternate members:

Members

Mr J.C. Pomareda Muñoz (Government)

Mr F. Merle (Employers)

Mr L. Cirigliano (Workers)

Alternate members

Mr L. Abbé-Decarroux (Employers)

Mr C. Pardini (Workers)

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
At its 109th Session (June 2021), the Conference adopted the resolution concerning the appointments to the ILO Staff Pension Committee (United Nations Joint Staff Pension Board) as noted above.		Completed