

## **Governing Body**

337th Session, Geneva, 24 October–7 November 2019

**GB.337/Decisions**

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### **Decisions adopted by the Governing Body at its 337th Session and outcomes of the discussions**

#### **Institutional Section**

**1. Approval of the minutes of the  
336th Session of the Governing Body  
(GB.337/INS/1)**

The Governing Body approved the minutes of its 336th Session.

(GB.337/INS/1, paragraph 2.)

**2. Agenda future sessions of the International  
Labour Conference  
(GB.337/INS/2(Add.1))**

The Governing Body decided to:

- (a) place on the agenda of the 109th Session of the Conference (2020) an item related to skills and lifelong learning (general discussion);
- (b) place on the agenda of the 110th Session (2021) of the Conference an item related to the withdrawal of the Fee-Charging Employment Agencies Convention, 1933 (No. 34);
- (c) defer to the 338th Session (March 2020) of the Governing Body the decision to place on the agenda of the 110th Session of the Conference (2021) an item related to:
  - (i) decent work and the social and solidarity economy (general discussion); or
  - (ii) a just transition of the world of work towards environmentally sustainable economies and societies for all (standard-setting discussion or general discussion);  
or

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- (iii) any other item based on the discussion at the 337th Session;
  - (d) place on the agenda of the 119th Session (2030) of the Conference an item on the abrogation of the Fee-Charging Employment Agencies Convention (Revised), 1949 (No. 96); and
  - (e) request the Office to take into account the guidance provided in preparing the paper for the 338th Session (March 2020) of the Governing Body.

(GB.337/INS/2(Add.1), paragraph 9, as amended by the Governing Body.)

### **3. Matters arising out of the work of the 108th Session (2019) of the International Labour Conference**

#### **Follow-up to the resolution concerning the elimination of violence and harassment in the world of work (GB.337/INS/3/1)**

The Governing Body:

- (a) requested the Director-General to take into consideration the strategy, and the guidance given during its discussion, in the implementation of the Programme and Budget for 2020–21, as well as when preparing the next strategic framework and future programme and budget proposals and facilitating extrabudgetary resources; and
- (b) requested the Director-General to review the implementation of the strategy and report back to the Governing Body on a regular basis.

(GB.337/INS/3/1, paragraph 39.)

#### **Follow-up to the resolution on the ILO Centenary Declaration for the Future of Work: Proposals for including safe and healthy working conditions in the ILO's framework of fundamental principles and rights at work (GB.337/INS/3/2)**

The Governing Body decided to approve the procedural road map as a planning tool, which can be reviewed and modified by the Governing Body based on progress made, for the consideration of including safe and healthy working conditions in the ILO's framework of fundamental principles and rights at work set out in paragraph 21 of document GB.337/INS/3/2, taking into account the guidance provided during the discussion.

(GB.337/INS/3/2, paragraph 23, as amended by the Governing Body.)

#### **Analysis of the measures taken to promote the effective functioning of the Conference (GB.337/INS/3/3)**

The Governing Body requested the Director-General to prepare for its consideration at its 338th Session (March 2020) a detailed programme of work for the 109th Session of the

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International Labour Conference (2020) based on a two-week format and taking into account its discussion of document GB.337/INS/3/3.

(GB.337/INS/3/3, paragraph 65.)

**4. Mid-term report on the implementation of the ILO programme of action on decent work in global supply chains**  
(GB.337/INS/4)

The Governing Body requested the Office to continue to take into account the findings of the independent synthesis review and, in light of the discussion, to continue to implement the programme of action workplan as outlined in document GB.337/INS/4 in order to maximize results before a final report is submitted to the Governing Body in October 2022.

(GB.337/INS/4, paragraph 41, as amended by the Governing Body.)

**5. Annual progress report on the technical cooperation programme agreed between the Government of Qatar and the ILO**  
(GB.337/INS/5)

The Governing Body took note of the annual progress report on the technical cooperation programme agreed between the Government of Qatar and the ILO contained in document GB.337/INS/5.

(GB.337/INS/5, paragraph 53.)

**6. Follow-up to the decision adopted by the Governing Body at its 334th Session to support the National Tripartite Agreement of November 2017 aimed at implementing the road map: Progress report by the Government of Guatemala on action taken**  
(GB.337/INS/6)

The Governing Body:

- (a) took note of the report sent by the Government and of the observations communicated by the trade union federations; and
- (b) recalled that, in accordance with the decision adopted at its 334th Session (October–November 2018), the Government of Guatemala would report at the Governing Body session of October–November 2020 on the further action taken.

(GB.337/INS/6, paragraph 4.)

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**7. ILO Research Strategy**  
(GB.337/INS/7)

The Governing Body endorsed the proposed research strategy for the period 2020–21 and requested the Director-General to take into account its guidance in implementing the strategy.

(GB.337/INS/7, paragraph 31.)

**8. Report of the Commission of Inquiry appointed to consider the complaint alleging the non-observance by the Bolivarian Republic of Venezuela of the Minimum Wage-Fixing Machinery Convention, 1928 (No. 26), the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), made under article 26 of the ILO Constitution by several delegates to the 104th Session (2015) of the International Labour Conference**  
(GB.337/INS/8)

The Governing Body took note of the report of the Commission.

(GB.337/INS/8, paragraph 5.)

**9. Progress report on the follow-up to the resolution concerning remaining measures on the subject of Myanmar adopted by the Conference at its 102nd Session (2013)**  
(GB.337/INS/9)

Having considered the Report submitted by the Director-General in document GB.337/INS/9, the Governing Body:

- (a) acknowledged the progress made by the Government, in particular, the new action plan on forced labour, the passing of the Child Rights Law, and proposals to ratify the Minimum Age Convention, 1973 (No. 138), and encouraged the Government to continue its efforts to cooperate with the ILO and social partners to fully implement the Decent Work Country Programme (DWCP);
- (b) urged the Government to consult with social partners through the National Tripartite Dialogue Forum to put in place a credible and effective national complaints mechanism (NCM) that includes victim protection measures, to address and eliminate forced labour;
- (c) urged the Government to continue to apply procedures that enable the ILO to receive complaints and to intensify its cooperation with the ILO to implement an effective forced labour complaints process until such time as a suitable NCM is in place;
- (d) requested the Director-General to include in his future Reports to the Governing Body progress made in the establishment of a complaints mechanism as agreed under the DWCP;

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- (e) noted the ongoing work to reform labour legislation and called for further efforts to ensure that genuine tripartite social dialogue takes place during the labour law reform process and that the views of representative organizations of employers and workers are fully taken into account;
  - (f) expressed concern at the charges laid against eight trade unionists under the Peaceful Assembly and Peaceful Procession Law and the use of this Law by the authorities as a means of denying trade unions the right to peacefully exercise their right to freedom of association; and
  - (g) expressed the expectation that the Government can report in March 2020 concrete results in addressing key concerns raised in the Governing Body discussion, particularly with respect to freedom of association, the elimination of forced labour, and the putting in place of an effective national complaint mechanism.

(GB.337/INS/9, paragraph 27, as amended by the Governing Body.)

**10. Reports of the Committee on Freedom of Association: 391th Report of the Committee on Freedom of Association**  
(GB.337/INS/10)

The Governing Body took note of the introduction to the Report of the Committee, contained in paragraphs 83 (Case No. 3269: Afghanistan); 95 (Case No. 3259: Brazil); 114 (Case No. 2318: Cambodia); 132 (Case No. 3298: Chile); 153 (Case No. 3184: China); 170 (Case No. 3091: Colombia); 190 (Case No. 3243: Costa Rica); 224 (Case No. 3271: Cuba); 252 (Case No. 3148: Ecuador); 269 (Case No. 3279: Ecuador); 302 (Case No. 2609: Guatemala); 317 (Case No. 3266: Guatemala); 328 (Case No. 3135: Honduras); 348 (Case No. 3261: Luxembourg); 384 (Case No. 3334: Malaysia); 412 (Case No. 3076: Republic of Maldives); 450 (Case Nos 3328 et 3340: Panama); 485 (Case No. 3346: Netherlands); 506 (Case No. 3197: Peru); 522 (Case No. 3119: Philippines); 532 (Case No. 3185: Philippines); 544 (Case No. 3067: Democratic Republic of the Congo); 577 (Case No. 3314: Zimbabwe), and adopted the 391th Report of its Committee on Freedom of Association as a whole.

(GB.337/INS/10.)

**11. Report of the 82nd Session of the Board of the International Training Centre of the ILO, Turin (Geneva, 25 October 2019)**  
(GB.337/INS/11)

The Governing Body took note of the report.

(GB.337/INS/11.)

**12. Report of the Director-General**  
(GB.337/INS/12)

The Governing Body:

- (a) paid tribute to the memory of Mr Paulino Lyelmoi Otong Ongaba and invited the Director General to convey its condolences to the family of Mr Ongaba and to the International Trade Union Confederation; and

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- (b) took note of the information contained in document GB.337/INS/12 concerning the membership of the Organization, progress in international labour legislation and internal administration.

(GB.337/INS/12, paragraph 12.)

**First Supplementary Report: Update on the status of ratification of the 1986 Instrument for the Amendment of the Constitution of the ILO and follow-up to paragraph 3 of the resolution on the ILO Centenary Declaration for the Future of Work**  
(GB.337/INS/12/1(Rev.1))

In the light of the call of the International Labour Conference to “definitively democratize” the functioning and composition of the governing bodies of the ILO, the Governing Body decided:

- (a) to request the Director-General to continue promotional efforts for the ratification of the 1986 constitutional amendment and to write to member States that have not yet ratified the 1986 instrument inviting them to respond to the call of the Centenary Conference to ratify the instrument, and report at future Governing Body sessions on the results obtained;
- (b) to request the Director-General to present to the Governing Body at its 338th Session (March 2020), following tripartite consultations, proposals regarding the composition and mandate of a tripartite working group to serve as a platform for focused dialogue and for developing proposals on the full, equal and democratic participation in the ILO’s tripartite governance in the spirit of the Centenary Declaration; and
- (c) to establish a tripartite working group on the basis of the proposals made in clause (b), which would present its first report back to the Governing Body in November 2020.

(GB.337/INS/12/1(Rev.1), paragraph 13, as amended by the Governing Body.)

**Second Supplementary Report: Report of the Meeting of Experts on on Cross-border Social Dialogue**  
(Geneva, 12–15 February 2019)  
(GB.337/INS/12/2)

The Governing Body:

- (a) approved the conclusions of the Meeting of Experts on Cross-border Social Dialogue contained in the appendix to document GB.337/INS/12/2 and authorized the Director-General to publish and disseminate them widely; and
- (b) requested the Director-General to take into consideration the action recommended in the conclusions in the design and implementation of future programmes and budgets of the ILO.

(GB.337/INS/12/2, paragraph 16.)

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**Third Supplementary Report: Follow-up to Governing Body decisions**  
(GB.337/INS/12/3)

The Governing Body requested the Office to prepare, for its 340th Session (October–November 2020), a supplementary report on the follow-up to the decisions adopted since November 2018.

(GB.337/INS/12/3, paragraph 5.)

**Fourth Supplementary Report: Documents submitted for information only**  
(GB.337/INS/12/4)

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

(GB.337/INS/12/4, paragraph 3.)

**Fifth Supplementary Report: Appointment of an Assistant Director-General**  
(GB.337/INS/12/5)

The Governing Body took note that the Director-General, after having duly consulted the Officers of the Governing Body, had appointed Mr Vinicius Carvalho Pinheiro as Regional Director for Latin America and the Caribbean, at the Assistant Director-General level, with effect from 15 January 2020. Mr Carvalho Pinheiro made and signed the prescribed declaration of loyalty as provided under article 1.4(b) of the ILO Staff Regulations.

(GB.337/INS/12/5, paragraph 4)

**Sixth Supplementary Report: Withdrawal of the representation alleging non-observance by Uruguay of the Dock Work Convention, 1973 (No. 137), made under article 24 of the ILO Constitution by the Single Union of Port and Allied Workers**  
(GB.337/INS/12/6)

The Governing Body took note of the request submitted by the Single Union of Port and Allied Workers (SUPRA) and declared that the representation had been withdrawn and that the case was closed.

(GB.337/INS/12/6, paragraph 3.)

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**Seventh Supplementary Report: Mid-term review of the implementation of the Bali Declaration adopted by the 16th Asia and the Pacific Regional Meeting**

(Bali, 6–9 December 2016)  
(GB.337/INS/12/7)

The Governing Body noted the mid-term review of the implementation of the Bali Declaration adopted by the 16th Asia and the Pacific Regional Meeting and requested the Office to continue to implement the Declaration taking into consideration the guidance provided during the discussion.

(GB.337/INS/12/7, paragraph 39.)

**Eighth Supplementary Report: Appointment of the Treasurer and Financial Comptroller**

(GB.337/INS/12/8)

The Governing Body took note that the Director-General, after having duly consulted the Officers of the Governing Body, had appointed Mr Adnan Chughtai as Treasurer and Financial Comptroller with effect from 1 January 2020. Mr Chughtai made and signed the prescribed declaration of loyalty as provided under article 1.4(b) of the ILO Staff Regulations.

(GB.337/INS/12/8, paragraph 4)

**13. Reports of the Officers of the Governing Body**

**First report: Complaint concerning non-observance by Bangladesh of Conventions Nos 81, 87 and 98, made under article 26 of the ILO Constitution by several delegates to the 108th Session (2019) of the International Labour Conference**

(GB.337/INS/13/1)

The Governing Body considered that the complaint was receivable and decided to request the Director-General to forward the complaint to the Government of Bangladesh, inviting it to communicate its observations on the complaint by 30 January 2020, and to include this item on the agenda of the 338th Session of the Governing Body (March 2020).

(GB.337/INS/13/1, paragraph 10)

**Second report: Complaint concerning non-observance by Chile of Conventions Nos 87, 98, 103, 135 and 151, made under article 26 of the ILO Constitution by a delegate to the 108th Session (2019) of the International Labour Conference**

(GB.337/INS/13/2)

The Governing Body considered that the complaint was receivable and decided to request the Director-General to forward the complaint to the Government of Chile, inviting



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it to communicate its observations on the complaint by 30 January 2020, and to include this item on the agenda of the 338th Session of the Governing Body (March 2020).

(GB.337/INS/13/2, paragraph 10)

**Third report: Representation alleging non-observance by Chile of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), made under article 24 of the ILO Constitution by the National Association of Public Servants of Chile (ANEF) and by the Association of Officials of the Public Prosecutor's Office of the Centre/North Metropolitan Region (AFFREMCEN)**  
(GB.337/INS/13/3)

In the light of the information contained in document GB.337/INS/13/3, and taking into consideration the recommendation of its Officers, the Governing Body decided that the representation was not receivable.

(GB.337/INS/13/3, paragraph 5)

**Fourth report: Representation alleging non observance by Indonesia of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), made under article 24 of the ILO Constitution by the Indonesian Union of Plantation Workers (SERBUNDO)**  
(GB.337/INS/13/4)

In the light of the information contained in document GB.337/INS/13/4, and taking into consideration the recommendation of its Officers, the Governing Body decided that the representation was receivable and to set up a tripartite committee to examine it.

(GB.337/INS/13/4, paragraph 5)

**Fifth report: Representation alleging non-observance by Brazil of the Indigenous and Tribal Peoples Convention, 1989 (No. 169), made under article 24 of the ILO Constitution by the Union of Rural Workers of Alcântara (STTR) and the Union of Family Agriculture Workers of Alcântara (SINTRAF)**  
(GB.337/INS/13/5)

In the light of the information contained in document GB.337/INS/13/5, and taking into consideration the recommendation of its Officers, the Governing Body decided that the representation was receivable and to set up a tripartite committee to examine it.

(GB.337/INS/13/5, paragraph 5)

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**Sixth report: Representation alleging non-observance by Colombia of the Protection of Wages Convention, 1949 (No. 95), made under article 24 of the ILO Constitution by the General Confederation of Labour (CGT), the Confederation of Workers of Colombia (CTC), the Single Confederation of Workers of Colombia (CUT) and the National Association of Ecopetrol Retirees (ANPE2010) (GB.337/INS/13/6)**

The Governing Body, noting that the Committee of Experts on the Application of Conventions and Recommendations had not concluded that the allegations made by the complainant organizations implied a violation of the Convention, and on the recommendation of its Officers, decided not to establish a tripartite committee to examine the representation and closed the procedure.

(GB.337/INS/13/6, paragraph 6)

**Seventh report: Arrangements for the 17th Asia and the Pacific Regional Meeting (GB.337/INS/13/7)**

The Governing Body, on the recommendation of its Officers:

- (a) approved the proposed place, agenda, composition and languages for the 17th Asia and the Pacific Regional Meeting; and
- (b) decided that the 17th Asia and the Pacific Regional Meeting be held in principle in the second quarter of 2021, the exact dates to be determined at its 338th Session (March 2020).

(GB.337/NS/13/7, paragraph 11)

**Eighth report: Application for regional consultative status for the Alternativa Democrática Sindical de las Américas (GB.337/INS/13/8)**

The Governing Body decided not to grant the Alternativa Democrática Sindical de las Américas regional consultative status for the American region.

(GB.337/INS/13/8, paragraph 6)

**Ninth report: Composition of the Committee of Experts on the Application of Conventions and Recommendations (GB.337/INS/13/9)**

The Governing Body, on the recommendation of its Officers reappointed Ms Azouri (Lebanon), Ms Dixon Caton (Panama), Mr Lacabarats (France), Ms Pinto (Argentina), Mr Ranjeva (Madagascar), for a period of three years, as members of the Committee of Experts on the Application of Conventions and Recommendations.

(GB.337/INS/13/9, paragraph 2)

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**14. Composition, agenda and programme of standing bodies and meetings**  
(GB.337/INS/14)

The Governing Body:

- (a) approved the title “Technical Meeting on Achieving Decent Work in Global Supply Chains”;
- (d) invited France to be represented by a delegation of observers at the 14th African Regional Meeting;
- (e) endorsed the proposals made in relation to the invitation of international non-governmental organizations as observers to the meetings listed in Appendix II; and
- (f) took note of the programme of meetings, as approved by the Officers of the Governing Body.

(GB.337/INS/14, paragraphs 3, 7, 9, 12 and 13)

## **Policy Development Section**

**1. The ILO’s response to HIV and AIDS:  
Accelerating progress for 2030**  
(GB.337/POL/1)

The Governing Body requested the Director-General to take into consideration the strategy for ILO action concerning HIV and AIDS in the world of work, and the guidance given during its discussion, in the implementation of the Programme and Budget for 2020–21, in the preparation of the next strategic framework and future programme and budget proposals and in facilitating extrabudgetary resources.

(GB.337/POL/1, paragraph 35)

**2. Sectoral meetings held in 2019 and proposals for  
sectoral work in 2020**  
(GB.337/POL/2)

The Governing Body:

- (a) approved the reports of the meetings referred to in section I of document GB.337/POL/2 and authorized the Director-General to publish the final reports of those meetings;
- (b) requested the Director-General to bear in mind, when drawing up proposals for future work, the recommendations for future action by the ILO made by the meetings referred to in section I of document GB.337/POL/2;
- (c) noted that the IMO had authorized the convening of the joint ILO–IMO meeting to produce joint ILO–IMO guidelines for medical examination of fishers in 2021; and

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- (d) endorsed the proposals contained in Appendix I to document GB.337/POL/2 relating to the dates, duration, official title, purpose and composition of the meetings listed therein..

(GB.337/POL/2, paragraph 20)

**3. Promotional activities concerning the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy and related developments outside of the ILO**  
(GB.337/POL/3)

The Governing Body invited the Director-General to take into account its guidance on enhancing the further recognition and implementation of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy and assistance to member States, social partners, and enterprises on its implementation.

(GB.337/POL/3, paragraph 32, as amended by the Governing Body)

**4. Enhanced programme of development cooperation for the occupied Arab territories**  
(GB.337/POL/4)

The Governing Body took note of the information provided in document GB.337/POL/4.

(GB.337/POL/4, paragraph 32)

**5. Update on the costed and time-bound integrated strategy to address decent work deficits in the tobacco sector**  
(GB.337/POL/5)

The Governing Body:

- (a) authorized the Director-General to publish the draft Note on the Proceedings of the 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 (Kampala, 3–5 July 2019); and
- (b) endorsed the time-bound and costed integrated strategy to address decent work deficits in the tobacco sector and directed the Office to implement the strategy, which was to be financed by voluntary contributions from multi- and bilateral aid for development cooperation and/or by ILO resources, in order to operationalize the integrated strategy in the four former public–private partnership countries working in close cooperation with governments and social partners, and in line with previous Governing Body decisions on the issue.

(GB.337/POL/5, paragraph 25, as amended by the Governing Body)

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## Legal Issues and International Labour Standards Section

### 1. **The Standards Initiative: Report of the Fifth Meeting of the Standards Review Mechanism Tripartite Working Group (Geneva, 23–27 September 2019)** (GB.337/LILS/1)

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

- (a) further to its earlier decisions, requested the Office to:
  - (i) initiate the preparation of proposals for possible standard-setting items on the topics of biological hazards, ergonomics and manual handling, chemical hazards and guarding of machinery, for consideration at its 338th Session (March 2020) for inclusion in future agendas of the International Labour Conference;
  - (ii) be guided by the recommendations of the SRM TWG regarding the thematic integration approach and the process of standard setting in preparing those standard-setting proposals for inclusion in the agenda of the Conference at the earliest dates possible and as a matter of institutional priority;
- (b) decided that the eight instruments concerning employment policy reviewed by the SRM TWG should be considered to have the classifications it had recommended, and requested the Office to take the necessary follow-up action in that regard;
- (c) called upon the Organization and its tripartite constituents to take concerted steps to follow up on all its recommendations as organized by the SRM TWG into practical and time-bound packages of follow-up action, noting in particular tailored plans of action encouraging States party to the Unemployment Convention, 1919 (No. 2), and the Fee-Charging Employment Agencies Convention (Revised), 1949 (No. 96), to ratify related up-to-date Conventions;
- (d) requested the Office to commence work on developing tools and a compilation of good practices in relation to public employment services, and guidance on job creation and decent work in SMEs and the establishment of an enabling environment for sustainable SMEs, including consultation with the Bureau for Employers' Activities and the Bureau for Workers' Activities;
- (e) noted the SRM TWG's intention to evaluate the Office follow-up involving tailored plans of action concerning Convention No. 2 at its meeting in 2026;
- (f) noted the SRM TWG's recommendations concerning the abrogation and withdrawal of certain instruments, in relation to which it will consider (see GB.337/INS/2(Add.1)):
  - (i) placing on the agenda of the 110th Session (2021) of the International Labour Conference an item concerning the withdrawal of the Fee-Charging Employment Agencies Convention, 1933 (No. 34); and

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- (ii) placing on the agenda of the 119th Session (2030) of the International Labour Conference an item concerning the abrogation or withdrawal, as relevant, of the Fee-Charging Employment Agencies Convention (Revised), 1949 (No. 96);
  - (g) noted the work undertaken by the Office in follow-up to the recommendations of the SRM TWG at its earlier meetings and requested the Office to continue as a matter of institutional priority that follow-up as planned;
  - (h) decided that the SRM TWG would examine ten instruments concerning unemployment benefit, comprehensive standards and medical care and sickness (five instruments and five outdated instruments), within sets of instruments 5 and 11 of the revised initial programme of work, at its sixth meeting; and
  - (i) decided to convene the sixth meeting of the SRM TWG from 14 to 18 September 2020.
- (GB.337/LILS/1, paragraph 5)

## **2. Choice of Conventions and Recommendations on which reports should be requested under article 19, paragraphs 5(e) and 6(d), of the ILO Constitution in 2021**

(GB.337/LILS/2)

The Governing Body requested the Office to prepare, for its consideration at its next 338th Session (March 2020), the article 19 report form on the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) and Recommendation, 1958 (No.111), the Workers with Family Responsibilities Convention, 1981 (No. 156) and Recommendation (No. 165), and the Maternity Protection Convention, 2000 (No. 183) and Recommendation (No. 191) for the General Survey to be prepared by the Committee of Experts on the Application of Conventions and Recommendations (CEACR) in 2021 to be discussed by the Conference Committee on the Application of Standards in 2022.

(GB.337/LILS/2, paragraph 25)

## **Programme, Financial and Administrative Section**

### **1. Programme and Budget for 2020–21**

#### **Programme of work and results framework**

(GB.337/PFA/1/1)

The Governing Body, in accordance with the resolution concerning the adoption of the Programme and Budget for 2020–21 and the allocation of the budget of income among member States, adopted by the International Labour Conference at its 108th Session (2019), adopted the programme of work and results framework presented in document GB.337/PFA/1/1.

(GB.337/PFA/1/1, paragraph 290)

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**Financial implications of the judgment of the Administrative Tribunal of the ILO concerning the decisions of the International Civil Service Commission (ICSC) regarding the revised post adjustment index for Geneva (GB.337/PFA/1/2)**

The Governing Body decided:

- (a) to request the Director-General to implement, to the extent possible, measures to achieve under Part I of the budget sufficient savings to cover the unbudgeted cost of implementing the revised post adjustment multiplier during 2020–21, estimated at US\$8.8 million, failing that, through the use of the provision for unforeseen expenditure, in Part II. Should this not prove possible, the Director-General would propose alternative methods of financing at a later stage in the biennium;
- (b) to request the Director-General to propose to the Governing Body at its 338th Session (March 2020), if necessary, alternative methods of financing that might arise relating to the closure of the 76th financial period (2018–19); and
- (c) to request the Office to consult with the ILO Staff Union on any proposal having consequences on conditions of work or employment of staff through internal social dialogue, and in keeping with the Staff Regulations.

(GB.337/PFA/1/2, paragraph 9, as amended by the Governing Body)

**2. Update on the headquarters building renovation and the security perimeter projects (GB.337/PFA/2)**

The Governing Body took note of the information provided in document GB.337/PFA/2 and welcomed the successful progress of phase 1 of the renovation project to date.

(GB.337/PFA/2, paragraph 33)

**Addendum (GB.337/PFA/2(Add.1))**

The Governing Body:

- (a) authorized the Director-General to finalize contractual terms for the sale of plot 4057 located in Geneva, consistent with the criteria set out in paragraph 4 of document GB.337/PFA/2(Add.1);
- (b) recommended to the Conference to approve, at its 109th Session (June 2020), in accordance with article 11.1 of the Financial Regulations, the transfer of the sale proceeds to the Building and Accommodation Fund by adopting a resolution in the following terms:

The General Conference of the International Labour Organization,

Decides that the net proceeds from the sale of the ILO-owned land, plot 4057 located in Geneva, Switzerland, be credited to the Building and Accommodation Fund; *and*

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- (c) decided that those proceeds be allocated for the completion of the renovation of the headquarters building including the security perimeter.

**3. Proposed 2020–21 budgets for extra-budgetary accounts: Inter-American Centre for Knowledge Development in Vocational Training (CINTERFOR) (GB.337/PFA/3)**

The Governing Body approved the income and expenditure estimates of the Inter-American Centre for Knowledge Development in Vocational Training (CINTERFOR) extra-budgetary account for 2020–21, as set out in Appendix I of document GB.337/PFA/3.

(GB.337/PFA/3, paragraph 31)

**4. Programme and Budget for 2018–19: Regular budget account and Working Capital Fund (GB337/PFA/4)**

The Governing Body delegated its authority under article 16 of the Financial Regulations to the Chairperson who may approve any transfers within the 2018–19 expenditure budget that the Director-General may propose, if needed, prior to the closing of the biennial accounts and subject to the endorsement of such approval by the Governing Body at its next session.

(GB.337/PFA/4, paragraph 11)

**5. Other financial questions: Proceeds from the sale of the ILO Brussels office (GB.337/PFA/5)**

The Governing Body:

- (a) recommended that the International Labour Conference at its 109th Session (2020) approve, in accordance with Article 11.1 of the Financial Regulations, the transfer of the proceeds from the sale of the ILO-owned premises in Brussels, Belgium, to the Building and Accommodation Fund after deducting an amount of US\$155,000 to cover the cost-sharing charge in UN Common Premises for the ILO Office for the European Union and Benelux countries for 2020–21; and
- (b) proposed to the Conference at the same session a resolution in the following terms:

The General Conference of the International Labour Organization,

Decides that the net proceeds from the sale of the ILO-owned premises located at rue Aimé Smekens, 40, 1030 Schaerbeek, Brussels, Belgium be credited to the Building and Accommodation Fund after deducting an amount of up to US\$155,000 to meet the cost-sharing charge attributed to the ILO for its occupancy of space in the UN House, Brussels during the biennium 2020–21.

(GB.337/PFA/5, paragraph 8).



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**6. Annual Evaluation Report 2018–19**  
(GB.337/PFA/6)

The Governing Body endorsed the recommendations of the Annual evaluation report 2018–19 (paragraphs 22 and 73 of document GB.337/PFA/6) for implementation by the ILO and the priorities for the 2019–21 programme of work for evaluations.

(GB.337/PFA/6, paragraph 74)

**7. High-level evaluations of strategies and Decent Work Country Programmes**  
(GB.337/PFA/7)

The Governing Body requested the Director-General to take into consideration the recommendations of the three high-level independent evaluations presented in document GB.337/PFA/7 (paragraphs 28–36, 67–74 and 119–124) and to ensure their appropriate implementation.

(GB.337/PFA/7, paragraph 132)

**8. Matters relating to the Joint Inspection Unit (JIU): Reports of the JIU**  
(GB.337/PFA/8(Rev.1))

The Governing Body noted the information provided in documents GB.337/PFA/8(Rev.1), GB.337/PFA/8/REF/1 and GB.337/PFA/8/REF/2, and provided guidance to the Office.

(GB.337/PFA/8(Rev.1), paragraph 28)

**11. Composition and structure of the ILO staff: Action plan for improving the diversity of the ILO workforce**  
(GB.337/PFA/11)

The Governing Body:

- (a) (a) endorsed the action plan as set out in document GB.337/PFA/11 for improving gender parity and geographical diversity within the ILO workforce and for ensuring that the necessary breadth of skills and experience of ILO staff, which include experience relevant to the three constituents, are taken into account to effectively deliver on the mandate of the Organization, taking into account that certain measures might be subject to processes of internal social dialogue;
- (b) requested the Director-General to take into account the guidance provided by the Governing Body in implementing the action plan and to present an update on the Human Resources Strategy 2018–21 for its review at the 340th Session (October–November 2020) of the Governing Body; and
- (c) requested the Director General to present to the 338th Session (March 2020) of the Governing Body, information regarding gender and geographical distribution of

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regular staff by category and grade in line with the decision adopted by the Governing Body at its 335th Session (March 2019) concerning document GB.335/PFA/11.

(GB.337/PFA/11, paragraph 29, as amended by the Governing Body)

### **13. Matters relating to the Administrative Tribunal of the ILO**

#### **Recognition and withdrawal of the recognition of the Tribunal's jurisdiction by other international organizations**

(GB.337/PFA/13/1)

The Governing Body:

- (a) approved the recognition of the Tribunal's jurisdiction by the Global Green Growth Institute (GGGI) and the International Cocoa Organization (ICCO), with effect from the date of such approval;
- (b) took note of the decision of the International Fund for Agricultural Development (IFAD) to discontinue its recognition of the jurisdiction of the Administrative Tribunal as from 1 April 2020;
- (c) confirmed that IFAD will no longer be subject to the competence of the Tribunal with effect from 1 April 2020; and
- (d) requested the Director-General to follow up with IFAD regarding the payment of any outstanding costs.

(GB.337/PFA/13/1, paragraph 15)

#### **Proposed amendments to the Statute of the Tribunal**

(GB.337/PFA/13/2)

The Governing Body requested the Office to submit draft amendments to the Statute of the Tribunal at the 338th Session (March 2020) of the Governing Body, taking into account the guidance provided during the discussion.

(GB.337/PFA/13/2, paragraph 17, as amended by the Governing Body)

### **14. Other personnel matters: Appointment to the ILO Staff Pension Committee (United Nations Joint Staff Pension Board)**

(GB.337/PFA/14/1(Rev.1))

The Governing Body provisionally appointed Mr Fabrice Merle as Employer titular member of the ILO Staff Pension Committee and Mr Ramin Behzad as Government titular member for the term of office from 9 October 2019 to 8 October 2022, on the understanding that those appointments would be confirmed by the International Labour Conference at its 109th Session (2020).

(GB.337/PFA/14/1(Rev.1), paragraph 8)