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# ▶ Report of the Chairperson of the Governing Body for the period 2021–22

International Labour Conference  
110th Session, 2022

Report I(C)

▶ **Report of the Chairperson of  
the Governing Body to the  
International Labour Conference  
for the period 2021–22**

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## ► I. Institutional Section

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### 1. Agenda of the International Labour Conference

#### 1.1. Agenda of future sessions of the Conference <sup>1,2</sup>

1. At its 343rd Session (November 2021), the Governing Body considered three items for possible placement on the agenda of the Conference beyond 2022: a just transition of the world of work towards environmentally sustainable economies and societies for all; harnessing the fullest potential of technology to achieve decent work and sustainable development; and decent work and the care economy. In addition, the Governing Body followed up on its prior decisions in respect of recommendations of the Standards Review Mechanism and considered modalities for standard-setting on three occupational safety and health risks (chemicals; ergonomics and manual handling; and guarding of machinery). Finally, the Governing Body decided: (a) to place the abrogation of one maritime instrument and the withdrawal of 23 maritime instruments on the agenda of the 111th Session of the Conference (2023); (b) to place the abrogation of four Conventions on the agenda of the 112th Session of the Conference (2024); and (c) to place the abrogation of 13 maritime Conventions on the agenda of the 118th Session of the Conference (2030). <sup>3</sup>
2. At its 344th Session (March 2022), the Governing Body took a number of decisions in relation to the agenda setting of the Conference beyond 2022. First, it decided to place on the agenda of the 111th Session (2023), for a general discussion, an item on a just transition, including consideration of industrial policies and technology, towards environmentally sustainable economies and societies for all. Secondly, it decided to place on the agenda of the 112th Session (2024) an item on decent work and the care economy for a general discussion. Thirdly, it decided to place on the agenda of the 110th Session (2022) the approval of amendments to the Code of the Maritime Labour Convention, 2006, subject to the adoption of any amendments by the Special Tripartite Committee of the Maritime Labour Convention, 2006, at the second part of its fourth meeting to be convened in May 2022. Finally, the Governing Body continued its consideration of: (a) modalities for standard-setting on occupational safety and health; and (b) a possible evaluation of the ILO Declaration on Social Justice for a Fair Globalization (2008). <sup>4</sup>

#### 1.2. Arrangements for the 110th Session of the Conference (2022) <sup>5</sup>

3. Due to the COVID-19 pandemic, the 109th Session of the International Labour Conference was deferred in 2020, and subsequently held in a virtual format in 2021. Drawing from this experience,

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<sup>1</sup> GB.343/INS/2(Rev.1).

<sup>2</sup> GB.344/INS/3/1.

<sup>3</sup> GB.343/PV, para. 62.

<sup>4</sup> GB.344/INS/PV, para. 96.

<sup>5</sup> GB.344/INS/3/2.

constituents called for the 2022 session of the Conference to be conducted in a format closely approximating that of a regular session, with the physical presence of delegates.

4. In finding the most suitable arrangements, the Office faced two major constraints: an unforeseen delay in the renovation work at the Palais des Nations which resulted in the unavailability of several rooms allocated to the ILO, and the continuing challenges arising from the remaining sanitary and travel restrictions in some regions.
5. Following extensive tripartite consultations, the Governing Body reached an agreement on the dates and format of the 110th Session of the International Labour Conference. At its 344th Session,<sup>6</sup> it agreed that the Conference would take place from 27 May to 11 June 2022, in a “hybrid” format that would combine the maximum in-person participation of delegations allowed within the space limitations with remote access to ensure the participation of tripartite constituents on an equal footing. Due to space limitations, it was proposed to limit accreditation only to government, employer and worker delegates and advisers, as well as attending ministers, who have active participation rights under the Standing Orders of the Conference. At the same time, Member States would be expected to ensure the presence in Geneva of national delegations that are fully tripartite and balanced as regards the number of advisers accompanying the respective tripartite delegates. Accredited delegates and advisers unable to travel to Geneva due to sanitary or travel restrictions would be ensured full participation through videoconferencing technology.
6. The Governing Body agreed that after the formal opening, in a fully virtual format, on 27 May 2022, the committees for the standing and technical items on the agenda would meet from 30 May to 9 June (except for the Committee on the Application of Standards which could possibly meet until 10 June, as is customary). After the World of Work Summit on 10 June, the Conference plenary would be reconvened on 11 June to adopt the reports and conclusions of the committees and formally close the 110th Session.
7. Additional consultations were held to finalize the operational arrangements.

## **2. Matters arising out of the work of the 109th Session (2021) of the International Labour Conference**

### **2.1. Analysis of the measures taken to promote the effective functioning of the Conference<sup>7</sup>**

8. At its 343rd Session, the Governing Body reviewed the arrangements implemented during the first part of the 109th Session of the International Labour Conference, in order to draw lessons that could contribute to further improving the functioning of the Conference in future sessions.
9. The Governing Body had decided, at its 341st Session (March 2021),<sup>8</sup> that the Conference would be held virtually and in two segments: the first from 3 to 19 June 2021, with the opening sitting on 20 May, and the second from 25 November to 11 December 2021. Special arrangements and

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<sup>6</sup> GB.344/INS/PV, para. 113.

<sup>7</sup> GB.343/INS/3/3(Rev.1).

<sup>8</sup> GB/341/PV, para. 102.



procedures specific to its virtual format had been prepared by the tripartite Screening Group and approved by the Governing Body through a ballot by correspondence.

10. The virtual format of the session allowed for the highest number of Member States ever recorded to participate in the Conference – 181 countries out of 187. Accreditation was limited only to individuals playing an institutional role at the Conference. Other persons from national or observer delegations were able to follow the proceedings remotely.
11. Notwithstanding the exceptional circumstances, notably the difficulty in having to negotiate outcome texts virtually, the Conference was able to deal with all items on its agenda. In the first segment, it adopted the Global Call to Action for a Human Centred Recovery, the programme and budget proposals for 2022–23, the report of the Committee on the Application of Standards, the resolutions on the second recurrent discussion on social protection and on the principle of equality among ILO Member States and fair representation of all regions in the ILO's tripartite governance, among others. It also adopted an emergency resolution on Myanmar and conducted elections successfully for the members of the Governing Body for the period 2021–24 through electronic voting. At the second segment, the Conference adopted two sets of conclusions: on skills and lifelong learning, and on inequalities and the world of work.

## **2.2. Follow-up to the resolution concerning the recurrent discussion on the strategic objective of social protection (social security) <sup>9</sup>**

12. At its 343rd Session, the Governing Body discussed the follow-up to the resolution concerning the second recurrent discussion on the strategic objective of social protection (social security), that was unanimously adopted at the 109th Session of the International Labour Conference (June 2021). The follow-up to the resolution sets out a plan of action on social security for the period 2021–26 which gives effect to the resolution and supports the framework for action for building universal social protection systems set out therein. The plan of action covers five interrelated components: (a) support for the formulation and implementation of national social protection policies and strategies; (b) research and capacity-building; (c) effective planning and resource mobilization and allocation; (d) effective standards-related action; and (e) reaffirming the ILO's mandate and leadership in social protection in the multilateral system and promoting policy coherence. The plan of action uses all the ILO's means of action and builds on previously agreed actions and commitments contained in the Programme and Budget for 2022–23, in line with the ILO's results framework. The Governing Body requested the Director-General to take account of its guidance in implementing the plan of action on social security, and to consider the plan when preparing future programme and budget proposals. <sup>10</sup>

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<sup>9</sup> GB.343/INS/3/1.

<sup>10</sup> GB.343/PV, para. 95.

### 2.3. Follow-up to the resolution concerning a global call to action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient<sup>11,12</sup>

13. The Global call to action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient, adopted by the 109th Session of the International Labour Conference,<sup>13</sup> builds on the 2019 ILO Centenary Declaration for the Future of Work. Both the Centenary Declaration and the Global call to action emphasize the importance of ILO leadership within the multilateral system, notably to drive policy coherence “in pursuit of its human-centred approach”.
14. As requested by the Governing Body at its 343rd Session,<sup>14</sup> the Office hosted the Global Forum for a Human-Centred Recovery as a virtual event from 22 to 24 February 2022. It was organized around the themes of the Global call to action and featured sessions on decent jobs and inclusive economic growth; universal social protection; protecting workers and sustaining enterprises; and a just transition.
15. In the midst of an uneven and far from equal global recovery, high-level participation – from 12 Heads of State and Government and 14 senior leaders of UN agencies and international financial institutions – reflected substantial multilateral alignment behind the human-centred approach framed by the Centenary Declaration and applied by the Global call to action to the current social and economic crisis. The Forum also demonstrated that the ILO’s outreach efforts on critical issues – for example the just transition or social protection – have begun to bear fruit, with new commitments to collaboration from, among others, the United Nations Development Programme (UNDP), the United Nations Framework Convention on Climate Change (UNFCCC) secretariat, and regional multilateral development banks. In addition to its promotion at the Forum, follow-up on the Global call to action has continued in other arenas, in particular within the UN system, through the Global Accelerator on Jobs and Social Protection for Just Transitions, a cross-cutting vehicle for institutionalizing stronger and more coherent multilateral support for implementation of both the Centenary Declaration and the Global call to action.
16. At its 344th Session, the Governing Body noted the successful proceedings and outcomes of the Global Forum, including new commitments and initiatives, and requested that the Office continue its efforts to enhance and systematize institutional arrangements within the multilateral system as it implements the ILO Global call to action. It also requested the Director-General report back to the Governing Body in due course on the implementation of these initiatives and arrangements and give consideration to the advantages and resource requirements of potentially institutionalizing the Global Forum, in consultation with the tripartite constituents.<sup>15</sup>

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<sup>11</sup> GB.343/INS/3/2.

<sup>12</sup> GB.344/INS/7.

<sup>13</sup> ILO, [Global call to action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient](#), 2021.

<sup>14</sup> GB.343/PV, para. 143.

<sup>15</sup> GB.344/INS/PV, para. 279.

## 2.4. Follow-up to the resolution concerning inequalities and the world of work <sup>16</sup>

17. At its 344th Session, the Governing Body was invited to provide guidance on the proposed plan of action on inequalities in the world of work for 2022–27, to give effect to the conclusions adopted at the resumed part of the 109th Session of the International Labour Conference (November–December 2021). The Governing Body requested the Director-General to: (a) take into account its guidance concerning the proposed plan of action on inequalities in the world of work for 2022–27 as set out in the document, notably the preparation of the comprehensive and integrated ILO strategy to reduce and prevent inequalities in the world of work; (b) submit the said strategy, including the corresponding financial implications, for its consideration at the 346th Session (November 2022); and (c) consider the outcome of the discussion of the comprehensive and integrated strategy at the 346th Session (November 2022) of the Governing Body in the preparation of the Programme and Budget for 2024–25 and subsequent programme and budget proposals. <sup>17</sup>

## 3. Election and appointment of the Director-General

### 3.1. Proposals on additional opportunities for interaction with candidates for the post of Director-General of the ILO <sup>18</sup>

18. At its 341st Session, the Governing Body requested the Office to prepare proposals that would provide additional opportunities for interaction with candidates for the post of Director-General of the ILO before the regular hearings conducted in a private sitting during the 344th Session of the Governing Body. <sup>19</sup>
19. In that regard, and considering the process adopted by other international organizations for the election of their executive heads, which included such interaction in addition to the formal hearings with the governing organ in charge of the election, the Governing Body decided, at its 342nd Session (June 2021), that public dialogues with candidates would be conducted by the Chairperson of the Governing Body in January 2022. <sup>20</sup>

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<sup>16</sup> GB.344/INS/8.

<sup>17</sup> GB.344/INS/PV, para. 313.

<sup>18</sup> GB.342/INS/6.

<sup>19</sup> GB.341/PV, para. 503.

<sup>20</sup> GB.342/PV, para. 83.

### **3.2. Finalization of arrangements for the public dialogues with candidates for the position of Director-General of the ILO and preparation of the hearings and election to be held during the 344th Session (March 2022)** <sup>21</sup>

20. Through a decision by correspondence, <sup>22</sup> the Governing Body approved, at its 343rd Session, the final arrangements for the public dialogues, intended to provide an opportunity to make each candidate's vision and profile (known beyond the members of the Governing Body who take part in the election.) Five candidatures had been received at the expiration of the deadline for submission on 1 October 2021. These arrangements were approved on a trial basis before consideration of their possible codification in the relevant rules governing the appointment process.
21. The public dialogues with candidates were held on 20 and 21 January 2022, web-casted and made available to civil society actors and the general public.

### **3.3. Arrangements for the 344th Session of the Governing Body, including the hearings of candidates and the election and appointment of the Director-General** <sup>23</sup>

22. Following several tripartite consultations, the Governing Body, through a decision by correspondence, <sup>24</sup> approved two sets of arrangements for the 344th Session of the Governing Body: one for the conduct of the regular business of the Governing Body and another relating to the election of the Director-General.
23. The easing of COVID-19-related travel restrictions in late February 2022 allowed for the physical presence of the regular and deputy members of the Governing Body at its 344th Session, as well as for the hearings of candidates and the election of the Director-General, which took place in person and in private sittings.
24. For the regular business of the Governing Body, the Special arrangements and rules of procedure for virtual sessions of the Governing Body of the ILO, approved at its 341st Session (March 2021), <sup>25, 26</sup> continued to be applied and provided for the remote participation of additional representatives of Government members, as well as observers from Governments that were not members of the Governing Body, invited international intergovernmental and non-governmental organizations, and from the Employers' and Workers' groups. The private hearings and the election were held exclusively in person.

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<sup>21</sup> GB.343/INS/14/1(Rev.1).

<sup>22</sup> GB.343/PV, para. 398.

<sup>23</sup> GB.344/INS/2.

<sup>24</sup> GB.344/INS/PV, para. 37.

<sup>25</sup> GB/Special arrangements (Rev.1).

<sup>26</sup> GB.341/PV, para. 8.

25. The private hearings took place on 14 March for all five candidates. On 25 March 2022, the Governing Body elected Mr Gilbert F. Hougbo as the 11th Director-General for a period of five years, commencing in October 2022.

#### 4. Work plan on the strengthening of the supervisory system <sup>27, 28</sup>

26. Proposals on further steps to ensure legal certainty were originally included in the revised work plan on the strengthening of the supervisory system, approved by the Governing Body at its 329th Session (March 2017).<sup>29</sup> Their examination had been deferred from the 338th Session (March 2020) to the 343rd Session (November 2021) of the Governing Body, during which they were presented for information.
27. At its 344th Session (March 2022), the Governing Body considered a progress report on its work plan for strengthening the supervisory system, whose purpose was to describe the main features of the constitutional framework for the authoritative and definitive settlement of interpretation disputes, and to clarify the measure of discretion of the tripartite constituents within that constitutional framework. To that end, it reviewed the modalities for seeking an advisory opinion from the International Court of Justice, clarified key parameters for the establishment and operation of an in-house tribunal, and provided some considerations on the role of tripartite consensus-based modalities in promoting legal certainty.
28. The Governing Body considered that settling disputes relating to the interpretation of international labour Conventions in accordance with article 37 of the ILO Constitution was fundamental for the effective supervision of international labour standards. It decided to continue its discussion at its 347th Session (March 2023), and requested the Office to facilitate tripartite consultations with a view to preparing: (a) proposals on a procedural framework for the referral of questions or disputes regarding the interpretation of international labour Conventions to the International Court of Justice for decision in accordance with article 37(1); and (b) additional proposals for the implementation of article 37(2), taking into account the guidance of the Governing Body and the opinions expressed in the tripartite exchange of views.<sup>30</sup>
29. The Governing Body expressed its commitment to further implement the work plan on strengthening the supervisory system, including through tripartite social dialogue.<sup>31</sup>
30. The Governing Body was also informed of the completion of one item in its work plan, that is, the publication of the *Guide on Established Practices of the Supervisory System*, consisting of a web-based tool and a fully customized application for tablets and smartphones.

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<sup>27</sup> GB.343/INS/INF/5(Rev.1).

<sup>28</sup> GB.344/INS/5.

<sup>29</sup> GB.329/PV, para. 148.

<sup>30</sup> GB.344/INS/PV, para. 198.

<sup>31</sup> GB.344/INS/PV, para. 199.

## 5. Inclusion of safe and healthy working conditions in the ILO's framework of fundamental principles and rights at work <sup>32, 33</sup>

- 31.** At its 108th Session (2019), the International Labour Conference adopted the Centenary Declaration for the Future of Work <sup>34</sup> in which it declared that safe and healthy working conditions were fundamental to decent work. Following the Conference resolution that requested the Governing Body to consider, as soon as possible, proposals for including safe and healthy working conditions in the ILO framework of fundamental principles and rights at work, <sup>35</sup> and the road map approved at its 337th Session (October–November 2019), <sup>36</sup> the Governing Body, at its 343rd Session (November 2021), examined three specific questions concerning this item: possible forms of a Conference decision to include safe and healthy working conditions in the ILO's framework of fundamental principles and rights at work; the placement of an item on the agenda of the 110th Session of the Conference (2022); and the recognition of one or more occupational safety and health Conventions as fundamental Conventions. The Governing Body decided to place on the agenda of the 110th Session of the Conference (2022) an item regarding the inclusion of safe and healthy working conditions in the ILO's framework of fundamental principles and rights at work through an amendment to paragraph 2 of the ILO Declaration on Fundamental Principles and Rights at Work, 1998. In addition, the Governing Body requested the Director-General to prepare for its March 2022 session: (a) a draft resolution for consideration at the 110th Session of the Conference (2022); and (b) a background paper to address the issues raised in the discussion including the terminology, the occupational safety and health instrument(s) to be recognized as fundamental, and the possible legal effects, direct and indirect, on existing trade agreements concluded by Member States. <sup>37</sup>
- 32.** At its 344th Session (March 2022), the Governing Body considered a draft resolution which could serve as a basis for the discussions to be held at the 110th Session of the Conference (2022) and discussed the detailed background information provided by the Office on the three issues identified by the Governing Body. The Governing Body decided to request the Director-General to prepare a draft resolution regarding the inclusion of safe and healthy working conditions in the ILO's framework of fundamental principles and rights at work through an amendment to paragraph 2 of the 1998 Declaration for consideration at the 110th Session of the Conference (2022) and to organize to that effect informal consultations to facilitate the examination of the draft resolution by the Conference. <sup>38</sup>

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<sup>32</sup> [GB.343/INS/6](#).

<sup>33</sup> [GB.344/INS/6](#) and [GB.344/INS/6\(Add.1\)](#).

<sup>34</sup> ILO, [ILO Centenary Declaration for the Future of Work](#).

<sup>35</sup> ILO, [Resolution on the ILO Centenary Declaration for the Future of Work](#), International Labour Conference, 108th Session, 2019.

<sup>36</sup> [GB.337/PV](#), para. 116.

<sup>37</sup> [GB.343/PV](#), para. 220.

<sup>38</sup> [GB.344/INS/PV](#), para. 243.

## **6. Follow-up to the resolution on the principle of equality among ILO Member States and fair representation of all regions in the ILO's tripartite governance adopted by the Conference at its 109th Session (2021)**

- 33.** The purpose of this section of the report is to give effect to the request set forth in paragraph 3 of the resolution that the Chairperson of the Governing Body include in the annual report to the Conference a specific section on efforts undertaken by the Governing Body for the completion of the process of ratification of the Instrument for the Amendment of the ILO Constitution, 1986.<sup>39</sup>
- 34.** The Governing Body continued to receive regular updates on the status of ratification of the 1986 Amendment. At its 343rd Session (November 2021), the Governing Body noted that Somalia and Ireland had ratified the 1986 Amendment,<sup>40</sup> and was informed that, further to the adoption by the Conference of the resolution, the Director-General had written to the 15 Member States of the Eastern European group and to the eight Members of chief industrial importance that had not yet ratified the 1986 Amendment.
- 35.** At its 344th Session, the Governing Body was informed that the ratification process was being finalized in Cabo Verde, Gambia, Liberia and Sao Tome and Principe, and also that ratification was being considered by Brazil, Islamic Republic of Iran, Philippines and Turkmenistan.<sup>41</sup>
- 36.** A further eight ratifications, including at least three from Members of chief industrial importance (from among Brazil, China, France, Germany, Japan, Russian Federation, United Kingdom of Great Britain and Northern Ireland and United States of America), are required for the 1986 Amendment to enter into force.

## **7. Report of the tripartite working group on full, equal and democratic participation in the ILO's tripartite governance in the spirit of the Centenary Declaration<sup>42, 43</sup>**

- 37.** At its 343rd Session (November 2021), the Governing Body took note of the progress report of the tripartite working group on full, equal and democratic participation in the ILO's tripartite governance in the spirit of the Centenary Declaration. It requested the Director-General to intensify the promotional activities in relation to the 1986 Amendment, pursuant to the resolution on the principle of equality among ILO Member States and fair representation of all regions in the ILO's tripartite governance, adopted at the June segment of the 109th Session of the International Labour Conference (2021).<sup>44</sup>

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<sup>39</sup> ILO, [Resolution on the principle of equality among ILO Member States and fair representation of all regions in the ILO's tripartite governance](#), International Labour Conference, 109th Session, 2021.

<sup>40</sup> GB.343/INS/INF/4.

<sup>41</sup> GB.344/INS/INF/3.

<sup>42</sup> GB.343/INS/4.

<sup>43</sup> GB.344/INS/9.

<sup>44</sup> GB.343/INS/PV, para. 176.

38. At its 344th Session (March 2022), the Governing Body took note of the report of the tripartite working group and decided to extend the duration of the group for a period of 12 months. In this context, it invited the Co-Chairpersons to continue to hold consultations, bilateral or otherwise, on the issue of democratization of the ILO's tripartite governance and requested the Director-General to pursue and further intensify the promotional activities in relation to the 1986 Amendment pursuant to the resolution on the principle of equality among ILO Member States and fair representation of all regions in the ILO's tripartite governance. Finally, the Governing Body requested the tripartite working group to present a final report for consideration at its 347th Session (March 2023).<sup>45</sup>

## 8. Results of the evaluation of the ILO Action Plan for Gender Equality 2018–21 and proposed approach of the next action plan<sup>46</sup>

39. At its 344th Session, the Governing Body reviewed the results of the ILO Action Plan for Gender Equality 2020–21, the action plan-related findings of the high-level independent evaluation of the ILO's gender equality and mainstreaming efforts in 2016–21, and the proposed outline of the ILO Action Plan for Gender Equality 2022–25. Delegates highlighted that efforts must be redoubled to mitigate the disproportionate impact of the COVID-19 pandemic on women and to integrate gender transformative policies as an essential component in long-term recovery plans. They commended the decision to reduce the number of targets of the Action Plan, while stressing that concerted efforts were needed to address women's continued under-representation in ILO roles at the P5 level and above, stressing the need for greater accountability at the senior level. At the same time, the Action Plan 2022–25 should not only provide clear guidance on underperformance but also encourage custodians to meet or exceed targets to scale up their activities and ambition.
40. The Governing Body took note of the discussion and requested the Director-General to: (a) finalize and implement the ILO Action Plan for Gender Equality 2022–25, taking into account the guidance provided during the consideration of the document; and (b) integrate its guidance in pursuing the ILO's mandate to achieve gender equality at work through a transformative agenda, taking into account the resolution and conclusions of the General Discussion Working Party on inequalities and the world of work, especially in implementing the ILO's Strategic Plan for 2022–25 and its two corresponding programmes and budgets.<sup>47</sup>

## 9. The ILO Declaration on Fundamental Principles and Rights at Work<sup>48</sup>

41. At its 344th Session, the Governing Body was invited to review developments and trends concerning the fundamental principles and rights at work in countries that had not yet ratified the relevant fundamental Conventions and the Protocol of 2014 to the Forced Labour Convention, 1930.

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<sup>45</sup> GB.344/INS/PV, para. 332.

<sup>46</sup> GB.344/INS/10.

<sup>47</sup> GB.344/INS/PV, para. 359.

<sup>48</sup> GB.344/INS/4(Rev.1).



42. The review of annual reports included all updated reports and information received from governments and from employers' and workers' organizations for exceptionally two years instead of one, that is, both 2020 and 2021. Member States were requested to report online using a new e-questionnaire tool. The aim of the new tool was to facilitate reporting for Member States and to enable the compilation of responses received.
43. Although a number of steps were taken to meet the outstanding requests for technical assistance of reporting States under the Annual Review, further action to campaign for the universal ratification of all fundamental Conventions was required in the light of the resolution concerning the second recurrent discussion on fundamental principles and rights at work adopted by the International Labour Conference at its 106th Session (2017). The Office should further strengthen its technical assistance, including through development cooperation programmes, to support all efforts made towards a better realization of the fundamental principles and rights at work, at national, regional, international and multilateral levels.
44. The Governing Body took note of the information presented in the Annual Review, invited the Office to continue its support to Member States to ensure timely reporting and reiterated its support for the mobilization of resources with a view to further assisting Member States in their efforts to respect, promote and realize fundamental principles and rights at work.<sup>49</sup>

## 10. The Russian Federation's aggression against Ukraine from the perspective of the mandate of the ILO<sup>50</sup>

45. At its 344th Session, the Governing Body adopted a resolution concerning the Russian Federation's aggression against Ukraine from the perspective of the mandate of the ILO. This resolution called on the Russian Federation to "immediately and unconditionally cease its aggression against Ukraine", and expressed grave concern at reports of civilian casualties and the situation of refugees. It recognized the "enormous scale" of internally displaced persons and refugees forced to flee their homes, workplaces, enterprises, communities and the severe impact on workers and employers risking their lives.
46. The resolution requested the ILO to: (a) develop programmes within its mandate to support the tripartite constituents in Ukraine; (b) temporarily suspend ILO technical assistance to the Russian Federation, while safeguarding the ILO's technical cooperation to all other countries within the purview of the ILO Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia; (c) suggest options for the possible relocation of the ILO Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia to an area outside the Russian Federation for decision at the 345th Session (June 2022) of the Governing Body; and (d) suspend invitations to the Russian Federation to attend all discretionary meetings, such as technical meetings and meetings of experts, conferences and seminars whose composition is set by the Governing Body. Finally, the Governing Body decided, in the resolution, to remain seized of the matter and requested the Director-General to follow the situation in Ukraine and to submit to the 345th Session of the Governing Body a report on the application of the resolution.

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<sup>49</sup> GB.344/INS/PV, para. 135.

<sup>50</sup> GB.344/Resolution.

## 11. Complaints made under article 26 of the ILO Constitution

### 11.1. Complaint alleging non-observance by Guatemala of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) <sup>51</sup>

47. It is recalled that the procedure initiated under article 26 of the ILO Constitution, resulting from a complaint concerning non-observance by Guatemala of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), was closed by the Governing Body at its 334th Session (October–November 2018). On that occasion, the Governing Body had requested: (i) the Government of Guatemala to report on the further action taken at the Governing Body sessions of October–November 2019 and October–November 2020; and (ii) the Office to implement a robust and comprehensive technical assistance programme to ensure the sustainability of the social dialogue process as well as further progress in the implementation of the road map aimed at addressing the issues raised in the complaint. <sup>52</sup>
48. At its 340th Session (October–November 2020), the Governing Body: (i) welcomed the technical cooperation programme elaborated by the Office and called for funding for its implementation; and (ii) requested the Office to report annually on its implementation at its October–November sessions for the duration of the three-year programme. <sup>53</sup>
49. At its 343rd Session (November 2021), the Governing Body took note of the information provided by the Office concerning the implementation of said technical cooperation programme. <sup>54</sup> An updated report would be submitted to the Governing Body at its 346th Session (October–November 2022).

### 11.2. Complaint concerning non-observance by Bangladesh of the Labour Inspection Convention, 1947 (No. 81), 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), made under article 26 of the ILO Constitution by several delegates to the 108th Session (2019) of the International Labour Conference <sup>55, 56, 57</sup>

50. A complaint under article 26 of the ILO Constitution, alleging non-observance by Bangladesh of the Labour Inspection Convention, 1947 (No. 81), the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective

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<sup>51</sup> GB.343/INS/7.

<sup>52</sup> GB.334/PV, para. 401.

<sup>53</sup> GB.340/PV, para. 117.

<sup>54</sup> GB.343/PV, para. 234.

<sup>55</sup> GB.342/INS/INF/2(Rev.1).

<sup>56</sup> GB.343/INS/10(Rev.2).

<sup>57</sup> GB.344/INS/13(Rev.1).

Bargaining Convention, 1949 (No. 98), was filed by several Workers' delegates to the 108th Session of the International Labour Conference (2019). At its 337th Session (October–November 2019), the Governing Body took note of the complaint and declared it admissible.<sup>58</sup>

51. At its 343rd Session (November 2021), the Governing Body took note of the road map of actions submitted by the Government in May 2021 to address all the outstanding issues mentioned in the complaint. The road map was developed around four priority areas: (a) labour law reform; (b) trade union registration; (c) labour inspection and enforcement; and (d) addressing acts of anti-union discrimination, unfair labour practices and violence against workers. The Governing Body also took note of the report on progress made in the implementation of the road map, submitted in September 2021, and requested the Government of Bangladesh to inform it of further progress made at its 344th Session (March 2022). It deferred the decision on further action in respect of the complaint to its 346th Session (October–November 2022).<sup>59</sup>
52. At its 344th Session (March 2022), having taken note of the progress report submitted by the Government in February 2022, the Governing Body requested the Government to report on further progress made at its 346th Session (October–November 2022) and deferred the decision on further action in respect of the complaint to that session.<sup>60</sup>

### **11.3. 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) and Reply of the Government of the Bolivarian Republic of Venezuela to the report**<sup>61, 62, 63</sup>

53. At the 342nd Session of the Governing Body (June 2021), the Director-General provided an update to his report pursuant to the Governing Body's decision on measures taken by the Bolivarian Republic of Venezuela to comply with the recommendations of the Commission of Inquiry and on technical assistance requested and provided.<sup>64</sup>
54. At its 343rd Session (November 2021), in light of the developments in the Bolivarian Republic of Venezuela outlined in a further updated report of the Director-General and taking into account its decision of March 2021,<sup>65</sup> the Governing Body, on the recommendation of its Officers: (a) deplored that no progress has been made by the Government to accept the recommendations

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<sup>58</sup> GB.337/PV, para. 525.

<sup>59</sup> GB.343/PV, para. 343.

<sup>60</sup> GB.344/INS/PV, para. 430.

<sup>61</sup> GB.342/INS/8/2.

<sup>62</sup> GB.343/INS/9(Rev.1) and GB.343/INS/9(Add.1).

<sup>63</sup> GB.344/INS/14(Rev.1).

<sup>64</sup> GB.342/PV, section 8.2.

<sup>65</sup> GB.341/PV, para. 389.

of the report of the Commission of Inquiry two years after its adoption; (b) acknowledged recent steps taken by the Government to start a dialogue with social partners; (c) urged the Government, as a matter of priority, to further develop this dialogue before March 2022 into a social dialogue forum with the assistance and presence of the ILO, in line with point 4 under paragraph 497 of the Commission of Inquiry's report; (d) requested the Director-General to engage with the Government on the full implementation of the recommendations of the Commission of Inquiry and the effective application of Conventions Nos 26, 87 and 144 in law and in practice in the country, and on the provision of technical assistance to support this process, as well as on the option of establishing a Special Representative of the Director-General, by March 2022; (e) requested the Director-General to present a report to its 344th Session (March 2022) on actions taken by the Director-General, measures referred to and steps taken with regard to subparagraphs (c) and (d), and relevant information on possible measures to ensure the Government's compliance with the recommendations of the Commission of Inquiry; and (f) decided to include on the agenda of its 344th Session (March 2022) an item entitled "Assessment of progress made by the Government in ensuring the compliance with the recommendations of the Commission of Inquiry and in light of that, consideration of all possible measures, including those foreseen in the ILO Constitution, for this purpose".<sup>66</sup>

55. At its 344th Session (March 2022), the Governing Body, in light of the developments in the Bolivarian Republic of Venezuela outlined in the additional report of the Director-General and taking into consideration its decisions of March and November 2021, the Governing Body decided to: (a) reiterate with the utmost concern its call to the Government to accept the recommendations of the Commission of Inquiry; (b) take note of the installation of the social dialogue forum; (c) request the Director-General to continue to engage with the Government on the full implementation of the recommendations of the Commission of Inquiry and the effective application of Conventions Nos 26, 87 and 144 in law and in practice; and (d) request the Director-General to present a report to its 345th Session (June 2022) on any progress concerning the operation of the social dialogue forum in giving effect to the recommendations of the Commission of Inquiry.<sup>67</sup>

## 12. Follow-up to the resolutions concerning Myanmar adopted by the International Labour Conference at its 102nd (2013) and 109th (2021) Sessions<sup>68, 69, 70</sup>

56. At its 342nd Session (June 2021), the Governing Body expressed its profound concern about the use of lethal violence by the military authorities, the worsening of the forced labour situation in the country, and the harassment, intimidation, arrests and detentions of trade unionists and labour activists. It also expressed deep concern about measures curtailing freedom of expression and freedom of assembly and urged the authorities to uphold the obligations under the ratified Convention No. 87. It repeated its calls to amend labour laws relating to freedom of association

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<sup>66</sup> GB.343/INS/PV, para. 304.

<sup>67</sup> GB.344/INS/PV, para. 477.

<sup>68</sup> GB.342/INS/5.

<sup>69</sup> GB.343/INS/8.

<sup>70</sup> GB.344/INS/12 and GB.344/INS/12(Add.1).

without delay once the democratically elected government has been restored, and expressed deep concern that the authorities had not taken steps to fully respect and protect the privileges and immunities of the Office.<sup>71</sup>

57. At its 343rd Session (November 2021), the Governing Body expressed its profound concern that no progress had been made regarding the use of large-scale lethal violence, forced labour, detention of trade unionists and labour activists, and the continued interference in the operations of the ILO Liaison Office in Yangon. It repeated calls to release from detention and drop charges against trade unionists and others. It repeated its calls for Myanmar to uphold its obligations under Convention No. 87 and to revise certain labour laws as per its earlier decision.<sup>72</sup>
58. At its 344th Session (March 2022), the Governing Body recalled its previous decisions, deplored the termination of citizenship of prominent democracy activists, including trade unionists, and called upon Myanmar to restore their citizenship. It decided in accordance with article 26(4) of the Constitution to establish a Commission of Inquiry in respect of the non-observance of the Convention No. 87, and the Forced Labour Convention, 1930 (No. 29) and approved the estimated financial costs of the Commission of Inquiry.<sup>73</sup>

### 13. Representations submitted under article 24 of the ILO Constitution

59. Since June 2021, the seven following representations made under article 24 of the Constitution **were declared receivable** by the Governing Body in its private sittings:
- representation alleging non-observance by **Uruguay** 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);<sup>74</sup>
  - representation alleging non-observance by **Poland** of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), and the Workers' Representatives Convention, 1971 (No. 135);<sup>75</sup>
  - two representations alleging non-observance by **Argentina** of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), the Labour Relations (Public Service) Convention, 1978 (No. 151), and the Collective Bargaining Convention, 1981 (No. 154);<sup>76</sup>
  - representation alleging non-observance by **France** of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87);<sup>77</sup>

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<sup>71</sup> GB.342/PV, para. 56.

<sup>72</sup> GB.343/PV, para. 266.

<sup>73</sup> GB.344/INS/PV, para. 391.

<sup>74</sup> GB.344/INS/PV, para. 518.

<sup>75</sup> GB.343/PV, para. 399.

<sup>76</sup> GB.342/PV, para. 150.

<sup>77</sup> GB.342/PV, para. 149.

- representation alleging non-observance by **Slovenia** of the Occupational Safety and Health Convention, 1981 (No. 155), and the Protocol of 2002 to the Occupational Safety and Health Convention, 1981;<sup>78</sup>
  - representation alleging non-observance by **South Africa** of the Discrimination (Employment and occupation) Convention, 1958 (No. 111).<sup>79</sup>
- 60.** Since June 2021, the three following representations made under article 24 of the Constitution **were closed** by the Governing Body in its private sittings:
- representation alleging non-observance by **France** of the Termination of Employment Convention, 1982 (No. 158);<sup>80</sup>
  - representation alleging non-observance by **Uruguay** of the Protection of Wages Convention 1949 (No. 95) and the Social Security (Minimum Standards) Convention 1952 (No. 102);<sup>81</sup>
  - representation alleging non-observance by **Argentina** of the Occupational Safety and Health Convention 1981 (No. 155) and the Promotional Framework for Occupational Safety and Health Convention 2006 (No. 187).<sup>82</sup>
- 61.** Since June 2021, the two following representations made under article 24 of the Constitution **were declared non-receivable** in its private sittings:
- representation alleging non-observance by **France** of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87);<sup>83</sup>
  - representation alleging non-observance by **Uruguay** of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111).<sup>84</sup>

## 14. Reports of the Committee on Freedom of Association: 395th, 396th, 397th and 398th Reports and fifth annual report<sup>85, 86, 87, 88, 89</sup>

- 62.** During the three Governing Body sessions under review, the Committee on Freedom of Association examined 74 cases and, in 19 of them, followed up on the measures taken by Member

<sup>78</sup> GB.344/INS/PV, para. 519.

<sup>79</sup> GB.344/INS/PV, para. 517.

<sup>80</sup> GB.344/INS/PV, para. 513.

<sup>81</sup> GB.344/INS/PV, para. 515.

<sup>82</sup> GB.344/INS/PV, para. 516.

<sup>83</sup> GB.343/PV, para. 400.

<sup>84</sup> GB.344/INS/PV, para. 518.

<sup>85</sup> GB.342/INS/7.

<sup>86</sup> GB.343/INS/11.

<sup>87</sup> GB.344/INS/15/1.

<sup>88</sup> GB.344/INS/15/2.

<sup>89</sup> GB.344/INS/15/1(Add.1).

States to give effect to its recommendations. The Committee observed that there had globally been a decrease in the number of new complaints against alleged violations of freedom of association submitted to the special procedure. Threats to trade union rights and civil liberties, the protection against antiunion discrimination and violation of collective bargaining rights were the topics most frequently examined by the Committee in 2021 and 2022. In June and November 2021, and in March 2022, the Governing Body adopted the recommendations set out in the 395th to 398th Reports of the Committee and also adopted the Reports as a whole.<sup>90</sup> The 398th Report concerned the follow-up of the measures taken by the Government of the Republic of Belarus to implement the recommendations of the Commission of Inquiry.<sup>91</sup> The Governing Body also took note of the fifth annual report of the Committee,<sup>92</sup> which would be presented to the Conference Committee on the Application of Standards in June 2022.

## 15. Report of the Board of the International Training Centre of the ILO, Turin<sup>93</sup>

- 63.** The 84th and 85th Sessions of the Board of the International Training Centre of the ILO were held in May and October 2021. The reports of the meetings were submitted to the 343rd Session of the Governing Body. The Governing Body took note of the reports of the meetings.<sup>94</sup>

## 16. Report of the Director-General

### 16.1. Follow up to Governing Body decisions<sup>95</sup>

- 64.** As requested by the Governing Body at its 310th Session (March 2011),<sup>96</sup> the Director-General submitted to the Governing Body at its 343rd Session his annual report providing an overview of the action taken, or envisaged, by the Office to give effect to the decisions adopted by the Governing Body at its previous sessions of the last two years. Through a decision by correspondence, the Governing Body took note of the report and requested the Office to prepare for its 346th Session (October–November 2022) a supplementary report on the follow-up to the decisions adopted since November 2020.<sup>97</sup>

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<sup>90</sup> GB.342/PV, para. 107, GB.343/PV, para. 365, GB.344/INS/PV, para. 500 and GB.344/INS/PV, para. 503.

<sup>91</sup> GB.344/INS/15/2.

<sup>92</sup> GB.344/INS/PV, para. 501.

<sup>93</sup> GB.343/INS/12(Rev.1).

<sup>94</sup> GB.343/PV, para. 375.

<sup>95</sup> GB.343/INS/13/1.

<sup>96</sup> GB.310/PV, para. 129.

<sup>97</sup> GB.343/PV, para. 385.

## 16.2. Report of the Meeting of Experts for the tripartite validation of the technical guidelines on general principles of labour inspection (13-16 December 2021) <sup>98</sup>

65. At its 344th Session, the Governing Body authorized the Office to publish and disseminate the Guidelines on general principles of labour inspection adopted by a Meeting of Experts on 16 December 2021. <sup>99</sup> These guidelines had been requested by the Governing Body following a recommendation of the Standards Review Mechanism Tripartite Working Group to enable the International Labour Conference to consider the withdrawal of the Labour Inspection Recommendation, 1923 (No. 20). The guidelines provide advice to Member States in implementing the provisions of Convention No. 81, the Labour Inspection (Agriculture) Convention, 1969 (No. 129), the Labour Inspection Recommendation (No. 81), and the Labour Inspection (Agriculture) Recommendation, 1969 (No. 133). The withdrawal of the Recommendation No. 20, will now be considered at the 111th Session of the International Labour Conference.

## 16.3. Resolution concerning maritime labour issues and the COVID-19 pandemic <sup>100</sup>

66. At its 342nd Session, the Governing Body renewed its urgent call on all Members to pursue and intensify their efforts, to solve the crisis faced by the maritime sector as a result of the COVID-19 pandemic; and requested the Director-General to convey the contents of the resolution concerning the implementation and practical application of the Maritime Labour Convention, 2006, as amended (MLC, 2006), during the COVID-19 pandemic to the United Nations Secretary-General with a request to convene an ad hoc UN interagency task force to examine the implementation and practical application of the MLC, 2006, during the pandemic, including its impact on seafarers' fundamental rights and on the shipping industry. <sup>101</sup>

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<sup>98</sup> [GB.344/INS/16/1](#).

<sup>99</sup> [GB.344/INS/PV](#), para. 511.

<sup>100</sup> [GB.342/INS/8/1](#).

<sup>101</sup> [GB.342/PV](#), para. 117.



## ► II. Policy Development Section

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### A. Employment and Social Protection Segment

#### 1. ILO occupational safety and health-related resources, programmes and activities<sup>102</sup>

67. In November 2021, the Office delivered to the 343rd Session of the Governing Body a report providing an update on the ILO programmes, activities and resources relating to occupational safety and health. The report highlighted the work of the Office in implementing the 2003 Global Strategy on Occupational Safety and Health since 2018, with a particular focus on the areas of awareness-raising and advocacy, promotion of occupational safety and health instruments, technical assistance to Member States, namely through the Safety + Health for All Flagship Programme, and knowledge dissemination. The report also informed the Governing Body of the human and financial resources available for occupational safety and health activities.
68. The Governing Body noted the report provided by the Office and requested the Director-General to take its guidance into account in the implementation of the Programme and Budget for 2022-23 and when preparing future programme and budget proposals.<sup>103</sup>

#### 2. Securing social protection for migrant workers and their families<sup>104</sup>

69. At its 344th Session, the Governing Body discussed a document entitled “Securing social protection for migrant workers and their families: Challenges and options for building a better future.” The document provided an overview of the policy measures, the normative framework, and ongoing and planned ILO knowledge products, capacity-building and technical advisory services supporting the extension of social protection to migrant workers and their families, including in response to the COVID-19 pandemic. The Governing Body supported the ILO’s integrated and participatory approach combining several mutually reinforcing policy measures to secure access to and portability of benefits across countries, based on international labour standards, recognizing in particular the overarching principle of equality of treatment and non-discrimination, and the need for social dialogue and gender mainstreaming. The need for increased investments in universal social protection for migrant workers, including in the framework of the ILO Global Flagship Programme on Building Social Protection Floors for All and the Global Accelerator on Jobs and Social Protection for Just Transitions, was recognized. The Governing Body welcomed the new global guide for policymakers and practitioners developed by the Office as a useful and timely resource to support the implementation of measures aimed at extending social protection to migrant workers at the regional and national levels. The Governing Body took note of the measures and activities for securing social protection for migrant workers and their families, and requested the Director-General to take into account its guidance when preparing future programme and budget proposals with a view to furthering measures aimed at

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<sup>102</sup> GB.343/POL/1(Rev.1).

<sup>103</sup> GB.343/PV, para. 433.

<sup>104</sup> GB.344/POL/1.

securing and extending social protection for migrant workers and their families through all relevant ILO means of action.<sup>105</sup>

## B. Social Dialogue Segment

### 3. Sectoral meetings in 2021 and proposals for sectoral work in 2022–23<sup>106,107</sup>

70. Having approved the programme of sectoral meetings for 2022–23 at its 341st Session,<sup>108</sup> the Governing Body, at its 343rd Session (November 2021), endorsed the composition, duration and dates for three sectoral meetings to be held in 2022 in the tourism, public-service and oil and gas sectors. The Governing Body also examined the outputs of sectoral meetings held in the first half of 2021, namely: the resolution adopted by the Joint Maritime Commission (JMC) Subcommittee on Wages of Seafarers; the final report and conclusions on the future of work in the automotive industry; and the final report and conclusions on the future of work in the education sector in the context of lifelong learning for all, skills and the Decent Work Agenda. Furthermore, the Governing Body approved the convening of the Subcommittee on Wages of Seafarers of the Joint Maritime Commission in the first half of 2022.<sup>109</sup>
71. At its 344th Session (March 2022), the Governing Body endorsed the composition, duration and dates for two sectoral meetings to be held in the first half of 2023 in the arts and entertainment and the civil aviation sectors. The Governing Body also examined the outputs of sectoral meetings held in the second half of 2021, namely: the note on the proceedings and conclusions on the future of decent and sustainable work in urban transport services; and the note on the proceedings and conclusions on the future of work in aquaculture in the context of the rural economy. Additionally, the Governing Body approved the publication of the *ILO code of practice: Safety and health in textiles, clothing, leather and footwear*. It also forwarded the report of the 14th Session of the Joint ILO-UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel to the 110th Session of the International Labour Conference for examination by the Committee on the Application of Standards. Furthermore, the Governing Body approved the revised terms of reference of the Joint FAO/ILO/IMO Ad Hoc Working Group on Illegal, Unreported and Unregulated Fishing and Related Matters and agreed to appoint, as the Chairperson, one of its regular or deputy members on a rotating basis, for the global sectoral meetings to be held in 2022 in the tourism, public-service and oil and gas industry. Finally, the *Sectoral Policies Department: 2020–21 Highlights* report,<sup>110</sup> which provides an overview of the ILO's sectoral programme throughout the 2020–21 biennium, was brought to the attention of the Governing Body.<sup>111</sup>

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<sup>105</sup> GB.344/POL/PV, para. 37.

<sup>106</sup> GB.343/POL/2(Rev.2).

<sup>107</sup> GB.344/POL/2(Rev.1).

<sup>108</sup> GB.341/PV, para. 653.

<sup>109</sup> GB.343/PV, para. 436.

<sup>110</sup> ILO, *Sectoral Policies Department – 2020–21 Highlights*, 2021.

<sup>111</sup> GB.344/POL/PV, para. 40.

## 4. Fifth Global Conference on the Elimination of Child Labour <sup>112</sup>

- 72.** The Republic of South Africa is convening the Fifth Global Conference on the Elimination of Child Labour from 15 to 20 May 2022 in Durban, with the participation of the Director-General. The ILO has organized five regional consultations and is providing technical support to this conference <sup>113</sup> which will take place in a hybrid format, gathering some 2,000 participants in Durban and a similar or higher number online.
- 73.** The Fifth Global Conference is a key milestone and will take stock of progress made since 2017, reflect on the Global Estimates on Child Labour (2020) <sup>114</sup> and discuss concrete actions towards the achievement of target 8.7 of the Sustainable Development Goals on the elimination of child labour by 2025. Rather than discussing what needs to be done, the focus will be on renewed commitment to accelerated action, based on the ILO Decent Work Agenda, the ILO Global Call to Action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient, and on labour market interventions.
- 74.** The Office has informed the Governing Body, at its 338th (March 2020), <sup>115</sup> 340th (October 2020) <sup>116</sup> and 341st (March 2021) <sup>117</sup> Sessions, of the preparations of the Fifth Global Conference and its implications for the ILO. At the 344th Session of the Governing Body (March 2022), constituents thanked South Africa for its commitment and endorsed the preparations supported by the Office. They expressed the need to focus on the root causes of child labour to address, and asked for an action-oriented outcome document that would spur concrete results.
- 75.** Constituents asked the Office to apply a pragmatic approach to the Global Call to Action and to avoid a follow-up mechanism to the Fifth Global Conference that would duplicate existing monitoring and reporting frameworks on child labour, such as under the Committee of Experts on the Application of Conventions and Recommendations and the Alliance 8.7. The Office also clarified that the extra costs of the hybrid format would not affect Member States' contributions.
- 76.** The Governing Body requested the Director-General to take into account the views expressed during the discussion as the Office continued to engage in the preparatory process for the Fifth Global Conference on the Elimination of Child Labour in 2022. <sup>118</sup>

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<sup>112</sup> GB.344/POL/3.

<sup>113</sup> 5th Global Conference on the Elimination of Child Labour, Durban, 15–20 May 2022.

<sup>114</sup> ILO and UNICEF, *Child Labour: Global estimates 2020, trends and the road forward*, 2021.

<sup>115</sup> GB.338/POL/4.

<sup>116</sup> GB.340/POL/7(Rev.1).

<sup>117</sup> GB.341/POL/INF/1.

<sup>118</sup> GB.344/POL/PV, para. 63.

## C. Development Cooperation Segment

### 5. Enhanced programme of development cooperation for the occupied Arab territories<sup>119</sup>

77. At its 343rd Session (November 2021), the Governing Body was informed of the progress made during the reporting period and the planned ILO interventions under the development cooperation programme in the occupied Arab territories.
78. The Office reported progress in three priority areas: enhancing employment and livelihood opportunities for Palestinian women and men; strengthening labour governance and the realization of fundamental principles and rights at work through freedom of association, strengthened collective bargaining and improved social dialogue mechanisms; and supporting the implementation and development of the Palestinian social security system and the extension of social protection to all.
79. The Governing Body took note of this progress and of the collaborative efforts made by the tripartite constituents in employing tripartite social dialogue to define needed policy interventions for addressing the devastating impact of COVID-19, particularly in times of heightened crisis. The Governing Body also took note of the urgent need to support the Office's resource mobilization efforts to secure the needed funds for the full implementation of the National Employment Strategy for 2021–25.<sup>120</sup>

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<sup>119</sup> GB.343/POL/3.

<sup>120</sup> GB.343/PV, para. 462.

## ▶ III. Legal Issues and International Labour Standards Section

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### A. Legal Issues Segment

#### 1. Agreements concluded with other international organizations <sup>121</sup>

80. At its 343rd Session (November 2021), the Governing Body considered the text of a proposed agreement between the ILO and the International Civil Aviation Organization (ICAO) and the text of a proposed agreement between the ILO and the African Union (AU). The Governing Body approved these texts and authorized the Director-General or his representative to sign the agreements on behalf of the ILO. <sup>122</sup> The agreement with the ICAO was signed by the Director-General on 15 March 2022. The agreement with the AU was signed by his representative, the Regional Director for Africa, on 3 February 2022. They have now both come in effect.

#### 2. Standing Orders for technical meetings and Standing Orders for meetings of experts <sup>123</sup>

81. At its 344th Session (March 2022), the Governing Body considered a document submitted further to the Governing Body's decision, at its 334th Session (October–November 2018), <sup>124</sup> to review the Standing Orders for technical meetings and the Standing Orders for meetings of experts three years after their adoption. The document highlighted a limited number of issues that had arisen in the application of the Standing Orders since their adoption. After having reviewed the application of the Standing Orders, the Governing Body decided that no further action was needed at this stage. <sup>125</sup>

### B. International Labour Standards and Human Rights Segment

#### 3. Standards Review Mechanism Tripartite Working Group <sup>126, 127</sup>

82. At its 343rd Session (November 2021), the Governing Body approved the recommendations of the sixth meeting of the Standards Review Mechanism Tripartite Working Group (SRM TWG). The Governing Body thanked the SRM TWG for its work and regretted that it was not able to reach

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<sup>121</sup> GB.343/LILS/5.

<sup>122</sup> GB.343/PV, para. 567.

<sup>123</sup> GB.344/LILS/1.

<sup>124</sup> GB.334/PV, para. 322.

<sup>125</sup> GB.344/LILS/PV, para. 3.

<sup>126</sup> GB.343/LILS/1.

<sup>127</sup> GB.344/LILS/3.

consensual recommendations on the review of all the instruments on the agenda at its sixth meeting.

83. The Governing Body 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 plans of action encouraging States parties to the Sickness Insurance (Industry) Convention, 1927 (No. 24), and the Sickness Insurance (Agriculture) Convention, 1927 (No. 25), to ratify related up-to-date Conventions. It requested the Office to take the necessary follow-up to the recommendations of the SRM TWG at this and previous meetings as a matter of institutional priority.
84. It noted that certain follow-up required actions by the Governing Body to be discussed at the earliest possible session: the abrogation and withdrawal of certain instruments; that Office work on the application of social security to agricultural workers should be carried out in the context of the forthcoming Plan of action on social protection (social security) to follow-up on the 2021 Conference conclusions on the recurrent discussion; and a background paper on the implications of gendered language used in certain provisions of ILO social security standards.
85. In relation to the preparations for future meetings of the SRM TWG, the Governing Body decided that the SRM TWG would examine the instruments concerning employment injury within the revised initial programme of work in its seventh meeting, which would take place from 12 to 16 September 2022.
86. The cost of the SRM TWG estimated to cost up to US\$957,500 would be financed in the first instance from savings that might arise under Part I of the budget for 2022-23 or, failing that, through the use of the provision for unforeseen expenditure, in Part II. Should that not prove possible, the Director-General would propose alternative methods of financing at a later stage in the biennium.<sup>128</sup>
87. At its 344th Session (March 2022), the Governing Body undertook a third evaluation of the functioning of the SRM TWG. The Governing Body reiterated the importance of the SRM TWG in contributing to ensuring a clear, robust and up-to-date body of international labour standards and stressed the need for timely follow-up action by Member States, social partners as well as by the Office to its recommendations as adopted by the Governing Body. A further evaluation would be undertaken in March 2024.<sup>129</sup>

#### **4. Fourth meeting of the Special Tripartite Committee established under the Maritime Labour Convention, 2006, as amended (2021)**<sup>130</sup>

88. As required by the Standing Orders of the Special Tripartite Committee (STC), the report of the fourth meeting (Part I) of the STC was presented to the Governing Body at its 343rd Session. The Governing Body noted the report, appointed the Chairperson of the STC for a three-year period and approved the establishment of a Joint ILO-IMO Tripartite Working Group to identify and address seafarers' issues and the human element. In relation to the review of maritime-related international labour standards, carried out in the context of the Standards Review Mechanism, the Governing Body welcomed the work conducted by the STC. It endorsed the recommendations

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<sup>128</sup> GB.343/PV, para. 486.

<sup>129</sup> GB.344/LILS/PV, para. 30.

<sup>130</sup> GB.343/LILS/4.

of the STC concerning 38 instruments, including the request to the Office to launch an initiative to promote the MLC, 2006, and decided to place an item on: (a) the agenda of the 111th Session of the International Labour Conference (2023) for the withdrawal of four Conventions, one protocol and 17 recommendations and the abrogation of one Convention; and (b) the agenda of the 18th Session of the International Labour Conference (2030) for the abrogation of 13 maritime Conventions.<sup>131</sup>

## 5. Reports requested under article 19, paragraphs 5(e) and 6(d) of the ILO Constitution<sup>132,133</sup>

89. At its 343rd Session, the Governing Body was invited to consider the choice of instruments on which governments might be requested to submit reports under article 19 of the ILO Constitution. These instruments would be covered in the General Survey prepared by the Committee of Experts on the Application of Conventions and Recommendations (CEACR) in 2023, for discussion by the Conference Committee on the Application of Standards (CAS) in 2024. The Governing Body decided that the General Survey should focus on labour administration and that reports should therefore be requested on the following instruments: the Labour Administration Convention, 1978 (No. 150); and the Labour Administration Recommendation, 1978 (No. 158).<sup>134</sup> To that end, the report form was approved by the Governing Body at its 344th Session.<sup>135</sup>

## 6. Committee of Experts on the Application of Conventions and Recommendations<sup>136,137</sup>

90. At its 343rd Session (November 2021), the Governing Body held a discussion about the procedure for the appointment of members of the CEACR.
91. With a view to ensuring transparency, geographical balance, inclusiveness and effectiveness of the procedure for the appointment of members of the Committee of Experts while preserving their independence, impartiality and technical expertise, the Governing Body requested the Director-General to apply certain adjustments, with the understanding that with regard to all other aspects, the procedure should be carried out in accordance with the established practice. First, the Governing Body decided that three currently open vacancies in the membership of the Committee of Experts would be given wide publicity through a call for expression of interest on the ILO's global and regional public website, as soon as possible; second, it decided that future vacancies in the membership of the Committee of Experts would be given wide publicity through a call for expression of interest on the ILO's global and regional public website nine months before the start of the session of the Committee of Experts having a known vacancy; third, the selection process would not entertain any interference or public statements by ILO constituents concerning

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<sup>131</sup> GB.343/PV, para. 559.

<sup>132</sup> GB.343/LILS/2.

<sup>133</sup> GB.344/LILS/2.

<sup>134</sup> GB.343/PV, para. 505.

<sup>135</sup> GB.344/LILS/PV, para. 6.

<sup>136</sup> GB.343/LILS/3.

<sup>137</sup> GB.344/LILS/4.

the candidates or the selection process; fourth, the Director-General would make proposals to the Officers of the Governing Body with a view to further clarifying and publicizing existing criteria for the selection of experts while preserving the essential criteria of independence, impartiality and technical expertise; fifth, the Director-General would inform the Officers of the Governing Body and submit to them a detailed report on the selection process for their consideration at a dedicated sitting; sixth, the Director-General would inform the Officers of the Governing Body on upcoming renewal of mandates and propose the renewal of mandates to the Governing Body, except when a member failed to deliver on his or her duties in a timely manner or to attend the Committee sessions. The Governing Body also requested the Director-General to report to its 347th Session (March 2023) on the implementation of the adjustments made to the existing procedure and on any further improvements, if deemed necessary, preceded by tripartite consultations.<sup>138</sup>

- 92.** The Governing Body followed up on this decision by considering, at its 344th Session (March 2022), proposals for how best to address the increased workload faced by the Committee of Experts. It decided to extend the annual session of the Committee of Experts to include two weeks of remote preparatory work, two weeks of meetings in Geneva and a four-day pre-session for the Committee's working group examining the General Survey. The Governing Body increased correspondingly the honorarium paid to each member of the Committee of Experts to CHF7,500.<sup>139</sup>

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<sup>138</sup> GB.343/PV, para. 556.

<sup>139</sup> GB.344/LILS/PV, para. 65.



## ▶ IV. Programme, Financial and Administrative Section

### A. Programme, Financial and Administrative Segment

#### 1. Matters relating to ILO premises <sup>140, 141, 142</sup>

- 93.** At its 343rd (November 2021) and 344th (March 2022) Sessions, the Governing Body received updates on the headquarters building renovation project. The Office confirmed the final total expenditure for phase 1, including the installation of insulated glass windows and fire escapes in the conference rooms, and the savings of CHF239,000 following the close out of accounts for phase 1. The Governing Body was informed that phase 2 works were being carried out under similar contractual arrangements to those successfully applied in phase 1 and were due to be completed by late 2025. It approved the proposed budget for phase 2 of the headquarters building renovation project in the amount of CHF130,355,000 <sup>143</sup> and for the headquarters security perimeter project in the amount of CHF22,899,000, <sup>144</sup> in line with the resources available from the sale of the land. It requested the Director-General to continue to engage with the Government of the host country regarding a potential financial contribution and coordination of the implementation of the security perimeter project.
- 94.** At its 344th Session (March 2022), the Governing Body received another update on the premises for the ILO Regional Office for Africa and Country Office for Côte d'Ivoire, Benin, Burkina Faso, Mali, Niger and Togo in Abidjan. It took note of the communications made with the Government of Côte d'Ivoire and the United Nations Resident Coordinator on the establishment of a UN House in Abidjan, which would potentially involve the construction of a much larger UN House at the site of the current ILO building and have technical and financial implications for the Governing Body to consider. The Governing Body took note of the information and requested for further updates at its future sessions. <sup>145</sup>

#### 2. ILO programme implementation 2020–21 <sup>146</sup>

- 95.** At its 344th Session (March 2022), the Governing Body examined the biennial report on the implementation of the ILO programme concerning the period 2020–21, supplemented by an interactive digital narrative (InfoStory) and the updated version of the ILO Decent Work Results Dashboard, providing detailed performance information by outcome, region and country. This was the first ILO performance report on a biennial programme of work anchored in the ILO Centenary Declaration for the Future of Work within a context marked by the worldwide fight

<sup>140</sup> GB.343/PFA/1.

<sup>141</sup> GB.344/PFA/4/1.

<sup>142</sup> GB.344/PFA/4/2.

<sup>143</sup> GB.343/PV, para. 572.

<sup>144</sup> GB.344/PFA/PV, para. 47.

<sup>145</sup> GB.344/PFA/PV, para. 52.

<sup>146</sup> GB.344/PFA/1(Rev.1).

against the health and socioeconomic effects of the COVID-19 pandemic. In its Part I, the report presented the major achievements of the ILO in the biennium, including information on the main effects of the COVID-19 crisis on the world of work and how the ILO adjusted the delivery of its programme of work to address constituents' urgent needs in the face of the pandemic, as well as the budget and expenditure in the biennium. In Part II, it analysed the organizational performance during the biennium, presenting results achieved and the ILO's delivery on the eight policy and three enabling outcomes. Finally, in Part III, it presented lessons learned from the implementation of the programme and from evaluations, which included: building a human-centred recovery with decent work; expanding the ILO's reach and impact through authoritative knowledge development and advocacy; deepening the ILO's engagement with the multilateral system; making the most of new ways of working ushered in by the COVID-19 pandemic; and increasing the sustainability and value-for-money of ILO interventions. The Governing Body provided guidance to the Office during the session and requested it to take into account observations made in the implementation of the Programme and Budget proposals for 2022–23 and in the development of the Programme and Budget proposals for 2024–25.<sup>147</sup>

### 3. Proposed 2022–23 budgets for extra-budgetary accounts<sup>148</sup>

96. At its 343rd Session (November 2021), as a standing item before the start of a new biennium, the Governing Body considered the proposed 2022–23 budgets for extrabudgetary accounts with regard to the Inter-American Centre for Knowledge Development in Vocational Training (CINTERFOR). It noted that CINTERFOR's proposed programme of work for the biennium was part of the ILO's Strategic Plan for 2022–25 and included four areas. The programme was developed with particular attention to providing support for the update and digitalization of vocational training systems, to anticipating the demand for new skills and competences, to ensuring equal access to opportunities for skills development, and to strengthening social dialogue in and about vocational training. The Governing Body approved the income and expenditure estimates of the CINTERFOR extrabudgetary account for 2022–23, as set out in Appendix I of document GB.343/PFA/2.<sup>149</sup>

### 4. Information Technology Strategy<sup>150</sup>

97. At its 343rd Session (November 2021), the Governing Body considered an Office paper regarding a new Information Technology (IT) Strategy for 2022–25. The document provided an overview of the Office's response to the disruption from the COVID-19 pandemic by rapidly investing resources on IT to facilitate new ways of working and exploit the opportunities provided to continue to work effectively and provide services and support to ILO constituents. It discussed the challenges and opportunities ahead and key lessons with respect to the performance of the ILO's IT function in recent years. On this basis, it identified the elements of the proposed IT Strategy for the 2022–25 period, focusing on two outcomes: a more efficient, agile and responsive ILO; and a more collaborative, insightful and transparent ILO. It also identified the risks associated with the implementation of these outcomes and proposed that the pace and focus of implementation be reviewed on a yearly basis and monitored regularly to accommodate any change in Office

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<sup>147</sup> GB.344/PFA/PV, para. 33.

<sup>148</sup> GB.343/PFA/2.

<sup>149</sup> GB.343/PV, para. 578.

<sup>150</sup> GB.343/PFA/4.

priorities, direction or resource allocation. The Governing Body endorsed the ILO Information Technology Strategy 2022–25 and requested the Director-General to take into account the guidance provided by the Governing Body in implementing the Strategy.<sup>151</sup>

## 5. ILO Strategy on knowledge and innovation<sup>152</sup>

98. In the Programme and Budget for the biennium 2022–23 for the establishment of a new ILO Innovation and Knowledge Management Unit (IKMU), located in the Management and Reform Portfolio. The development of the strategy on knowledge and innovation across the Organization would be informed by the priority areas set out in the programme and budget – namely, a culture of collaboration and innovation; improved data and content management; knowledge-sharing; institutional capacities; and innovative policies, products and services – and would benefit from the further guidance of the Governing Body. The Governing Body took note of the development of the strategy and requested the Director-General to take into account the views expressed by the Governing Body in its finalization, and to present a progress report to its 346th Session in November 2022.<sup>153</sup>

## 6. Funding of postponed 2020–21 meetings in the biennium 2022–23<sup>154</sup>

99. At its 343rd Session (November 2021), the Governing Body considered a proposal on the use of funds unspent in 2020–21 to cover the costs of meetings postponed to 2022–23. Noting that there was a significant projected underspending resulting from the cancellation or postponement of budgeted official meetings in the context of the COVID-19 pandemic, and considering the Governing Body's decision to postpone six budgeted official meetings and four unbudgeted additional meetings from 2020–21 to 2022–23, the Governing Body endorsed the Office's request that part of the projected underspending for 2020–21, amounting to US\$3,312,842, be used to finance the holding in 2022–23 of these ten meetings and referred to the International Labour Conference for approval at the resumed part of its 109th Session in December 2021.<sup>155</sup> The Conference subsequently adopted the resolution,<sup>156</sup> noting that the amount available for the 2020–21 financial period under article 18.2 of the Financial Regulations would have been reduced by the Swiss francs equivalent of the above amount. It delegated to the Governing Body the authority to deal with any residual financial issues arising out of the holding of these meetings.

## 7. Scale of assessments of contributions to the budget for 2023<sup>157</sup>

100. At its 344th Session (March 2022), the Governing Body, 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, and on the recommendation of the Government group, decided to propose

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<sup>151</sup> GB.343/PV, para. 613.

<sup>152</sup> GB.344/PFA/5.

<sup>153</sup> GB.344/PFA/PV, para. 76.

<sup>154</sup> GB.343/PFA/5(Rev.1).

<sup>155</sup> GB.343/PV, para. 616.

<sup>156</sup> ILO, [Resolution concerning the funding of postponed 2020–21 meetings in the biennium 2022–23](#), International Labour Conference, 2021.

<sup>157</sup> GB.344/PFA/6.

to the Conference, at its 110th Session (May–June 2022), the adoption of the draft scale of assessments for 2023 as set out in column 3 of the appendix to document GB.344/PFA/6, 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.<sup>158</sup>

## 8. Other financial matters<sup>159</sup>

- 101.** At its 343rd Session (November 2021), the Governing Body noted that the terms of members of the Investments Committee were expiring at the end of the year. Considering the willingness of all three current members to continue serving the Committee, and having reviewed their updated profiles, the Governing Body decided to renew the appointment of Mr René Zagolin, Mr Xavier Guillon and Mr Max Bärtsch as members of the Investments Committee for a further period of four years, expiring on 31 December 2025.<sup>160</sup>

## B. Audit and Oversight Segment

### 9. Audit and Oversight<sup>161, 162, 163, 164</sup>

- 102.** At its 343rd Session (November 2021), the Governing Body reviewed the arrangements for the appointment of the External Auditor for the 79th and 80th financial periods (2024–27), endorsed the proposed calendar and key dates for the selection and appointment of the External Auditor and requested the Director-General to establish a selection panel for this purpose, consisting of four Government representatives and two representatives each of the Employers' and Workers' groups.<sup>165</sup>
- 103.** At its 343rd Session (November 2021), the Governing Body noted the completion of the selection process of new members of the Independent Oversight Advisory Committee (IOAC) and endorsed the recommendations made by its selection panel to appoint Mr Gonzalo Castro de la Mata and Mr Marcel Jullier as members of the IOAC for a first term of three years commencing on 1 January 2022, and to retain four additional candidates on a reserve list. It approved the extension of three existing members for a second term of three years and conveyed its appreciation to the two outgoing members.<sup>166</sup>
- 104.** At its 344th Session (March 2022), the Governing Body considered the 14th annual report of the IOAC on its work from February 2021 to January 2022. The Governing Body noted that the Committee had started a new three-year mandate with two new members appointed in

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<sup>158</sup> GB.344/PFA/PV, para. 81.

<sup>159</sup> GB.343/PFA/6(Rev.1).

<sup>160</sup> GB.343/PV, para. 623.

<sup>161</sup> GB.343/PFA/7.

<sup>162</sup> GB.343/PFA/8.

<sup>163</sup> GB.344/PFA/8(Rev.1).

<sup>164</sup> GB.344/PFA/9(Rev.1).

<sup>165</sup> GB.343/PV, para. 627.

<sup>166</sup> GB.343/PV, para. 630.

November 2021 and three existing members. Its work during the period covered all relevant areas within its mandate and three specific recommendations were made. The Governing Body requested the Office to follow up on the implementation of these recommendations made by the Committee.<sup>167</sup>

- 105.** At its 344th Session (March 2022), the Governing Body also considered the report of the Chief Internal Auditor for the year ended 31 December 2021. The report contained key findings resulting from internal audit and investigation assignments conducted by the Office of Internal Audit and Oversight (IAO) during the year 2021. The Governing Body noted with satisfaction that no major weaknesses had been identified in the ILO's system of internal control and requested the Office to ensure the appropriate implementation of the recommendations made.<sup>168</sup>

## 10. Evaluations<sup>169, 170</sup>

- 106.** At its 343rd Session (November 2021), the Governing Body considered the annual report of the ILO's Evaluation Office covering the reporting period 2020–21, as measured against the indicators and targets in its results-based Evaluation Strategy 2018–21. It noted the evaluation on the ILO's overall effectiveness and the findings on lessons learned in terms of the ILO's response to the COVID-19 crisis and its contributions to the Sustainable Development Goals. It endorsed the topics for high-level evaluations for 2022 and 2023 identified in the rolling work plan and the extension of the Evaluation Strategy's implementation period by one year, to allow for the completion of the five-yearly independent evaluation of the evaluation function in 2022. It further endorsed the recommendation that the ILO should continue real-time learning on the response to the COVID-19 pandemic and use evaluation results optimally to advance the global call to action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient.<sup>171</sup>
- 107.** At the same session, the Governing Body considered a report presenting a summary of the findings and recommendations of three independent high-level evaluations conducted in 2021, namely: the ILO's strategy and actions for promoting fair and effective labour migration during the period 2016–20; the ILO's gender equality and mainstreaming efforts during the period 2016–21; and the ILO's programme of work in Bangladesh, Nepal, Sri Lanka and Pakistan, including its Decent Work Country Programmes. The Governing Body requested the Director-General to take into consideration the recommendations of the three high-level independent evaluations, and to ensure their appropriate implementation.<sup>172</sup>

## 11. Matters relating to the Joint Inspection Unit<sup>173</sup>

- 108.** At its 343rd Session (November 2021), the Governing Body reviewed the summary of the annual report of the Joint Inspection Unit (JIU) for 2020 and its programme of work for 2021, as well as the main findings and recommendations contained in five JIU reports published in 2020 covering:

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<sup>167</sup> GB.344/PFA/PV, para. 85.

<sup>168</sup> GB.344/PFA/PV, para. 91.

<sup>169</sup> GB.343/PFA/9.

<sup>170</sup> GB.343/PFA/10.

<sup>171</sup> GB.343/PV, para. 657.

<sup>172</sup> GB.343/PV, para. 674.

<sup>173</sup> GB.343/PFA/11.

investigation function; policies and platforms in support of learning; common premises; enterprise risk management; and multilingualism. The Governing Body took note of the information contained in the documents presented and provided guidance to follow up on specific recommendations made by the JIU.<sup>174</sup>

## C. Personnel Segment

### 12. Human Resources Strategy<sup>175</sup>

**109.** At its 343rd Session (November 2021), the Governing Body considered an Office paper regarding a new Human Resources (HR) Strategy for 2022–25. The document took into account guidance provided by the Governing Body at its 341st Session (March 2021) on the progress made in the implementation of the Human Resources Strategy 2018–21 and discussed key lessons learned from that period. The new HR strategy, based on consultations with a diverse group of constituents, line managers and staff representatives, aimed to assess the strategic priorities for 2022–25 in order to build better HR tools following the COVID-19 pandemic and to provide relevant and high-value services to the tripartite constituents. It contained three outcomes, namely: a diverse workforce with the right skills to face the future; a respectful and empowering environment; an enabling HR function, together with key indicators, milestones and targets for each outcome. The Governing Body endorsed the HR Strategy 2022–25 and requested the Office to take the guidance provided into account in implementing the Strategy.<sup>176</sup>

### 13. Matters relating to the Administrative Tribunal of the ILO<sup>177, 178, 179</sup>

**110.** At its 343rd Session (November 2021), the Governing Body approved the recognition of the Tribunal's jurisdiction by the Global Water Partnership Organisation (GWPO) with effect from 19 October 2021.<sup>180</sup>

**111.** At the same session, the Governing Body considered an Office paper containing a proposal for an administrative arrangement to improve case management at the Tribunal. The arrangement would permit one of the seven judges of the Tribunal to be available between sessions so as to expedite case management and render the overall functioning of the Tribunal more efficient. Aligning with the practice of the other United Nations Tribunals, the judge concerned would be paid a salary equivalent to a D2 level at 50 per cent, which would represent an annual cost estimate of US\$159,000. The Governing Body decided to approve the administrative arrangement with effect from 1 January 2022 for a trial period of five years.<sup>181</sup>

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<sup>174</sup> GB.343/PV, para. 677.

<sup>175</sup> GB.343/PFA/14.

<sup>176</sup> GB.343/PV, para. 721.

<sup>177</sup> GB.343/PFA/15.

<sup>178</sup> GB.343/PFA/15/1.

<sup>179</sup> GB.344/PFA/12/2.

<sup>180</sup> GB.343/PV, para. 724.

<sup>181</sup> GB.343/PV, para. 728.

**112.** At its 344th Session (March 2022), the Governing Body considered an Office paper on the composition of the Tribunal. It noted that, in accordance with article III of its Statute, as last amended by the Conference during the first part of its 109th Session (June 2021), and the transitional measures adopted for its implementation, the judges of the Tribunal had either been newly appointed until July 2026 or reappointed until July 2028, with the exception of Mr Patrick Frydman, whose term was due to expire in July 2022. Noting that Mr Frydman had expressed his willingness and availability to continue serving as a judge of the Tribunal, the Governing Body decided to recommend to the Conference, at its 110th Session (May–June 2022), to renew the appointment of Mr Patrick Frydman (France) as a judge of the Tribunal for one further non-renewable term of seven years.<sup>182</sup>

#### **14. Other personnel matters**<sup>183</sup>

**113.** At its 344th Session (March 2022), the Governing Body considered a paper regarding the renewal of the term of office of the members of the ILO Staff Pension Committee, and decided to recommend to the Conference, at its 110th Session (May–June 2022), to appoint Mr J.C. Pomareda Muñoz (Government), Mr F. Merle (Employers) and Mr L. Cirigliano (Workers) as members of the ILO Staff Pension Committee, and Mr C. Pardini (Workers) as alternate member for a period of three years until 8 October 2025.<sup>184</sup>

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<sup>182</sup> GB.344/PFA/PV, para. 101.

<sup>183</sup> GB.344/PFA/13.

<sup>184</sup> GB.344/PFA/PV, para. 104.