



Governing Body

348th Session, Geneva, 17 June 2023

Minutes of the 348th Session of the Governing Body of the International Labour Office

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1. The 348th Session of the Governing Body of the International Labour Office was held in Geneva on Saturday, 17 June 2023. It was presided over by the outgoing Chairperson, Ms Claudia Fuentes Julio (Chile), and Mr Abiodun Richards Adejola (Nigeria), as incoming Chairperson.
2. The spokespersons of the Employers' and Workers' groups were as follows:

Item	Employer spokesperson	Worker spokesperson
INS/1, 2 and 3	Ms Renate Hornung-Draus (Germany)	Ms Catelene Passchier (Netherlands)
INS/4	Mr Fernando Yllanes (Mexico)	Mr Jeffrey Vogt (United States of America)
INS/5	Mr Fernando Yllanes (Mexico)	Ms Catelene Passchier (Netherlands)
INS/5/1	Mr Farooq Ahmed (Bangladesh)	Ms Catelene Passchier (Netherlands)
INS/5/2 and 7	Mr Henrik Munthe (Norway)	Ms Catelene Passchier (Netherlands)

► Institutional Section

1. Election of the Officers of the Governing Body for 2023–24

3. **Speaking on behalf of the Government group**, a Government representative of Germany nominated Mr Abiodun Richards Adejola, Ambassador, Permanent Representative of Nigeria to the United Nations Office and other international organizations in Geneva, for the post of Chairperson of the Governing Body for the period 2023–24. Mr Adejola's distinguished career in the Nigerian diplomatic service had spanned more than 30 years, including postings in Ethiopia, Trinidad and Tobago and the United Kingdom of Great Britain and Northern Ireland, as well as at the United Nations Headquarters in New York. His areas of expertise included policy planning, research and statistics, multilateral disarmament negotiation, and labour and migration issues. With such a wealth of experience, the Government group was confident that Mr Adejola had the knowledge to carry out his duties and skilfully navigate the tripartism and social dialogue so important to the ILO.
4. **The Employer and Worker spokespersons** endorsed the nomination.
5. **Speaking on behalf of the Employers' group**, an Employer member from Morocco nominated Ms Renate Hornung-Draus as Employer Vice-Chairperson.
6. **Speaking on behalf of the Workers' group**, a Worker member from the United Kingdom nominated Ms Catelene Passchier as Worker Vice-Chairperson.

Decision

7. **The Governing Body elected for the 2023–24 period:**
 - **Mr Abiodun Richards Adejola, Ambassador, Permanent Representative of Nigeria to the United Nations Office and other international organizations in Geneva, to the post of Chairperson;**
 - **Ms Renate Hornung-Draus (Employer, Germany) as Employer Vice-Chairperson; and**
 - **Ms Catelene Passchier (Worker, Netherlands) as Worker Vice-Chairperson.**

Opening remarks

8. **The outgoing Chairperson** said that it had been a great privilege to chair the Governing Body over the past year. Labour rights were human rights, so the ILO standards made a substantial contribution to the achievement of economic, social and cultural rights, as well as civil and political rights. Drawing on the Universal Declaration of Human Rights, the concept of decent work had been developed under the leadership of her compatriot, the former Director-General Juan Somavia, and formed the basis of not only discussions about the world of work, but also those relating to the United Nations Sustainable Development Goals and peacebuilding. Protecting labour rights and decent work was therefore an integral part of human rights obligations.
9. Her guiding principle over the past 12 months had been to promote tripartism and social dialogue, which were the fundamental building blocks of the ILO. Working towards social justice, a key priority of the Director-General, was vital to social stability and peaceful relations between States, which was why his initiative had received strong support. She thanked all those who had helped her in her work as Chairperson, expressing appreciation for their professionalism and knowledge, which had guided her during their intensive yet enriching work together over the past year.
10. **The Director-General** said that he had great admiration for Ms Fuentes Julio and thanked her for her work leading the Governing Body through difficult times. In keeping with the Organization's long-standing tradition, he presented her with the gavel she had used in chairing the Governing Body, as a token of appreciation.
11. **The Worker Vice-Chairperson** said that Ms Fuentes Julio had demonstrated impartiality, independence and commitment to the Organization and its tripartite mandate during a challenging year, skilfully guiding the Governing Body towards consensus wherever possible. She thanked her for her commitment to equality and social justice, as well as to democracy and human rights.
12. **The Employer Vice-Chairperson** said that it had been a pleasure to work with Ms Fuentes Julio, as she had provided great support during difficult discussions at a time of major change for the Organization. The constructive relationship she had established with the two Vice-Chairpersons had been particularly valuable, as it was the social partners who were responsible for implementing decisions on the ground, hence the importance of the tripartite structure. Turning to the incoming Chairperson, she congratulated Mr Adejola on his election. The Employers' group looked forward to working closely with him to enhance consensus in decision-making and deepen understanding of the world of work across all regions.
13. **Speaking on behalf of the Government group**, a Government representative of Germany commended the outgoing Chairperson for her engagement and tireless efforts to pursue tripartite consensus. Although it had not been an easy year, she had risen to the challenge and conducted difficult negotiations with patience, grace and humour, promoting the collective interests of the Organization as a whole and all its constituents.
14. **Speaking on behalf of the Africa group**, a Government representative of Morocco said that Ms Fuentes Julio had shown patience and commitment, working hard to achieve consensus even after difficult discussions. Congratulating Mr Adejola, he said that his group looked forward to working with him in the coming year.
15. **Speaking on behalf of the group of Latin American and Caribbean countries (GRULAC)**, a Government representative of Colombia thanked Ms Fuentes Julio for her work over the past year, observing that she had set a great example of female leadership.

16. **Speaking on behalf of the Asia and Pacific group (ASPAG)**, a Government representative of the Philippines echoed the previous speakers' comments about Ms Fuentes Julio, noting her unwavering commitment to social dialogue. Turning to the incoming Chairperson, she congratulated Mr Adejola on his election and assured him of her group's support.
17. **Speaking on behalf of the group of industrialized market economy countries (IMEC)**, a Government representative of Canada expressed sincere thanks to Ms Fuentes Julio for her exemplary stewardship of the Governing Body at a difficult time. She congratulated Mr Adejola on his election and said that her group looked forward to working with him.
18. **A Government representative of India** thanked Ms Fuentes Julio for steering the Governing Body through many contentious issues over the past year. He congratulated Mr Adejola on his election, assuring him of his country's full cooperation.

(Mr Adejola took the Chair.)

19. **The incoming Chairperson** said that he was honoured to assume the leadership of the Governing Body at a challenging time for the world of work and thanked the Government group for supporting his nomination. Paying tribute to the leadership, experience and skills of Ms Fuentes Julio, he thanked her and the other Officers of the Governing Body for their commitment to tripartism and social dialogue, which had been particularly important in efforts to rebuild the global economy following the COVID-19 pandemic.
20. The demand for supervision, technical assistance and quality research from the ILO, as the leading authority in the world of work, was greater than ever. Soaring levels of unemployment, the disruptive impact of technology and the devastating effects of climate change were stark realities. The Governing Body should take on those challenges to shape global discourse and inspire hope for a better quality of life. He was ready to deliver on the mandate entrusted to him and would seek to learn from the experience of others to achieve the common goal of leaving no one behind, drawing strength from the Organization's unique tripartite governance structure. Mutual respect and tolerance for differing opinions would be helpful in that regard, and he called on members to show flexibility as they worked to achieve consensus.

2. Approval of the minutes of the 347th Session of the Governing Body (GB.348/INS/2)

Decision

21. **The Governing Body approved the minutes of its 347th Session, as amended.**
(GB.348/INS/2, paragraph 2)

3. Questions arising out of the 111th Session of the International Labour Conference requiring immediate attention

22. **The Worker spokesperson** welcomed the achievements of the International Labour Conference, notably the adoption of the Recommendation concerning quality apprenticeships, the conclusions of the general discussion on a just transition, and the work of the Committee on the Application of Standards. It was also positive that the Programme and Budget for 2024–25 had finally been adopted. However, the adoption process had been painful and had failed to be inclusive of the social partners, which went against the ILO Constitution. It was vital to address the disagreements that had arisen between the Governments during the meetings of the Finance Committee. The Standing Orders of the International Labour Conference should

also be examined to ensure that the Finance Committee could not in future threaten the financial stability of the ILO by acting outside its mandate.

23. **The Employer spokesperson** agreed that the divisive situation among the Governments during the meetings of the Finance Committee had been regrettable, as such disagreements threatened the future of the Organization. Although it was a relief that the Programme and Budget for 2024–25 had finally been adopted, lessons should be learned from the crisis to prevent difficulties in future. Her group recognized the importance of respecting different views as part of tripartite social dialogue and stood ready to engage in discussions on the issue. The Finance Committee should work strictly within its mandate, but that would only be possible if the programme were aligned with ILO Conventions and decisions, thus averting any policy disputes. For the Global Coalition for Social Justice to deliver on its promises and raise the profile of the Organization, it would be necessary to find common ground in the spirit of consensus.
24. It was concerning that the negotiations held in the technical committees had neglected the role of the private sector in key policy areas. Tripartism and social dialogue required the involvement of both workers and employers. Given that employers were based within the private sector, which was crucial for the creation of decent work, their pivotal role must not be ignored. Her group also objected to the frequent submission of amendments seeking to eliminate references to employers and private enterprise; that was not consistent with the goal of tripartism or with the social market economy defended by the Organization.
25. Given the important role played by the Chairpersons at the Conference, it was vital to ensure that they had the right profile for the job and were appointed in good time, so that they could be adequately briefed on the complex nature of the tripartite discussions.
26. The Employers' group had submitted a complaint under article 26 of the ILO Constitution against the Government of Nicaragua concerning alleged non-observance of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144). She urged the Governing Body to act urgently to decide on the receivability of the case and establish a Commission of Inquiry.
27. **Speaking on behalf of ASPAG**, a Government representative of the Philippines encouraged the Office to ensure that communications regarding Conference logistics and agenda items were clear and timely, as delays in providing the questions for the general and recurrent discussions had made preparations difficult. The default use of extended sittings was also problematic, as repeated late nights were not conducive to effective work and impacted the well-being of ILO staff and Conference participants. Given the logistical challenges of holding the Conference at the Palexpo convention centre over the next two years, early consultations should be held regarding the arrangements, notably the dates of the 2024 session.
28. It was unfortunate that the programme and budget discussions had diverted time and resources away from other important topics. Moreover, some countries in the region that were not directly involved or represented in the high-level negotiations had been marginalized during the process, which had not been adequately transparent. Although consensus had eventually been reached, lessons should be learned to prevent such a situation reoccurring in future. Organizational barriers to participating in the Conference had also affected certain Member States, especially those without representation in Geneva. Regional and subregional offices had failed to relay accurate information or provide briefings, while breakdowns in communication had led to the delegation from the Government of Papua New Guinea being

turned away from the World of Work Summit. The limited availability of badges had also been frustrating. The Office should address those issues to ensure that all delegates were treated in a fair and dignified way.

29. **Speaking on behalf of IMEC**, a Government representative of Canada commended the Office for the consultations and briefings held prior to the Conference, which had contributed to its success. She also welcomed the provision for remote observation, which had increased inclusivity, and the efforts made to secure suitable rooms for face-to-face meetings, including committee, group and bilateral meetings.
30. Although timekeeping had initially been good, it had become less efficient over the session, especially during the examination of amendments in the Recurrent and General Discussion Committees, resulting in late night sittings. The Office should ensure such sittings remained an exception, and provide adequate food and transport when they were necessary. Discussions in those Committees had also been challenging due to the failure of the drafting groups to cover the whole text of draft conclusions and the full amendment process; that could be resolved if the Office proposed shorter draft texts. In addition, as a limited number of governments were represented in the drafting groups, any agreements they reached should not be presented to the Committees as final agreements, and all tripartite Committee members should be given sufficient opportunity to influence the final outcome. It was regrettable that the questions for the general and recurrent discussions had been provided at a late stage, as that had made it difficult for governments to undertake timely consultations, including with social partners. Any consultations held on the questions to be provided in future should be organized well in advance and in a tripartite format.
31. Noting the challenging position of the Chairpersons of the Committees, she encouraged the Office to further prepare them in advance so they had a thorough understanding of the issues unique to the tripartite nature of the ILO, including their own role in establishing consensus. Office briefings to ensure that all tripartite participants understood the procedural matters of the various committees would also be welcome.
32. The ILO Events App was useful but had caused problems for some participants due to malfunctions and an overly complicated access procedure, which should be simplified. The voting system had worked well, although it had been unclear whether and how votes would be conducted, recorded and posted online. For example, it had not been clear that the vote on the resolution concerning Belarus would not be a record vote. In future, advance information should be provided on the voting process and how the results would be shared. The secure platform used for accreditation had been effective, but the accreditation system should remain open throughout the Conference so that changes to delegations could be made as necessary.
33. Her group had welcomed the opportunity for high-level participation in the World of Work Summit, and the advance consultations held regarding its theme. However, more badges should be made available to allow greater attendance in the main room. Given the change in location for the 112th Session of the International Labour Conference (2024), the Office should hold consultations on the arrangements and communicate the dates and other information as soon as possible.
34. **Speaking on behalf of the Africa group**, a Government representative of Morocco agreed that the ILO Events App was problematic, as it was more complicated than previous versions and could not be used on certain devices. The issue of access to the World of Work Summit also needed attention; it would be useful to be able to book places in advance to ensure best use of the available capacity. When the Conference moved to the Palexpo convention centre, the Office should ensure that sufficient rooms were available for different groups to hold

thematic discussions. In addition, further provision should be made for discussions involving Arabic; although it had been possible to use the language in the main room at the last session, interpretation had been limited elsewhere. His group also wished to discuss with the Office how other languages, notably Portuguese, could be integrated into the discussions.

- 35. The Director-General** noted the comments, which would be taken into account by the Office. Responding to the comments made by the representative of ASPAG, he stressed that there had been no intention to exclude groups from the discussions on the programme and budget, which had simply taken place between the parties concerned. However, he acknowledged that greater efforts could have been made to improve inclusion and transparency.

4. Report of the Committee on Freedom of Association (GB.348/INS/4)

- 36. The Chairperson of the Committee on Freedom of Association** said that the Committee had examined 19 cases on their merits, 4 of which had been concluded. While the Committee appreciated the efforts made by governments to submit their observations on time, several late submissions had created operational difficulties at the most recent session. He drew the attention of the Governments of Haiti and Guinea to the urgent appeal issued by the Committee for their respective observations in time to examine the cases at its next meeting. Communications submitted by any governments after 12 September 2023 would not be taken into account in the absence of compelling circumstances.
- 37.** The Committee had examined eight cases in which Governments had kept it informed of the measures taken to give effect to its recommendations. Seven of those cases had been closed. He highlighted the information provided by the Government of the Bahamas on the conclusion of an industrial agreement between the parties, which had settled the substantive issues that were the subject of the case, and by the Government of Panama on the reinstatement of trade unionists and the agreement reached for the rapid handling of complaints relating to freedom of association and collective bargaining. The Committee welcomed those positive developments.
- 38.** He drew attention to three serious and urgent cases. Case No. 2508 (Islamic Republic of Iran) had originally been submitted in 2006 and dealt with alleged acts of repression against the local trade union at a city bus company, as well as the arrest and detention of large numbers of trade unionists. Having examined the case 17 times, the Committee once again urged the Government to ensure that the Syndicate of Workers of Tehran and Suburbs Bus Company could function without hindrance through its de facto recognition pending legislative reform, and by ensuring that its officials and members were not arrested, detained and prosecuted for legitimate trade union activities. The Committee firmly urged the Government to ensure the immediate release of Mr Shahabi and Mr Saeedi, should their conviction be related to their trade union activities, and to take the necessary measures to ensure that Ms Kohler and Mr Paris were immediately released and to guarantee their safe return to their country. The Committee requested the Government to refrain from having recourse to broad and persistent surveillance of trade unionists' activities and to also refrain from prosecuting and sentencing trade unionists for having used methods and techniques of avoiding surveillance or for having provided training in that regard. The Committee firmly expected that the processes of reviewing labour law and the guidelines concerning arts, media, and culture professional organizations would soon come to a conclusion, resulting in a legislative reform that would allow for union pluralism at all levels in the country.
- 39.** The Committee deplored the absence of tangible progress towards the resolution of Case No. 2923 (El Salvador), which concerned the murder of a trade union leader 13 years ago. It

urged the Government and all competent authorities to make all necessary efforts to expedite and conclude the investigations under way to identify and punish the instigators and perpetrators of the murder of Mr Vega, while ensuring the protection of all witnesses.

40. In Case No. 3269 (Afghanistan), the Committee had examined the allegations of violations of trade union rights, in particular the issuance of a unilateral decision on confiscation of trade union premises and property without a court order. The Committee firmly urged the de facto authorities to address the matters raised in the case without further delay, and requested detailed information on the status of the court proceedings concerning the legal claim of the National Union of Afghanistan Workers and Employees, and on any steps taken to comply with the final decision. It further urged the de facto authorities to provide detailed observations on the allegations concerning the freezing of the union's bank accounts without judicial authorization, the failure to renew the union's licence rendering its operations illegal, threats against trade unionists and the confiscation of the union's properties and documents. The Committee requested the de facto authorities to take all necessary measures to ensure that all workers' and employers' organizations might carry out their legitimate trade union activities in a climate free from violence, pressure and threats, and expected the de facto authorities to ensure that the exiled union leadership could return to the country to carry out their trade union activities in a conducive environment.
41. The Committee's report was once again a testament to the strength of tripartite dialogue and consensus among its members, whom he thanked for their commitment to finding mutually acceptable solutions to the ongoing challenges regarding freedom of association and collective bargaining.
42. **The spokesperson for the Employer members of the Committee** said that the huge workload of the International Labour Standards Department was a serious concern, as that impacted its ability to submit timely draft reports to the members of the Committee. The practice of sending documents at least two weeks in advance was only being upheld for the original language versions of the documents, meaning that cases could not be examined in sufficient detail. If the problem persisted, the Committee would have to take on fewer cases per session, which would be unfortunate given the large caseload. The Committee appreciated the efforts made by governments to provide their observations on time, but urged the Office to be stricter to discourage the practice of submitting information at the last minute.
43. **The spokesperson for the Worker members of the Committee** reiterated his concern regarding the high number of cases containing allegations of arbitrary arrest and detention, and violence or threats of violence and/or murder related to trade union activity, which had accounted for around half of the cases reviewed during the most recent session. Although no violation of the principles of freedom of association and collective bargaining should be tolerated, those serious violations represented insurmountable obstacles to the exercise of fundamental labour rights, especially when committed with impunity by, or with the support of, the State. Such cases pointed to the erosion of democratic governance and the shrinking of civic space in all regions, which required urgent attention from the Organization.
44. In Case No. 3337 (Jordan), the Committee had once again called on the Government to ensure that all workers, without distinction, could establish and join trade unions; the Labour Code currently restricted the rights of migrant workers and limited the formation of unions to 17 economic sectors, and to only one union within each sector. Recent reforms regarding agricultural workers and domestic workers unfortunately did not guarantee the rights to freedom of association and collective bargaining.

45. In Case No. 3430 (Republic of Korea), the Committee had found that the guidelines for collective bargaining in the public sector had been developed without the full and meaningful participation of the trade unions and effectively interfered with collective bargaining. The Committee requested the Government to establish a regular consultation mechanism to address that issue.
46. In Case No. 3428 (Cameroon), police had been deployed to prevent trade unions holding a Labour Day rally in May 2022, even though it had been registered prior to the stipulated deadline. The Committee invited the Government to take the necessary measures to ensure that workers' organizations could in future freely organize meetings to celebrate Labour Day, while respecting the measures taken to ensure public order.
47. In a number of the cases examined, the Committee had unfortunately needed to repeat previous recommendations, as there had been little or no progress in implementation. The Committee would continue to discuss effective tools to enhance dialogue and push for progress on the recommendations. However, it could not do its work if governments failed to provide full responses to complaints by the required deadline. In that regard, he urged the Governments of Guinea and Haiti to submit observations so that the Committee could issue timely conclusions and recommendations.
48. **Speaking on behalf of the Government group of the Committee**, which consisted of members appointed by the Governments of Argentina, Colombia, France, Japan, Namibia and Sweden, a Government member from Namibia said that, as the world of work entered a dynamic phase, safeguarding the principles of freedom of association and the right to collective bargaining was key to social justice and decent work. The objective of the Committee's complaints procedure was not to blame or punish, but to engage in constructive tripartite dialogue to promote respect for employers' and workers' rights in law and in practice, taking into account the national context. In that regard, it was important for governments to submit their observations on time, as failure to do so stalled the process and meant that some long-standing complaints had not been resolved.
49. Consensus had been reached on each case examined by the Committee during its May 2023 session, demonstrating a common commitment to promoting the principles of freedom of association and collective bargaining. In some long-standing cases, governments were invited to accept different forms of support through direct contacts missions and technical assistance in order to clarify the recommendations, facilitate dialogue and jointly identify solutions. She expressed appreciation for the fact that some governments had agreed to meet with members of the Committee during the session.
50. **Speaking on behalf of GRULAC**, a Government representative of Colombia thanked the Chairperson of the Committee for holding meetings with his regional group, which had made it possible to discuss concerns and reflect on improvements to the Committee's working methods. Noting that there were 104 cases before the Committee, he urged governments to submit their observations so that the cases could be examined in full. It was positive that progress continued to be made, with a number of cases being closed, including cases from his region. GRULAC remained committed to complying with international labour standards and respecting the ILO's supervisory system. It also appreciated the adoption of optional voluntary conciliation for complaints and urged governments to continue making use of that approach. The Committee should continue working to resolve cases, while strictly implementing the established working methods.

Decision

51. **The Governing Body** took note of the introduction to the Report of the Committee, contained in paragraphs 1–53, and adopted the recommendations made in paragraphs: 69 (Case No. 3269: Afghanistan); 97 (Case No. 3388: Albania); 134 (Case No. 3210: Algeria); 159 (Case No. 3141: Argentina); 183 (Case No. 3428: Cameroon); 217 (Case No. 3397: Colombia); 228 (Case No. 2923: El Salvador); 277 (Case No. 3363: Guatemala); 304 (Case No. 2508: Islamic Republic of Iran); 345 (Case No. 3337: Jordan); 356 (Case No. 3275: Madagascar); 376 (Case No. 3018: Pakistan); 392 (Case No. 3245: Peru); 428 (Case No. 3342: Peru); 437 (Case No. 3067: Democratic Republic of the Congo); 495 (Case No. 3430: Republic of Korea); 533 (Case No. 3376: Sudan); 597 (Case No. 3390: Ukraine); 653 (Case No. 3420: Uruguay) and adopted the 403rd Report of its Committee on Freedom of Association as a whole.

(GB.348/INS/4)

5. Report of the Director-General: Obituary (GB.348/INS/5)

52. **The Employer spokesperson** said that Mr Echavarría had left a great legacy to the ILO, and to the Committee on Freedom of Association in particular, having dedicated his time and skills with great commitment and enthusiasm. The Committee would follow his example by working constructively to resolve issues through responsible discussion and consensus-building. Mr Echavarría had believed firmly in the value of the ILO supervisory system and had spared no effort to ensure that the Committee on Freedom of Association remained effective and relevant.
53. **The Worker spokesperson** said that Mr Echavarría had shown a great deal of commitment to the ILO and its founding principles. A highly accomplished lawyer and finance specialist, he had dedicated more than 30 years to addressing labour issues in his home country of Colombia. Within the ILO, he had played a pivotal role as spokesperson for the Employer members of the Committee on Freedom of Association, seeking to protect freedom of association as a constitutional principle and foster tripartite cooperation. Although he had not always shared the same views as the Workers' group, he had consistently shown respect and courtesy, which was a key element of genuine social dialogue.
54. **Speaking on behalf of the Government group of the Committee on Freedom of Association**, a Government member from Namibia expressed deep sorrow at the death of Mr Echavarría. The Committee had benefited from and greatly appreciated his efforts to improve its work, notably in terms of transparency and accessibility. His commitment and dedication would be missed, and his memory should be honoured by continuing the Committee's work with the same passion.
55. **A Government representative of Colombia** said that she was greatly saddened by the absence of her friend and colleague. Mr Echavarría had enjoyed a long career in Colombia, as well as at the ILO, notably working for the National Employers' Association of Colombia, most recently as its Vice-President of Legal Affairs. He had also been an active member of the National Commission on Wages and Labour Policies, the largest social dialogue forum in Colombia, playing a significant role in helping achieve consensus. Mr Echavarría had always believed in the importance of tripartite agreements and had made a major contribution to Colombia's 2006 Tripartite Agreement on Freedom of Association and Democracy, setting the country on a new course within the Organization.

56. Mr Echavarría had also been a member of the Special Committee for the Handling of Conflicts Referred to the ILO, where he had highlighted the fundamental role of the Committee on Freedom of Association and the importance of reaching agreements at the national level. More generally, he had been a firm believer in the importance of international labour standards and the fundamental role of employers' and workers' organizations in democracies, promoting social dialogue as a way to build consensus. Mr Echavarría would be remembered for his leadership and his commitment to the ILO and to tripartism all over the world, and as a warm-hearted person with great professional and personal qualities.
57. **Speaking on behalf of GRULAC**, another Government representative of Colombia said that, during his long career at the ILO, Mr Echavarría had always underscored the importance of tripartism. As a member of the Committee on Freedom of Association, Mr Echavarría had listened to the concerns expressed by GRULAC and made significant contributions to improving the Committee's working methods, notably working to reduce the number of outstanding cases from the region, which had been a concern for the group. He would be remembered for his dedication to social dialogue, tripartism and social justice.
58. **The Chairperson of the Committee on Freedom of Association** acknowledged the well-deserved tributes to Mr Echavarría, and said that the best way to observe the legacy of his contributions was to continue the work he so believed in.

Decision

59. **The Governing Body paid tribute to the memory of Mr Alberto Echavarría and requested the Director-General to convey its condolences to Mr Echavarría's family and to the International Organisation of Employers.**

(GB.348/INS/5, paragraph 5)

5.1. First supplementary report: Report of the meeting of experts on the revision of statistical standards on informality (Geneva, 7–10 February 2023) (GB.348/INS/5/1)

60. **The Employer spokesperson** emphasized the importance of accurately measuring informality in efforts to address the issue, which had significant implications for workers, businesses and economic development. Indeed, measuring informality enabled better understanding of the scale and nature of the phenomenon, and provided insights into the working conditions and challenges faced by informal workers, which would help shape policies to promote decent work, social protection and inclusive economic growth. The Employers' group therefore welcomed the efforts undertaken through the working group and the Tripartite Meeting of Experts in Labour Statistics on the Revision of the Standards for Statistics on Informality. He noted that, while the experts had expressed overall support for the proposal, they had also identified minor adjustments and the need for clarifications, which should be integrated into an updated version of the proposed resolution concerning statistics on the informal economy.
61. The Employers' group believed that the revised statistical standards on informality would contribute to a better understanding of the informal economy, promote decent work and support the transition to formality. Collaboration between governments, employers, workers and international organizations would be crucial during that process, so the group looked forward to fruitful discussions on the proposed standards at the 21st International Conference of Labour Statisticians. He supported the draft decision.

- 62. The Worker spokesperson** commended the work done to strengthen the involvement of the social partners in the work of the International Conference of Labour Statisticians and to raise the profile of tripartite engagement by demonstrating its added value to other international organizations. The importance of standardizing statistics as part of evidence-based policymaking could not be overestimated. The ILO had agreed on the urgency of formalization in the Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204), which called on Members to undertake a proper assessment and diagnostics of factors, characteristics, causes and circumstances of informality in the national context to inform the design and implementation of laws and regulations, policies and other measures aiming to facilitate the transition to the formal economy. The standardization of statistics would facilitate policy evaluation, including in relation to the prevention of informality and the informalization of formal employment, and allow governments and social partners to exchange best practices on improving labour protection and ensuring decent work for all workers, regardless of their contractual status. The Workers' group supported the strong consensus on the proposed standards to measure informality and looked forward to their adoption in October. She supported the draft decision.
- 63. Speaking on behalf of the Africa group**, a Government representative of Uganda said that more than 2 billion people worked in the informal economy around the world, generally not by choice, but as a consequence of a lack of opportunities in the formal economy. As informal employment rarely came under the regulation of labour and social security laws, it was often characterized by decent work deficits, which undermined efforts to improve the welfare of households, especially in the developing world.
- 64.** Recommendation No. 204 called on Member States to design coherent and integrated strategies to facilitate the transition to the formal economy. However, such strategies needed to be evidence-based, with statistical indicators that clearly defined the nature and magnitude of the problem. One of the biggest challenges in collecting data on informality was the lack of clarity as to what constituted informal employment. The proposed standards on informality established clear definitions, and would facilitate data collection and the monitoring and evaluation of government efforts to promote the transition from informality to formality. The indicators proposed would also make it easier to compare national informality statistics. However, the effective application of the proposed standards would depend on their adoption by national statistical offices; he therefore requested the Office to provide support, including training, with the updating of labour force survey instruments at the national level. His group aligned with the observations and recommendations of the Tripartite Meeting of Experts and supported the draft decision.

Decision

- 65. The Governing Body:**
- (a) **took note of the draft resolution concerning statistics on the informal economy to be discussed and adopted by the 21st International Conference of Labour Statisticians (October 2023);**
 - (b) **requested the Director-General to report on the discussions and decisions of the International Conference of Labour Statisticians to the 350th Session (March 2024) of the Governing Body.**

(GB.348/INS/5/1, paragraph 7)

5.2. Second supplementary report: Report on 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.348/INS/5/2)

66. **The Worker spokesperson** said that the war in Ukraine was still raging, destroying lives and livelihoods, and causing unspeakable human suffering and tragedy. The Workers' group reiterated its urgent call for peace and the withdrawal of Russian troops from Ukrainian territory, and welcomed the recent diplomatic efforts made with the aim of resolving the conflict peacefully. With regard to the support package for Ukraine approved by the International Monetary Fund, which included 11.6 billion special drawing rights, the ILO should engage in discussions to ensure respect for international labour standards, and assess any potential negative impact on decent work and adequate social protection for all. She urged the Office to play a proactive role in that respect and to provide further information on steps taken. Similarly, more detail should be provided on the role of the ILO in the second Ukraine Rapid Damage and Needs Assessment, including whether the social partners had been involved in the exercise.
67. She welcomed the participation of the Director-General in the forthcoming Ukraine Recovery Conference but expressed concern that workers' representatives had not been invited and would not form part of the ILO delegation; the social partners should be included in those discussions. The Director-General should advocate for the incorporation of international labour standards and social dialogue into the recovery plans to ensure they would deliver social justice and decent work, in line with the ambitions of the Global Coalition for Social Justice. Reconstruction efforts might present risks to the Ukrainian labour force; all investors should undertake to ensure that rebuilding took place for the benefit of citizens and did not lead to further harm or exploitation. Specifically, loan, donor and project agreements should incorporate labour clauses to guarantee compliance with the ILO's fundamental principles and rights at work; reporting on wages and conditions; access to prompt and effective trade union grievance mechanisms; the completion of joint labour inspections, including of supply chains for construction and infrastructure activities, in collaboration with national agencies and international trade unions; and adequate budgets for inspections, vocational training, and health and safety measures.
68. The situation at the Zaporizhzhia nuclear power plant continued to be extremely concerning. She welcomed the briefs provided by the Office on workers' rights in the region and called for continued collaboration with the International Atomic Energy Agency and relevant local and global unions. The Office's work with social partners to monitor the situation in the maritime sector and assist foreign and Ukrainian seafarers was also positive, and demonstrated the added value of sectoral work and engagement with global union federations.
69. Concerning reports had been received from public sector, railway and electricity workers in the occupied territories. The ILO should monitor their conditions, including in relation to labour rights, and engage with the relevant unions at the national and international levels. There should be a particular focus on monitoring violations of freedom of association in all sectors in the affected regions; all workers should remain free to join and form unions of their own choice.
70. Recalling her group's previous concerns regarding amendments to labour law in Ukraine made in the context of martial law, she welcomed the addition of a clause stating that the regulations introduced would be lifted together with the state of emergency. However, it was worrying to

hear continued reports of harassment and persecution of trade union leaders. When developing the new labour code, the Government of Ukraine should take into account the comments of the ILO and continue to collaborate with the Organization in future legislative activities. She commended the financial support provided by donors for that work. Although the Government of Ukraine faced enormous pressure to keep the country running, it must respect the rights of working people and their families in terms of jobs, wages and pensions. It was particularly important to build resilience through social dialogue and decent work to ensure the continued commitment of workers under difficult conditions.

71. She welcomed the progress made towards establishing an ILO country office in Kyiv and hoped that it could start supporting reconstruction efforts as soon as possible, despite the challenges that remained to finalize an agreement and begin operations. It was positive that international staff at the Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia (DWT/CO-Moscow) were now allowed to work from Budapest, and that the DWT/CO-Moscow was continuing to support social partners in the region. However, any engagement with workers' organizations should take place through coordination with the Bureau for Workers' Activities.
72. In conclusion, she called on the Office to look into the situation of public sector, railway and electricity workers, in addition to maritime and nuclear workers as mentioned in the draft decision, and urged the ILO to engage with international financial institutions, development banks and other peace and reconstruction initiatives to promote the role of ILO standards and social dialogue in the recovery plans.
73. **The Employer spokesperson** expressed deep concern about the catastrophic consequences of the Russian Federation's aggression in Ukraine on the economic and employment situation in the country and surrounding region. The Employers' group reaffirmed its solidarity with the people, workers and businesses of Ukraine and encouraged the ILO to continue its discussions on the subject within the scope of its mandate. Many businesses had been forced to close or operate at reduced capacity, while the Federation of Employers of Ukraine and other employers' organizations remained operational but were facing difficulties due to the conflict, notably in financial terms due to the loss of membership. Employers' and workers' organizations had called for additional support from the ILO to maintain services for their members; the Employers' group was responding to that request, as strengthening the capacity of such organizations would be key to managing the post-conflict transition.
74. He welcomed the ongoing engagement of the ILO in the work of the United Nations Country Team in Ukraine, and its focus on economic stabilization and job preservation, support for the priority reforms of the Ukrainian Government and support to social partners, as well as the provision of humanitarian aid. The Director-General should continue to monitor and take steps to safeguard labour rights, including in the parts of Ukraine temporarily controlled by the Russian Federation.
75. The Employers' group reiterated its support for the initiative to relocate small enterprises to safer areas and the Office's proposal to field a multidisciplinary mission to the country to design a comprehensive initiative to support a job-rich recovery and reconstruction plan. Noting the decision not to relocate the DWT/CO-Moscow at present, he stressed the Organization's duty of care to staff in Moscow and Ukraine. His group supported the draft decision and underscored the need to preserve the consensus achieved in the resolution concerning the Russian Federation's aggression against Ukraine, retaining the previously agreed language and scope.

- 76. Speaking on behalf of a cross-regional group of countries,**¹ a Government representative of Lithuania urged the Russian Federation again to immediately and unconditionally cease its aggression and withdraw its troops from Ukraine, and end the suffering it continued to inflict. The report made clear the devastating impact of the war on the world of work and livelihoods. Recalling that the intentional targeting of civilian objects, including critical infrastructure, was a serious violation of humanitarian law, he deplored the destruction of the dam at the Kakhovka hydroelectric power plant, which had also exacerbated the extremely unsafe working conditions at the Zaporizhzhia nuclear power plant. The Russian Federation should withdraw its forces from all nuclear facilities within Ukraine's internationally recognized borders to ensure their safe and secure operation.
- 77.** The allegations of abuse and forced labour, violence and intimidation in the territories occupied by Russian forces were very concerning. Forced affiliation with Russian trade unions, the absence of the right to take industrial action and the threatening of trade union activists constituted serious abuses of human rights, specifically the right to freedom of association. His group was also concerned about the Russian Federation's continuing disregard for its obligations under the Maritime Labour Convention, 2006, as amended (MLC, 2006), and the dire circumstances for seafarers in Ukraine; it welcomed the Office's commitment to the protection of seafarers and its work to ensure their safe repatriation.
- 78.** Highlighting the human and economic toll of the Russian Federation's aggression against Ukraine, he encouraged the Office to continue reporting on its impact on economic, social and labour market conditions in the country. His group supported the ILO's contributions to the reconstruction effort, notably its ongoing resource mobilization efforts, and welcomed the meeting recently held with the tripartite Ukrainian delegation at ILO headquarters, and the Director-General's forthcoming participation in the Ukraine Recovery Conference. The discussions regarding a host country agreement for the establishment of an ILO country office for Ukraine in Kyiv were also positive, as that would facilitate fundraising and strengthen ILO support for reconstruction. His group commended the ILO staff in Ukraine for their continued dedication to supporting the tripartite constituents during the ongoing war, and the Organization more generally for its work to expand trade possibilities, new production technologies and the use of renewable energies in the country. The social partners were also making a valuable contribution during the war and for post-war rebuilding.
- 79.** He reiterated his group's concerns regarding the appropriateness, suitability and ongoing feasibility of maintaining the DWT/CO-Moscow in view of the Governing Body's recognition, in its resolution concerning the Russian Federation's aggression against Ukraine, that the Russian Federation's actions were grossly incompatible with the aims and purposes of the Organization and the principles governing ILO membership.
- 80.** Expressing unwavering support to workers, employers and the Government of Ukraine, he said that his group supported the draft decision.
- 81. Speaking on behalf of the European Union (EU) and its Member States,** a Government representative of Sweden said that Albania, Bosnia and Herzegovina, North Macedonia, Montenegro, Ukraine, Georgia, Iceland and Norway aligned themselves with his statement.

¹ Albania, Australia, Austria, Belgium, Bosnia and Herzegovina, Bulgaria, Canada, Croatia, Cyprus, Czechia, Denmark, Estonia, Finland, France, Georgia, Germany, Greece, Guatemala, Hungary, Iceland, Ireland, Italy, Japan, Latvia, Lithuania, Luxembourg, Malta, Montenegro, Netherlands, New Zealand, North Macedonia, Norway, Poland, Portugal, Republic of Korea, Republic of Moldova, Romania, Slovakia, Slovenia, Spain, Sweden, Switzerland, Ukraine, United Kingdom of Great Britain and Northern Ireland and United States of America.

His group also aligned itself with the statement of the cross-regional group. Through its war of aggression, the Russian Federation was blatantly violating human rights and international humanitarian law, and severely undermining the rules-based international order; such violations were incompatible with the values and principles of the ILO.

82. The European Union supported all meaningful negotiation efforts to bring the war to an end, including the initiative for a just peace based on respect for Ukraine's independence, sovereignty and territorial integrity, as protected by the UN Charter. The Government of the Russian Federation had not taken any genuine steps towards lasting peace, but had continued and intensified its bombings of civilian infrastructure, with the apparent aim of terrorizing and demoralizing the population. The reckless destruction of the dam at the Kakhovka hydroelectric power plant constituted the intentional targeting of a civilian object, which was a war crime; that act also threatened the safety of the Zaporizhzhia nuclear power plant, in violation of the relevant resolutions of the International Atomic Energy Agency. It had furthermore exacerbated the dire situation for workers at the plant, whose reports of murder, imprisonment and aggression, destruction of safety-related equipment and radiation monitoring systems, and disruption to maintenance and security supplies were already deeply concerning. His group deplored the lack of emergency response and occupational safety and health management systems, the unclear chain of command, and unsustainable workloads, and the denial of the right of nuclear workers to leave the occupied territory.
83. Expressing concern about the reports of violence and intimidation, physical and emotional abuse and forced labour in the territories occupied by Russian forces, he encouraged the Office to work with the UN Human Rights Monitoring Mission in Ukraine to investigate cases of compulsion to sign employment contracts under threat of death, the extension of working hours and unpaid overtime work, and discrimination and forced affiliation with Russian trade unions. The steep increase in the number of persons with disability status was deeply saddening, and would present a clear labour market and social integration issue in the future. It was also concerning that the majority of Ukrainian seafarers were unable to exercise their freedom to move and work, or access quality healthcare.
84. It was regrettable that Mr Alexander Shokhin, the President of the Russian Union of Industrialists and Entrepreneurs – an organization that was still a member of the International Organisation of Employers – had been permitted to speak at the 111th Session of the International Labour Conference, as he had been sanctioned by the European Union for supporting or implementing actions or policies that undermined or threatened the territorial integrity, sovereignty and independence of Ukraine, and stability and security in Ukraine. However, his group welcomed the participation of the Ukrainian tripartite delegation at the Conference and recognized the ongoing work of the Government to modernize labour, employment and social protection policies. It commended the ILO's support to the Ukrainian Government in that context, and to Ukrainian trade unions and employers' organizations; in particular, support for the development of a new labour code would provide an opportunity for further alignment with ILO standards and EU legislation.
85. He commended the ILO's ongoing discussion with development partners and the upcoming participation of the Director-General in the Ukraine Recovery Conference, which represented an opportunity to shape the debate on supporting labour market recovery. His group also welcomed the staged return of ILO staff to Kyiv and the allocation of finances for the establishment of an ILO country office there in the Programme and Budget for 2024–25; that would facilitate support for Ukraine during reconstruction and recovery. Close attention would be paid to the ability of the DWT/CO-Moscow to deliver technical cooperation and assistance to all countries in the subregion, although his group continued to question its appropriateness,

suitability and ongoing feasibility given the Russian Federation's continued violation of the ILO Constitution and its obligations as an ILO Member. He asked the Office to provide details of its plans for the DWT/CO-Moscow lease, as that was due to expire at the end of 2023. In conclusion, his group supported the draft decision.

- 86. A Government representative of the Russian Federation** said that both the report and the draft decision contained unfounded accusations, and used politicized and military terminology that was unrelated to labour issues. Furthermore, the report contained biased information from Ukrainian sources and certain international organizations, and made claims that did not correspond to reality, namely that employment contracts were imposed under threat of death, that conditions guaranteeing occupational safety and health at the Zaporizhzhia nuclear power plant were lacking, and that pressure was being exerted on trade unions and workers' organizations in the Zaporizhzhia and Donbas regions. Just as similar terms had been used in past ILO documents, the wording used in the draft decision was unacceptable and did not reflect the situation on the ground. The draft decision was moreover not correct from a legal perspective and did not fall within the ILO's mandate, as it contained political statements that had no place at the Governing Body or within the Organization as a whole. His Government did not therefore support the draft decision and wished to propose the following amendments to subparagraphs (b), (c) and (g) to remove the most offensive passages, make it less politicized and bring it back into line with the ILO's mandate and international labour standards:

- (b) reiterated its most profound concern at the ~~continuing aggression by the Russian Federation, aided by the Belarusian Government, against~~ situation in 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~~ all parties to the conflict to immediately and unconditionally cease ~~its aggression and withdraw its troops from~~ Ukraine armed activities;
- (g) requested the Director-General to continue to monitor the impact on the world of work of the ~~Russian Federation's aggression against~~ situation in Ukraine and to report to the Governing Body at its 349th Session (October–November 2023) on developments in the light of the resolution, including the ILO's continued engagement with relevant United Nations bodies involved in monitoring human rights violations and the situation of maritime and nuclear workers.

- 87. A Government representative of China**, drawing attention to the negative impacts of the Ukraine crisis on the economic and social development of the affected countries, reiterated that the sovereignty and territorial integrity of all countries should be respected and the principles of the UN Charter upheld. The legitimate security interests of all countries must be taken seriously, and all efforts aimed at the peaceful settlement of the crisis must be supported. He welcomed the ILO's efforts to facilitate labour market recovery and social protection in affected countries, and the continued provision of technical cooperation and assistance by the DWT/CO-Moscow. The Organization should continue to work with relevant stakeholders to support all countries affected by the conflict, protect workers' rights, promote economic recovery and social development, and limit the spillover effects of the conflict. Regarding the draft decision, he stressed that the ILO should avoid any politicization or instrumentalization of the issue, and notably avoid the use of controversial wording that was not aligned with its mandate. He seconded the amendments proposed by the representative of the Russian Federation.

- 88. A Government representative of Ukraine**, authorized to speak in accordance with article 1.8.3 of the Standing Orders, said that the growing number of violations of ILO principles documented in the report demonstrated the Russian Federation's open disregard

for the Organization and its decisions. The ongoing daily attacks on civilians and civilian infrastructure were a clear assault on the goal of achieving universal and lasting peace through social justice. Over 10,000 people had been killed and more than 10 million displaced, while cities with large industrial enterprises had been destroyed. Persecution, torture, forced labour, forced change of citizenship and forced trade union membership were an everyday reality in the temporarily occupied areas. The Russian occupation of the Zaporizhzhia nuclear power plant had not only led to the violation of workers' rights, but raised the risk of a severe nuclear accident, which would have consequences far beyond Ukraine. The possibility of such an outcome had been made clear following the Russian Federation's deliberate attack on the Kakhovka dam, which had resulted in vast damage to agricultural land and disrupted food supply chains, thereby increasing food insecurity both in Ukraine and worldwide.

89. Her Government greatly appreciated the ILO's ongoing support for Ukraine on the path to reconstruction and called on the tripartite constituents to maintain their stand against the violation of the Organization's fundamental principles. The perpetrator of such violations did not deserve the privilege of hosting the DWT/CO-Moscow and the Governing Body should act accordingly to show that the Organization was not ignoring the situation. The ILO's credibility was at stake; it must not fail the millions of people around the world who relied on it to safeguard the principles of freedom, human dignity and social justice for all.
90. **Speaking on behalf of the EU and its Member States**, the Government representative of Sweden rejected the amendments to the draft decision proposed by the representative of the Russian Federation. He asked the Office to ensure that all amendments were provided in advance of the meeting in future.
91. **Speaking on behalf of the cross-regional group**, the Government representative of Lithuania likewise rejected the amendments proposed by the representative of the Russian Federation.
92. **The Worker spokesperson** said that her group did not support the proposed amendments, which aimed – as on previous occasions – to remove any reference to the Russian Federation's aggression against Ukraine. As the amendments had no or very little support, there was no need for a vote.
93. **The Employer spokesperson** rejected the proposed amendments. Querying the objection made by the representative of the European Union to the participation of the President of the Russian Union of Industrialists and Entrepreneurs in the International Labour Conference, he stressed that the resolution concerned only the Government of the Russian Federation, not the social partners in the country.
94. **The Government representative of the Russian Federation** requested that the amendments he had proposed be put to a vote.
95. **The Government representative of China** expressed support for the motion to put the amendments proposed by the representative of the Russian Federation to a vote.
96. **A representative of the Director-General** (Director of the ILO Regional Office for Europe and Central Asia) thanked the Governing Body members for their contributions, which would be duly taken into account. Responding to the Workers' group, he noted the request to focus on the conditions of workers in the railway sector and strengthen cooperation with international financial institutions. Work on the latter was already under way, including in the framework of the Ukraine Recovery Conference, and would continue in cooperation with the tripartite constituents in the country, to ensure that their priorities were taken into account in funding allocations. The opening of an office in Kyiv would also facilitate those efforts. Regarding the lease arrangements for the DWT/CO-Moscow, he clarified that it was common diplomatic

practice in Moscow to lease buildings from the Russian Ministry of Foreign Affairs. Extensive market research into the alternatives had shown that the most cost-effective option was to retain the current office; that had moreover already been accounted for in the Programme and Budget for 2024–25.

- 97. The Worker spokesperson** clarified that her group wanted the Office to consider the position of all public sector workers, not just railway workers.
- 98. The Chairperson** said that, at the request of the Government representatives of the Russian Federation and China, the amendments proposed by the Russian Federation would be put to a vote by show of hands.

(The proposed amendments were rejected with 3 votes in favour, 39 against and 9 abstentions.)

Decision

- 99. In the light of the developments in Ukraine outlined in document GB.348/INS/5/2 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 348th 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 once again the Russian Federation to meet all the obligations following from its ratification of ILO Conventions, including the Maritime Labour Convention, 2006, as amended (MLC, 2006), in particular in relation to the repatriation of seafarers and access to medical care; the Radiation Protection Convention, 1960 (No. 115), in relation to the exposure of workers to ionizing radiations in the course of their work; and the Forced Labour Convention, 1930 (No. 29), and its accompanying Protocol of 2014;
 - (e) reiterated its unwavering support for the tripartite constituents in Ukraine, requested the Director-General to continue to respond to constituents' needs in Ukraine and to expand the ILO's resource mobilization efforts, including in forthcoming international donor conferences on recovery and reconstruction, and welcomed the update on the establishment of an ILO Country Office for Ukraine in Kyiv;
 - (f) requested the Director-General to continue to enhance resource mobilization efforts for other affected countries across the subregion of 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 349th Session (October–November 2023) on developments in the light of the resolution, including the ILO's continued engagement with relevant

United Nations bodies involved in monitoring human rights violations and the situation of maritime and nuclear workers.

(GB.348/INS/5/2, paragraph 37)

5.3. Third supplementary report: Report of the Committee set up to examine the representation alleging non-observance by Guinea of the Labour Inspection Convention, 1947 (No. 81), the Protection of Wages Convention, 1949 (No. 95), and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) (GB.348/INS/5/3)

(The Governing Body considered this report in its private sitting.)

Decision

100. In the light of the Committee's conclusions and recommendations, the Governing Body:

- (a) **approved the report of the Committee contained in document GB.348/INS/5/3;**
- (b) **decided to make the report publicly available and to close the representation procedure.**

(GB.348/INS/5/3, paragraph 70)

5.4. Fourth supplementary report: Report of the Committee set up to examine the representation alleging non-observance by Peru of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), the Workers with Family Responsibilities Convention, 1981 (No. 156), and the Safety and Health in Mines Convention, 1995 (No. 176) (GB.348/INS/5/4)

(The Governing Body considered this report in its private sitting.)

Decision

101. In the light of the Committee's conclusions and recommendations, the Governing Body:

- (a) **approved the report of the Committee contained in document GB.348/INS/5/4;**
- (b) **decided to make the report publicly available and to close the procedure initiated by the representation made by the National Federation of Mine, Metal and Steel Workers of Peru (FNTMMSP).**

(GB.348/INS/5/4, paragraph 46)

5.5. Fifth supplementary report: Report of the Committee set up to examine the representation alleging non-observance by Spain of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) (GB.348/INS/5/5)

(The Governing Body considered this report in its private sitting.)

Decision

102. In the light of the Committee's conclusions and recommendations, the Governing Body:

- (a) approved the report of the Committee contained in document GB.348/INS/5/5, in particular the conclusions set out in paragraph 26;
- (b) decided to make the report publicly available and to close the procedure initiated by the representation made by the Federation of Trade Unions of Public Administration Workers of the General Labour Confederation (FETAP-CGT).

(GB.348/INS/5/5, paragraph 27)

5.6. Sixth supplementary report: Report of the Committee set up to examine the representation alleging non-observance by Tunisia of the Labour Inspection Convention, 1947 (No. 81) (GB.348/INS/5/6)

(The Governing Body considered this report in its private sitting.)

Decision

103. In the light of the Committee's conclusions and recommendations, the Governing Body:

- (a) approved the report of the Committee contained in document GB.348/INS/5/6;
- (b) invited the Government of Tunisia to take, in light of the Committee's conclusions and in consultation with the social partners, all necessary measures to ensure the effective application of Articles 6, 10 and 11 of Convention No. 81;
- (c) invited the Government to include in its next report to the Committee of Experts on the Application of Conventions and Recommendations information related to the Committee's conclusions;
- (d) decided to make the report publicly available and to close the representation procedure.

(GB.348/INS/5/6, paragraph 38)

6. Reports of the Officers of the Governing Body

(The Governing Body considered these reports in its private sitting.)

6.1. First report: Representation alleging non-observance by Sudan of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) (GB.348/INS/6/1)

Decision

104. In the light of the information contained in document GB.348/INS/6/1, and taking into consideration the recommendation of its Officers, the Governing Body decided that the representation was receivable and, as it relates to a Convention dealing with trade union rights, to transmit the representation to the Committee on Freedom of Association for examination as per the procedures set out in the Standing Orders on articles 24 and 25 of the Constitution of the ILO.

(GB.348/INS/6/1, paragraph 5)

6.3. Third report: Representation alleging non-observance by Chile of the Indigenous and Tribal Peoples Convention, 1989 (No. 169) (GB.348/INS/6/3)

Decision

- 105. In the light of the information contained in document GB.348/INS/6/3, and taking into consideration the recommendation of its Officers, the Governing Body decided that the representation was receivable and to set up a tripartite committee to examine it.**

(GB.348/INS/6/3, paragraph 5)

6.4. Fourth report: Representation alleging non-observance by Sri Lanka of the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) (GB.348/INS/6/4)

Decision

- 106. In the light of the information contained in document GB.348/INS/6/4, 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.348/INS/6/4, paragraph 6)

7. Composition, agenda and programme of standing bodies and meetings (GB.348/INS/7(Rev.1))

Decision

- 107. The Governing Body, upon the recommendation of its Officers:**

- (a) approved the date of the meeting of experts to update and adopt the 1998 ILO code of practice on safety and health in forestry work and the list of Member States to be invited to nominate experts to participate in the meeting;**
- (b) endorsed the proposal to invite the International Transport Workers' Federation (ITF) as an observer to the technical meeting on digitalization in the retail sector as an engine for economic recovery and decent work;**
- (c) took note of the programme of meetings contained in Part II of document GB.348/INS/7(Rev.1), subject to further Governing Body decisions.**

(GB.348/INS/7(Rev.1), paragraph 6)