



Governing Body

349th Session, Geneva, 30 October–9 November 2023

Institutional Section

INS

Date: 6 October 2023

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Eighteenth 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 352nd Session of the Governing Body on the follow-up to its decisions.

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

Related documents: [GB.346/INS/17/2](#); [GB.343/INS/13/1](#); [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 2021 to June 2023.
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 (October–November 2023) will simply be cross-referenced and linked to the full report.

► Draft decision

5. **The Governing Body requested the Office to prepare, for its 352nd Session (October–November 2024), a supplementary report on the follow-up to the decisions adopted since November 2022.**

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 – Agenda of future sessions of the Conference

Decision adopted: [GB.347/INS/2/1](#)

The Governing Body:

- (a) decided to place on the agenda of the 113th Session (2025) of the Conference an item on decent work in the platform economy for standard-setting on the basis of a double discussion;
- (b) decided to place on the agenda of the 113th Session (2025) of the Conference an item on innovative approaches to tackling informality and promoting transitions towards formality to promote decent work for a general discussion;
- (c) decided to place on the agenda of the 114th Session (2026) or of the 115th Session (2027) of the Conference an item on the consolidation of instruments on chemical hazards for standard-setting on the basis of a double discussion;
- (d) decided to initiate in 2026 a new cycle of recurrent discussions under the follow-up to the ILO Declaration on Social Justice for a Fair Globalization (2008), as amended in 2022, and to place an item on the strategic objective of social dialogue on the agenda of the 114th Session (2026) of the Conference for a recurrent discussion;
- (e) requested the Office to take into account the guidance provided in preparing the document concerning the agenda of future sessions of the Conference for the 349th Session (October–November 2023) of the Governing Body.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
• Preparation of possible items (and their modalities) on the agenda of future sessions of the Conference for consideration by the Governing Body at forthcoming sessions. • Preparations will include proposals for a tripartite technical meeting on access to labour justice and for a tripartite meeting of experts on protection of workers' personal data in the digital era in accordance with the decision of the Governing Body taken in November 2022 (GB.346/INS/2).	349th Session (October–November 2023)	In progress

Review of annual reports under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work (1998), as amended in 2022

Decision adopted: [GB.347/INS/3](#)

The Governing Body:

- (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 2022 period;

- (b) invited the Office to continue 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 ensure priority follow-up to requests for technical assistance to address obstacles to ratification and realization of the fundamental principles and rights at work;
- (c) reiterated its support for the mobilization of resources with a view 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 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 2023 version of the e-questionnaire tool was sent to the relevant Member States in mid-August 2023. The Office has also published country baseline tables for 2022. The Office continues to reflect on the most effective way to analyse the information received and produce adequate baselines, as well as to further facilitate the reporting exercise by Members States. • The Governing Body approved the report form on a safe and healthy working environment proposed in the appendix to document GB.347/LILS/6 as the basis for the preparation of reports due under article 19(5)(e) of the ILO Constitution in accordance with the annual follow-up to the ILO Declaration on Fundamental Principles and Rights at Work (1998), as amended in 2022. The 2024 version of the e-questionnaire tool will be adapted accordingly, in order to enable Member States to report on their efforts to promote, respect and realize the fundamental principles and rights to a safe and healthy working environment for the year 2023.	350th Session (March 2024)	In progress

Update on the Global Coalition for Social Justice

Decision adopted: [GB.347/INS/4](#)

The Governing Body:

- (a) welcomed the Director-General's initiative to forge a Global Coalition for Social Justice, including through the World of Work Summit: Social Justice during the 111th Session of the International Labour Conference (June 2023), and his proposal to hold tripartite consultations in preparation for the Summit;
- (b) welcomed the Director-General's commitment to take into account its guidance and his proposal to hold tripartite consultations in preparing a governance structure including criteria and a procedure for partners' engagement and a thematic plan, built on the Decent Work Agenda, as laid down in the ILO Declaration on Social Justice for a Fair Globalization (2008), as amended in 2022, and reaffirmed in the ILO Centenary Declaration for the Future of Work (2019), and other relevant ILO documents;
- (c) requested the Director-General to report to the Governing Body on further developments regarding the Coalition at its 349th Session (October–November 2023), and to take into account its continuing guidance.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A separate report will be submitted at the 349th Session. Please refer to document GB.349/INS/4 .	349th Session (October–November 2023)	In progress

Final report of the tripartite working group on the full, equal and democratic participation in the ILO's tripartite governance – Report of the Co-Chairpersons

Decision adopted: [GB.347/INS/6](#)

The Governing Body:

- (a) took note of the final report of the tripartite working group on the full, equal and democratic participation in the ILO's tripartite governance;
- (b) welcomed the significant progress made in the ratification of the Instrument for the Amendment of the Constitution of the International Labour Organization, 1986, since the establishment of the working group;
- (c) urged the eight Members of chief industrial importance which have not yet ratified the 1986 constitutional amendment to consider favourably such ratification in the shortest possible time;
- (d) requested the Director-General to take all necessary initiatives aimed at bringing the 1986 constitutional amendment into effect and keep the Governing Body updated in subsequent November and March sessions until the amendment enters into force.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
Follow-up action under subparagraph (d) of the decision; an update on the status of ratification of the 1986 amendment is submitted to the Governing Body at its present session; see GB.349/INS/INF/3.		Completed

Proposals and road map for the review of the Global Strategy on Occupational Safety and Health adopted at the 91st Session (2003) of the International Labour Conference and the promotion of a safe and healthy working environment as a new fundamental principle and right at work

Decision adopted: [GB.347/INS/7](#)

The Governing Body:

- (a) approved the proposals and road map for the review of the Global Strategy on Occupational Safety and Health and for the promotion of a safe and healthy working environment as a fundamental principle and right at work;
- (b) requested the Director-General to prepare for the 349th Session (October–November 2023) of the Governing Body the Global Strategy on Occupational Safety and Health 2024–30 and the plan of action for its implementation, taking into account the guidance provided during the 347th Session (March 2023), as well as during the informal consultations to be held between April and October 2023.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A full report will be submitted to the 349th Session. Please refer to document GB.349/INS/8.		In progress

ILO strategy on decent work in supply chains

Decision adopted: GB.347/INS/8

The Governing Body requested the Office to take into account its guidance when implementing the comprehensive ILO strategy on decent work in supply chains, and to submit a report on the implementation of the strategy to its 353rd Session (March 2025) for its consideration.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
• Action programme on supply chains established and staffed. • International labour standards: scope of work for comprehensive mapping and analysis of regulatory and non-regulatory initiatives to address decent work deficits in supply chains established and consulted. • Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration): assessment of staff capacity needs/knowledge regarding the MNE Declaration and its operational tools. • Enabling rights: integration of supply chains into Office framework for action on freedom of association and collective bargaining. • Research, knowledge and practical tools: drafting of research strategy, reviews of Office data collection methods to measure decent work in supply chains, and identification of knowledge management needs. • Development cooperation: development of a theory of change for supply chains development cooperation interventions. • Policy coherence: development of Office strategies to strengthen the capacity of constituents to consider and implement labour provisions on trade agreements. • Operationalization: standard operating procedures issued for all action programmes on management modalities for technical and field staff involved in implementation of action programme goals, development of a resource mobilization plan to ensure adequate financing for strategy deliverables.	353rd Session (March 2025)	In progress

Outcome of the 17th Asia and the Pacific Regional Meeting (Singapore, 6–9 December 2022)

Decision adopted: GB.347/INS/9

The Governing Body requested the Director-General to:

- draw the attention of the ILO constituents, in particular those of the Asia and the Pacific and the Arab States regions, to the Singapore Statement by making the text available to:
 - the governments of all Member States, requesting them to communicate the text to national employers' and workers' organizations; and
 - the international organizations and non-governmental international organizations concerned;
- take the Singapore Statement into consideration when implementing current programmes and ensure its effective implementation in the context of future programme and budget proposals;
- develop an implementation plan on supporting constituents to give effect to the Singapore Statement;
- include in the programme implementation report for the biennium 2022–23 to be discussed at the 350th Session (March 2024) of the Governing Body, the key lessons learned in implementing the Singapore Statement and submit information on the implementation of the Singapore Statement for Governing Body discussion every two years until the next Asia and the Pacific Regional Meeting, as part of existing processes and mechanisms.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
The Office shared the Singapore Statement with tripartite constituents in 36 Member States in the Asia and the Pacific region and 11 Member States, and the Occupied Palestinian Territory, in the Arab States region, encouraging constituents to take into account the Singapore Statement in their respective national development framework and organizational plans.		Completed
The Office shared the Singapore Statement with all Resident Coordinators and members of the UN Country Teams (UNCTs) in Asia and the Pacific and Arab States regions and encouraged Resident Coordinators and the UNCTs to take the Singapore Statement into account in the formulation of the Common Country Analysis (CCA) and the United Nations Sustainable Development Cooperation Framework (UNSDCF) and in their respective country programme documents.		Completed
The Office reflected the Singapore Statement in the ILO's implementation of the current Programme and Budget for the biennium 2022–23, and will continue to reflect it in the planning mechanism for 2024–25, serving as foundation for an implementation plan.		In progress
In the margins of the 2023 International Labour Conference, the Office updated respective constituents' groups from Asia and the Pacific and the Arab States regions on actions taken by the Office including the development of an implementation plan of the Singapore Declaration, to which each group provided feedback.		Completed

Analysis of measures introduced in Governing Body meeting arrangements during the COVID-19 pandemic and their relevance for future sessions of the Governing Body and other meetings

Decision adopted: [GB.347/INS/10](#)

The Governing Body:

- decided that future sessions of the Governing Body will be held fully in person, with the added possibility for participants who are unable to travel to Geneva to connect remotely upon request to follow the debates and, if necessary, exercise the right to speak;
- recommended that the same modes of participation be applied to other ILO official meetings, where applicable, and in accordance with the Standing Orders for those meetings; and
- requested the Office to continue to implement the time management measures applied at the 346th Session of the Governing Body, including the fast-track approach trialled at that session to expedite items deemed non-controversial.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
The agreed arrangements were implemented and continue to be applied.		Completed

ILO regional meetings: Consideration of possibilities to maintain, discontinue or adapt future meetings

Decision adopted: GB.347/INS/11

The Governing Body requested the Office to continue to hold regional meetings and to prepare for consideration at its 349th Session (October–November 2023) scenarios allowing comparable outcomes to be achieved in a cost-effective manner, taking into account the different views expressed and guidance provided during the discussion.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A full report will be submitted separately to the Governing Body at its 349th Session. Please refer to document GB.349/INS/9: Proposals for the format of future ILO regional meetings.	349th Session (October–November 2023)	In progress

Follow-up report on further developments concerning the Social Dialogue Forum and the implementation by the Government of the Bolivarian Republic of Venezuela of the agreed plan of action to give effect to the recommendations of the Commission of Inquiry in respect of Conventions Nos 26, 87 and 144

Decision adopted: GB.347/INS/13(Rev.1)

The Governing Body, on the recommendation of its Officers:

- took note of the report on the third Social Dialogue Forum held from 30 January to 1 February 2023 while reiterating its call to the Government of the Bolivarian Republic of Venezuela to accept the recommendations of the Commission of Inquiry;
- requested the Government to accelerate the implementation of the commitments adopted in the action plan as updated by the Social Dialogue Forum in February 2023, in order to continue achieving concrete results without delay;
- requested the Director-General to continue collaborating with the Government and the social partners of the Bolivarian Republic of Venezuela on the full implementation of the recommendations of the Commission of Inquiry and the effective application of Conventions Nos 26, 87 and 144 in law and practice, and to submit to the 349th Session (November 2023) of the Governing Body a further report on any developments concerning the above;
- requested the Director-General to engage with the Government so that an ILO expert on social dialogue accompanies and supports, on a continuous basis, the implementation of the action plan.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A full report will be submitted separately to the Governing Body at its 349th Session. Please refer to document GB.349/INS/11.	349th Session (October–November 2023)	In progress

Follow-up to the resolutions concerning Myanmar adopted by the International Labour Conference at its 102nd (2013) and 109th (2021) Sessions

Decision adopted: [GB.347/INS/12](#)

In the light of the developments in Myanmar outlined in document GB.347/INS/12 and recalling the resolution for a return to democracy and respect for fundamental rights in Myanmar adopted by the International Labour Conference at its 109th Session (2021), the Governing Body:

- (a) recalled the terms of the decision of the June 2022 Governing Body session, which remain valid and relevant in their entirety;
- (b) decided to remain seized of the matter and requested the Director-General to keep it regularly informed of all further developments.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
The report of the Commission of Inquiry appointed to consider the complaint concerning non-observance by Myanmar of the Forced Labour Convention, 1930 (No. 29), and the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), will be submitted to the 349th Session. Please refer to document GB.349/INS/14.	349th Session (October–November 2023)	In progress

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

Decision adopted: [GB.347/INS/15\(Rev.2\)](#)

Taking note of the report submitted by the Government of Bangladesh on progress made with the implementation of the road map of actions, the Governing Body, on the recommendation of its Officers:

- (a) requested the Government to report on further progress made in the implementation of the road map of actions to address all the outstanding issues mentioned in the article 26 complaint at its 349th Session (October–November 2023);
- (b) decided to defer the decision on further action in respect of the complaint to that session or any subsequent session.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A full report will be submitted separately to the Governing Body at its 349th Session. Please refer to document GB.349/INS/12.	349th Session (October–November 2023)	In progress

Report on developments relating to the resolution concerning the Russian Federation's aggression against Ukraine from the perspective of the mandate of the International Labour Organization

Decision adopted: GB.347/INS/16

In the light of the developments in Ukraine outlined in document GB.347/INS/16 and the resolution on 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), taking into account the discussions held and the guidance provided during its 347th 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 this aggression is causing to tripartite constituents – workers, employers and its democratically elected Government – in Ukraine, and to 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 responding 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 detailed plan for reinforcing the ILO's presence in Ukraine;
- (f) further requested the Director-General to enhance resource mobilization efforts for other affected countries across the subregion of Eastern Europe and Central Asia;
- (g) requested that the Director-General continue monitoring the impact on the world of work of the Russian Federation's aggression against Ukraine and report to the Governing Body at its 348th Session (June 2023) on developments in the light of the resolution, including the ILO's continued engagement with relevant UN bodies involved in monitoring human rights violations, and the situation of maritime and nuclear workers.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A full report will be submitted separately to the Governing Body at its 349th Session. Please refer to document GB.349/INS/15.	349th Session (October–November 2023)	In progress

Annual report on the implementation of the ILO technical cooperation programme “Strengthening the National Tripartite Committee on Labour Relations and Freedom of Association in Guatemala for the effective application of international labour standards”

Decision adopted: [GB.346/INS/10](#)

The Governing Body took note of the information provided by the Office in document GB.346/INS/10, and in particular the priority actions identified during the joint mission of the ILO, the International Organisation of Employers and the International Trade Union Confederation.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A full report will be submitted separately to the 349th Session. Please refer to document GB.349/INS/10.	349th Session (October–November 2023)	In progress

Update on the United Nations reform

Decision adopted: [GB.346/INS/8](#)

The Governing Body:

- (a) took note of the current status of the reform of the United Nations development system and invited the Director-General to take into consideration the views expressed by the Governing Body in the ILO’s continued engagement in and implementation of the reform and in supporting tripartite constituents in engaging in UN Sustainable Development Cooperation Frameworks and Common Country Analyses;
- (b) requested the Director-General to provide a further report on the UN reform process and the measures taken by the Office at its 349th Session (October–November 2023); and
- (c) requested the Director-General to provide the Governing Body at its 349th Session (October–November 2023) with an update on the Global Accelerator on Jobs and Social Protection for Just Transitions and to report regularly, starting in November 2023, on the implementation of “Our Common Agenda” of the UN Secretary-General and the ILO’s engagement in those initiatives.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A full report will be submitted to the 349th Session. Please refer to document GB.349/INS/5.	349th Session (October–November 2023)	In progress

Matters arising out of the work of the 110th Session (2022) of the International Labour Conference – Follow-up to the resolution concerning the third recurrent discussion on employment

Decision adopted: GB.346/INS/3/1

The Governing Body requested the Director-General to take into account its guidance in implementing the plan of action on employment for 2022–27 as set out, including the corresponding financial implications, while seeking to meet additional financing requirements, to the extent possible, by reprioritizing within existing budgets and/or through renewed resource mobilization efforts.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- Coherent macroeconomic and sectoral policies have been promoted and implemented through: - regional support (especially in Africa) and country level support; - capacity-building activities, including Youth Employment Academy at the Turin Centre; - rapid assessment and support in crisis effected countries (e.g. Sri Lanka and Ukraine); - gender-sensitive diagnostics and gender responsive employment policies, including care sector (e.g. Argentina and Nepal).		Completed
Major research: <i>2nd Global Employment Policy Review</i>; <i>Global Employment Trends for Youth 2022</i>; <i>Building Better Formal TVET Systems</i> (with World Bank and UNESCO).		Completed
- Promoting sustainable and productive enterprises through: - a joint project on productive ecosystems; - support for job-rich trade in the Southern Mediterranean.		In progress
Promoting job quality in the impact measurement frameworks of development banks.		
- Standards-related action: - promotion campaign for the Employment Service Convention, 1948 (No. 88), and the Private Employment Agencies Convention, 1997 (No. 181) - promotion of the Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204), and the Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205) - adoption of the Quality Apprenticeships Recommendation, 2023 (No. 208) - enforcing the understanding of the importance of international labour standards through EIIP in Afghanistan, Yemen, Iraq and Syrian Arab Republic		
- Enhanced implementation support through more responsive technical assistance, knowledge development and partnerships through: - the Employment Policy Action Facility; - expanded partnerships including with EU countries; - the Global Initiative on Decent Jobs for Youth with new partners and with joint publications, including on digital skills, hazardous occupations, and inclusion of people with disabilities; - research on living wages; - new tools in the area of skills and lifelong learning.		

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| <ul style="list-style-type: none"> • Strengthening the ILO's mandate and leadership within the multilateral system and promoting policy coherence through: <ul style="list-style-type: none"> ◦ the Global Accelerator; ◦ effective communication including through the EMPLOYMENT podcast series; ◦ major events on good practices and research findings (e.g. Employment Policy Symposium); ◦ supporting G7, G20 and Brazil, the Russian Federation, India, China and South Africa (BRICS) in in the area of employment. | In progress |
| <ul style="list-style-type: none"> • Tool on gender-responsive sectoral policies; publication on green and digital sectoral policies, promotion of Recommendation No. 208. | Envisaged |

Matters arising out of the work of the 110th Session (2022) of the International Labour Conference – Follow-up to the resolution concerning decent work and the social and solidarity economy

Decision adopted: [GB.346/INS/3/2](#)

The Governing Body endorsed the proposed strategy and action plan on decent work and the social solidarity economy and requested the Director-General to consider its guidance in implementing the strategy.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
• The research and statistical knowledge base on the social solidarity economy (SSE) continues to be built and strengthened. This includes policy research in five countries in Asia; SSE assessments and national validation workshops in six countries in Africa in partnership with the African Union; a five-country pilot initiative on the international guidelines on statistics of cooperatives; and a road map on statistics of the SSE for discussion at the 21st International Conference of Labour Statisticians (ICLS). • Policy advice and capacity-building support is provided on an ongoing basis, including: ◦ technical support for the development of the new cooperative law adopted in Vietnam; ◦ guidelines for SSE legislation developed to assist developing country legislators; ◦ training tools are adapted to different sectors (e.g. aquaculture and care sectors) and for diverse target groups (e.g. refugees, youth); ◦ translation and dissemination of tools on child labour and occupational safety and health (OSH) for cooperatives in agriculture have been undertaken; SSE advocacy modules for the UN Task Force on the Social and Solidarity Economy (UNTFSE) were delivered with the International Training Centre of the ILO (ITCILO) Turin • Partnerships and resource mobilization efforts are ongoing. These align with the recommendations of the UN resolution on promoting the SSE for sustainable development. A structured policy and funding dialogue on the SSE and decent work will be conducted in late 2023.		In progress

Matters arising out of the work of the 110th Session (2022) of the International Labour Conference – Follow-up to the resolution on the inclusion of a safe and healthy working environment in the ILO’s framework of fundamental principles and rights at work

Decision adopted: [GB.346/INS/3/3](#)

The Governing Body:

- (a) place on the agenda of the 111th Session (2023) of the International Labour Conference an item concerning the adoption of a Convention and a Recommendation with a view to introducing amendments to specific provisions of 15 instruments, consequential to the inclusion of a safe and healthy working environment in paragraph 2 of the ILO Declaration on Fundamental Principles and Rights at Work (1998) as amended in 2022, and invite the Office to circulate a succinct report to that effect, by 22 December 2022, including the proposed texts for the instruments;
- (b) adopt the consequential amendments to the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) set forth in Appendix III to document GB.346/INS/3/3;
- (c) include the two new fundamental Conventions, the Occupational Safety and Health Convention, 1981 (No. 155), and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), and their accompanying Recommendations, under the strategic objective of fundamental principles and rights at work for the purposes of future recurrent discussions;
- (d) apply a three-year cycle to reports requested under article 22 of the Constitution for Conventions Nos 155 and 187, as from 2024;
- (e) request the Office to submit to the Governing Body at its 347th Session (March 2023) proposals to adapt the current reporting arrangements under article 22 of the Constitution for Members that have ratified the new fundamental Conventions Nos 155 and 187 and a proposed report form for Members that have not ratified one or both Conventions under the follow-up to the 1998 Declaration;
- (f) request the Office to prepare a document for its 347th Session (March 2023) containing proposals and a road map for the review of the Global Strategy on Occupational Safety and Health adopted at the 91st Session of the Conference and the promotion of a safe and healthy working environment as a new fundamental principle and right at work.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
In relation to subparagraph (a), at its 111th Session (June), the Conference adopted the: (i) Safe and Healthy Working Environment (Consequential Amendments) Convention, 2023 (No. 191); (ii) Safe and Healthy Working Environment (Consequential Amendments) Recommendation, 2023 (No. 207). Further to the decision taken by the Governing Body at its 347th Session on the proposals and a road map for the review of the Global Strategy on Occupational Safety and Health and the promotion of a safe and healthy working environment as a new fundamental principle and right at work, a document on the global strategy for 2024–30 and the plan of action for its implementation will be submitted to the 349th Session (October–November 2023).		In progress

Follow-up to the resolution concerning skills and lifelong learning adopted by the International Labour Conference at its 109th Session (2021) - The ILO strategy on skills and lifelong learning for 2022–30

Decision adopted: [GB.346/INS/4](#)

The Governing Body endorsed the proposed strategy on skills and lifelong learning for the period 2022–30 and the plan of action for the period 2022–25 and requested the Director-General to consider its guidance in implementing the strategy.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- The Office is supporting capacity development of governments and social partners on skills development and lifelong learning, in collaboration with ITCILO and CINTERFOR, through the Academy on Youth Employment (July 2023), the Academy on Skills Development (October 2023) and other courses. - Various policy and research products have been published and widely disseminated. South–South knowledge exchange is promoted, including through the regional conference on strengthening apprenticeships in the informal economy in Africa (February 2023). Further development of knowledge products continues through research partnerships with institutions, such as SkillsFuture Singapore (SSG), Korea Research Institute for Vocational Education and Training (KRIVET), and the Network for International Policies and Cooperation on Education and Training (NORRAG). - New resource mobilization opportunities and strategic partnerships are pursued with International Financial Institutions, UN agencies and other development partners, such as African Development Bank (AfDB), the Islamic Development Bank (IsDB), World Bank, United Nations Office for Project Services (UNOPS), United Nations Industrial Development Organization (UNIDO), World Food Programme (WFP), European Union (EU), Germany, Japan, Switzerland and J.P. Morgan. - The Office is enhancing its standards-related actions relevant to skills development and lifelong learning, including developing an action plan for implementation of Recommendation No. 208. - The Office is strengthening its global leadership and partnerships in skills and lifelong learning at multilateral forums such as G20, G7, Global Education Forum (GEF) and Inter-Agency Group on Technical and Vocational Education and Training (IAG-TVET).		In progress

Follow-up to the resolution concerning inequalities and the world of work – Comprehensive and integrated ILO strategy to reduce and prevent inequalities in the world of work

Decision adopted: [GB.346/INS/5](#)

The Governing Body requested the Director-General to take into account its guidance concerning the proposed comprehensive and integrated ILO strategy to reduce and prevent inequalities in the world of work, including the corresponding financial implications, while seeking to meet additional financing requirements to the extent possible by reprioritizing within existing budgets and/or through renewed resource mobilization efforts.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- The ILO has begun designing country strategies to reduce and prevent inequalities in the world of work in three pilot countries (Iraq, Chile, Namibia) and is continuing consultations to identify the additional two. Consultations are under way at national level to design strategies that reflect the demands and needs of local constituents and the characteristics of the national context. An interdepartmental and interregional Task Force on Inequalities has been established within the ILO to facilitate the mobilization of expertise in a broad range of policy areas to support this work. - The ILO Task Force on Inequalities has begun to mainstream the reduction and prevention of inequality within the activities of the Organization at global, regional and national levels. - The ILO has taken several actions to reinforce its role in ongoing debates and initiatives related to inequalities within the multilateral system. It, notably, commenced work to establish a network among like-minded partners to emphasize the role and added value the ILO can play to fight inequalities. The Office is partnering with other UN agencies to develop and implement proposals for integrating issues of inequalities into the UN processes including the planned summits in 2024 and 2025.		In progress

Promoting productivity ecosystems for decent work

Decision adopted: [GB.346/INS/9](#)

The Governing Body took note of the update on the Office's work on productivity ecosystems for decent work and requested the Director-General to take into account its guidance when implementing the approach.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- The implementation of the Productivity Ecosystems for Decent Work (PE4DW) pilot programme in Ghana, South Africa and Viet Nam continues and proposals for its implementation in other countries are being developed. - Policy support provided to the BRICS Employment Working Group on the productivity ecosystem approach and a PE4DW BRICS proposal developed. - Advocacy and capacity-building efforts for strengthening and establishing productivity organizations in Africa and the Middle East and North Africa (MENA) regions, together with partners including the Pan-African Productivity Association, are ongoing. Also capacity-development courses PE4DW are delivered with ITCILO in Turin. - The recently adopted conclusions from the Just Transition General Discussion are being integrated into the productivity ecosystem approach and the PE4DW programme to strengthen the environmental aspects of sustainable enterprise development, in particular at enterprise and sectoral levels. - Officewide knowledge building and collaboration on the productivity ecosystem is further strengthened including through the establishment of a cross-policy internal working group on productivity and decent work.		In progress

Matters arising out of the work of the 109th Session (2021) of the International Labour Conference – Follow-up to the resolution concerning the recurrent discussion on the strategic objective of social protection (social security)

Decision adopted: GB.343/INS/3/1

The Governing Body requested the Director-General to:

- (a) take into account its guidance in implementing the plan of action on social security for 2021–26 as set out in document GB.343/INS/3/1;
- (b) consider the plan in the preparation of future programme and budget proposals.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
The following is a selection of some of the actions: - Supporting Member States on designing, financing, implementing, reforming and monitoring national social protection systems (e.g. Cabo Verde, Ecuador, Indonesia, Oman, Paraguay, Senegal, Uzbekistan). - Supporting Member States towards the ratification and application of Social Security (Minimum Standards) Convention, 1952 (No. 102), including through its Global Campaign. In 2023, Côte d'Ivoire and Iraq ratified Convention No. 102 bringing the number of ratifications to 65. - Co-leading the implementation of the UN Secretary-General's initiative on the Global Accelerator on Jobs and Social Protection for Just Transitions [Updates are provided in GB.349/INS/5 (Developments in the United Nations System).] - Supporting Member States on social protection financing and public finance management (e.g. Angola, Cambodia, Mozambique, Paraguay) combined with research, development of tools for fiscal space analysis, and engagement with international financial institutions on national social protection priorities, options to extend fiscal space and to increase policy coherence (e.g. ILO/IMF pilot collaboration in Iraq, Mozambique, Togo and Uzbekistan). ILO/IMF collaboration resulted in the inclusion of social protection in IMF Article IV reports for Mozambique, Uzbekistan and Togo (forthcoming). The extension of ILO/IMF collaboration to further countries is ongoing. - As custodian agency for SDG target 1.3, updated data for 80 countries (adding to the 60 updated in 2022), and new estimates of the financing gap for SDG targets 1.3 and 3.8 are being completed for 2024.		In progress
A feasibility study assessing experiences in setting-up global funds and their implications, is available. The findings will inform options for a global financing mechanism for social protection.		Completed

POL – Policy Development Section

POL – Employment and Social Protection Segment

Temporary labour migration

Decision adopted: [GB.346/POL/1](#)

The Governing Body requested the Director-General to take into account its guidance concerning the proposed ways forward to maximize the opportunities and minimize the risks associated with temporary labour migration, including exploring further good practices and means for their implementation, and enhancing the participation of the social partners in the design, monitoring and implementation of temporary labour migration schemes of all types.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- Organization of a meeting of the ILO's Expert Group on Temporary Labour Migration (academics from different disciplines and world regions) in September 2023 to exchange on ways forward with temporary labour migration (TLM). The workshop fostered interregional learning on good TLM practices and discuss weaknesses of current TLM programmes and how to overcome them. - Knowledge development on the reduction and prevention of inequalities and social tensions created by some forms of TLM and preparation of a policy-oriented edited volume, for publication in the biennium 2024–25, inter alia based on the findings of the September 2023 workshop. Preliminary title “Temporary Labour Migration: Towards Social Justice?”. - Preparation of regional and/or thematic policy briefs to inform about innovative ways forward with TLM and propose means of tackling specific shortcomings of TLM schemes.		In progress

Securing social protection for migrant workers and their families: Challenges and options for building a better future

Decision adopted: [GB.344/POL/1](#)

The Governing Body:

- took note of the measures and activities for securing social protection for migrant workers and their families, set out in document GB.344/POL/1; and
- requested the Director-General to take into account its guidance when preparing future programme and budget proposals with a view to furthering measures aimed at securing and extending social protection for migrant workers and their families through all relevant ILO means of action.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
Policy and knowledge development: Guidance note on Migrant Welfare Funds and <i>Intervention model on how to extend social protection to migrant workers in the informal economy</i> published. Other intervention models with practical guidance forthcoming (e.g. on social security agreements and migrant fishers).		Completed

• Legal mapping of social protection coverage of migrant workers and refugees updated, feeding into the World Social Protection Database and Convention No. 102 ratification campaign.	Partly completed
• Capacity-building services regarding migrant workers' social protection with ITCILO and the International Social Security Association: annual e-learning course ; sessions of the Labour Migration Academy; country and regional tailor-made courses based on the Guide; training module on statistics and monitoring SDG target 1.3. In addition, a module for the Massive Open Online Course on Social Protection of the SDG Academy was developed by the ILO.	Completed
• Technical advisory services delivered on the extension of social protection to migrant workers, e.g. in Morocco, Egypt, Kenya, Indonesia, Jordan, Oman, the Philippines, Seychelles, Gulf Cooperation Council countries, and to subregional bodies and regional economic communities in Africa and Asia.	Completed
• Partnerships: calls for inclusive social protection and collaboration through inter-agency initiatives (Social Protection Inter-Agency Cooperation Board, UN Network on Migration, and the UN Global Accelerator on Jobs and Social Protection for Just Transitions).	In progress

POL – Social Dialogue Segment

Sectoral meetings held in 2022, proposals for meetings in 2023, and recommendations of the sectoral advisory bodies for work in 2024–25

Decisions adopted: GB.346/POL/3

The Governing Body:

- approved the records of proceedings of the three meetings referred to in section I of document GB.346/POL/3 and authorized the Director-General to publish them;
- requested the Director-General, when drawing up proposals for future work, to take into consideration, promote and disseminate the conclusions, and implement the recommendations for future action by the ILO, produced by the meetings referred to in section I of document GB.346/POL/3;
- authorized the Director-General to publish, disseminate and provide capacity building for the implementation of the revised code of practice on safety and health in construction;
- authorized the Director-General to notify, in accordance with Guideline B2.2.4 of the Maritime Labour Convention, 2006, as amended (MLC, 2006), the revised amount of the minimum monthly basic pay or wage figure for able seafarers to the Members of the ILO;
- approved the convening of the Subcommittee on Wages of Seafarers of the Joint Maritime Commission in the first half of 2025;
- took note of the decision of the Council of the International Maritime Organization (IMO) at its 127th session to appoint the eight governments as stated in paragraph 20 of GB.346/POL/3 as IMO representatives to the first meeting of the Joint ILO–IMO Tripartite Working Group to identify and address seafarers' issues and the human element (13–15 December 2022), and to invite all other ILO Member States to the meeting as observers;
- endorsed the proposals contained in Appendix I to document GB.346/POL/3 relating to the dates, duration, official title, purpose and composition of the meetings listed therein;
- approved the postponement of the meeting of experts to produce joint ILO–IMO guidelines for medical examination of fishers from the third quarter of 2023 to the first quarter of 2024; and
- agreed to notify the Office of the appointment and election of the Chairpersons and three Vice-Chairpersons of the meetings referred to in section II of document GB.346/POL/3 one month prior to each meeting.

Decision adopted: [GB.347/POL/2](#)

The Governing Body:

- (a) approved the records of proceedings of the two technical meetings and the meeting of the Joint IMO–ILO tripartite working group referred to in section I of document GB.347/POL/2 and authorized the Director-General to publish them;
- (b) requested the Director-General to bear in mind, when drawing up proposals for future work, the recommendations for future action by the ILO made by the meetings referred to in section I of document GB.347/POL/2;
- (c) authorized the Director-General to publish the guidelines on how to deal with seafarer abandonment cases (subject to adoption by the Legal Committee of the International Maritime Organization at its 110th Session in March 2023);
- (d) took note of the recommendations of the Joint Action Group to review the impact of the COVID-19 pandemic on the world's transport workers and the global supply chain and requested the Director-General to ensure appropriate follow-up action;
- (e) deferred to its 349th Session (October–November 2023) the decision on the format of a meeting on the promotion of decent work in the transport (railways) sector; and
- (f) endorsed the programme of global sectoral meetings and other sectoral work for the biennium 2024–25 set out in section II and Appendix I to document GB.347/POL/2, as recommended by the sectoral advisory bodies, subject to the approval by the International Labour Conference at its 111th Session (June 2023) of the corresponding allocations in the Programme and Budget for 2024–25.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
The records of proceedings as referred to in section I of documents GB.346/POL/3 and GB.347/POL/2 have been published online.		Completed
The <i>Code of Practice on Safety and Health in Construction</i> has been published in English, French and Spanish.		Completed
The <i>Code of Practice on Safety and Health in Construction</i> (published November 2022) has been translated into Arabic and Portuguese to facilitate its implementation through country-level interventions and capacity-building events.	349th Session (October–November 2023)	In progress
The Legal Committee of the International Maritime Organization at its 110th Session in March 2023 adopted resolution LEG.6(110) on <i>Guidelines on how to deal with seafarer abandonment cases</i>. The resolution invited all flag States, port States and seafarer supply States to implement the guidelines in future abandonment cases as well as for all IMO Member Governments to consider amending their national legislation as appropriate, to give full and complete effect. In addition, all IMO Member Governments and non-governmental organizations in consultative status with IMO and ILO are encouraged to circulate the Guidelines. The Office is in the process of publishing the Guidelines.		
As follow-up to the conclusions and recommendations of the Technical meeting on the impact of digitalization in the finance sector (24–28 January 2022), the Office has initiated a global research on the impact of digitalization in the finance sector. The research will include a systematic mapping of policies, initiatives and practices in the finance sector in three regions (through surveys conducted in Africa, Asia and the Pacific and Latin America), in depth analysis of three to five case studies covering various thematic areas as well as policy recommendations for enterprises, trade unions and relevant government institutions highlighting key issues and possible future actions.		

In progress

- As follow-up to the conclusions and recommendations of the Technical meeting on COVID-19 and sustainable recovery in the tourism sector (25–29 April 2022), the Office has disseminated the conclusions through various means including by actively participating in the G20 Ministerial Meetings. Both the [G20 Bali Guidelines](#) and the [G20 Goa Roadmap](#) underscored the importance of social dialogue for a sustainable recovery of the sector through generation of decent work as called for by the conclusions of the ILO technical meeting. The recommendations are being implemented through targeted country-level initiatives, with a particular focus on capacity-building.
- As follow-up to the recommendations of the Joint Action Group to review the impact of the COVID-19 pandemic on the world's transport workers and the global supply chain, the UN Secretary-General's Executive Committee established a UN inter-agency Task Force on the impact of COVID-19 on seafarers. The Task Force updated to the UN Secretary-General's Executive Committee of its work in July 2023. The Office, in collaboration with the secretariats of the UN agencies and entities concerned, is following up on the recommendations of the Joint Action Group and the UN inter-agency Task Force in advising the UN Development Cooperation Office (DCO) and UN Resident Coordinators (UNRCs) on potential targeted and coordinated outreach efforts to better inform national decision-makers and the public on the challenges posed by health emergencies to seafarers, including gender-specific threats, shipping and supply chain. The Office is providing technical inputs towards the development by the WHO of its Convention, agreement and other international instruments on pandemic prevention, preparedness and response.
- As follow-up to the conclusions and recommendations of the Technical meeting on the protection of whistle-blowers in the public service sector (26–30 September 2022), the Office is working with the United Nations Office on Drugs and Crime (UNODC) and the UN Office of the High Commissioner for Human Rights (OHCHR) to launch research on: (a) the scope of reporting persons in need of protection; (b) reporting activities that trigger protection; (c) mapping what UN agencies are doing on the subject; and (d) how to mine data from country reports. Engagement with the Organisation for Economic Co-operation and Development (OECD) has also been sought for this work.
- In follow-up to the conclusions and recommendations of the Technical meeting on the future of work in the oil and gas industry (28 November–2 December 2022), the Office is providing technical input to the “World Energy Employment Report” by the International Energy Agency (IEA) as a peer reviewer. The report aims to provide an objective look at energy sector employment trends across the entire energy supply chain, by sector and by region. It will also include first-time estimates on employment in the supply of critical minerals and hydrogen and will provide examples of successful efforts by companies and governments to prepare their workforce for the clean energy transition.

POL – Multinational Enterprises Segment

Taking stock five years after the adoption of the revised Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy

Decision adopted: GB.346/POL/5

The Governing Body requested the Director-General:

- (a) to scale up activities in support of constituents to make better use of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration), in line with the building blocks for a comprehensive strategy on achieving decent work in supply chains;
- (b) to strengthen and promote operational tools, as outlined in Annex II of the MNE Declaration;
- (c) to further mainstream the MNE Declaration in relevant development cooperation programmes and ILO engagement with enterprises;
- (d) to strengthen ILO engagement with other international organizations to advance decent work through the promotion of the MNE Declaration in the context of trade, investment and supply chains; and
- (e) to facilitate resource mobilization to that effect.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
“Constituents making better use of the MNE Declaration” is a specific outcome of the ILO strategy on decent work in supply chains and mainstreamed in other strategy outcomes, providing opportunities for the MNE Declaration to be further mainstreamed in ILO development cooperation on trade, investment and supply chains.	350th Session (March 2024)	Strategy completed, implementation in progress
The Office and ITCILO increased global, regional and national training offers for constituents on the MNE Declaration and facilitated national workshops on making use of the MNE Declaration in the context of trade, investment and supply chains.		In progress
The ILO Helpdesk for Business further expanded user reach, including a promotional campaign launched in Latin America as part of the Responsible Business Conduct in Latin America (RBCLAC) project.		
No new company-union dialogue facilitation requests were received since the last reporting. The Office will prepare a strategy to give further visibility to the service.		
Nine Member States have appointed national focal points for the promotion of the MNE Declaration. Other Member States are considering appointments while also taking ownership in making use of the Declaration, with Office support if requested.		
ILO strengthened collaboration with OECD, OHCHR and UNDP through joint events, tool development and projects and joined the World Alliance for Investment (WIDA) to further collaboration with the United Nations Conference on Trade and Development (UNCTAD), UNIDO, World Association of Investment Promotion Agencies (WAIPA) on investment and trade for decent work.		
Resources mobilization efforts focused on responsible business conduct and decent work in supply chains.		

LILS – Legal Issues and International Labour Standards Section

LILS – International Labour Standards and Human Rights Segment

Report of the seventh meeting of the Standards Review Mechanism Tripartite Working Group (Geneva, 12–16 September 2022) – Report of the Officers

Decision adopted: [GB.346/LILS/1](#)

The Governing Body took note of the report of the Officers concerning the seventh meeting of the Standards Review Mechanism Tripartite Working Group (SRM TWG) and, in approving its recommendations:

- (a) welcomed the SRM TWG's consensual recommendations;
- (b) decided that the instrument concerning employment injury that was reviewed by the SRM TWG should be considered to have the classification "up to date";
- (c) once again called upon the Organization and its tripartite constituents to take concerted steps to follow up on all its recommendations as organized by the SRM TWG into practical and time-bound packages of follow-up action, noting in particular promotion of the ratification and effective implementation of Conventions Nos 102 (Part VI) and/or 121, with a view to including their application to agricultural workers, by Member States in which Conventions Nos 12, 17, 18 and 42 are currently in force;
- (d) requested the Office to take the necessary action in follow-up to the recommendations of the SRM TWG at this and previous meetings as a matter of institutional priority;
- (e) invited the Committee of Experts on the Application of Conventions and Recommendations to consider seeking information from Member States on their application, in law and practice, of Conventions Nos 102 (Part VI) and 121 to agricultural workers;
- (f) requested the Office to prepare a background paper on the implications of gendered and other obsolete and inappropriate terms and references in all international labour standards, to be placed on the agenda of the Governing Body for discussion at the earliest possible date with a view to deciding on appropriate follow-up actions;
- (g) noted the SRM TWG's recommendations concerning the abrogation and withdrawal of certain instruments, in relation to which it will consider:
 - (i) placing an item concerning the abrogation of Conventions Nos 17, 18 and 42 and the withdrawal of Recommendations Nos 22, 23 and 24 on the agenda of the 121st Session of the International Labour Conference (2033);
 - (ii) an evaluation will be held in 2028 to assess whether Member States with effective ratifications of Conventions Nos 17, 18 and 42 have taken any necessary action to ratify either Convention No. 102 (Part VI) or Convention No. 121. If progress has not been made, the date at which the International Labour Conference will consider the item for abrogation and withdrawal may be reconsidered by the Governing Body;
- (h) decided to convene the eighth meeting of the SRM TWG from 11 to 16 September 2023, at which it should review ten instruments, and examine the follow-up to 14 outdated instruments, concerning maternity protection, protection of children and young persons, and social security (old age, invalidity and survivors' benefits), as included in sets of instruments 5, 9, and 15 of the SRM TWG's initial programme of work; and
- (i) requested the Office to prepare for its consideration at the 347th Session (March 2023), in the context of the discussion on final clauses of international labour Conventions, a draft resolution that would amend the final clause concerning the authoritative language versions, for transmission to the Conference at its 111th Session (2023).

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- The ongoing Office-wide collaboration to support the SRM TWG and to ensure comprehensive and effective follow-up of all the SRM TWG's recommendations, recognizing the Governing Body's request for this follow-up to be an institutional priority, continues this year. - Specific outputs have been included in the Programme and Budget for 2024–25 with a view to supporting constituents in following up on the recommendations of the SRM TWG, with a particular focus on the global campaign promoting the ratification of up-to-date instruments. - Within the context of the SRM TWG's decision at its seventh meeting to accelerate its reviews, a report will be submitted to the Governing Body following the eighth meeting of the SRM TWG. - An Office background paper on the implications of gendered and other inappropriate language and references in international labour standards will be prepared for discussion by the Governing Body at its 352nd Session in October–November 2024.	349th Session (October–November 2023)	In progress

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

Decision adopted: GB.344/LILS/3

The Governing Body:

- thanked the Officers and Members of the Standards Review Mechanism Tripartite Working Group (SRM TWG) for the information allowing it to undertake a third evaluation of the functioning of the SRM TWG;
- reiterated the importance of the SRM TWG in contributing to ensuring a clear, robust and up-to-date body of international labour standards and stressed the need for timely follow-up action by Member States, social partners as well as by the Office to its recommendations as adopted by the Governing Body; and
- 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 in March 2024.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- The Governing Body's request to the SRM TWG was transmitted at its seventh meeting (September 2022). - Information on the functioning of the SRM TWG will be provided to the Governing Body to allow it to undertake a fourth evaluation at its 350th Session in March 2024. A separate report on the functioning of its eighth meeting will be submitted to the Governing Body at its 349th 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 an institutional priority, continues this year. The Programme and Budget for 2024–25 again includes outputs to support follow-up to the recommendations of the SRM TWG.	350th Session (March 2024)	In progress

LILS – Legal Issues Segment

Final provisions of international labour Conventions

Decision adopted: GB.347/LILS/1

The Governing Body:

- (a) took note of the information presented in document GB.347/LILS/1 and transmitted the draft resolution contained in Appendix III concerning the final Articles of international labour Conventions to the 111th Session (2023) of the International Labour Conference for possible adoption;
- (b) decided to defer the discussion on the final Articles of international labour Conventions to a future session of the Governing Body.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
Adoption by the Conference at its 111th Session (June 2023) of the resolution concerning the final provisions of international labour Conventions.		Completed

Composition of the International Labour Conference and regional meetings

Decision adopted: GB.347/LILS/2

The Governing Body:

- (a) urged Member States to comply with their constitutional obligation to accredit full tripartite delegations to sessions of the International Labour Conference and regional meetings;
- (b) urged all groups to aspire to achieve gender parity among their accredited delegates, advisers and observers to the Conference and regional meetings;
- (c) requested the Director-General to:
 - (i) continue to monitor the situation of Member States which fail to accredit a tripartite delegation to sessions of the International Labour Conference and regional meetings and of those which have not reached the minimum target of 30 per cent of women's participation, with the ultimate goal of gender parity;
 - (ii) continue providing technical assistance to all groups, as might be needed, to reach gender parity in delegations;
 - (iii) periodically report to the Governing Body on these matters.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
Follow-up action under subparagraph (c).	After a full cycle of regional meetings has been completed	In progress

Improving the Rules governing the appointment of the Director-General

Decision adopted: GB.347/LILS/3(Rev.2)

The Governing Body approved the amendments to Annex III to the Compendium of rules applicable to the Governing Body of the International Labour Office and to articles 4.6 and 7.7 of the Staff Regulations set forth in [Appendix I](#) to document GB.347/LILS/3 (Rev.2), as amended.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
Annex III of the Compendium of rules applicable to the Governing Body was updated and published on 29 March 2023. The Director-General has amended articles 4.6 and 7.7 and published these amendments on 2 May 2023.		Completed

PFA – Programme, Financial and Administrative Section

PFA – Programme, Financial and Administrative Segment

The Director-General's Programme and Budget proposals for 2024-25

Decision adopted: GB.347/PFA/1/1(Rev.1)

The Governing Body decided:

- (a) to approve the use of the balance of the Special Programme Account in the amount of CHF4.8 million (estimated at US\$5.3 million at the 2022–23 budget rate of exchange of CHF0.9 to the US dollar) to partially offset the one-off cost of US\$7 million to fund the two sessions of the International Labour Conference in 2024 and 2025;
- (b) to recommend to the International Labour Conference at its 111th Session (June 2023):
 - (i) to approve a provisional programme level of US\$885,303,443 estimated at the 2022–23 budget rate of exchange of CHF0.9 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
 - (ii) to adopt the following resolution:

The General Conference of the International Labour Organization,

In virtue of the Financial Regulations, adopts for the 79th financial period, ending 31 December 2025, 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.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- At its 111th Session (June 2023), the Finance Committee of the International Labour Conference: - Reaffirming the commitment expressed by all the tripartite constituents during the 347th Session (March 2023) of the Governing Body, as well as in the Finance Committee, strongly reiterated by the Director-General on behalf of the Office, to combat all forms of discrimination and exclusion on any ground for the benefit of all. - Mindful of the different positions expressed on some issues during the discussion on the Programme and Budget at the 347th Session (March 2023) of the Governing Body as well as in the Finance Committee, as reflected in the respective Minutes of the sessions (GB.347/PFA/PV and ILC.111/Record No. 3A). - Recommended to the Conference to adopt the following resolution: The General Conference of the International Labour Organization, In virtue of the Financial Regulations, adopts for the 79th financial period, ending 31 December 2025, the budget of expenditure of the International Labour Organization amounting to US\$879,800,000 and the budget of income amounting to US\$879,800,000 which, at the budget rate of exchange of CHF0.91 to the US dollar, amounts to CHF800,618,000, 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. - The resolution as recommended by the Finance Committee was adopted by the Conference.		Completed

ILO Strategy on knowledge and innovation		
Decision adopted: GB.347/PFA/4 The Governing Body requested the Director-General to take into account its guidance in implementing the ILO Strategy on knowledge and innovation and to submit an updated strategy and implementation plan for review at the November 2024 session of the Governing Body.		
Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
The implementation of the strategy on knowledge and innovation has been placed under the Office of the Deputy Director-General. As she has taken up post in August 2023, work has commenced on the current strategy taking into account the guidance provided. It is intended that an updated strategy and implementation plan will be provided next year as requested.	352nd Session (October–November 2024)	In progress

Review of the ILO's cybersecurity framework

Decision adopted: [GB.346/PFA/3](#)

The Governing Body took note of the information contained in document GB.346/PFA/3 and requested the Office to take into account its guidance in following up on the recommendations of the review.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- Paragraph 12 of GB.346/PFA/3 indicates that the recommendations in the report would be prioritized with guidance from senior management and through the IT Governance Committee. - Progress is being reported in the annual IT strategy implementation reports. The first IT strategy implementation report GB.347/PFA/INF/4 included activities undertaken to improve the Office cyber-resilience posture (paras 59–60) in 2022. This was submitted to the Governing Body in March 2023. Further cyber-resilience improvements will be included in the second IT strategy implementation report which will be presented to the Governing Body in March 2024.	An update will be provided as part of the second progress report on IT strategy to be submitted for information at the 350th Session (March 2024)	In progress

ILO Information Technology Strategy 2022–25

Decision adopted: [GB.343/PFA/4](#)

The Governing Body endorsed the ILO Information Technology Strategy 2022–25 and requested the Director-General to take into account the guidance provided by the Governing Body in implementing the Strategy.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- As noted in paragraph 59 of GB.343/PFA/4, the pace and focus of the implementation of the IT Strategy is reviewed on a yearly basis and monitored regularly to accommodate any change in Office priorities, direction or resource allocation. - Progress on the implementation of the IT strategy is reported to the Governing Body annually. The first progress report GB.347/PFA/INF/4 was submitted to the Governing Body in March 2023. The second progress report will be presented to the Governing Body in March 2024.	Second progress report on the IT Strategy to be submitted for information at the 350th Session (March 2024)	In progress

PFA – Personnel Segment

Progress report on the implementation of the Human Resources Strategy for 2022–25

Decision adopted: [GB.347/PFA/14](#)

The Governing Body requested the Office to take into account the guidance provided in the further implementation of the Human Resources Strategy for 2022–25.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
- A new collective agreement between the Office and the ILO Staff Union on the introduction of the new generic job descriptions for regular budget positions in the Professional category worldwide and the General Service category at headquarters was signed in May 2023. New generic job description templates have been assigned for staff in the Technical Specialist and Evaluation Job families. - A skills taxonomy, focused on skills needed to deliver on policy outcomes (core, technical, leadership and outcome-specific) has been developed. Skills-mapping and gap analysis will be completed by the end of 2023 for this focus area. - Monitoring of timelines for recruitment for DC has been strengthened and a toolkit for supporting recruiters is being finalized. - A new policy on Flexible Working Arrangements was introduced in July 2023. The implementation was supported by a range of communication activities, information sessions and training for managers and staff. - The ILO's action plan on mental health and well-being at work has been developed and is being finalized. - New digital tools were implemented to support the administration of flexible working arrangements, including improved dashboards for managers. Functionality in ILO People has been leveraged to create an online skills-mapping tool.	Information paper on Composition and Structure of Staff – 350th Session (March 2024) Next progress report of the HR Strategy – exact session to be determined by the Governing Body	In progress

Other personnel matters: Recent developments concerning the determination of the post adjustment by the International Civil Service Commission

Decision adopted: [GB.346/PFA/13\(Rev.1\)](#)

The Governing Body took note of the information provided by the Office regarding the ongoing stalemate with respect to the determination of post adjustment multipliers by the International Civil Service Commission and adopted the following resolution as amended by the Governing Body.

[The text of the resolution can be found [here](#).]

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
The follow-up action was presented at the 347th Session (March 2023) of the Governing Body in document GB.347/PFA/INF/11 .		Completed

Matters relating to the Administrative Tribunal of the ILO: Review of the jurisdictional set-up of the United Nations common system

Decision adopted: [GB.346/PFA/12\(Rev.1\)](#)

The Governing Body:

- (a) took note of the proposals set out in the UN Secretary-General's report on the review of the jurisdictional set-up of the United Nations common system (A/77/222) and of the comments of the judges of the Administrative Tribunal of the International Labour Organization on those proposals; and
- (b) requested the Director-General to continue to engage with the United Nations Secretariat taking into account the views expressed during the discussion of document GB.346/PFA/12(Rev.1), and to prepare an updated report for its consideration at its 349th Session (October–November 2023).

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
The follow-up action was presented at the 347th Session (March 2023) of the Governing Body in document GB.347/PFA/INF/11 . A separate paper will be submitted to the 349th Session. Please refer to document GB.349/PFA/10.	349th Session (October–November 2023)	In progress