



Report of the Chairperson of the Governing Body to the Conference for the year 2009–10

This report on the work of the Governing Body is submitted to the Conference in accordance with section 5.5.1 of the Standing Orders of the Governing Body. It covers the period since the last general session of the Conference (June 2009), i.e. the 305th (June 2009), 306th (November 2009) and 307th (March 2010) Sessions of the Governing Body. It focuses only on the highlights of the Governing Body's year, on the basis of the respective agendas, and does not cover any matter otherwise before the Conference.

For more extensive and detailed information on the work of the Governing Body, including the minutes of the three sessions under consideration, or the documents submitted to the committees and to the Governing Body itself, please refer to the Governing Body web site.¹

1. International Labour Conference

Matters arising from the work of the 98th Session (2009) of the International Labour Conference

The worldwide economic and employment crisis: Strategy to give effect to the Global Jobs Pact

At its November meeting, the Governing Body reviewed actions undertaken by constituents and the Office to give effect to the Global Jobs Pact adopted by the 98th Session of the International Labour Conference (June 2009). Prior to its discussions, the Working Party on the Social Dimension of Globalization had discussed policy coherence and international coordination with the Minister of Foreign Affairs of Brazil, Mr Celso Amorim. In a wide-ranging address, Minister Amorim stressed that a new and more inclusive global governance was needed to protect the most vulnerable members of society from the adverse effects of the global economic and social crisis. He called on the ILO to continue to play a leading role in promoting a job-based recovery and a fairer globalization, which also benefited poor countries, that had borne the brunt of the crisis. The Governing Body received reports of discussions in the Employment and Social

¹ Visit www.ilo.org and follow the link to the Governing Body.

Policy,² Sectoral and Technical Meetings³ and Technical Cooperation Committees⁴ which had also discussed aspects of the Organization's follow up to the Pact. The Governing Body adopted the following decision on "Moving from crisis recovery to sustainable development":⁵

The voices of the real economy, represented by the constituents of the International Labour Organization (ILO), are needed in the shared international effort to shape recovery from the continuing global jobs crisis and build a future of strong, sustainable and balanced global growth.

A more balanced economic growth pattern must not lose sight of the need to urgently address large-scale unemployment, underemployment and rising income inequality. These issues deserve the same high-level political priority that has been given to the rescue of financial institutions. The ILO, guided by its tripartite nature, can give an important contribution in this regard.

Taken together, the 2008 Declaration on Social Justice for a Fair Globalization and the Global Jobs Pact represent a balanced, comprehensive and tripartite agreement about the appropriate response to the global crisis. These documents should guide the activities of the Office at all levels.

The 2008 Governing Body Officers' statement remains as relevant today as it was a year ago.

Getting those who have lost their jobs back to work and ensuring that the millions of young women and men who start looking for work each year get a good start in their working lives is a vital first step for recovery and sustainable growth and development. Making the transition then from crisis response to stronger, more sustainable, equitable development and a fair globalization will need an employment-oriented framework for the medium and longer term. Its primary goal must be decent and productive work for the world's workforce of over 3 billion.

In this context the Global Jobs Pact sets out a policy package of practical measures, to counteract the immediate crisis and set a course for sustainable recovery.

The Governing Body:

- (a) encouraged constituents to advocate and promote the Global Jobs Pact;
- (b) requested constituents to share information through the Office on actions taken, best practices, lessons learned and future plans to give effect to the Pact, including through specific seminars and workshops;
- (c) requested the Director-General to:

² GB.306/12(Rev.).

³ GB.306/13.

⁴ GB.306/14(Rev.).

⁵ GB.306/3/1, para. 67, and proposals put forward by the Workers' and Employers' groups.

-
- (i) take into account its guidance on the strategy being developed and implemented by the Office to support constituents in giving effect to the Pact;
 - (ii) deepen support for countries applying the Pact in coordination and with the full involvement of the workers and employers;
 - (iii) deepen the research and analysis by the Office of the action taken by it and the constituents in the implementation of the Pact;
 - (iv) work with constituents to include Global Jobs Pact responses in Decent Work Country Programmes and orient Office workplans towards constituents' crisis response priorities;
 - (v) consult with the Officers on the agenda for the March 2010 session of the Governing Body to ensure that it addresses:
 - how best to further develop the Office's technical capacity with the necessary personnel at global and regional levels with the skills to support the implementation of the Pact. This would enable the ILO to make the necessary contributions to all levels in close cooperation with governments, employers and workers' organizations; and
 - implementation measures undertaken to give effect to the Global Jobs Pact and related issues, thus providing an input to forthcoming multilateral discussions; and
 - (vi) with the full engagement of constituents, seek additional resources from countries and the multilateral agencies to fund policy initiatives within the framework of the Pact and increase the Office's capacity to respond to constituents' requests. The Governing Body encouraged those nations that could do so to expand support for the ILO to make this urgent work possible.

At its March session, the Governing Body continued to focus on strategies to give effect to the Global Jobs Pact. The Employment and Social Policy Committee had examined in detail the Office's work with constituents and international partners. The Working Party on the Social Dimension of Globalization had focused on recovering and sustaining growth and development with guest speakers Mr Compton Bourne, President of the Caribbean Development Bank and Ms Helen Clark, Administrator of the UN Development Programme. The Governing Body highlighted and welcomed the approval of the resolution "Recovering from the crisis: A Global Jobs Pact", by ECOSOC in June 2009, as well as the decision "UNDP response to the financial and economic crisis: Promoting the Global Jobs Pact" by the UNDP Executive Board. The seminar "Emerging from the Jobs Crisis: What Do We Know About Experiences That Work?", organized by the International Institute for Labour Studies during the March 2010 session following an initiative by France and Brazil presented at the November 2009 session, allowed for an exchange of practices and experiences in the implementation of the Global Jobs Pact. The Governing Body, in addition to reviewing the reports of these committees, examined the work of the ILO in the multilateral system⁶ which had focused to a very large extent on crisis and recovery. Many meetings and bodies had supported the Global Jobs Pact including the UN Economic and Social Council, the Pittsburgh G20 Leaders Meeting, the UN Development Programme and regional meetings in all parts of the world. Following a wide-ranging discussion of the importance of accelerating progress towards a job-rich

⁶ GB.307/4(Rev.).

recovery, the Director-General concluded the debate with a synthesis of the major challenges constituents and the Organization faced in taking forward the approach of the Global Jobs Pact.⁷

Follow-up to the adoption of the resolution concerning gender equality at the heart of decent work – Action Plan for Gender Equality 2010–15

In November 2009, the Governing Body examined a paper⁸ outlining the approach by the Office to give effect to the resolution concerning gender equality at the heart of decent work. The document set out the way forward, on the basis of Office-wide consultations carried out to identify priority actions and activities for the implementation of the conclusions, in line with the Programme and Budget for 2010–11 and the Strategic Policy Framework 2010–15. The Governing Body endorsed the approach proposed by the Office, and requested the Director-General to: (a) communicate the Conference resolution concerning gender equality at the heart of decent work to the governments, employers' and workers' organizations of member States; (b) take steps to give effect to the Conference conclusions concerning gender equality at the heart of decent work in a coordinated and efficient manner at headquarters and in the field, and report regularly to the Governing Body on progress and results achieved; and (c) continue the follow-up actions outlined in this paper and develop new initiatives, in particular in the context of the current crisis.

A major effort was immediately undertaken to disseminate the conclusions widely, with the result that they are regularly at the centre of ILO interventions in national, regional and international advocacy and training activities. The Office is using the ILO Action Plan for Gender Equality 2010–15, which reflects the mainstreaming of gender-responsive delivery across the four pillars of the Decent Work Agenda, to track implementation of the conclusions in a coordinated and efficient manner. In March 2010, the Governing Body gave guidance on the document outlining the first phase of the Action Plan,⁹ which is aligned to the Programme and Budget 2010–11 outcomes. The Governing Body appreciated the manner in which this tool would combine the ILO's gender mainstreaming strategy and its results-based management approach towards achieving decent work for all women and men. The Office will report regularly to the Governing Body on progress and results achieved, in particular in the context of the global economic crisis and member States' responses, through programme implementation reports,¹⁰ a mid-term stocktaking report in 2013, and a final report in 2015.

⁷ <http://www.ilo.org/public/english/bureau/dgo/speeches/somavia/2010/gbsynthesis.pdf>.

⁸ GB.306/3/2.

⁹ GB.307/16/1.

¹⁰ GB.307/PFA/2, Appendix III, page 166 (English text).

**Agenda of the 100th Session (2011) of the Conference
Agenda of the 101st Session (2012) of the Conference
Arrangements to deal with the item “Employment and
social protection in the new demographic context”,
placed on the agenda of the 98th Session (2009) of
the Conference**

In November 2009, the Governing Body had before it documents concerning the agenda of the 100th Session (2011) of the International Labour Conference,¹¹ proposals for the agenda of the 101st Session (2012) of the Conference,¹² and Arrangements to deal with the item “Employment and social protection in the new demographic context” placed on the agenda of the 98th Session (2009) of the Conference.¹³

The Governing Body decided to postpone the consideration of the first two questions until March 2010, and took note of the document on the third, which informed it that consultations were under way on this issue and a new document would be submitted in March 2010.

In March 2010, the Governing Body had before it a consolidated document covering these three questions.¹⁴ The Governing Body decided that the 101st Session (2012) of the International Labour Conference would be held in Geneva; to include in the agenda of the 101st Session (2012) of the Conference a recurrent item discussion on the strategic objective of fundamental principles and rights at work covering all four categories of fundamental principles and rights; to postpone, until its 308th Session (June 2010), consideration of the items that would complete, respectively, the agenda of the 100th Session (2011) of the Conference – one item remains to be included – and the agenda of the 101st Session (2012) of the Conference – two items remain to be included. The Governing Body also decided to postpone until its 308th Session (June 2010) the consideration of items for future sessions of the Conference.

The Governing Body further decided to include in an appropriate way the theme of the item “Employment and social protection in the new demographic context” within the recurrent item discussions respectively on employment (2010) and social protection (2011).

2. Improving the functioning of the Governing Body and of the International Labour Conference

At its 305th Session (June 2009), the Governing Body established a Working Party on the Functioning of the Governing Body and the International Labour Conference, composed of 16 Government, eight Employer and eight Worker representatives. It met twice in November 2009 and March 2010. In addition, informal consultations took place from 11 to 12 February 2010 and a series of informal meetings between the Regional

¹¹ GB.306/2/1.

¹² GB.306/2/2.

¹³ GB.306/2/3.

¹⁴ GB.307/2(Rev.).

Coordinators, the secretariats of the Employers' and Workers' groups and representatives of the Chairperson of the Working Party were also organized. At its first meeting, the Working Party decided to focus the first phase of its work on the functioning of the Governing Body.

The Governing Body has noted an emerging convergence on the main directions of a potential reform of the functioning which would entail:

- giving priority to policy- and decision-making debates, including the follow-up of Governing Body and International Labour Conference decisions;
- alignment with the 2008 ILO Declaration on Social Justice for a Fair Globalization;
- creating more space for a strategic discussion in the context of the challenges of globalization and the enhanced role of the ILO in the international and multilateral arena;
- a focus on supervision and governance of the Office, but avoiding micromanagement;
- ensuring tripartism with the full engagement of all three groups, including through more secretariat support for Governments.

Nevertheless different options and proposals are still under discussion. The Office was requested to present a new consolidated paper to be discussed at the 309th Session of the Governing Body (November 2010).

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

In March 2010, the Governing Body examined an Office report¹⁵ which highlighted the manner in which the fundamental principles and rights at work had been promoted and realized in each of the cases of non-ratification. The Governing Body noted the successful decade of the Declaration's annual review that had resulted in particular in: (i) a high participation rate by reporting States (up to 99 per cent); (ii) a quality promotional dialogue for the realization of the fundamental principles and rights at work; (iii) the establishment of a country baseline system; and (iv) an average ratification rate of 90 per cent for ILO fundamental Conventions. Speakers also stressed the need for the ILO to continue its promotional work and technical cooperation on fundamental principles and rights as a matter of priority. The capacities of the labour administrations, as well as the employers' and workers' organizations should be strengthened to enable them to better support the respect, promotion and realization of fundamental principles and rights at work in their respective countries. The momentum should be kept and the Office should continue to respond to technical cooperation requests. The four categories of fundamental principles and rights were interrelated and reinforced each other. Technical cooperation should take this fact into account and resource gaps should be addressed. The plans of action adopted in the follow-up to the Declaration should guide the work of the Office in this regard, in line with the Decent Work Agenda and the programme and budget outcomes on fundamental principles and rights at work.

¹⁵ GB.307/3(& Corr.).

4. Complaints under article 26 of the ILO Constitution

Observance by the Government of Myanmar of the Forced Labour Convention, 1930 (No. 29)

A Supplementary Understanding was signed by the Government of Myanmar on 26 February 2007, establishing a mechanism through which victims of forced labour could seek redress. The trial period of the Supplementary Understanding had previously been extended for a 12-month period from 26 February 2009.

At its November 2009 session, the Governing Body examined a report¹⁶ on the functioning of this mechanism up to 28 October 2009. On the basis of the discussion held, the Governing Body adopted the following conclusions:

The Governing Body:

- (a) took note of the report of the Liaison Officer and listened with interest to the statement made by the Permanent Representative of the Government of the Union of Myanmar;
- (b) in the light of the information available, and considering the interventions made during the debate, it concluded as follows:
 - full compliance with the Forced Labour Convention, 1930 (No. 29), implementation of the recommendations of the Commission of Inquiry and the complete elimination of the use of forced labour in Myanmar have not yet been achieved; all activity must be targeted to this end;
 - the Governing Body recalls its previous conclusions and those of the International Labour Conference and reconfirms their continuing validity; this concerns particularly accessible material in local languages for awareness raising and the need for an authoritative statement by the senior leadership against the continued use of forced labour and the need to respect freedom of association;
 - the Governing Body notes the Government's cooperation regarding the complaints submitted, as well as the joint Government/ILO awareness-raising activities; in continuing the arrangements under the Supplementary Understanding, the capacity of the ILO to deal with complaints throughout the country should be strengthened; cases of forced labour should be reported and followed up consistently so that the practices cease and the perpetrators are prosecuted and punished; particular attention should be paid to monitoring infrastructure projects such as oil and gas pipelines; the Governing Body calls for and encourages progress towards achieving greater compliance with the international obligations of Myanmar, including Convention No. 29, particularly where local practices do not respect the aim of abolishing forced labour;
 - the Governing Body is deeply concerned about the continued imprisonment of a number of persons who have complained of being subjected to forced labour or who have been associated with such complaints; this is in total contradiction

¹⁶ GB.306/6.

with the Government of Myanmar's own commitments under the Supplementary Understanding and puts into question the good faith necessary for the implementation of the Supplementary Understanding; if this situation is not promptly remedied, it will undermine the advances made to date; the Office should continue to examine potential legal implications of the failure to comply with Convention No. 29;

- the Governing Body calls for the immediate release of all persons currently detained being complainants, facilitators and others associated with the Supplementary Understanding complaints mechanism, as well as for the unconditional release of all imprisoned political and labour activists;
- the Governing Body repeats its previous call for the Government of Myanmar to facilitate, as provided for in article 8 of the Supplementary Understanding, the adjustments to the staff capacity of the Office of the Liaison Officer so that an increased workload could be met; this includes the presence of an additional international recruited professional appointed by the ILO.

In March 2010, the Governing Body further reviewed the operation of the Supplementary Understanding up to 9 March 2010,¹⁷ and the results of the ILO's mission to Myanmar, from 17 to 24 January 2010, during which a further extension of the trial period of the Supplementary Understanding was signed. The following conclusions, drawn from the discussion, were adopted by the Governing Body:

The Governing Body took note of the report of the Liaison Officer, the statement made by the Permanent Representative of the Government of the Union of Myanmar and the subsequent discussion. In light of the debate, it made the following conclusions:

The recommendations of the Commission of Inquiry for compliance with the Forced Labour Convention, 1930 (No. 29), have still not been implemented, and the primary objectives of the eradication of forced labour in both law and practice, as well as ending the impunity which allows forced labour to continue, remain unachieved. Sustained action at all levels, including by the local authorities, is necessary.

The further extension until 25 February 2011 of the trial period of the Supplementary Understanding, agreed during the High-Level ILO mission visit, is noted as an encouraging step. The complaints mechanism established by the Supplementary Understanding continues to function, particularly in cases of the recruitment of minors into the military. There is a need for the national application of a proper and accountable recruitment system.

It is imperative that the Government strictly ensures, in accordance with the provisions of the Supplementary Understanding, that there is no judicial or retaliatory action, or any other form of harassment of complainants, their representatives, facilitators and/or any other relevant persons involved in the complaints. Without this, the necessary confidence in the complaints mechanism is absent. It is crucial that access to the complaints mechanism is facilitated.

Certain positive developments have been noted regarding the earlier conclusions of the Governing Body, such as: the Government's agreement in principle to a simply worded brochure in the local language; increased local media reporting on the rights contained in the Supplementary Understanding; the continuation of joint awareness-raising seminars and training; and the imposition of prison sentences on certain military as well as civilian personnel for the use of forced labour and under-age recruitment.

In considering these steps the Governing Body looks forward to an early agreement on the brochure wording and its wide distribution in the near future, particularly in rural

¹⁷ GB.307/6.

areas. It further encourages the continuation of joint awareness-raising and training activities, which should be broadened further to encompass the wider community.

While welcoming the release of 13 out of the 17 persons imprisoned for activities which have been the subject of procedures under the Supplementary Understanding, the Governing Body calls for the urgent release of the four persons associated with the operation of the Supplementary Understanding who remain in prison (U Zaw Htay, U Htay Aung, U Nyan Myint and Maung Thura Aung).

The Governing Body strongly reiterates its call for an early release of all of the imprisoned labour activists referred to in its previous conclusions (these include, among others, Su Su Nway, U Min Aung, U Myo Aung Thant, U Thurein Aung, U Wai Lin, U Nyi Nyi Zaw, U Kyaw Kyaw, U Kyaw Win and U Myo Min).

The Governing Body expresses serious concern at the delay in the approval of the visa application submitted for an additional international professional staff member to strengthen the capacity of the Liaison Officer to meet the growing work demands under both the initial Understanding and the Supplementary Understanding. It trusts that the Government will take immediate action to remedy this situation.

The Governing Body shares the concerns expressed in this debate and during the 98th Session of the International Labour Conference (2009), concerning the absence of freedom of association rights, which is an area intimately linked to the elimination of forced labour. The Governing Body welcomes the fact that the January 2010 ILO mission discussed with the Government the basic principles of trade union legislation. The Governing Body thus urges the Government to continue to seek and make use of information and advice from the Office so that early progress can be made concerning the legal framework for respecting freedom of association.

The Government should take immediate steps, without waiting for any future legislative action, to guarantee in practice the right of workers to organize freely in accordance with the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), ratified by Myanmar, in order to promote and defend their occupational interests. This is particularly important in the context of any industrial conflicts.

Report of the Commission of Inquiry set up to examine the observance by Zimbabwe 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)

In November 2009, the Governing Body had before it a document for information on the developments since the establishment, in November 2008, of the Commission of Inquiry in respect of the complaints submitted under article 26 of the Constitution by Workers' and Employers' delegates to the June 2008 session of the International Labour Conference concerning the observance by Zimbabwe 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).¹⁸ The document reported that a preliminary goodwill mission to Harare by senior ILO officials and the Commission of Inquiry had taken place from 18 to 23 May 2009, followed by a further on-the-spot mission by the Commission from 11 to 26 August 2009. During its missions, the Commission had enjoyed the cooperation of the Government of Zimbabwe.

¹⁸ See GB.306/17/1.

At its 307th Session (March 2010), the Governing Body took note of the report of the Commission of Inquiry.¹⁹ At the same session, the Governing Body approved the Commission's suggestion that the ILO pursue its assistance to the Government and social partners in relation to the implementation of the Commission's recommendations.

5. Enhanced programme of technical cooperation for the occupied Arab territories

In November 2009, the Governing Body discussed the ILO's support to the occupied Palestinian territory and its impact on the livelihoods and living conditions of the Palestinian people. The period under review has, in fact, witnessed an expanded ILO technical cooperation programme that is aligned with the Strategy of the Ministry of Labour for the Development of the Labour Sector and aims at creating an environment conducive to decent work.

The areas of ILO intervention principally relate to strengthening labour market governance and rights, promoting employability through skills upgrading and local economic development, strengthening entrepreneurship for private sector growth through the development of cooperatives and micro-, small and medium-sized enterprises, social dialogue and social protection, gender mainstreaming and women's economic empowerment. Special attention was paid to address the situation in Gaza whereby innovative skills development projects were implemented in the construction sector focusing on alternative technologies.

Members of the Workers' and Employers' groups expressed their appreciation for the assistance extended through the technical assistance programme and welcomed the proposal for the development of a national decent work strategy. They underlined the fact that assistance should continue to be provided as much remains to be done. Members of the Government group also stressed the importance of further reinforcing the ILO programme in the occupied Palestinian territory, which is a key to achieving social and economic progress.

6. Meetings

In March 2010, the Governing Body took a number of decisions concerning arrangements for and attendance at ILO meetings. It thus approved the agenda, date and venue for the 15th Asian Regional Meeting,²⁰ and approved the request of the Government of Chile to hold the 17th American Regional Meeting in Santiago, Chile, in the first half of December 2010.²¹ The Governing Body responded favourably to a request from the Council of Ministers of Labour and Social Affairs of the Gulf Cooperation Council States to be represented as an observer at Governing Body meetings,²² and noted that its Officers had authorized the Director-General to invite MERCOSUR to be represented as an

¹⁹ See GB.307/5.

²⁰ GB.307/16/5.

²¹ GB.307/17/1(Rev.).

²² GB.307/17/2.

observer at all ILO meetings.²³ Finally, on the recommendation of its Officers, the Governing Body approved a list of intergovernmental and international non-governmental organizations wishing to be represented as observers at the present session of the Conference.

7. Freedom of association – 354th, 355th and 356th Reports

During the past year, the Committee on Freedom of Association examined 182 cases, and in 172 cases followed up the measures taken by member States to give effect to its recommendations. The Committee continued to observe an important increase in the number of complaints against alleged violations of freedom of association submitted to the special procedure, but was also able to note with interest significant positive developments in the matters before it, including the release of detained trade union leaders and members. In June and November 2009 and March 2010, the Governing Body took note of the introduction to the 354th, 355th and 356th reports of the Committee on Freedom of Association, and approved the recommendations of the Committee on Freedom of Association with respect to the cases in these reports.²⁴

8. Programme, Financial and Administrative Committee

Use of Special Programme Account

In November 2009 and in March 2010, the Governing Body decided to allocate US\$500,000 from the Special Programme Account to support measurement of decent work²⁵ and US\$1.3 million from the Special Programme Account to strengthen the statistical capacity of the Office,²⁶ respectively.

Results-based strategies for 2010–15

In November 2009, the Governing Body endorsed the results-based strategies²⁷ on Human Resources,²⁸ Information Technology,²⁹ Knowledge³⁰ and Technical

²³ GB.307/Inf. 4.

²⁴ GB.305/5, GB.306/7 and GB.307/7, respectively.

²⁵ GB.306/PFA/3.

²⁶ GB.307/PFA/7/2.

²⁷ GB.306/PFA/12/1.

²⁸ GB.306/PFA/12/2.

²⁹ GB.306/PFA/ICTS/1.

³⁰ GB.306/PFA/12/3.

Cooperation³¹ covering the period of the Strategic Policy Framework 2010–15. All the strategies followed a common structure and contained an explicit results framework identifying the expected outcomes and indicators for measuring progress over time. They also included resource implications, interlinkages with other strategies and elements of risk management.

Human resources management

The Governing Body endorsed in November 2009 a Human Resource Strategy aligned to the Strategic Policy Framework for 2010–15 and taking into account the objectives of the Declaration on Social Justice for a Fair Globalization and the Global Jobs Pact. The Strategy is designed to improve the skills and performance of the staff, the capacity of management, and the capacity of the Office based on the knowledge, talent and commitment of its human resources. It essentially refocuses human resources management around the following four key outcomes: talent and leadership; accountability; teamwork and collaboration; and an enabling working environment.³²

The Governing Body approved an amendment to the Staff Regulations concerning the term of office of the Director-General. It also approved amendments improving benefits to be paid in the event of death, accident or illness attributable to the performance of official duties.³³ It further approved an increase in the base salary for the Professional and higher categories resulting from the annual report and recommendations of the ICSC, as endorsed by the United Nations General Assembly.³⁴ Reports were also received relating to the General Assembly on the annual report of the Board of the United Nations Joint Staff Pension Fund,³⁵ and to the Board of the ILO Special Payments Fund.³⁶

ILO accommodation

The Building Subcommittee of the Programme, Finance and Administrative Committee met in November 2009 and March 2010. The Building Subcommittee received reports on ILO accommodation worldwide and ongoing renovation work on the headquarters building.³⁷ In November 2009, the Governing Body earmarked an amount of 750,000 Swiss francs (CHF) in the Building and Accommodation Fund to be used for urgent works for the resurfacing of the remaining floors in the parking areas and in March 2010, an estimated amount of CHF205,000 for the replacement of smoke detectors in the headquarters building. The Governing Body received updates on the status of discussions with the Swiss authorities in relation to the development of lands held by the ILO and authorized the Director-General to enter into arrangements he considered appropriate

³¹ GB.306/TC/1.

³² GB.306/PFA/12/2.

³³ GB.306/PFA/17.

³⁴ GB.306/PFA/18 and GB.307/PFA/10.

³⁵ GB.307/PFA/11/1.

³⁶ GB.307/PFA/11/2.

³⁷ GB.306/PFA/BS/1, GB.306/PFA/BS/2 and GB.306/PFA/BS/3.

relating to granting public access to ILO land, including clarification of the respective responsibilities of the parties concerned.³⁸

Information technology

The Information and Communications Technology Subcommittee of the Programme, Finance and Administrative Committee met in November 2009 to consider the Information Technology (IT) Strategy for 2010–15. Following consultations, the strategy was endorsed by the Governing Body.³⁹

Programme and Budget for 2008–09: Treatment of the net premium earned

In March 2010, the Governing Body proposed to the International Labour Conference that in derogation of article 11.5 of the Financial Regulations, the one-half of the 2008–09 net premium earned not distributed through the Incentive Fund, amounting to CHF14,869,967 be credited to the Building and Accommodation Fund to finance partially the refurbishment of the headquarters building, subject to several conditions. Should the Governing Body determine that these conditions are not satisfied by March 2011, the derogation would be revoked and the funds credited to member States.⁴⁰

Audits

In March 2010, the Governing Body received and considered the second report of the Independent Oversight Advisory Committee. The Governing Body also considered the report of the Chief Internal Auditor for 2009 and the report on follow-up action taken by the Office on the report of the Chief Internal Auditor for 2008. At the same session, the Governing Body approved revisions to the Internal Audit Charter.⁴¹

International Public Sector Accounting Standards (IPSAS) and changes to the Financial Rules

In November 2009, the Governing Body took note of the revised implementation plan which indicated that the first financial statements and external audit fully based on IPSAS were planned for the financial period beginning 1 December 2011.⁴² The Governing Body also approved changes to the Financial Rules.⁴³

³⁸ GB.306/9/1(Rev.) and GB.307/9/1(Rev.).

³⁹ GB.306/9/1(Rev.).

⁴⁰ GB.307/9/1(Rev.).

⁴¹ GB.307/9/1(Rev.).

⁴² GB.306/PFA/7.

⁴³ GB.306/PFA/8(& Corr.).

International Training Centre of the ILO, Turin

In November 2009, the Governing Body discussed and provided guidance on an action plan proposing long-term solutions for adequate and stable funding for the Centre.⁴⁴ In March 2010, the Governing Body received a report on steps already implemented as well as medium-term measures that were planned to improve the financial stability of the Centre.⁴⁵

Evaluation

In November 2009, the Governing Body took note of the Annual Evaluation Report for 2008–09 requesting the Director-General to continue efforts to align the evaluation function with the implementation of the Declaration on Social Justice for a Fair Globalization. The Governing Body also requested the Director-General to take into consideration the findings and recommendations contained in the papers summarizing the results of the independent evaluations.⁴⁶

9. Committee on Legal Issues and International Labour Standards

Compendium of rules applicable to the Governing Body: Further proposals for revision, including to introduce inclusive language for the purpose of promoting gender equality

During its 306th Session, the Governing Body adopted the revised Compendium of rules applicable to the Governing Body, as annexed to the report and as further revised in the Spanish version of the introductory note and the Standing Orders of the Governing Body, taking into account the proposals made in the course of the discussion of the Committee.⁴⁷ The Governing Body requested the Office to publish it without delay. The proposals were developed on the basis of the criteria used to develop the original Compendium in 2006 and in light of the discussion in the Committee in March 2009. They concerned revisions to the introductory note and Standing Orders of the Governing Body, including to ensure wording reflecting the principle of gender equality, as well as the addition of two annexes and adjustments to existing annexes.

⁴⁴ GB.306/PFA/6/3.

⁴⁵ GB.307/PFA/4.

⁴⁶ GB.306/9/1(Rev.).

⁴⁷ See GB.306/10/1, para. 8.

Standing Orders of the Conference: Further proposals regarding representation of Employers' and Workers' delegates at the International Labour Conference

Following discussions in November 2008 (303rd Session), March 2009 (304th Session) and November 2009 (306th Session), the Governing Body recommended several amendments to the Standing Orders of the International Labour Conference in order to take action in relation to an act or omission on the part of a government that has prevented a delegate or adviser from attending the Conference.⁴⁸ The text of the proposed amendments, by which the Governing Body recommends the introduction of a new type of complaint, concerns articles 5 and 26ter of the Standing Orders.

Constitution of the International Labour Organization: Proposal for possible revisions to introduce inclusive language for the purpose of promoting gender equality

During its 306th Session and following a discussion in the Committee on Legal Issues and International Labour Standards of considerations relating to ensuring that the wording of the Constitution of the International Labour Organization reflected the principle of gender equality, the Governing Body decided to request the Office to prepare a document on the subject for the purpose of introducing gender-inclusive language, with a view to its submission to the 309th Session of the Governing Body. During its 307th Session, the Governing Body considered matters relevant to the preparation of the proposals, including process, drafting methods and possible approaches, to be submitted for its further consideration at the 309th Session of the Governing Body.⁴⁹

Measures relating to the representation of Employers and Workers at the International Labour Conference: Addressing tripartite imbalance within delegations

At its 98th Session (2009), the Credentials Committee of the International Labour Conference examined cases of delegations which comprised a disproportionately low number of advisers to the Workers' delegate as compared to the number of advisers to the Government delegates. This had been justified by the concerned Governments with current budgetary restrictions. The Credentials Committee, through the Conference, therefore requested the Governing Body to consider possible measures to improve the situation in this regard. After consideration of the factual and legal background and possible measures aiming at improving the situation, including possible amendment to the Standing Orders, further consultations in order to explore possible convergence of views were expected.⁵⁰

⁴⁸ See GB.306/10/1, para. 19.

⁴⁹ See GB.307/10/1(Rev.), paras 13–23.

⁵⁰ See GB.307/10/1(Rev.), para. 12.

Standing Orders of the Conference: Practical arrangements for the discussion at the 99th Session (June 2010) of the International Labour Conference of the Global Report prepared under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work

During its 307th Session, the Governing Body decided to invite the Conference, at its 99th Session, to adopt ad hoc arrangements for its discussion of the Global Report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work.⁵¹ The arrangements included those previously adopted over a four-year cycle and extended for use at the 98th Session of the Conference, and also addressed timing and procedures in order to organize the discussion on the Global Report at the 99th Session of the Conference in an interactive manner.

Improvements in the standards-related activities of the ILO

At its 294th Session (November 2005) the Governing Body adopted a standard-setting strategy⁵² and at its 300th Session (November 2007)⁵³ an interim plan of action to implement this strategy. In November 2009, the Governing Body initiated discussions on elaborating a definitive action plan, in light of the ILO Declaration on Social Justice for a Fair Globalization (the 2008 Declaration).⁵⁴ The standards policy and supervisory system components of the interim plan have not been finalized. The technical cooperation and information and communication components were finalized in 2007.

Following this discussion, the Governing Body invited the Office⁵⁵ to make every effort to facilitate the continuation of the consultations on standards policy, and to start consultations on the issue of the interpretation of international labour Conventions; to make the necessary arrangements for the organization in 2010 of a meeting of a tripartite working group of experts to examine Convention No. 158 and Recommendation No. 166 on termination of employment (1982). The Governing Body also invited the Office to submit a plan of action for the promotion of the OSH instruments; to implement a new reporting cycle under article 22 of the Constitution (three years for fundamental and priority Conventions, and five years for technical Conventions, on the basis of a classification of standards by strategic objective) and to invite the Committee of Experts on the Application of Conventions and Recommendations to examine the criteria on the basis of which it would examine comments received from the social partners outside of that cycle. The Governing Body also decided that the need to revise the article 22 report forms on the Forced Labour Convention, 1930 (No. 29), and the Abolition of Forced Labour Convention, 1957 (No. 105), should be subject to further discussion.

⁵¹ See GB.307/10/1(Rev.), para. 32 and appendix.

⁵² GB.294/LILS/4 and GB.294/9(Rev.).

⁵³ GB.300/LILS/6 and GB.300/13(Rev.).

⁵⁴ GB.306/LILS/4(Rev.).

⁵⁵ GB.306/10/2(Rev.).

The document submitted to the Governing Body in March 2010⁵⁶ dealt with these different questions and contained an update on progress on the implementation of the interim action plan. At that session the Governing Body approved⁵⁷ the proposed plan of action on OSH standards, as revised, as well as a new article 22 report form on Convention No. 29. It asked the Office to develop further plans of action for the ratification and effective implementation of fundamental Conventions and the work in fishing standards, in light of the comments made during the discussion; to report to the Committee on the ongoing review of the article 22 report forms concerning OSH Conventions; and to report to the Committee on the implementation of the modifications to the article 22 reporting cycle adopted at the 306th Session (November 2009) of the Governing Body.

Separate and then tripartite consultations took place, respectively in February and March 2010, on standards policy and the interpretation of international labour Conventions. It was decided that the consultations should continue as regards interpretation, and a document on standards policy would be submitted for debate and guidance to the Governing Body in November 2010.

General status report on ILO action concerning discrimination in employment and occupation

In November 2009 the Governing Body had before it, for debate and guidance, a general status report on ILO action concerning discrimination in employment and occupation.⁵⁸ This document described recent measures and trends regarding ILO action in this connection, paying attention to certain thematic areas on which the Organization had been particularly focusing. The special focus areas were: gender equality; discrimination based on race or ethnicity; migrant workers; indigenous and tribal peoples; workers with disabilities; discrimination based on real or perceived HIV/AIDS status; and workers of the occupied Arab territories. The document concludes that, parallel to considerable efforts being made on the question of gender equality, there was increasing focus on discrimination based on these grounds, and the ILO had earned a lead role within the UN system in these areas. Under the new Strategic Policy Framework and Programme and Budget for 2010–11, the ILO needed more than ever to have a coherent and integrated approach to promoting non-discrimination on the grounds set out in Convention No. 111, as well as emerging grounds.

Ratification and promotion of fundamental and governance ILO Conventions

In 1995 the Director-General launched a campaign for the promotion of ratification of the fundamental Conventions. The ILO Declaration on Social Justice for a Fair Globalization, while recalling the importance of the fundamental Conventions, identified four Conventions concerning tripartism, employment policy and labour inspection that were the “most significant from the viewpoint of governance”. These were: Labour Inspection Convention, 1947 (No. 81), the Employment Policy Convention, 1964 (No. 122), the Labour Inspection (Agriculture) Convention, 1969 (No. 129), and the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144).

⁵⁶ GB.307/LILS/3.

⁵⁷ GB.307/10/2(Rev.).

⁵⁸ GB.306/LILS/5.

Moreover, at the 98th Session of the Conference (2009), the relevance of the Conventions concerning governance, at the same time as that of the fundamental Conventions, was highlighted in the context of a crisis exit strategy, as set out in the Global Jobs Pact. Given this, the Director-General's promotion campaign was extended to include the governance Conventions in 2009.

The document submitted to the Governing Body in November 2009⁵⁹ contained information on the ratification prospects and possible obstacles to ratification in respect of both groups of Conventions, as well as a proposed plan of action to achieve widespread ratification and effective implementation of the governance Conventions, in parallel to the ongoing ratification campaign for the eight fundamental Conventions.

Regarding the fundamental Conventions, the report noted that since November 2011, 11 new ratifications had been registered. To reach the goal of universal ratification, set for 2015, 5,150 ratifications are still needed, for an overall total of 1,464 (183 per Convention). The 150 outstanding ratifications represent 54 countries as 129 member States have now ratified all the fundamental Conventions.

The Governing Body noted the information in the document and approved the proposed plan of action, with certain adjustments.

Choice of Conventions and Recommendations on which reports should be requested under article 19 of the Constitution – Proposal for an article 19 questionnaire concerning fundamental principles and rights at work instruments

Under the follow-up to the 2008 Declaration, the subject of the General Surveys has been linked with those of the recurrent reports dealing with the different strategic objectives and discussed by the Conference. Thus, this year, the General Survey to be discussed by the Committee on the Application of Standards will concern employment standards, in line with the report to be discussed by the Committee on the strategic objective of employment. The theme for the General Survey and the recurrent report for 2011 will be social protection (social security). In March 2010, the Governing Body included on the agenda of the 101st Session (2012) of the International Labour Conference a recurrent item on the strategic objective of fundamental principles and rights at work, covering all four categories of fundamental principles and rights.⁶⁰ At the same time, the Governing Body chose the same subject for the General Survey. It consequently requested governments to submit reports under article 19 of the Constitution on the fundamental Conventions and approved the report forms concerning these instruments.⁶¹

⁵⁹ GB.306/LILS/6.

⁶⁰ GB.307/2.

⁶¹ GB.307/LILS/4 and GB.307/10/2(Rev.).

Maritime Labour Convention, 2006

Form for reports on the application of ratified Conventions (article 22 of the Constitution)

At its 306th Session (November 2009), the Governing body approved the approach recommended by the Office for the article 22 report form for the MLC, 2006.⁶² After consultations, the form was adopted by the Governing Body in March 2010.⁶³

Preparation for entry into force

In November 2009, the Governing Body also had before it a document on preparations for entry into force of the MLC, 2006.⁶⁴ It was decided that, notwithstanding Article XIII of the MLC, 2006, since the governments of ratifying Members were called upon to undertake significant implementation before entry into force, particularly in order to have already phased in the certification of certain ships by that date, the Office should take the steps necessary to establish a “preparatory tripartite MLC, 2006, committee”, modelled on the future Article XIII special tripartite committee. Its mandate would be to keep under review the preparations by Members for implementing the MLC, 2006, and prepare the work for the future special tripartite committee on any questions that might need to be dealt with as a matter of urgency after entry into force of the Convention, including the rules of procedure of the committee. It established its composition. It is foreseen that this Committee will meet in September 2010.

Joint ILO–UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel (CEART)

At the Governing Body’s 306th Session, the Committee on Legal Issues and International Standards (LILS) reviewed the Joint Committee’s findings and proposals on allegations submitted by teachers’ organizations concerning non-observance of the Recommendations concerning teachers. Based on the recommendations of LILS, the Governing Body authorized the Director-General to communicate the relevant parts of the report to the concerned governments and teachers’ organizations. At the Governing Body’s 307th Session, members of the Committee on Sectoral and Technical Meetings and Related Issues (STM) commended the report of the Tenth Session of the Joint ILO–UNESCO Committee of Experts (CEART), hosted by UNESCO in Paris, 28 September–October 2009, and reiterated their support for the work of the CEART to promote high professional standards and status of teachers. Based on the STM’s recommendations, the Governing Body: authorized the Director-General to transmit the report to the Governments of member States, the relevant employers’ and workers’ organizations, and relevant intergovernmental and international non-governmental organizations concerned with education and teachers; and to take into consideration, where appropriate, in consultation with the Director-General of UNESCO, the Joint Committee’s proposals for future action by the ILO and UNESCO, which are contained in its report, in planning and

⁶² GB.306/LILS/7/1 and GB.306/10/2(Rev.).

⁶³ GB.307/LILS/5 and GB.307/10/2(Rev.).

⁶⁴ GB.306/LILS/7/2 and GB.306/10/2(Rev.).

implementing future ILO activities. Separately at the same session, LILS recommended, and the Governing Body decided, to forward the report to the International Labour Conference at the present session for examination by the Committee on the Application of Standards.

10. Subcommittee on Multinational Enterprises

In November 2009, and in line with the strategic objectives set out in the Strategic Policy Framework 2010–15 and Programme and Budget for 2010–11, the Governing Body decided that the work the Office should focus on is: (i) promoting public policies that enhance the positive social and employment effects of the operations of multinational enterprises; (ii) promoting sustainable enterprise management practices consistent with the principles of the Multinational Enterprises and Social Policy (MNE) Declaration to multinational enterprises and their supply chains; and (iii) strengthening the labour dimensions of corporate social responsibility (CSR) initiatives.

Key means of action for fulfilling these priorities during the period 2010–11 were adopted by the Governing Body in March 2010 as: (i) establishing a “helpdesk” to provide expert advice on the realization of international labour standards and the Tripartite Declaration of Principles concerning MNE Declaration; (ii) collaborating with the International Training Centre of the ILO (Turin Centre in providing training and capacity building on the instrument; (iii) field testing of an alternative modality to evaluate the effect given to the MNE Declaration; and (iv) working closely with other intergovernmental organizations that may help raise awareness of the MNE Declaration.

With regard to the first point, the Subcommittee received detailed reports from the Office on the users of the service, types of questions, regional origin as well as on the functioning of the Office-wide expert team responding to the inquiries. It was recommended that the Office should prioritize action with regard to further outreach and a better knowledge management system.

With regard to the third point, the Governing Body, during its November 2009 session, requested the Office to undertake an exercise consisting of the following elements: (i) completing within the next two years: (1) a global desk review for the period 2007–10; and (2) concrete exercises at the country and sectoral levels; and (ii) subsequently, completing a flagship report informing about the main trends and findings, building on items (1) and (2). It moreover decided, following completion of this exercise, and no later than 2011, to review its 1979 decision to report periodically on the effect given to the MNE Declaration, in the light of the experience gained.

With regard to the other points, notable work includes: (a) activities that the Office has undertaken, in close collaboration with the International Training Centre of the ILO, to build capacity of ILO staff and constituents on the implementation of the MNE Declaration and the labour dimension of corporate social responsibility; a programme to promote international labour standards and the MNE Declaration through curricula development and promotion via a Global Business Schools’ Network; (b) the Office’s role in promoting the MNE Declaration in the context of the revision process of the OECD Guidelines, the Office’s involvement in the development of the ISO Guidance Standard on Social Responsibility (ISO 26000) and the ILO’s participation in activities of the UN Global Compact at the global, regional and country levels; and (c) the organization, at the request of the MNE Subcommittee, of an ILC 2010 side event with John Ruggie, the Special Representative of the United Nations Secretary-General on human rights and transnational corporations and other business enterprises, providing a briefing on the proposed United

Nations “Protect, Respect and Remedy” framework to better manage business and human rights challenges and its implications for the ILO.

11. Committee on Employment and Social Policy

In November 2009, the Governing Body noted the discussion held in the Committee on Employment and Social Policy on the following agenda items: (i) Global economic and jobs crisis; (ii) Update of the first Global Wage Report with a focus on minimum wage policy development; and (iii) Flexicurity and employment services: (iii)(a) Combining flexibility and security for decent work; and (iii)(b) ILO support for the role of public employment services in the labour market.

With regard to item (i), the Committee noted the wide range of crisis response measures and stimulus packages that were being implemented around the world. It stressed the need to focus on the operational implementation of the Global Jobs Pact, which included evaluating policies and identifying effective measures, as well as national recovery packages. It also welcomed the ILO’s engagement with the G20 and recommended that the Office mobilize all possible resources to support this important effort.

Concerning item (ii), the Committee discussed the importance of reliable and accurate data that could be used in such reports and the need for the Office to further strengthen collaboration with sources of national statistics on wages. A consensus was not reached on the definition of, or a specific research agenda for, the flexicurity concept (item (iii)(a)). The Committee noted that in Europe, the Office already had an ongoing research agenda on flexicurity and that the European Commission and European member States had supported the Office’s continuing engagement in this work. The Committee’s final discussion (item (iii)(b)) in 2009 concerned ILO support to public employment services in the labour market. It noted the importance and range of government efforts to enhance public employment services. It also noted the existence of private employment agencies and that the Office’s work should contribute to strengthen the overall system, particularly in order to respond to the current financial and economic crisis.

At its March 2010 session, the Committee continued to focus on strategies to give effect to the Global Jobs Pact. An innovative, wide-ranging interactive discussion with the six special-assignments coordinators was conducted that particularly focused on the Office’s work with constituents and international partners.

The Committee also considered the proposed content and structure for the Recurrent item report on social security (2011) and provided valuable guidance that the Office take into account in preparing the report. In the third agenda item, the Committee discussed the Chairperson’s summary of the High-level Tripartite Meeting on Collective Bargaining (Geneva, 19–20 November 2009), highlighting the central role of collective bargaining in recovery from the economic crisis and endorsing a bi-dimensional approach, composed of: (a) a horizontal approach establishing a universal social protection floor; and (b) a vertical approach, providing higher levels of protection using the basic floor as a foundation.

In the final discussion item in March 2010, the Committee was provided with a brief update on the preparations and progress in preparing the first recurrent item report on employment, to be discussed at the 99th Session of the International Labour Conference. The report, *Employment policies for social justice and a fair globalization*, will address the role of the ILO in the twenty-first century in matters of employment policy in the context of the Decent Work Agenda and the Declaration on social Justice for a Fair Globalization.

12. Committee on Sectoral and Technical Meetings and Related Issues

In its work last year, the Governing Body, through its Committee on Sectoral and Technical Meetings and Related Issues, addressed numerous pressing issues related to specific economic sectors.

Further pursuing its examination of the sectoral aspects of the economic downturn and possible early signs of recovery, the STM Committee shared experiences from its members' countries and discussed the findings contained in the reports produced by the Office for the November 2009 and March 2010 sessions on sectors as diverse as tourism, public services, education, health, textiles and civil aviation.

To allow a wide sharing of best practices and foster sectoral social dialogue at the international level, the Governing Body had asked the Office to hold a number of timely meetings addressing issues of an urgent nature for sectors affected, such as: the Impact of the Financial Crisis on Financial Sector Workers; Decent Work in Local Government Procurement for Infrastructure Provision; the Impact of the Food Price Crisis on Decent Work; and promotion of the ratification of the Private Employment Agencies Convention, 1997 (No. 181). The outcomes of these meetings' work were examined by the Committee and the dissemination of these results endorsed by the Governing Body.

The Committee also turned its attention to matters related to occupational safety and health. Following the Governing Body's November 2009 decision to amend the mandate of the Meeting of Experts to Consider a Draft Code of Practice on Safety and Health in Agriculture and its holding, the Governing Body decided that the code of practice would be finalized by a second meeting of experts to be convened later this year. It also took an important step to assist member States to implement Recommendation No. 194 by adopting the revised list of occupational diseases, developed by the Meeting of Experts on the Revision of the List of Occupational Diseases.

To provide further assistance to countries in ratifying and implementing the Work in Fishing Convention, 2007 (No. 188), the Governing Body had asked the Office to convene a Tripartite Meeting of Experts to Adopt Port State Control Guidelines for Implementation of the Work in Fishing Convention, 2007 (No. 188). The resulting guidelines adopted by the meeting in mid-February 2010 will be submitted to the Governing Body at the Committee's next session in November 2010.

While relying on Meetings of Experts as a very successful, traditional format, a new, more consultative form of meetings had been pursued in relation to human resource policies and practices concerning teachers, in accordance with previous Governing Body decisions. In its deliberation on the Interregional Consultative Workshop on an ILO Human Resource Toolkit of Good Practices for the Teaching Profession, the Committee welcomed the outcome and approach taken.

The Committee closely followed developments in shipping, fishing, education and the media sector. Based on the Committee's discussion and recommendations, the Governing Body endorsed further ILO participation in bodies formed in collaboration with the International Maritime Organization (IMO), the Food and Agriculture Organization (FAO), the United Nations Educational, Scientific and Cultural Organization (UNESCO)

and the World Intellectual Property Organization (WIPO), respectively, thus further promoting the concept of decent work throughout the multilateral system.⁶⁵

13. Committee on Technical Cooperation

In November 2009 the Committee on Technical Cooperation discussed the ILO's technical cooperation strategy and tripartism in the context of the United Nations reform process. It examined the engagement of ILO constituents in the UN reform process and national development planning, and adopted a technical cooperation strategy.⁶⁶ The strategy is composed of the following outcomes:

- *ILO extra-budgetary and RBSA resources are aligned with Decent Work Country Programme and programme and budget outcomes.* To achieve this outcome, the ILO seeks to further align technical cooperation with the priorities and capacity needs of the constituents, as expressed in the outcome-based workplans, Decent Work Country Programmes, the programme and budget, Strategic Policy Framework and other policy decisions. It would also increase international partnerships and policy dialogue to enhance the impact of ILO technical assistance, and mobilize resources through the RBSA and more predictable, un-earmarked renewable partnerships, or through direct project support to Decent Work Country Programmes and programme and budget outcomes. At the same time, the Office would seek to increase access to One UN and other UN funds, to expand public-private partnerships and to widen the donor base.
- *ILO technical cooperation programmes and projects fully meet results-based management and ILO quality requirements.* To ensure quality in ILO technical cooperation, the Office will foster better quality control of technical cooperation programmes and projects. All ILO technical cooperation proposals undergo a rigorous appraisal process, and support and oversight structures are in place to ensure regular implementation monitoring, evaluation and dissemination of lessons learned. The Office will also foster more specific knowledge on operational intervention methods.
- *Through technical cooperation, ILO constituents attain technical and institutional capacity to successfully engage in development planning through Decent Work Country Programmes, in the context of UNDAFs and UN reform.* To achieve this outcome, the Office will enhance capacity building through technical cooperation. To this effect, the Committee requested the Office to prepare a paper on capacity development for ILO tripartite constituents for discussion in November 2010.

At the same session, the Committee also discussed the implementation of Decent Work Country Programmes, technical cooperation in support of the ILO's response to the global economic crisis, and the United Nations policy for post-conflict employment creation, income generation and reintegration. It also adopted a strategy proposed in a paper on the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work with regard to technical cooperation priorities and an action plan regarding the elimination of forced labour.

In March 2010, after receiving a panel of three United Nations Resident Coordinators, the Committee discussed the role of Decent Work Country Programmes in the enhanced

⁶⁵ GB.306/13 and GB.307/13(Rev.).

⁶⁶ GB.306/14(Rev.).

technical cooperation strategy. It adopted a number of principles related to Decent Work Country Programmes, including:

- the programming of specific Decent Work Country Programme outputs to ensure institutional capacity building for constituents to strengthen their participation in the Decent Work Country Programme process and in development planning as a whole and, where necessary, to strengthen the coordination of inputs of employers' and workers' organizations;
- promoting the programming of specific outputs to support country-level action on priorities emerging from the ILO's governance structures, including on international labour standards;
- promoting the development of Decent Work Country Programmes that actively involve constituents, are fully results-based, and aim at sustainable resource mobilization strategies, including through donor funding and, where possible, strive for eventual aid independence through increased national ownership.

The Committee was also orally briefed on operational aspects of the International Programme on the Elimination of Child Labour (IPEC). It was particularly highlighted that IPEC: (a) continued to give input to the Millennium Development Goal Summit taking place later in the year; (b) was preparing to provide support in the reconstruction effort in Haiti; (c) considered the relationship between child labour and international migration a priority for further study; and (d) also considered that it was essential to continue mainstreaming gender in the programming and delivery of IPEC activities in policy-level work. There was broad support for and recognition of ongoing South–South cooperation initiatives to eliminate child labour.

The Committee also discussed a paper on the implementation of the Tripartite Agreement on Freedom of Association and Democracy in Colombia.

14. Issues dealt with in supplementary reports of the Director-General

Tripartite Meeting of Experts on Strategies for the Extension of Social Security Coverage (Geneva, 2–4 September 2009)

The discussions of the Committee on Employment and Social Policy during the November 2008 session of the Governing Body included a review of the progress of the Global Campaign on Social Security and the Extension of Coverage for All,⁶⁷ and it was agreed by the Governing Body that it would be timely to hold a Tripartite Meeting of Experts on Strategies for the Extension of Social Security Coverage, which was held in Geneva from 2 to 4 September 2009. The meeting was attended by Government experts invited from 12 countries, 12 experts nominated following consultation with the Employers' group, an equal number nominated following consultation with the Workers' group, and around 30 observers, reflecting considerable interest evinced, both amongst

⁶⁷ ILO: *Social security standards and the ILO campaign for the extension of social security*, GB.303/ESP/3 (Geneva, 2008).

ILO members wishing to be represented and the UN and other international organizations and NGOs.

The chair's summary of the discussions endorsed in particular the concept of a two-dimension strategic framework for the extension of social security. The horizontal dimension of that strategy envisages that countries which have not yet achieved universal or widespread coverage should first aim to put in place a basic set of social security guarantees for all, corresponding broadly to the Social Protection Floor promoted by the UN Chief Executives' Board as one of its nine joint Crisis Initiatives earlier in 2009,⁶⁸ and which is itself strongly reflected in the Global Jobs Pact adopted at the ILC 2009.⁶⁹ The social floor benefit package would serve as a foundation for developing the vertical dimension of coverage to provide higher levels of protection when the fiscal space expands with further economic development.

All speakers agreed that the discussions were well reflected in the Chairperson's Summary and provided valuable guidance for the Office for its future action in social security. The guidance received during the meeting will also be a basis for the drafting of the Office's report for the recurrent item on social security to be held at the 2011 Conference. That report will also reflect further on the nature of a possible mechanism to support the formulation of comprehensive social security extension strategies.

Follow-up to the Seafarers' Identity Documents Convention (Revised), 2003 (No. 185)

At its 306th Session, the Governing Body was informed⁷⁰ of the approval by the International Organization for Standardization (ISO) of a technical standard *ISO/IEC 24713-3 Information technology – Biometric profiles for interoperability and data interchange – Part 3: Biometrics based verification and identification of seafarers*. The ISO sent a copy of the biometric profile standard to the ILO together with a note emphasizing some of the key points of the standard and making some recommendations to the ILO. The ISO/IEC 24713-3 standard is completely technically compatible with ILO Convention No. 185 but addresses, through the use of multiple other technical standards, some of the complex details that will arise once seafarers' identity documents are issued by a large number of different competent authorities and are verified by port and border control authorities around the world. The Office proposed the holding of a tripartite meeting to discuss the details of the new ISO/IEC 24713-3 standard and consider whether its technical recommendations should be followed. On the basis of the outcome of this meeting, a series of proposals will be prepared for the Governing Body that will address the ways in which the ILO should respond to the ISO/IEC 24713-3. This meeting is now scheduled for September 2010 and the outcome will be reported to the Governing Body.

⁶⁸ The "Social Protection Floor" is conceived as a combination of relevant services (including education and health) and cash transfers, and is described in the papers of the UN Chief Executives' Board following their meeting in April 2009.

⁶⁹ The role and description of the basic social protection floor is set out in Section 12 of the ILO Global Jobs Pact.

⁷⁰ GB.306/17/3.

At its 307th Session (March 2010), the Governing Body had a document⁷¹ before it in which the Office proposed that at its 309th Session (November 2010), it would have before it a document concerning the appointment of a review group and a special review board. These two bodies are required in order to implement the arrangements provided for by Article 5, paragraph 6, of Convention No. 185 relating to its approval of a list of ratifying Members which fully meet the minimum requirements established by the Convention concerning processes and procedures for the issue of seafarers' identity documents, including quality-control procedures.

Measuring decent work

The Governing Body reviewed progress on measuring decent work at both its November 2009 and March 2010 sessions.⁷² It may be recalled that the latest phase of this work began in September 2008 with a Tripartite Meeting of Experts. The Experts prepared a report for the Governing Body proposing further work on definitions indicators and a framework for preparing Decent Work Country Profiles. The issue was also examined by the 18th International Conference of Labour Statisticians in December 2008. The November 2009 Governing Body:

- (a) reviewed the experience gained in the pilot phase, including the model used by the Office, to benefit from the expertise and experience of constituents for decent work country profiles;
- (b) provided guidance on broadening collaboration with member States beyond those involved in the pilot phase, with a view to compiling a comprehensive set of decent work country profiles by 2015;
- (c) provided guidance on the development of statistics in areas where constituents identified a lack of adequate indicators, including access to decent work for migrant workers and workers with disabilities, and of numerical indicators for progress on fundamental principles and rights at work;
- (d) endorsed the use of a Special Programme Account allocation of US\$500,000 to continue the work;
- (e) requested the Office to mobilize extra-budgetary resources to enable a comprehensive set of profiles to be prepared over the period covered by the Strategic Policy Framework 2010–15; and
- (f) requested the Director-General to provide a report to the Governing Body at its 307th Session (March 2010) giving a strategic overview of the way in which the programme on measuring decent work is linked to the priorities in the Programme and Budget for 2010–11 and the Strategic Policy Framework 2010–15, and to provide a report on the development of numerical indicators for progress on fundamental principles and rights at work during 2010.

The March 2010 Governing Body discussed a report on:

⁷¹ GB.307/16/7.

⁷² GB.306/17/5 and GB.307/16/3.

-
- (a) the role of decent work country profiles in the strategic orientations of the work of the Office, with special regard to Decent Work Country Programmes; and
 - (b) work on indicators of progress on fundamental principles and rights at work.

The Governing Body noted that the profiles could prove most useful in designing country programmes and assessing progress on decent work as called for in the 2008 Social Justice Declaration. A further report was requested on indicators of progress on fundamental rights at work.

Promotion of the ratification of the 1986 Instrument of Amendment of the Constitution of the International Labour Organization

In March 2010, the Governing Body discussed the promotion of the ratification of the 1986 Instrument of Amendment of the Constitution of the International Labour Organization, notably in reference to a request by the Africa group following the adoption by the Labour and Social Affairs Commission of the African Union in 2009 of a resolution on the ratification of the 1986 instrument. Following a discussion of the status of ratification of the amendment, which included a suggestion to update the instrument once it had entered into force insofar as it referred to the former division of Europe into Western and Eastern parts, the Governing Body took note of the information provided by the Office concerning the number of ratifications received and its measures to promote the 1986 Instrument of Amendment, and requested the Office to relaunch the campaign by increasing its efforts in promoting the ratification of the said instrument.⁷³

⁷³ GB.307/16/6(Rev.).