

Governing Body

335th Session, Geneva, 14–28 March 2019

GB.335/Decisions

Decisions adopted by the Governing Body at its 335th Session (March 2019) and outcomes of the discussions

Institutional Section

Replacement of the Chairperson of the Governing Body (for the period March–June 2019) (GB.335/INS/1/1)

The Governing Body elected Her Excellency, Ambassador Silvia Elena Alfaro Espinosa of Peru as Chairperson of the Governing Body for the remainder of the current term of office of its Officers, which runs until 22 June 2019.

(GB.335/INS/1/1, paragraph 2, as amended by the Governing Body)

1. Approval of the minutes of the 334th Session of the Governing Body (GB.335/INS/1)

The Governing Body approved the minutes of its 334th Session, as amended.

(GB.335/INS/1, paragraph 2)

2. Agenda of the International Labour Conference

Agenda of future sessions (2020 and beyond) of the Conference

(GB.335/INS/2/1)

The Governing Body adopted the road map outlined in paragraph 31 of document GB.335/INS/2/1 and requested the Director-General to take into account the guidance provided in preparing the paper for the 337th Session (October–November 2019) of the Governing Body.

(GB.335/INS/2/1, paragraph 32)

Arrangements for the 108th (Centenary) Session of the Conference

(GB.335/INS/2/2)

The Governing Body:

- (a) proposed to the Conference that it implement at its 108th (Centenary) Session the arrangements set out in document GB.335/INS/2/2, including the suspension of the provisions of the Standing Orders specified in Appendix I, and the tentative programme of work in Appendix II; and
- (b) provided guidance on the themes and formats suggested for the thematic forums outlined in paragraphs 25–35 of document GB.335/INS/2/2.

(GB.335/INS/2/2, paragraph 38)

Outcome document of the 108th (Centenary) Session of the Conference

(GB.335/INS/2/3)

The Governing Body provided guidance on the building blocks for a Centenary Declaration as detailed in the appendix of document GB.335/INS/2/3.

(GB.335/INS/2/3, paragraph 9)

3. Revised plan of action on social dialogue and tripartism for the period 2019–23 to give effect to the conclusions adopted by the International Labour Conference in June 2018

(GB.335/INS/3(Rev.))

The Governing Body requested the Director-General to:

- (a) take account of its guidance in implementing the plan of action on social dialogue and tripartism for 2019–23 as set out in document GB.335/INS/3(Rev.); and
- (b) consider the plan in the preparation of future programme and budget proposals.

(GB.335/INS/3(Rev.), paragraph 29)

4. Review of annual reports under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work
(GB.335/INS/4)

The Governing Body:

- (a) took note of the information presented in the Annual Review under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work for the period from January to December 2018;
- (b) invited the Director-General to further take into account its guidance on key issues and priorities, including as to the interest in the further elaboration of a specific application with a view to facilitating online reporting and data analysis; and
- (c) reiterated its support for the mobilization of resources with regard to further assisting member States in their efforts to respect, promote and realize fundamental principles and rights at work, through universal ratification and action, including with a view to combating the global scourge of forced labour including trafficking in persons.

(GB.335/INS/4, paragraph 215)

5. The Standards Initiative: Overall review of its implementation
(GB.335/INS/5)

The Governing Body:

- (a) welcomed the efforts of all constituents and the Office towards the progress reported on the implementation of the two components of the Standards Initiative, namely the Standards Review Mechanism (SRM) and the workplan to strengthen the supervisory system;
- (b) with respect to the component concerning the SRM, noted the information provided on the lessons learned and future directions; requested the Standards Review Mechanism Tripartite Working Group (SRM TWG) to take its guidance into account in continuing its work and to provide a report for the Governing Body's second review of the functioning of the SRM TWG in March 2020; and, to guarantee the impact of that work, reiterated its call to the Organization and its tripartite constituents to take appropriate measures to follow up on all its previous recommendations;
- (c) having reviewed, against the common principles guiding the strengthening of the supervisory system, the report on progress in implementing the ten proposals of the workplan, welcomed the progress achieved so far and requested the Office to continue the implementation of the workplan which should be updated according to its guidance;
- (d) approving the approach taken and the timelines proposed, requested the Office to ensure that action was taken with respect to producing the guide on established practices across the supervisory system, the operation of the article 24 procedure, the streamlining of reporting, information sharing with other organizations, the formulation of clear recommendations of the supervisory bodies, pursuing systematized follow-up at the national level and consideration of the potential of article 19, paragraphs 5(e) and 6(d);

- (e) with respect to the proposal for a regular conversation between the supervisory bodies, invited the Chairperson of the Committee on Freedom of Association (CFA) to present its annual report to the Conference Committee on the Application of Standards (CAS) as from 2019;
- (f) with respect to the proposal for codification of the article 26 procedure, recalled the decision to consider the steps to be taken after the guide to the supervisory system was available to constituents, and requested the Office to provide it with further information in that regard in March 2020;
- (g) with respect to the proposal to consider further steps to ensure legal certainty, decided to hold informal consultations in January 2020 and, to facilitate that tripartite exchange of views, requested the Office to prepare a paper on the elements and conditions for the operation of an independent body under article 37(2) and of any other consensus-based options, as well as the article 37(1) procedure;
- (h) with respect to the proposal for review by the supervisory bodies of their working methods, invited the CAS, the Committee of Experts on the Application of Conventions and Recommendations (CEACR) and the CFA to continue their regular consideration of their working methods.

(GB.335/INS/5, paragraph 84, as amended by the Governing Body)

6. Progress report on the implementation of the Enterprises Initiative
(GB.335/INS/6(Rev.))

The Governing Body requested the Director-General to continue improving ILO engagement with the private sector, taking into account the guidance provided by the Governing Body.

(GB.335/INS/6(Rev.), paragraph 43)

7. Standing orders for tripartite meetings: Introductory note
(GB.335/INS/7)

The Governing Body decided:

- (a) to adopt the introductory note contained in the appendix to document GB.335/INS/7, as corrected during the discussion, to be published together with the Standing Orders for technical meetings and the Standing Orders for meetings of experts adopted at its 334th Session (October–November 2018); and
- (b) to remove Annex VIII from the Compendium of rules applicable to the Governing Body of the International Labour Office.

(GB.335/INS/7, paragraph 4)

8. Report of the 19th American Regional Meeting
(Panama City, 2–5 October 2018)
(GB.335/INS/8)

The Governing Body requested the Director-General to:

- (a) draw the attention of ILO constituents, in particular those of the Americas' region, to the Panama Declaration for the ILO Centenary by making the text available to:
 - (i) the governments of all member States, requesting them to communicate the text to national employers' and workers' organizations;
 - (ii) the official international organizations and non-governmental international organizations concerned;
- (b) take the Panama Declaration for the ILO Centenary into consideration when implementing current programmes and in developing future programme and budget proposals.

(GB.335/INS/8, paragraph 274)

9. ILO-wide strategy for institutional capacity development
(GB.335/INS/9)

The Governing Body requested the Office to implement the ILO Institutional Capacity Development Strategy, taking into account the guidance received during the discussion of document GB.335/INS/9.

(GB.335/INS/9, paragraph 34)

10. Update on the United Nations reform
(GB.335/INS/10)

The Governing Body:

- (a) took note of the current status of the reform of the United Nations development system and the Office's analysis of the challenges and opportunities of the reform for the ILO;
- (b) requested the Director-General to strengthen leadership in promoting the value of tripartism and the role of the social partners in the implementation of United Nations General Assembly resolution 72/279 on the repositioning of the United Nations development system;
- (c) requested the Director-General to do his utmost to ensure that in the revised resident coordinator job description national workers' and employers' organizations are designated as key entities with which the resident coordinator should engage at country level in the formulation and implementation of the Common Country Assessments and the United Nations Development Assistance Frameworks, in particular on the Sustainable Development Goals that were relevant to the ILO's mandate;
- (d) requested the Director-General to inform the agencies and institutions of the United Nations development system of the relevance of regular tripartite dialogue with international workers' and employers' organizations, also at the global level;

- (e) welcomed the objective of the International Trade Union Confederation (ITUC) and the International Organisation of Employers (IOE) to be granted observer status in the United Nations General Assembly;
- (f) took note that, with a view to the follow-up to the United Nations reform process and the implementation of the 2030 Agenda for Sustainable Development, the ITUC and the IOE were going to actively engage in the United Nations Economic and Social Council (ECOSOC) processes; and
- (g) invited the Director-General to take into consideration the views expressed by the Governing Body in the implementation of the plan of action in the Appendix to document GB.335/INS/10.

(GB.335/INS/10, paragraph 46, as amended by the Governing Body)

11. Decent work for sustainable development
(GB.335/INS/11)

The Governing Body requested the Director-General to take account of its guidance in further developing the ILO contribution to the 2019 high-level political forum on sustainable development.

(GB.335/INS/11, paragraph 52)

12. Follow-up to the resolution concerning remaining measures on the subject of Myanmar adopted by the Conference at its 102nd Session (2013)
(GB.335/INS/12)

Having considered the report submitted by the Director-General, the Governing Body:

- (a) welcomed the signing of the Decent Work Country Programme (DWCP) for Myanmar in September 2018, and encouraged Myanmar to fully engage with its implementation and other member States to support these efforts;
- (b) expressed serious concern over the persistence of forced labour, noting the CEACR observations pertaining to Convention No. 29, and urged the Government to intensify its close cooperation with the ILO for the elimination of forced labour including under the auspices of the DWCP, and through the development of a time-bound action plan for the establishment of, and transition to, an effective complaints handling procedure;
- (c) expressed concern over the important shortcomings in the draft legislation and urged the Government to ensure that labour law reform to promote freedom of association reflected genuine and effective tripartite dialogue and was in line with international labour standards;
- (d) called on the Government to implement the recommendations of ILO supervisory bodies to ensure there were no restrictions or intimidations of workers and employers in the exercise of their fundamental rights at work, and raised concerns regarding recent charges laid against trade unionists engaging in peaceful protest action;
- (e) encouraged the Government to promote decent work through responsible investment policies in line with the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy; and

(f) requested the Office to report on progress made to the Governing Body at its 337th Session (October–November 2019).

(GB.335/INS/12, paragraph 30, as amended by the Governing Body)

13. Reports of the Committee on Freedom of Association

388th Report of the Committee on Freedom of Association

(GB.335/INS/13)

The Governing Body took note of the introduction to the Report of the Committee, contained in paragraphs 1–72, and adopted the recommendations made in paragraphs: 84 (Case No. 2817: Argentina); 108 (Case No. 3120: Argentina); 165 (Case No. 3278: Australia); 183 (Case No. 3203: Bangladesh); 204 (Case No. 3263: Bangladesh); 229 (Cases Nos 3285 and 3288: Plurinational State of Bolivia); 258 (Case No. 3206: Chile); 287 (Cases Nos 3246 and 3247: Chile); 310 (Case No. 3253: Costa Rica); 328 (Case No. 3304: Dominican Republic); 339 (Case No. 2923: El Salvador); 361 (Case No. 3222: Guatemala); 395 (Case No. 3286: Guatemala); 425 (Case No. 3305: Indonesia); 441 (Case No. 3296: Mozambique); 458 (Case No. 2902: Pakistan); 476 (Case No. 3158: Paraguay), and adopted the 388th Report of its Committee on Freedom of Association as a whole.

(GB.335/INS/13)

Presentation of the Committee on Freedom of Association annual report for the period 2018

(GB.335/INS/13(Add.))

The Governing Body took note of the second annual report of the Committee on Freedom of Association, which covers the period 2018.

(GB.335/INS/13(Add.), paragraph 4)

14. Report of the Director-General

(GB.335/INS/14(Rev.))

The Governing Body took note of the information contained in document GB.335/INS/14(Rev.) concerning membership of the Organization, progress in international labour legislation, internal administration, and publications and documents.

(GB.335/INS/14(Rev.), paragraph 15)

Addendum – Obituary

(GB.335/INS/14(Add.))

Mr George Polites

The Governing Body paid tribute to the memory of Mr George Polites and invited the Director-General to convey its condolences to the family of Mr Polites and to the Australian

Chamber of Commerce and Industry (ACCI) and the International Organisation of Employers (IOE).

(GB.335/INS/14(Add.), paragraph 6)

**First Supplementary Report: Reports of the
20th International Conference of
Labour Statisticians (Geneva, 10–19 October 2018)**
(GB.335/INS/14/1)

The Governing Body:

- (a) took note of the reports of the 20th International Conference of Labour Statisticians (ICLS);
- (b) endorsed the recommendations of the 20th ICLS and requested that, subject to the availability of resources, these be taken into account by the Office in its future programme of work, particularly the newly adopted guidelines and the SDG indicators recently upgraded to Tier II by the United Nations;
- (c) requested the Director-General to include in the Programme and Budget for 2020–21 a provision, which is estimated at US\$860,000, to implement resolution II concerning the methodology of SDG indicator 8.8.2 on labour rights, to be reported on annually by the ILO;
- (d) authorized the Director-General to promote the report of the proceedings of the 20th ICLS among:
 - (i) the governments of member States and, through them, to the national employers' and workers' organizations concerned, drawing particular attention to the four resolutions contained in Appendix 3 to the report;
 - (ii) the international employers' and workers' organizations concerned;
 - (iii) the United Nations and other intergovernmental organizations;
 - (iv) the non-governmental organizations represented at the 20th ICLS.

(GB.335/INS/14/1, paragraph 10)

**Second Supplementary Report: Report of the
Meeting of Experts on Defining Recruitment
Fees and Related Costs (Geneva, 14–16 November 2018)**
(GB.335/INS/14/2)

The Governing Body:

- (a) approved the publication and dissemination of the definition of recruitment fees and related costs, adopted by the Meeting of Experts on Defining Recruitment Fees and Related Costs on 16 November 2018, which should be read together with the *General principles and operational guidelines for fair recruitment*; and

- (b) requested the Director-General to promote the application of the definition of recruitment fees and related costs, including through appropriate partnership modalities and other avenues identified by the Office.

(GB.335/INS/14/2, paragraph 9, as amended by the Governing Body)

Third Supplementary Report: Update on the status of ratification of the 1986 Instrument for the Amendment of the Constitution of the ILO
(GB.335/INS/14/3)

The Governing Body requested the Director-General to continue promotional efforts for the ratification of the 1986 Instrument for the Amendment of the Constitution of the ILO in accordance with the decision taken at its 334th Session (October–November 2018) and to report on the results obtained at future Governing Body sessions.

(GB.335/INS/14/3, paragraph 5)

Fourth Supplementary Report: Documents submitted for information only
(GB.335/INS/14/4)

The Governing Body took note of the information contained in the documents listed at the end of its agenda.

(GB.335/INS/14/4, paragraph 3)

Fifth Supplementary Report: Arrangements for the International Labour Conference during the renovation work in the Palais des Nations from 2020 to 2023
(GB.335/INS/14/5)

The Governing Body decided to retain, in principle, the holding of the Conference in 2022 and 2023 at the United Nations Office, the ILO and other possible locations in Geneva, and that the estimated costs, including consideration of cost saving options within the regular budget, would be elaborated upon once a decision is made on the agenda of the Conference for those two years.

(GB.335/INS/14/5, paragraph 17(a), as amended by the Governing Body)

Sixth Supplementary Report: Composition of the Committee on Freedom of Association
(GB.335/INS/14/6)

The Governing Body appointed Mr Magnus Norddahl (Iceland), Worker deputy member of the Governing Body, as Worker regular member of the Committee on Freedom of Association for the remainder of the period of office of the Governing Body for 2017–20, in replacement of Mr Jens Erik Ohrt (Denmark).

(GB.335/INS/14/6, paragraph 3)

Seventh Supplementary Report: Composition of the Board of the International Training Centre of the ILO, Turin
(GB.335/INS/14/7)

The Governing Body appointed Paraguay as regular Government member, and Chile as substitute Government member of the Board of the International Training Centre of the ILO, Turin, for the remainder of the period of office of the Governing Body for 2017–20.

(GB.335/INS/14/7, paragraph 4)

15. Reports of the Officers of the Governing Body

First report: Procedure for examining the representation alleging non-observance by Turkey of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Termination of Employment Convention, 1982 (No. 158), made under article 24 of the ILO Constitution by the Action Workers' Union Confederation (Aksiyon Is)
(GB.335/INS/15/1)

The Governing Body, on the recommendation of its Officers, decided:

- (a) to refer the elements of the representation regarding non-observance of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), to the Committee on Freedom of Association for examination as per the procedure set out in the Standing Orders on articles 24 and 25 of the Constitution of the ILO; and
- (b) that a distinct ad-hoc tripartite committee should be established to examine the elements of the representation alleging non-observance with the Termination of Employment Convention, 1982 (No. 158).

(GB.335/INS/15/1, paragraph 3)

16. Composition, agenda and programme of standing bodies and meetings
(GB.335/INS/16)

The Governing Body, on the recommendation of its Officers:

- (a) Approved the holding of a Technical Meeting to Promote an Exchange of Views on the Further Development and Implementation of the Integrated Strategy to Address Decent Work Deficits in the Tobacco Sector, the dates, venue, languages and composition proposed, the appointment of Uganda, Governing Body member, as chairperson, as well as the organizations to be invited as listed in the appendix to document GB.335/INS/16.

(GB.335/INS/16, paragraph 7)

- (b) Approved the holding of the Workers' Symposium "The ILO Centenary: Workers' Perspective for Social Justice" on 7–9 October 2019, its composition and agenda, and

the list of international non-governmental organizations to be represented at the Symposium as observers (as listed in the appendix to document GB.335/INS/16).

(GB.335/INS/16, paragraph 13)

- (c) Authorized the Director-General:
- (i) to invite the organizations listed in the appendix to document GB.335/INS/16 to be represented at the 108th Session of the International Labour Conference, it being understood that it will be for the Conference to consider their requests to participate in the work of the committees dealing with the agenda items in which they have stated a special interest; and
 - (ii) to inform the organizations concerned that they may nominate one person only for each of the agenda items in respect of which their interest has been recognized.

(GB.335/INS/16, paragraph 17)

- (d) Endorsed the proposal to invite the international non-governmental organizations as observers to the meetings listed in the appendix to document GB.335/INS/16.

(GB.335/INS/16, paragraph 19)

The Governing Body also took note of the programme of meetings, as approved by the Officers of the Governing Body, subject to decisions yet to be adopted (as described in the footnotes of the programme).

(GB.335/INS/16, paragraph 20)

Policy Development Section

1. **Revisiting the plan of action on labour migration governance in consideration of the Global Compact for Safe, Orderly and Regular Migration** (GB.335/POL/1(Rev.))

The Governing Body:

- (a) indicated that the ILO's plan of action (2018–22) continued to reflect the priorities of the Organization on labour migration, including actions relevant to the Global Compact for Safe, Orderly and Regular Migration undertaken in pursuit of the ILO's mandate;
- (b) invited the Director-General to take account of its guidance in the implementation of the ILO's plan of action, to further strengthen ILO partnerships with other agencies, such as those in the United Nations Network on Migration and particularly in the field, including in United Nations country teams, and to promote social dialogue and tripartism, including in actions relevant to the Global Compact for Safe, Orderly and Regular Migration undertaken in pursuit of the ILO's mandate; and
- (c) took note of all points of view expressed on the UN Global Compact for Safe, Orderly, and Regular Migration.

(GB.335/POL/1(Rev.), paragraph 26, as amended by the Governing Body)

2. Strategic plan for engagement with United Nations system bodies and relevant regional organizations regarding the Indigenous and Tribal Peoples Convention, 1989 (No. 169)
(GB.335/POL/2)

The Governing Body requested the Director-General to:

- (a) implement the strategic plan, taking into account guidance given by the Governing Body;
- (b) take into consideration the strategic plan and the guidance given in the discussion in the preparation of future programme and budget proposals, in order to enable the Office to engage in a sustained and strategic manner with the United Nations system and regional organizations in all regions; and
- (c) report on the strategic plan's implementation at the Governing Body's next follow-up discussion, in November 2020, on the Strategy on indigenous peoples' rights for inclusive and sustainable development.

(GB.335/POL/2, paragraph 20, as amended by the Governing Body)

3. Sectoral meetings held in 2018 and proposals for sectoral work in 2019 and 2020–21
(GB.335/POL/3)

The Governing Body:

- (a) took note of the reports of the meetings referred to in section I of document GB.335/POL/3 and authorized the Director-General to publish the final reports of these meetings;
- (b) forwarded the report of the 13th Session of the Joint ILO–UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel (CEART), along with any observations made by the Governing Body, to the International Labour Conference at its 108th Session (June 2019) for examination in the first instance by the Committee on the Application of Standards;
- (c) authorized the Director-General to notify, in accordance with Guideline B2.2.4 of the Maritime Labour Convention, 2006, as amended (MLC, 2006), the revised amount of the minimum monthly basic pay or wage figure for able seafarers to the Members of the ILO and approved the convening of the Subcommittee on Wages of Seafarers of the Joint Maritime Commission in the first half of 2021;
- (d) 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.335/POL/3;
- (e) endorsed the proposal contained in Appendix I to document GB.335/POL/3 relating to the dates, duration, official title, purpose and composition of the meeting;
- (f) authorized the Organization's participation as a full member in the Joint FAO/IMO Ad Hoc Working Group on Illegal, Unreported and Unregulated fishing and decided

that two representatives of employers and two representatives of workers would be appointed by their respective groups; and

- (g) endorsed the proposed programme of global sectoral meetings for 2020–21 contained in Appendix II to document GB.335/POL/3 as recommended by the sectoral advisory bodies, subject to approval by the International Labour Conference at its 108th Session (June 2019) of the corresponding allocations in the Programme and Budget for 2020–21.

(GB.335/POL/3, paragraph 33)

4. Overview of relevant and existing forms of innovative finance mechanisms, related opportunities and risks, and potential for ILO engagement

(GB.335/POL/4)

The Governing Body requested the Office to take into account its guidance on the ILO's engagement in innovative finance mechanisms and implement the proposed way forward, notably to:

- (a) continue to build its knowledge of innovative finance mechanisms and to develop its capacities in that field accordingly, including by identifying and assessing the risks and opportunities relevant to decent work outcomes;
- (b) develop the capacity of constituents to further build their awareness of innovative finance mechanisms and of the risks and opportunities for scaling up decent work outcomes, as a basis for their potential engagement in such initiatives; and
- (c) integrate the results of the measures detailed in paragraphs (a) and (b) into the Development Cooperation Strategy to be submitted to the Governing Body for discussion at its March 2020 session.

(GB.335/POL/4, paragraph 32, as amended by the Governing Body)

Legal Issues and International Labour Standards Section

1. Follow-up to the discussion on the protection of Employers' and Workers' delegates to the International Labour Conference and Regional Meetings and members of the Governing Body in relation to the authorities of a State of which they are a national or a representative

(GB.335/LILS/1)

The Governing Body did not approve the draft resolution in the appendix of document GB.335/LILS/1 for submission to the 108th Session (2019) of the International Labour Conference and closed the discussion on the matter.

(GB.335/LILS/1, paragraph 3, as amended by the Governing Body)

2. Improving the functioning of the International Labour Conference: Comprehensive review of the Standing Orders of the Conference – Progress report of the intersessional consultations
(GB.335/LILS/2(Rev.))

The Governing Body took note of the third progress report on the intersessional consultations concerning the comprehensive review of the Standing Orders of the Conference and provided guidance on the next stages.

(GB.335/LILS/2(Rev.), paragraph 8)

3. Proposed form for reports to be requested under article 19 of the ILO Constitution in 2020
(GB.335/LILS/3)

The Governing Body:

- (a) requested governments to submit reports for 2020, under article 19 of the Constitution, on the Nursing Personnel Convention, 1977 (No. 149), the Domestic Workers Convention, 2011 (No. 189), the Nursing Personnel Recommendation, 1977 (No. 157), and the Domestic Workers Recommendation, 2011 (No. 201); and
- (b) approved the report form concerning these instruments set out in the appendix to document GB.335/LILS/3, as revised during the session.

(GB.335/LILS/3, paragraph 4)

4. Proposed amendments to the form for reports to be requested under article 22 of the ILO Constitution in relation to the Maritime Labour Convention, 2006, as amended (MLC, 2006)
(GB.335/LILS/4)

The Governing Body approved the proposed changes to be inserted in the report form for the Maritime Labour Convention, 2006, as amended (MLC, 2006), to be used as the basis for the preparation of reports due under article 22 of the ILO Constitution.

(GB.335/LILS/4, paragraph 7)

Programme, Financial and Administrative Section

1. The Director-General's Programme and Budget proposals for 2020–21 (GB.335/PFA/1)

The Director-General's proposals for adjustments to the Programme and Budget proposals for 2020–21 (GB.335/PFA/1/1)

The Governing Body:

- (a) recommended to the International Labour Conference at its 108th Session (June 2019) a provisional programme level of US\$804,103,709 estimated at the 2018–19 budget rate of exchange of CHF0.97 to the US dollar, the final exchange rate and the corresponding US dollar level of the budget and Swiss franc assessment to be determined by the Conference; and
- (b) proposed to the Conference at the same session a resolution for the adoption of the programme and budget for the 77th financial period (2020–21) and for the allocation of expenses among member States in that period in the following terms:

The General Conference of the International Labour Organization,

(a) in virtue of the Financial Regulations, adopts for the 77th financial period, ending 31 December 2021, the budget of expenditure for the International Labour Organization amounting to US\$..... and the budget of income amounting to US\$..... which, at the budget rate of exchange of CHF..... to the US dollar, amounts to CHF....., and resolves that the budget of income, denominated in Swiss francs, shall be allocated among member States in accordance with the scale of contributions recommended by the Finance Committee of Government Representatives; and

(b) requests the Director-General to present for examination and adoption by the Governing Body at its 337th Session (October–November 2019) complementary information pertaining to the results framework comprising outcomes, indicators, baselines and targets for the biennium, reflecting the relevant outcomes of the 108th Session (June 2019) of the International Labour Conference.

(GB.335/PFA/1/1, paragraph 7)

2. Delegation of authority under article 18 of the Standing Orders of the International Labour Conference (GB.335/PFA/2)

The Governing Body delegated to its Officers, for the period of the 108th Session (June 2019) of the Conference, the authority to carry out its responsibilities under article 18 of the Conference Standing Orders in relation to proposals involving expenditure in the 76th financial period ending 31 December 2019.

(GB.335/PFA/2, paragraph 3)

3. Update on the headquarters building renovation project
(GB.335/PFA/3)

The Governing Body requested the Director-General:

- (a) to continue to engage with the Government of the host country regarding a potential financial contribution and coordination of the implementation of a revised security plan; and
- (b) to report to the Governing Body at its 340th Session (October–November 2020) on the implementation of the enhanced security measures.

(GB.335/PFA/3, paragraph 33, as amended by the Governing Body)

Addendum
(GB.335/PFA/3(Add.))

The Governing Body:

- (a) approved in principle the sale of plot 4057 on terms to be negotiated by the Director-General;
- (b) authorized the Director-General to commence a tendering process to identify a potential development partner to collaborate with the Office through the planning and approval process; and
- (c) requested the Director-General to seek final approval from the Governing Body on the general terms of any sale arising from the tendering process.

(GB.335/PFA/3(Add.), paragraph 8)

4. Report of the Government members of the Governing Body for the allocation of expenses
(GB335/PFA/4)

The Governing Body decided, in accordance with the established practice of harmonizing the rates of assessment of ILO member States with their rates of assessment in the United Nations, to propose to the International Labour Conference the adoption of the draft scale of assessments for the years 2020–21 as set out in column 3 of the appendix to GB.335/PFA/4, subject to such adjustments as might be necessary following any further change in the membership of the Organization before the Conference is called upon to adopt the recommended scale.

(GB.335/PFA/4, paragraph 6)

5. Other financial questions

No document and no decision required.

6. Report of the Independent Oversight Advisory Committee
(GB.335/PFA/6)

The Governing Body took note of the report.

(GB.335/PFA/6)

7. Report of the Chief Internal Auditor for the year ended 31 December 2018
(GB.335/PFA/7)

The Governing Body took note of the report.

(GB.335/PFA/7)

8. Other audit and oversight questions

No document and no decision required.

9. Statement by the Chairperson of the Staff Union

No document and no decision required.

10. Amendments to the Staff Regulations
(GB.335/PFA/10(Rev.))

The Governing Body:

- (a) approved the amendments to articles 3.1(d), 3.12bis and 3.13 of the Staff Regulations related to Salary scales and Family allowances contained in the appendix of document GB.335/PFA/10(Rev.); and
- (b) noted the amendments to article 3.1(a) of the Staff Regulations related to the Salary scale for the Professional and higher categories, and the Scale of pensionable remuneration for staff in the Professional and higher categories, as contained in the appendix of document GB.335/PFA/10(Rev.).

(GB.335/PFA/10(Rev.), paragraph 7)

11. Composition and structure of the ILO staff
(GB.335/PFA/11)

The Governing Body:

- (a) requested the Office to present to the Governing Body at its 337th Session (October–November 2019), a comprehensive and time-bound action plan for improving gender and geographical diversity and ensuring that the necessary breadth of skills and experience of ILO staff, which included experience relevant to the three constituent groups, was taken into account, to effectively deliver on the mandate of the

Organization. It should particularly indicate the measures to be taken to ensure representation of the unrepresented and under-represented countries. The subsequent report should also indicate the gender and geographical distribution of regular staff by category and grade to facilitate the evaluation of the established targets of the Human Resources Strategy; and

- (b) encouraged the Office to widely disseminate job postings to constituents so as to encourage a wide pool of applicants.

(GB.335/PFA/11, paragraph 6, as amended by the Governing Body)

12. Matters relating to the Administrative Tribunal of the ILO

Proposed amendments to the Statute of the Tribunal

(GB.335/PFA/12/1)

The Governing Body decided to defer consideration of this item to its 337th Session (October–November 2019) and requested the Office to take into account the guidance provided during the discussion in the preparation of the document that would be submitted for its consideration.

(GB.335/PFA/12/1, paragraph 27, as amended by the Governing Body)

Composition of the Tribunal

(GB.335/PFA/12/2)

The Governing Body proposed to the Conference the renewal of the term of office of Mr Frydman (France) for three years and thus decided to propose the following draft resolution for possible adoption.

The General Conference of the International Labour Organization,

Decides, in accordance with article III of the Statute of the Administrative Tribunal of the International Labour Organization, to renew the appointment of Mr Patrick Frydman (France) for a term of three years.

(GB.335/PFA/12/2, paragraph 4)

13. Update on developments related to the International Civil Service Commission (ICSC) review of its consultative process and working arrangements as well as of the reform of the post adjustment methodology

(GB.335/PFA/13)

The Governing Body took note of the information contained in document GB.335/PFA/13 and requested the Director-General to continue to actively engage with the International Civil Service Commission (ICSC) with the objective of reforming the post adjustment and other salary survey methodologies, and in the comprehensive review of the

consultative process and working arrangements of the ICSC, ensuring the full involvement of the United Nations workers' federations and respect for the basic principles of social dialogue in those processes.

(GB.335/PFA/13, paragraph 6, as amended by the Governing Body)

14. Other personnel questions

No document and no decision required.