



Governing Body

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

Decisions adopted by the Governing Body at its 349th Session

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► Institutional Section

1. Approval of the minutes of the 348th Session of the Governing Body

The Governing Body approved the minutes of the 348th Session.

(GB.349/INS/1, paragraph 2)

2. Agenda of future sessions of the International Labour Conference

The Governing Body:

- (a) decided to defer to its 350th Session (March 2024) its decision 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;
- (b) decided to defer to its 350th Session (March 2024) its decision to place on the agenda of the 114th Session (2026) OR of the 115th Session (2027) OR of the 116th Session (2028) of the Conference an item on harnessing the fullest potential of technology for decent work for a general discussion;
- (c) decided to defer to its 350th Session (March 2024) its decision to place on the agenda of the 355th Session of the Governing Body (October–November 2025) OR the 356th Session of the Governing Body (March 2026) an item on the review of modalities of recurrent discussions under the follow-up to the ILO Declaration on Social Justice for a Fair Globalization (2008), as amended in 2022, and requested the Office to take into account its guidance in preparing the document for discussion;
- (d) endorsed the proposals made in Appendix II relating to the Tripartite Technical Meeting on Labour Justice for All and decided that the cost of the Meeting, estimated at US\$266,878.59, be financed, in the first instance, from savings in Part I of the budget or, failing that, through Part II, on the understanding that, should this subsequently prove impossible, the Director-General would propose alternative methods of financing at a later stage in the biennium;
- (e) requested the Office to present further proposals on the scope, timing and resourcing of a meeting of experts on the protection of personal data in the digital era to its 350th Session (March 2024);
- (f) requested the Office to take into account the guidance provided, including in, as appropriate, the 349th *bis* and 349th *ter* (Special) Sessions, in preparing the document concerning the agenda of future sessions of the Conference for its 350th Session (March 2024).

(GB.349/INS/2, paragraph 52, as amended by the Governing Body)

3. Matters arising out of the work of the 111th Session (2023) of the International Labour Conference

3.1. Plan of action for the implementation of the Quality Apprenticeships Recommendation 2023 (No. 208)

The Governing Body requested the Director-General to:

- (a) take into account its guidance in pursuing the plan of action for the implementation of the Quality Apprenticeships Recommendation, 2023 (No. 208), and to draw on it when preparing future programme and budget proposals and in developing resource mobilization initiatives; and
- (b) communicate the Recommendation in the standard manner to the governments of Member States and, through them, to national employers' and workers' organizations and, also, to partner agencies in the multilateral system.

(GB.349/INS/3/1, paragraph 55)

3.2. Follow-up to the resolution concerning the second recurrent discussion on labour protection

The Governing Body:

- (a) requested the Director-General to take into account its guidance in implementing the plan of action set out in document GB.349/INS/3/2 giving effect to the conclusions concerning the second recurrent discussion on labour protection and to draw on it in preparing future programme and budget proposals;
- (b) approved the holding of a meeting of experts on wage policies, including living wages, in the first quarter of 2024, as part of the plan of action.

(GB.349/INS/3/2, paragraph 26)

3.3. Follow-up to the resolution concerning a just transition towards environmentally sustainable economies and societies for all

The Governing Body endorsed the proposed strategy and action plan on a just transition towards environmentally sustainable economies and societies for all and requested the Director-General to consider its guidance in implementing the strategy.

(GB.349/INS/3/3, paragraph 33)

3.4. Analysis of the measures taken to promote the effective functioning of the Conference

The Governing Body requested the Office to prepare for its consideration at its 350th Session (March 2024) a detailed programme of work for the 112th Session (2024) of the International Labour Conference, taking into account the views expressed during the discussion of the measures implemented during the 111th Session (2023) of the Conference.

(GB.349/INS/3/4, paragraph 39)

4. Update on the Global Coalition for Social Justice

The Governing Body:

- (a) endorsed the Director-General's proposal to establish a Global Coalition for Social Justice;
- (b) requested the Director-General to take into account its guidance in the further development of the Global Coalition for Social Justice;
- (c) requested the Director-General to report regularly on the progress of the Coalition at future sessions of the Governing Body

(GB.349/INS/4, paragraph 52)

5. Developments in the United Nations system

The Governing Body took note of the current developments at the United Nations (UN) level and:

- (a) requested the Director-General to:
 - (i) take into consideration the views expressed by the Governing Body on the ILO's ongoing work in support of the engagement of the tripartite constituents in UN Sustainable Development Cooperation Frameworks and common country analysis processes;
 - (ii) take account of its guidance on the ILO's contribution to and further engagement in the UN Secretary-General's Our Common Agenda, in the lead up to the 2025 World Social Summit;
 - (iii) prepare a further report on developments at the UN level, including those related to the UN reform process, and the measures taken by the Office in that regard for consideration by the Governing Body at its 352nd Session (October–November 2024);
- (b) decided to establish a "Working Party on the New Social Contract for Our Common Agenda" to prepare a tripartite input for the 2025 World Social Summit and promote and ensure the engagement of tripartite ILO constituents in preparations at national and international level; and requested the Director-General to organize, to that end, an informal tripartite consultation in January 2024 with a view to preparing a report to the 350th Session of the Governing Body on its modalities.

(GB.349/INS/5, paragraph 50, as amended by the Governing Body)

6. Review of the implementation of the strategy to give effect to the resolution concerning the elimination of violence and harassment in the world of work

The Governing Body:

- (a) advised the Office on the way forward regarding the implementation of the strategy for action concerning the elimination of violence and harassment in the world of work; and
- (b) requested the Director-General to take into consideration the strategy, and the guidance given during its discussion, when preparing future programme and budget proposals and facilitating extrabudgetary resources.

(GB.349/INS/6(Rev.1), paragraph 37)

7. Work plan on the strengthening of the supervisory system: Review of the arrangements to allow for optional voluntary conciliation and other measures introduced on a trial basis concerning the operation of representations submitted under article 24 of the ILO Constitution and consideration of proposals to streamline reporting under article 22

The Governing Body:

- (a) took note of the Office's progress report on measures concerning the operation of the procedure for the examination of representations submitted under article 24 of the ILO Constitution and proposals to streamline reporting under article 22 of the Constitution;
- (b) confirmed the arrangements allowing for optional voluntary conciliation or other measures at the national level that were introduced on a trial basis in November 2018;
- (c) requested the Office to prepare, based on its guidance and prior informal tripartite consultations on the considerations set out in paragraphs 19 to 29 of document GB.349/INS/7, proposed amendments to the Standing Orders concerning the procedure for the examination of representations under articles 24 and 25 of the Constitution of the International Labour Organization (Annex I to the Compendium of rules applicable to the Governing Body of the International Labour Office) for its consideration at its 350th Session (March 2024);
- (d) requested the Office to present, based on its guidance and prior informal tripartite consultations, proposals for the streamlining of reporting on ratified Conventions at its 352nd Session (October–November 2024);
- (e) endorsed the short-term measures to modernize the reporting process set out in paragraphs 64 and 65 of document GB.349/INS/7.

(GB.349/INS/7, paragraph 67, as amended by the Governing Body)

8. Global Strategy on Occupational Safety and Health 2024–30 and plan of action for its implementation

The Governing Body:

- (a) endorsed the proposed Global Strategy on Occupational Safety and Health and the plan of action for the period 2024–30, as set out in document GB.349/INS/8;
- (b) requested the Director-General to take into account its guidance in implementing the strategy, 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.

(GB.349/INS/8, paragraph 53)

9. Proposals for the format of future ILO regional meetings

The Governing Body:

- (a) adopted scenario B proposed in document GB.349/INS/9(Rev.1) for the format of future ILO regional meetings, taking into account modifications resulting from the discussion, on a trial basis for a period of five years (2024–28);

- (b) requested the Office to dedicate sufficient time (during the regional meeting) where ILO constituents may exchange views, engage, build connections and discuss priorities and strategies with pertinent international organizations;
- (c) requested the Office to explore options to maximize the regional follow-up mechanism of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy in the context of the new format of future ILO regional meetings;
- (d) requested the Office to ensure that the outcomes of regional meetings were appropriately reflected in the Decent Work Country Programmes and country programme objectives of Member States in the respective region;
- (e) requested the Office to prepare for its consideration at its 350th Session (March 2024) a document indicating proposed arrangements for the regional meetings to be held during the trial period, including proposed suspensions, as may be necessary;
- (f) requested the Office to conduct an internal evaluation of the new regional meeting format after a full cycle of regional meetings, for discussion by the Governing Body in March or November 2028.

(GB.349/INS/9(Rev.1), paragraph 19, as amended by the Governing Body)

10. 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”

The Governing Body took note of the information provided by the Office in document GB.349/INS/10(Rev.1).

(GB.349/INS/10(Rev.1), paragraph 16)

11. Report concerning developments on the full implementation by the Government of the Bolivarian Republic of Venezuela of the agreed plan of action to give effect to the recommendations of the Commission of Inquiry in respect of Conventions Nos 26, 87 and 144

The Governing Body, on the recommendation of its Officers:

- (a) took note of the report on the activities carried out and the developments concerning the implementation of the action plan and reiterated its call to the Government of the Bolivarian Republic of Venezuela to accept the recommendations of the Commission of Inquiry;
- (b) urged 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 achieve concrete results without delay;
- (c) regretted the rescheduling of the fourth session of the Social Dialogue Forum while taking due note of the continued commitment of the Government and the social partners of the Bolivarian Republic of Venezuela to engage in social dialogue;
- (d) welcomed the imminent posting of an ILO special advisor to the country and expected the Government to quickly facilitate his deployment to the country in November 2023 to

accompany and support the implementation of the action plan and the preparation of the fourth session of the Social Dialogue Forum to be held at the beginning of February 2024;

- (e) 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, the related Governing Body decisions and the effective application of Conventions Nos 26, 87 and 144 in law and practice, and to submit to the 350th Session (March 2024) of the Governing Body a further report on any developments concerning the above.

(GB.349/INS/11(Rev.1), paragraph 18)

12. 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

Taking note of the report on progress made with the implementation of the road map of actions to address all outstanding issues mentioned in the article 26 complaint concerning alleged non-observance of Conventions Nos 81, 87 and 98, the Governing Body, on the recommendation of its Officers:

- (a) requested the Government of Bangladesh 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 350th Session (March 2024); and
- (b) deferred the decision on further action in respect of the complaint to that session or any subsequent session.

(GB.349/INS/12(Rev.1), paragraph 8)

13. Follow-up to the resolution concerning the measures recommended by the Governing Body under article 33 of the ILO Constitution on the subject of Belarus

The Governing Body:

- (a) took note with continuing concern of the information provided in document GB.349/INS/13(Rev.1);
- (b) once again urged the Government of Belarus to receive as a matter of urgency an ILO tripartite mission with a view to gathering information on the implementation of the recommendations of the Commission of Inquiry and subsequent recommendations of the supervisory bodies of the ILO, including a visit to the independent trade union leaders and activists in prison or detention;
- (c) invited Member States to continue taking steps to ensure an effective follow-up to the Conference resolution concerning the measures recommended by the Governing Body under article 33 of the ILO Constitution on the subject of Belarus;
- (d) requested the Director-General to develop an action plan to implement the Conference resolution and prepare an updated report for the 350th Session (March 2024) of the Governing Body.

(GB.349/INS/13(Rev.1), paragraph 38, as amended by the Governing Body)

14. Report of the Commission of Inquiry established in accordance with article 26 of the ILO Constitution concerning the non-observance by Myanmar of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Forced Labour Convention, 1930 (No. 29)

The Governing Body:

- (a) took note of the report of the Commission of Inquiry established in accordance with article 26 of the Constitution concerning non-observance by Myanmar of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Forced Labour Convention, 1930 (No. 29), as well as of the reply from the military authorities;
- (b) urged the military authorities to desist from any and all acts of retaliation against any individual or organization which provided information to the Commission of Inquiry;
- (c) in preparation for a discussion at the upcoming 350th Session of the Governing Body (March 2024), invited the Director-General to prepare a report including options for possible further measures, including those foreseen in the ILO Constitution, to secure compliance by Myanmar with the recommendations of the Commission of Inquiry in the event the military authorities do not accept the recommendations of the Commission of Inquiry and do not commit to implement them fully and promptly.

(GB.349/INS/14, paragraph 8, as amended by the Governing Body)

15. Developments in the application of the resolution concerning the Russian Federation's aggression against Ukraine from the perspective of the mandate of the International Labour Organization

In the light of the developments in Ukraine outlined in document GB.349/INS/15 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 349th 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 the 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 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 350th Session (March 2024) on developments in the light of the resolution, including the ILO's continued engagement with the relevant United Nations bodies involved in monitoring human rights violations and the situation of maritime and nuclear workers.

(GB.349/INS/15, paragraph 48)

16. Report of the Committee on Freedom of Association

404th Report of the Committee on Freedom of Association

The Governing Body took note of the introduction to the Report of the Committee, contained in paragraphs 1–83, and adopted the recommendations made in paragraphs: 120 (Case No. 3422: South Africa); 145 (Case No. 3192: Argentina); 184 (Case No. 3232: Argentina); 207 (Case No. 3424: Cambodia); 224 (Case No. 3184: China); 251 (Case No. 3208: Colombia); 290 (Case No. 3271: Cuba); 336 (Case No. 3161: El Salvador); 349 (Case No. 3395: El Salvador); 361 (Case No. 3437: Ecuador); 400 (Case No. 3403: Guinea); 428 (Case No. 3368: Honduras); 473 (Case No. 3370: Pakistan); 535 (Case No. 3359: Peru); 584 (Case No. 3373: Peru); 609 (Case No. 3433: Republic of Korea); 651 (Case No. 3432: United Kingdom of Great Britain and Northern Ireland); 698 (Case No. 3427: Togo) and adopted the 404th Report of its Committee on Freedom of Association as a whole.

(GB.349/INS/16)

17. Report of the Board of the International Training Centre of the ILO

The Governing Body took note of the document.

(GB.349/INS/17)

18. Report of the Director-General

Regular report

The Governing Body:

- (a) took note of the information contained in document GB.349/INS/18 regarding the membership of the Organization, progress in international labour legislation and internal administration;
- (b) paid tribute to the memory of Mr Simon Crean and invited the Director-General to convey its condolences to the family of Mr Crean, to the Australian Council of Trade Unions (ACTU), the International Trade Union Confederation (ITUC) and the Government of Australia;

- (c) paid tribute to the memory of Ms Rabiadou Sérah Diallo and invited the Director-General to convey its condolences to the family of Ms Sérah Diallo, to the National Confederation of Workers of Guinea (CNTG), the International Trade Union Confederation (ITUC) and the Government of Guinea.

(GB.349/INS/18, paragraph 17)

18.1. First supplementary report: Follow-up to Governing Body decisions

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.

(GB.349/INS/18/1, paragraph 5)

18.2. Second Supplementary Report: Appointment of the Deputy Director-General

The Governing Body took note of this appointment made by the Director-General after having duly consulted the Officers of the Governing Body and invited Ms Celeste Drake to make and sign the prescribed declaration of loyalty as provided under article 1.4(b) of the ILO Staff Regulations.

(GB.349/INS/18/2, paragraph 4)

18.3. Third Supplementary Report: Appointment of three Regional Directors

The Governing Body took note of these three appointments made by the Director-General after having duly consulted the Officers of the Governing Body and invited Ms Beate Andrees and Ms Fanfan Rwanyindo Kayirangwa to make and sign the prescribed declaration of loyalty as provided under article 1.4(b) of the ILO Staff Regulations.

(GB.349/INS/18/3, paragraph 4)

18.4. Fourth Supplementary Report: Documents submitted for information only

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

- Approved symposia, seminars, workshops and similar meetings (GB.349/INS/INF/1);
- Report on the status of pending representations submitted under article 24 of the ILO Constitution (GB.349/INS/INF/2);
- Update on the status of ratification of the 1986 Instrument for the Amendment of the Constitution of the ILO (GB.349/INS/INF/3);
- Follow-up to the Fifth Global Conference on the Elimination of Child Labour in Durban (GB.349/POL/INF/1);
- Agreements concluded with other international organizations (GB.349/LILS/INF/1);
- Voluntary contributions and gifts (GB.349/PFA/INF/1);
- Update on the headquarters building renovation project (GB.349/PFA/INF/2);
- Update on the premises for the ILO Regional Office for Africa and Country Office for Côte d'Ivoire, Benin, Burkina Faso, Mali, Niger and Togo in Abidjan (GB.349/PFA/INF/3).

(GB.349/INS/18/4, paragraph 3)

18.5. Fifth Supplementary Report: Arrangements for the 349th *bis* and 349th *ter* Special Sessions of the Governing Body

The Governing Body approved the arrangements for its 349th *bis* and 349th *ter* (Special) Sessions as set out in paragraph 4 of document GB.349/INS/18/5(Rev.1) and requested that those arrangements be promptly brought to the knowledge of all Member States and published on the public web page of the Governing Body.

(GB.349/INS/18/5(Rev.1), paragraph 5, as amended by the Governing Body)

18.6. Sixth Supplementary Report: Report of the Committee set up to examine the representation alleging non-observance by Peru of the Equal Remuneration Convention, 1951 (No. 100), the Social Security (Minimum Standards) Convention, 1952 (No. 102), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and the Maternity Protection Convention, 2000 (No. 183)

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

- (a) approves the report contained in document GB.349/INS/18/6 and, in particular, the conclusions formulated in paragraphs 44, 45, 49, 52, 53, 54, 58, 60, 64 and 65; and
- (b) makes the report publicly available and close the procedure initiated by the representation.

(GB.349/INS/18/6, paragraph 66, as amended by the Governing Body)

19. Reports of the Officers of the Governing Body

19.1. First report: Complaint alleging non-observance by Nicaragua 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), filed by various delegates at the 111th Session of the International Labour Conference (2023) under article 26 of the ILO Constitution

Taking into account that the conditions established in article 26 of the ILO Constitution had been fulfilled, the Governing Body, on the recommendation of its Officers:

- (a) considered that the complaint was receivable;
- (b) requested the Director-General to forward the complaint to the Government of Nicaragua, inviting it to communicate its observations on the complaint by 15 January 2024 and to appoint a delegate to participate in the discussions of the Governing Body on this matter, and informing it that the Governing Body planned to examine this matter at its 350th Session (March 2024);
- (c) included this item on the agenda of its 350th Session (March 2024).

(GB.349/INS/19/1, paragraph 11, as amended by the Governing Body)

19.2. Second report: Complaint alleging non-observance by Guatemala of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), filed by various delegates at the 111th Session of the International Labour Conference (2023) under article 26 of the ILO Constitution

Taking into account that the conditions established in article 26 of the ILO Constitution had been fulfilled, the Governing Body, on the recommendation of its Officers:

- (a) considered that the complaint was receivable;
- (b) requested the Director-General to forward the complaint to the Government of Guatemala, inviting it to communicate its observations on the complaint by 20 April 2024;
- (c) included this item on the agenda of its 351st Session (June 2024).

(GB.349/INS/19/2, paragraph 11, as amended by the Governing Body)

19.3. Third report: Closure of two representations under article 24 of the Constitution of the ILO pursuant to a successful conciliation process (private sitting of the Governing Body)

The Governing Body, welcoming that agreements had been reached between the parties concerned following conciliation processes, and on the recommendation of its Officers, decided to close the procedures of the representations alleging non-observance by:

- (a) Slovenia of the Occupational Safety and Health Convention, 1981 (No. 155), and the Protocol of 2002 to the Occupational Safety and Health Convention, 1981;
- (b) South Africa of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111).

(GB.349/INS/19/3, paragraph 3)

19.4. Fourth report: Representation alleging non-observance by Türkiye of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) (private sitting of the Governing Body)

In the light of the information contained in document GB.349/INS/19/4, and taking into consideration the recommendation of its Officers, the Governing Body decided that the representation was not receivable.

(GB.349/INS/19/4, paragraph 5)

19.6. Sixth report: Representation alleging non-observance by Chile of the Forced Labour Convention, 1930 (No. 29), the Employment Policy Convention, 1964 (No. 122), and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) (private sitting of the Governing Body)

In the light of the information contained in document GB.349/INS/19/6, 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.349/INS/19/6, paragraph 5)

19.7. Seventh report: Representation alleging non-observance by Argentina of the Labour Inspection Convention, 1947 (No. 81), the Occupational Cancer Convention, 1974 (No. 139), the Occupational Safety and Health Convention, 1981 (No. 155), the Protocol of 2002 to the Occupational Safety and Health Convention, 1981, and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) (private sitting of the Governing Body)

In the light of the information contained in document GB.349/INS/19/7, and taking into consideration the recommendation of its Officers, the Governing Body decided:

- (a) that the complaint is not receivable in relation to the Protocol of 2002 to the Occupational Safety and Health Convention, 1981;
- (b) that the complaint is receivable in relation to Conventions Nos 81, 139, 155 and 187 and that it would set up a tripartite committee to examine it.

(GB.349/INS/19/7, paragraph 5)

19.8. Eighth report: Representation alleging non-observance by Argentina of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), submitted under article 24 of the ILO Constitution by the Industrial Organization of Argentina (UIA) (private sitting of the Governing Body)

In the light of the information contained in document GB.349/INS/19/8 and on the recommendation of its Officers, the Governing Body decided that the representation is receivable and, as it relates to Conventions dealing with trade union rights, decided to refer it to the Committee on Freedom of Association for examination in accordance with articles 24 and 25 of the ILO Constitution.

(GB.349/INS/19/8, paragraph 5)

19.9. Ninth report: Representation alleging non-observance by Chile of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Labour Relations (Public Service) Convention, 1978 (No. 151), made under article 24 of the ILO Constitution by the National Federation of Municipal Workers of Chile (FENTRAMUCH) (private sitting of the Governing Body)

In the light of the information contained in document GB.349/INS/19/9, and taking into consideration the recommendation of its Officers, the Governing Body decided that the representation was not receivable.

(GB.349/INS/19/9, paragraph 5)

19.10. Tenth report: Two representations alleging non-observance by Chile 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 Labour Relations (Public Service) Convention, 1978 (No. 151), submitted under article 24 of the ILO Constitution by the National Association of Officials of the Civil Registry and Identification Service of Chile (ANFURCICH) (private sitting of the Governing Body)

In light of the information contained in document GB.349/INS/19/10, and taking into consideration the recommendation of its Officers, the Governing Body decided:

- (a) that the representations were not receivable in respect of Convention No. 111;
- (b) that they were receivable in respect of Conventions Nos 87, 98 and 151, and as they related to Conventions dealing with trade union rights, to transmit the representations 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. Furthermore, given that the two representations made by ANFURCICH contained similar allegations of anti-union actions committed by the Civil Registry and Identification Service of Chile, it was decided that they should be examined together in the framework of a single representation.

(GB.349/INS/19/10, paragraph 6)

19.11. Eleventh report: Representation alleging non-observance by Chile 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 Labour Relations (Public Service) Convention, 1978 (No. 151), submitted under article 24 of the ILO Constitution by the National Federation of Municipal Workers of Chile (FENTRAMUCH) (private sitting of the Governing Body)

In the light of the information contained in document GB.349/INS/19/11, and taking into consideration the recommendation of its Officers, the Governing Body decided:

- (a) that the representation was not receivable in relation to Convention No. 111;
- (b) that it was receivable in relation to Conventions Nos 87, 98 and 151, and, as it relates to Conventions dealing with trade union rights, to transmit the representation to the Committee on Freedom of Association for examination in accordance with the procedure set out in the Standing Orders on articles 24 and 25 of the ILO Constitution.

(GB.349/INS/19/11, paragraph 5)

19.12. Twelfth report: Representation alleging non-observance by Chile of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), filed under article 24 of the ILO Constitution by three trade unions of a mining enterprise (the Caletones Workers' Union, the Chuquicamata Workers' Union and the Potrerillos Workers' Union No. 2) and the Single Confederation of Trade Unions (CUT) (private sitting of the Governing Body)

In the light of the information contained in document GB.349/INS/19/12 and on the recommendation of its Officers, the Governing Body decided that the representation is receivable in relation to the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), and, as it relates to Conventions dealing with trade union rights, decided to refer it to the Committee on Freedom of Association for examination in accordance with articles 24 and 25 of the ILO Constitution.

(GB.349/INS/19/12, paragraph 5)

19.13. Thirteenth report: Representation alleging non-observance by Chile of the Old-Age Insurance (Industry, etc.) Convention, 1933 (No. 35), and the Invalidity Insurance (Industry, etc.) Convention, 1933 (No. 37), made under article 24 of the ILO Constitution by the National Federation of Municipal Workers of Chile (FENTRAMUCH) (private sitting of the Governing Body)

In light of the information contained in document GB.349/INS/19/13, and taking into consideration the recommendation of its Officers, the Governing Body decided that the representation was receivable and, considering that it concerns issues similar to those raised in another representation (GB.340/INS/19/1), it should be examined jointly by the same tripartite committee.

(GB.349/INS/19/13, paragraph 6)

20. Composition, agenda and programme of standing bodies and meetings

The Governing Body, upon the recommendation of its Officers:

- (a) appointed for a period of three years, three new members of the Committee of Experts on the Application of Conventions and Recommendations:
 - (i) Advocate Irene Kashindi
 - (ii) Judge Iain Ross
 - (iii) Professor Mia Rönnmar
- (b) reappointed for a period of three years the following five members:
 - (i) Ms Leila Azouri
 - (ii) Ms Graciela Dixon Caton
 - (iii) Mr Alain Lacabarats
 - (iv) Mr Sandile Ngcobo
 - (v) Ms Mónica Pinto

- (c) took note of the clarified and partially reformulated criteria for the selection of members of the Committee of Experts, approved by the Officers, as indicated in paragraph 12 of GB.349/INS/20;
- (d) approved the holding of a meeting of experts on wage policies, including living wages and its proposed date, composition and agenda;
- (e) endorsed the proposals made in relation to the invitation of intergovernmental and international non-governmental organizations as listed in Appendix II to document GB.349/INS/20;
- (f) took note of the programme of meetings contained in Part II of document GB.349/INS/20, subject to further decision-making of the Governing Body.

(GB.349/INS/20, paragraph 25)

► Policy Development Section

Employment and Social Protection Segment

1. Review of progress made regarding the follow-up of the Youth Employment Action Plan (YEAP) for the period 2020–30

Subject to the guidance provided in its discussion of the 2020–23 review of progress made by the follow-up Youth Employment Action Plan for the period 2020–30, the Governing Body took note of the review of the progress made and requested the Director-General to take into account its guidance in continuing to implement the Youth Employment Action Plan, including as regards the allocation of resources in future biennia, and to facilitate the mobilization of adequate extrabudgetary resources to that end.

(GB.349/POL/1, paragraph 44)

Social Dialogue Segment

2. ILO integrated strategy for the promotion and implementation of the right to collective bargaining

The Governing Body endorsed the proposed ILO integrated strategy for the promotion and implementation of the right to collective bargaining and requested the Director-General to take into account its guidance in implementing the strategy and to submit a progress report at its 352nd Session (November 2024).

(GB.349/POL/2, paragraph 57)

3. Sectoral meetings held in 2023 and proposals for sectoral work in 2024–25

The Governing Body:

- (a) approved the records of proceedings of the three meetings referred to in section I of document GB.349/POL/3 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. 349/POL/3;
- (c) authorized the Director-General to publish the policy guidelines for the promotion of decent work in the agri-food sector;
- (d) endorsed the proposals contained in Appendix I to document GB.349/POL/3 relating to the dates, duration, official title, purpose and composition of the meetings listed therein;
- (e) decided that the meeting on decent work in the railways sector shall take the format of a technical tripartite meeting;
- (f) requested:
 - (i) the Office to inform the Governing Body on how the Office had followed up on the conclusions and recommendations of technical meetings as well as the outputs of meetings of experts;
 - (ii) that consultations within the Office as well as with constituents be organized on the review of the list of sectors with a view to reporting back in a future session of the Governing Body.

(GB.349/POL/3, paragraph 28, as amended by the Governing Body)

Development Cooperation Segment

4. Enhanced programme of development cooperation for the occupied Arab territories

While gravely concerned and deeply saddened by the loss of lives in the region, the Governing Body:

- (a) acknowledged that the current situation in the occupied Arab territories rendered the continuation of the ILO's technical assistance in its current form extremely difficult and in some areas impossible, while at the same time provision of relief for and support to affected workers and employers had taken on further urgency;
- (b) recalled the Director-General's Reports to the International Labour Conference, the last of which had been to the 111th Session of the International Labour Conference (2023) on "The situation of workers of the occupied Arab territories", and requested the Office to take all necessary measures in response to the observations and conclusions therein, and in light of the urgent and increased needs emerging from the crisis situation;
- (c) underscored the obligation to respect international humanitarian law;
- (d) called on all parties to promptly allow and facilitate, consistent with international humanitarian law, full, rapid, safe, and unhindered humanitarian access, including by adopting practical steps, such as the establishment of fully secured humanitarian corridors respected by all parties and other initiatives for the sustainable delivery of humanitarian aid to civilians throughout Gaza;

- (e) expressed deep concern at the humanitarian situation in Gaza and its grave impact on the civilian population, including workers and employers, and especially the disproportionate effect on children and women, while underlining the urgent need for full, rapid, safe and unhindered humanitarian access, and stressing the humanitarian principles of humanity, impartiality, neutrality and independence;
- (f) welcomed the Director-General's programme for immediate assistance in paragraph 7 of document GB.349/POL/4(Add.1) to respond to immediate needs and calls for urgent assistance from workers and employers in the occupied Arab territories, and called on the Office to prioritize the safeguarding of wages and social benefits to affected workers;
- (g) requested the Director-General to submit for the consideration of the 350th Session of the Governing Body (March 2024) a report which should be used as the basis for the development of a more detailed action plan to address the impact of the current crisis situation, and which would contain:
 - (i) the work undertaken by the ILO to support tripartite constituents;
 - (ii) proposals for all additional measures that could be taken by the ILO to promote social justice and strengthen the ILO's mandate in the occupied Arab territories and mitigate the devastating impact of the current situation;
 - (iii) an update on the impact of the current situation on the tripartite constituents, labour market and working conditions, and the ILO's work, including the implementation of the current Decent Work Programme 2023–2026;
- (h) urged Member States to provide financial resources for the ILO programme in the Occupied Palestinian Territory, providing support to realize decent work within the context of wider United Nations' efforts for relief and recovery, and to this end work with the donors to articulate the mobilization of dedicated financial resources.

(GB.349/POL/4(Rev.1), paragraph 30, as amended by the Governing Body)

► Legal Issues and International Labour Standards Section

International Labour Standards and Human Rights Segment

1. Report of the eighth meeting of the Standards Review Mechanism Tripartite Working Group (Geneva, 11–15 September 2023)

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

- (a) welcomed the SRM TWG's consensual recommendations and noted that it had postponed its decision on the classification of the instruments concerning night work of children and young persons, pending research requested from the Office, until its next review at an appropriate time;
- (b) decided that the instruments concerning maternity protection, social security (old age, invalidity and survivors' benefits) and the protection of children and young persons that were reviewed by the SRM TWG at its eighth meeting should be considered to have the classifications it recommended;

- (c) 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;
- (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) requested the Office to prepare research to be discussed by a tripartite meeting, to be determined by the Governing Body at the earliest date possible, so as to enable the Organization to assess whether there are gaps in respect of paternity and parental protection and, if so, what normative and/or non-normative actions could be appropriate;
- (f) underscored the need to ensure that the SRM TWG's planned programme of work is considered in the ILO's strategic planning and future resource allocations, to ensure adequate funding is provided to support the work of the SRM TWG, and requested the Office to take the necessary steps in this regard;
- (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 10, 33, 59 and 123 and the withdrawal of Convention No. 5 and Recommendations Nos 41, 52 and 124 on the agenda of the 116th Session of the International Labour Conference (2028);
 - (ii) placing an item concerning the abrogation of Conventions Nos 35, 36, 37, 38, 39 and 40 on the agenda of the 121st Session of the International Labour Conference (2033);
 - (iii) placing an item concerning the abrogation of Conventions Nos 3 and 103 and the withdrawal of Recommendation No. 95 on the agenda of the 121st Session of the International Labour Conference (2033). An evaluation will be held in 2028 to assess whether Member States with effective ratifications of those outdated Conventions have taken any necessary action to ratify Convention No. 183. If progress has not been made, the date at which the Conference will consider the item may be reconsidered by the Governing Body;
- (h) decided to convene the ninth meeting of the SRM TWG from 16 to 20 September 2024, at which it should review fourteen instruments, and examine the follow-up to four outdated instruments, concerning fishers, dockers, indigenous and tribal peoples, and other categories of workers, as included in sets of instruments seventeen and nineteen of the SRM TWG's initial programme of work; and
- (i) noted the SRM TWG's decision to provisionally set its work plan for the next five years with the aim of possibly completing the review of all instruments in its initial programme of work by 2028, taking into account the need to guarantee the quality of its work reviewing the standards.

(GB.349/LILS/1, paragraph 6)

2. Choice of Conventions and Recommendations on which reports should be requested under article 19, paragraphs 5(e) and 6(d), of the ILO Constitution in 2025

The Governing Body requested the Office:

- (a) to prepare, for its consideration at its 350th Session (March 2024), the article 19 report form on the Employment and Decent Work for Peace and Resilience Recommendation,

2017 (No. 205), for the General Survey to be prepared by the Committee of Experts on the Application of Conventions and Recommendations in 2025 for discussion by the Conference Committee on the Application of Standards in 2026;

- (b) to prepare, for its consideration at its 353rd Session (March 2025), the article 19 report form on the Termination of Employment Convention (No.158) and Recommendation (No. 166), 1982, for the General Survey to be prepared by the Committee of Experts on the Application of Conventions and Recommendations in 2026 for discussion by the Conference Committee on the Application of Standards in 2027.

(GB.349/LILS/2, paragraph 44, as amended by the Governing Body)

► Programme, Financial and Administrative Section

Programme, Financial and Administrative Segment

1. Proposed 2024–25 budgets for extrabudgetary accounts: Inter-American Centre for Knowledge Development in Vocational Training (CINTERFOR)

The Governing Body approved the income and expenditure estimates of the Inter-American Centre for Knowledge Development in Vocational Training (CINTERFOR) extrabudgetary account for 2024–25, as set out in Appendix I of document GB.349/PFA/1.

(GB.349/PFA/1, paragraph 37)

2. Programme and Budget for 2022–23: Regular budget and Working Capital Fund

The Governing Body delegated its authority under article 16 of the Financial Regulations to the Chairperson who may approve any transfers within the 2022–23 expenditure budget that the Director-General may propose, if needed, prior to the closing of the biennial accounts and subject to the endorsement of such approval by the Governing Body at its next session.

(GB.349/PFA/2, paragraph 11)

Audit and Oversight Segment

4. Annual evaluation report 2022–23

The Governing Body endorsed the recommendations of the annual evaluation report 2022–23 (paragraphs 17 and 90) for implementation by the ILO.

(GB.349/PFA/4, paragraph 91)

5. High-level evaluations of strategies and Decent Work Country Programmes

The Governing Body requested the Director-General to take into consideration the recommendations of the three independent high-level evaluations presented in document GB.349/PFA/5 (paragraphs 17–21, 49–54 and 74–80), and to ensure their appropriate implementation.

(GB.349/PFA/5, paragraph 88)

6. Matters relating to the Joint Inspection Unit

The Governing Body took note of the information contained in documents GB.349/PFA/6, GB.349/PFA/6/REF/1 and GB.349/PFA/6/REF/2 and provided guidance to the Office.

(GB.349/PFA/6, paragraph 22)

Personnel Segment

8. Amendments to the Staff Regulations

The Governing Body approved the amendments to Chapter XII of the Staff Regulations relating to discipline, as set out in the appendix to document GB.349/PFA/8, with immediate effect.

(GB.349/PFA/8, paragraph 5)

10. Review of the jurisdictional set-up of the United Nations common system

The Governing Body, having carefully examined the third report of the United Nations (UN) Secretary-General on the review of the jurisdictional set-up of the UN common system, decided to:

- (a) express its appreciation to the Secretary-General for the work accomplished;
- (b) take no follow-up action for the time being, noting the lack of support for the various proposals to address the issue of inconsistent implementation of the recommendations and decisions of the International Civil Service Commission, with the exception of the promotion of informal exchanges among the judges of the tribunals of the UN common system;
- (c) request the Director-General to communicate this decision to the UN Secretariat and to keep the Governing Body informed of any decisions that the UN General Assembly may take on this matter at its 78th session or thereafter.

(GB.349/PFA/10, paragraph 26)

11. Other personnel matters: Membership of the Board of Trustees of the Special Payments Fund

The Governing Body appointed Mr Fabrice Merle as a member of the Board of Trustees of the Special Payments Fund, effective 1 December 2023.

(GB.349/PFA/11, paragraph 4)