

# Governing Body

346th Session, Geneva, October–November 2022

Institutional Section

INS

**Date:** 5 October 2022

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Seventeenth item on the agenda

## Report of the Director-General

### Second supplementary report: Follow-up to Governing Body decisions

#### Purpose of the document

In the present document, the Governing Body is provided with an overview of the action envisaged or already taken by the Office to give effect to the decisions adopted at its previous sessions (see the draft decision in paragraph 5).

**Relevant strategic objective:** All.

**Main relevant outcome:** Enabling outcome B: Effective and efficient governance of the Organization.

**Policy implications:** No immediate implications.

**Legal implications:** No immediate implications.

**Financial implications:** No immediate implications.

**Follow-up action required:** Preparation of a supplementary report for the 346th Session of the Governing Body on the follow-up to its decisions.

**Author unit:** Official Meetings, Documentation and Relations Department (RELMEETINGS).

**Related documents:** [GB.343/INS/13/1](#); [GB.340/INS/18/3](#); [GB.337/INS/12/3](#); [GB.334/INS/13/3](#); [GB.331/INS/18/2](#); [GB.310/9/1](#).



## Contents

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	<b>Page</b>
Introduction .....	5
Draft decision.....	5
Follow-up to Governing Body decisions.....	6
INS – Institutional Section.....	6
POL – Policy Development Section.....	19
POL – Employment and Social Protection Segment.....	19
POL – Social Dialogue Segment.....	24
POL – Development Cooperation Segment.....	25
POL – Multinational Enterprises Segment.....	26
LILS – Legal Issues and International Labour Standards Section.....	27
LILS – International Labour Standards and Human Rights Segment.....	27
PFA – Programme, Financial and Administrative Section .....	30
PFA – Programme, Financial and Administrative Segment.....	30
PFA – Audit and Oversight Segment.....	33
PFA – Personnel Segment .....	34



## ▶ Introduction

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1. In March 2011, the Governing Body decided that, as part of the reform package,<sup>1</sup> the Office should prepare a supplementary report of the Director-General outlining, in a tabular or matrix form, the follow-up action taken by the Office on decisions previously adopted by the Governing Body.
2. In March 2015, the Governing Body requested the Office to limit the reporting period for a given item to a maximum of two years, unless further action was required, in order to streamline the document, which had grown considerably since its conception in 2011.<sup>2</sup> This document comprises decisions taken from November 2020 to June 2022.
3. The table below displays: (1) the decisions adopted requiring follow-up action; (2) the actions already taken or envisaged by the Office to give effect to these decisions; (3) the planned date for reporting to the Governing Body; and (4) the implementation status. The shaded areas correspond to follow-up action that has been completed and which will be removed from the next report.
4. To avoid repetition, existing items that are the subject of a full report to be submitted to the forthcoming session (October–November 2022) will simply be cross-referenced and linked to the full report.

## ▶ Draft decision

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5. **The Governing Body requested the Office to prepare, for its 349th Session (October–November 2023), a supplementary report on the follow-up to the decisions adopted since November 2021.**

<sup>1</sup> GB.310/9/1.

<sup>2</sup> GB.323/INS/10, para. 17(b).

## ▶ Follow-up to Governing Body decisions

### INS – Institutional Section

#### Agenda of the International Labour Conference

**Decision adopted:** [GB.344/INS/3/1](#)

The Governing Body decided:

- (a) with respect to the agenda of the 111th (2023) and 112th (2024) Sessions of the Conference:
  - (i) 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; and
  - (ii) to place on the agenda of the 112th Session (2024) an item on decent work and the care economy for a general discussion;
- (b) with respect to standard-setting on occupational safety and health, to request the Office to present to the Governing Body at its 346th Session (November 2022) further developed proposals based on its guidance, on the consolidation of instruments on chemical hazards; and
- (c) with respect to the agenda of future sessions of the Conference:
  - (i) 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; and
  - (ii) to request the Office to take into account the guidance provided in preparing a document concerning a possible evaluation of the ILO Declaration on Social Justice for a Fair Globalization (2008) for the 346th Session (November 2022) of the Governing Body.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
Preparation of possible items (and their modalities) on the agenda of future sessions of the Conference for consideration by the Governing Body at forthcoming sessions.	346th Session (October–November 2022)	In progress

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

**Decision adopted:** GB.344/INS/4(Rev.1)

The Governing Body:

- (a) took note of the information presented in the Annual Review under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work for the 2020–21 period;
- (b) invited the Office to continue its support to Member States to ensure timely reporting on all unratified fundamental Conventions and the Protocol of 2014 to the Forced Labour Convention, 1930, and to keep providing technical assistance to address obstacles to ratification and realization of the fundamental principles and rights at work; and
- (c) 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, including through universal ratification of all fundamental Conventions and the Protocol of 2014 to the Forced Labour Convention, 1930.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
<ul style="list-style-type: none"> <li>• The 2022 version of the e-questionnaire tool has been sent to the relevant Member States in mid-August 2022. The Office has also published country baseline tables for 2020–21. The Office continues to reflect on the most effective way to analyse the information received and produce adequate baselines, as well as to further facilitate the reporting exercise by Members States.</li> <li>• Following the 2022 resolution on the inclusion of a safe and healthy working environment in the ILO's framework of fundamental principles and rights, according to which the Occupational Safety and Health Convention, 1981 (No. 155), and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), shall be considered as fundamental Conventions within the meaning of the ILO Declaration on Fundamental Principles and Rights at Work, 1998, specific report forms for each Convention will be prepared by the Office for the consideration of the Governing Body. Alternatively, having regard to the linkages between the two Conventions, and the existing practice of one report form per category of fundamental Conventions, one consolidated report form may also be envisaged.</li> <li>• The Office continues to map support provided to Member States for timely reporting on unratified fundamental Conventions and the technical assistance provided to address obstacles to ratification, which will be reported to the Governing Body at its next consideration of this item.</li> </ul>	<p>347th Session (March 2023 )</p>	<p>In progress</p>

**Work plan on the strengthening of the supervisory system: Proposals on further steps to ensure legal certainty and information on other action points in the work plan**

Decision adopted: [GB.344/INS/5](#)

The Governing Body, considering that settling disputes relating to the interpretation of international labour Conventions in accordance with article 37 of the ILO Constitution is fundamental for the effective supervision of international labour standards, 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.

The Governing Body expressed its commitment to further implement the work plan on strengthening the supervisory system, including through tripartite social dialogue.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
The Office will develop the proposals envisaged in paragraphs (a) and (b) after 1 October 2022 and undertake informal tripartite consultations in January or February 2023.	347th Session (March 2023 )	In progress

**Issues relating to the inclusion of safe and healthy working conditions in the ILO's framework of fundamental principles and rights at work – Draft resolution**

**Decision adopted:** [GB.344/INS/6](#)

The Governing Body requested the Director-General:

- (a) 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 ILO Declaration on Fundamental Principles and Rights at Work, 1998, for consideration at the 110th Session (2022) of the International Labour Conference taking into account the guidance provided and the views expressed during the discussion of documents GB.344/INS/6 and GB.344/INS/6(Add.1); and
- (b) to organize to that effect informal consultations to facilitate the examination of the draft resolution by the Conference.



**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**

**Decision adopted:** [GB.343/INS/3/2](#)

The Governing Body requested the Director-General to implement the follow-up actions detailed in document GB.343/INS/3/2, taking full account of the views expressed during its discussion.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
<ul style="list-style-type: none"> <li>• Following the holding of the Global Forum for a Human-centred Recovery as mandated by the 343rd Session of the Governing Body, various high-level meetings have taken place with senior officials from other multilateral agencies to follow-up the commitments made at the Global Forum and to deepen cooperation.</li> <li>• Publication of the ILO Monitor: COVID-19 and the world of work has been maintained.</li> <li>• The Office has reinforced its work within the multilateral system, in line with the guidance provided by the Governing Body, to identify synergies and opportunities to enhance and systematize institutional arrangements and to make them more coherent.</li> <li>• ILO engagement with other multilateral agencies in the context of the G7 and the G20 has continued.</li> <li>• The ILO has worked closely with the UN secretariat to further develop the structure and the detail of the Global Accelerator on Jobs and Social Protection for Just Transitions.</li> <li>• Subsequent follow-up under all the above headings, as well as additional actions will be incorporated into the ILO's work under the Global Social Justice Coalition.</li> </ul>	<p>Subsequent follow-up to be incorporated into the work under the Global Social Justice Coalition.</p>	<p>In progress</p>

**Follow-up to the resolution concerning inequalities and the world of work**

**Decision adopted:** [GB.344/INS/8](#)

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 document GB.344/INS/8, 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.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A full report on the comprehensive and integrated ILO strategy to reduce and prevent inequalities in the world of work will be submitted to the 346th Session of the Governing Body. GB.346/INS/5	346th Session (October–November 2022)	In progress

### Report of the Tripartite Working Group on full, equal and democratic participation in the ILO's tripartite governance. Report of the Co-Chairpersons

#### Decision adopted: [GB.344/INS/9](#)

The Governing Body:

- (a) took note of the report of the tripartite working group on the full, equal and democratic participation in the ILO's tripartite governance;
- (b) decided to extend the duration of the tripartite working group for a period of 12 months, and in this context, invited the Co-Chairpersons to continue to hold consultations, bilateral or otherwise, on the issue of democratization of ILO's tripartite governance;
- (c) requested the Director-General to pursue and further intensify the promotional activities in relation to the 1986 constitutional 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 (2021) of the International Labour Conference; and
- (d) requested the tripartite working group to present a final report for consideration at its 347th Session (March 2023).

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
The sixth meeting of the tripartite working group took place on 19 July 2022 and it is envisaged to hold the seventh meeting before the end of 2022. For further details, please refer to the dedicated <a href="#">web page</a> concerning the tripartite working group.	347th Session (March 2023)	In progress

### Results of the ILO Action Plan for Gender Equality 2020–21, action plan-related findings of the high-level independent evaluation of the ILO's gender equality and mainstreaming efforts in 2016–21, and proposed outline of the Action Plan 2022–25

#### Decision adopted: [GB.344/INS/10](#)

The Governing Body 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 document GB.344/INS/10; 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.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
<ul style="list-style-type: none"> <li>Finalization of the Action Plan 2022–25 included consultations with all indicator custodians in March–April 2022 concerning the Governing Body's discussion and decision; reviews of the draft in June 2022 by some gender coordinators and regional gender specialists; and in May 2022 a briefing for the senior management team, with special focus on the Action Plan 2022–25 results table of indicators and targets.</li> </ul>		Completed
<ul style="list-style-type: none"> <li>A mid-point stocktaking of implementation of the results table, based on annual monitoring of indicators including progress and gaps for targets, will be reported to the Governing Body as per the proposed Action Plan 2022–25 outline that it approved.</li> </ul>	350th Session (March 2024)	
<ul style="list-style-type: none"> <li>The Governing Body's guidance is integrated in implementation of outcome 6 of the Programme and Budget 2022–23 and informed the April–May 2022 review of the related outcome-based work plan. Governing Body guidance on achieving gender equality through a transformative agenda is informing Programme and Budget 2024–25 proposals.</li> </ul>	347th Session (March 2023)	

### Progress report concerning the operation of the social dialogue forum in giving effect to the recommendations of the Commission of Inquiry with respect to the Government of the Bolivarian Republic of Venezuela

#### Decision adopted: [GB.345/INS/5/1\(Rev.1\)](#)

The Governing Body took note of the progress report and, on the recommendation of its Officers, requested the Director-General to:

- continue collaborating with the Government and the social partners of the Bolivarian Republic of Venezuela on the full implementation of the recommendations of the Commission of Inquiry and the effective application of Conventions Nos 26, 87 and 144 in law and practice; and
- submit to the 346th Session (October–November 2022) of the Governing Body a further report on any developments concerning the social dialogue forum in order to give effect to the recommendations of the Commission of Inquiry.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A full report will be submitted separately to the Governing Body at its 346th Session.	346th Session (October–November 2022)	In progress

## Report on developments in Myanmar

### Decision adopted: GB.345/INS/5/2

In the light of the developments in Myanmar outlined in document GB.345/INS/5/2 and recalling the resolution for a return to democracy and respect for fundamental rights in Myanmar adopted by the International Labour Conference at its 109th Session (2021), the Governing Body:

- (a) deplored once again the lack of progress towards respecting the will of the people, democratic institutions and processes, and the fact that the democratically elected government has not been restored;
- (b) called on the military authorities to end immediately the large-scale lethal violence against civilians, including children, and the arrest and torture of trade unionists;
- (c) called on the military authorities to end immediately the harassment, intimidation and arbitrary arrests and detentions of labour activists, trade unionists and others, including the Rohingya, in the exercise of their human rights;
- (d) repeated its call for Myanmar to restore immediately the citizenship of prominent democracy activists, including trade unionists;
- (e) repeated its call for Myanmar to uphold immediately its obligations under the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and to ensure that workers' and employers' organizations are able to exercise their rights in a climate of freedom and security, free from violence, arbitrary arrest and detention, and again called for the immediate release of the General Secretary of the Myanmar Industry, Crafts and Services Trade Union Federation (MICS-TUF) and other trade unionists and activists who have been detained;
- (f) repeated its profound concern over reports of increased use of forced labour by the military authorities and the fact that progress towards the elimination of forced labour has reversed since the military takeover, and called for the military authorities to end forced labour practices immediately;
- (g) repeated its call for the Civil Services Personnel Law, the Settlement of Labour Disputes Law and the Labour Organization Law to be amended without delay, in line with Convention No. 87, once the country returns to democracy;
- (h) called on the military authorities, in accordance with the provisions of the Convention on the Privileges and Immunities of the Specialized Agencies of 21 November 1947, to take immediate action to remove all restrictions on the operation of the ILO's bank account, approve international staff visa extensions, and facilitate the ILO's continued operations to bring benefits to the people of Myanmar despite the expiry of the memorandum of understanding of the Decent Work Country Programme in September 2022; and
- (i) called upon Myanmar to fully cooperate with the Commission of Inquiry and facilitate its work, including as regards a possible country visit.

### Follow-up action envisaged or already taken

### Next report to the Governing Body

### Implementation status

- To date there has been no action taken by the military authorities in response to decision points (a) to (g).
- In relation to decision point (h), no action has been taken by the military authorities to remove restrictions on ILO bank accounts. A further request for the extension of an international staff member's visa was rejected by the Ministry of Labour on 11 August stating that a review of the issue of staff visas would take place only after the ILO submits a negotiation letter to sign a new MOU on the Decent Work Country Programme. DDG/MR wrote to the authorities on 18 July 2022 regarding the ILO's continued operations after the expiry of the MOU of the DWCP in September 2022; however no response has been received.

- In relation to decision point (i), by letter dated 29 June 2022 to the Director-General, the Deputy Minister of Labour categorically rejected the Commission of Inquiry. Further, on 2 July 2022, the Ministry of Labour published a statement in the State controlled newspaper stating that “Myanmar further reiterates its objection against the establishment of the Commission of Inquiry in the absence of the country concerned goes against the ILO Constitution”. There has also been no communication to the Liaison Office concerning acceptance of a country visit. The members of the Commission of Inquiry held their first meeting on 25 August 2022 (taking oath, adoption of rules of procedures and plan of work, etc.).

### Report on the application of the resolution concerning the Russian Federation’s aggression against Ukraine from the perspective of the mandate of the International Labour Organization

#### Decision adopted: [GB.345/INS/5/3](#)

In the light of the developments in Ukraine outlined in document GB.345/INS/5/3 and the resolution on the Russian Federation’s aggression against Ukraine from the perspective of the mandate of the International Labour Organization adopted at its 344th Session (March 2022), the Governing Body:

- noted the information provided in the document;
- reiterated its most profound concern at the continuing aggression by the Russian Federation, aided by the Belarusian Government, against Ukraine and at the impact this aggression is causing to tripartite constituents – workers, employers, and its democratically elected Government – in Ukraine, and to the world of work beyond Ukraine;
- urged the Russian Federation again to immediately and unconditionally cease its aggression;
- urged the Russian Federation to meet all the obligations following from its ratification of ILO Conventions, including the Maritime Labour Convention, 2006, as amended (MLC, 2006), in particular in relation to the repatriation of seafarers and access to medical care;
- noted the temporary suspension of technical cooperation and assistance to the Russian Federation, including the termination of the public-private partnership project, and invitations to attend all ILO discretionary meetings, including the training activities offered by the International Training Centre of the ILO in Turin;
- expressed sincere appreciation for the efforts of the ILO staff in Central and Eastern Europe and in Ukraine for their continued work to support the tripartite constituents in Ukraine, and for the support and volunteering efforts of workers’ and employers’ organizations in Ukraine;
- continued to express its unwavering support for the tripartite constituents in Ukraine, and requested the Director-General to continue responding to constituent needs in Ukraine and expand ILO’s resource mobilization efforts;
- requested the Director-General to continue monitoring the operational capacity of the ILO Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia (DWT/CO-Moscow) to safeguard the technical cooperation or assistance to all other countries in the subregion;
- requested the Director-General to prepare detailed options, including budgetary information, for the possible relocation of the DWT/CO-Moscow for decision at the 346th Session (October–November 2022) of the Governing Body; and
- requested that the Director-General continue monitoring the impact on the world of work of the Russian Federation’s aggression against Ukraine and report to the 346th Session (October–November 2022) of the Governing Body on developments in light of the resolution.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A full report will be submitted separately to the Governing Body at its 346th Session.	346th Session (October–November 2022)	In progress

### Follow-up to the resolution concerning the recurrent discussion on the strategic objective of social protection (social security)

#### Decision adopted: [GB.343/INS/3/1](#)

The Governing Body requested the Director-General to:

- (a) take into account its guidance in implementing the plan of action on social security for 2021–26 as set out in document GB.343/INS/3/1; and
- (b) consider the plan in the preparation of future programme and budget proposals.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
<p>The following is a selection of some of the ongoing actions:</p> <ul style="list-style-type: none"> <li>• The Office is providing technical support, including through the Flagship Programme on Building Social Protection Floors for All, to various Member States on strengthening the integration and coherence between contributory and non-contributory schemes as well as coordination with social, economic and fiscal policies to enhance systems and support the extension to workers in the informal economy (for example, in Angola, Cambodia, Malawi, Mongolia, Nepal, Paraguay, Timor-Leste, Senegal and Viet Nam).</li> <li>• The Africa Regional Social Protection Strategy 2021–25 and its implementation programme to accelerate coverage to 40 per cent for the achievement of the Sustainable Development Goals (SDGs) was launched in November 2021 and supported by tripartite constituents paving the way for its implementation at the country level.</li> <li>• Various key policy and research products on social protection to support constituents in extending social protection have been published and widely disseminated. Further development of knowledge products continues.</li> <li>• The Office is supporting Member States in enhancing their national monitoring and evaluation frameworks on social protection. This is contributing to improved monitoring of progress towards SDG 1 with annual input on SDG target 1.3.1 to the UN Secretary-General's Sustainable Development Goals Report 2022.</li> </ul>		In progress

- The Office is supporting Member States towards the ratification of Social Security (Minimum Standards) Convention, 1952 (No. 102), which has led to three additional ratifications since June 2021, namely Paraguay (2021), Sierra Leone (2022) and El Salvador (2022).
- A strategic formal collaboration has been established with the International Monetary Fund to engage in systematic collaboration at the country level over an 18-month period, in four pilot countries: Iraq, Mozambique, Togo and Uzbekistan, on Article IV advice and in policy discussions with national counterparts and the provision of joint recommendations in the area of financing social protection.
- ILO is leading the support for the design and implementation of the UN Secretary-General's initiative of a Global Accelerator on Jobs and Social Protection for Just Transitions and the selection of its pathfinder countries.
- ILO engagement as co-leader in strategic partnerships such as SPIAC-B, USP2030 and its related working groups, and Partnership for Health (P4H) continues.

**Report by the Government of Bangladesh on progress made with the timely implementation of the road map taken to address all outstanding issues mentioned in the complaint concerning alleged non-observance 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)**

**Decision adopted:** [GB.343/INS/10\(Rev.2\)](#)

Taking note of the road map of actions submitted in May 2021 and of the report on progress made with its timely implementation submitted in September 2021, the Governing Body on the recommendation of its Officers:

- requested the Government of Bangladesh to inform it of the progress made in the implementation of the road map to address all the outstanding issues mentioned in the article 26 complaint at its 344th Session (March 2022), at which the Governing Body will again discuss the implementation of the road map; and
- deferred the decision on further action in respect of the complaint to its 346th Session (November 2022).

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A full report will be submitted separately to the Governing Body at this session.	346th Session (October–November 2022)	In progress

**Guatemala: Progress report on action taken on the follow-up to the decision adopted by the Governing Body at its 334th Session to support the National Tripartite Agreement of November 2017 aimed at implementing the road map**

**Decision adopted:** [GB.340/INS/10](#)

The Governing Body:

- (a) took note of the report of the National Tripartite Committee sent by the Government and of the supplementary document communicated by the trade union federations;
- (b) welcomed the ILO technical cooperation programme “Strengthening of the National Tripartite Committee on Labour Relations and Freedom of Association in Guatemala for the effective application of international labour standards” and called for funding for its implementation; and
- (c) requested the Office to report annually on its implementation at its October–November sessions for the duration of the three-year programme.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A full report was submitted to the 343rd Session (GB.343/INS/7). The next report will be submitted to this session (GB.346/INS/10).	346th Session (October–November 2022)	In progress

**Update on the United Nations reform**

**Decision adopted:** [GB.341/INS/7](#)

The Governing Body:

- (a) took note of the current status of the reform of the United Nations development system and the implementation of the Office’s Plan of Action 2019–20 to maximize the opportunities of the UN development system reform for the ILO and tripartite constituents;
- (b) invited the Director-General to take into consideration the views expressed by the Governing Body in the continued engagement in and implementation of the reform and in supporting tripartite constituents to engage in UN Cooperation Frameworks and common country analysis; and
- (c) requested the Director-General to report on the UN reform process and the measures taken by the Office to the 346th Session (November 2022) and to the 349th Session (November 2023) of the Governing Body.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A full report will be submitted separately to this session.	346th Session (October–November 2022) and 349th Session (November 2023)	In progress



## Report of the Technical Meeting on Achieving Decent Work in Global Supply Chains (Geneva, 25–28 February 2020)

### Decision adopted: GB.341/INS/13/2

The Governing Body, in seeking the implementation of the 2016 International Labour Conference resolution concerning decent work in global supply chains and the ILO programme of action on decent work in global supply chains, adopted the two-step process outlined below.

- (1) The Office will be tasked to conduct an in-depth review to clearly identify if there are any gaps in the current body of normative and non-normative measures, including means of implementation and other measures, to facilitate a discussion on options to ensure decent work in supply chains, including at sectoral level, where appropriate. The review to be delivered and shared with the constituents by November 2021 should provide the basis for a review by a tripartite working group of a manageable size and observing regional balance, to be established by November 2021.
- (2) This working group will further develop, with the support of the Office, the building blocks for a comprehensive strategy on achieving decent work in supply chains, taking into account the 2019 ILO Centenary Declaration for the Future of Work, the One-ILO approach, and relevant outcomes of the 109th Session (2021) of the Conference, and will present its report to the Governing Body for discussion at its 344th Session (March 2022) with a view to deciding on appropriate follow-up action.
- (3) Decisions of the working group shall be taken by consensus. Representatives shall make every effort to reach an agreement that is generally accepted, so that a decision can be adopted without formal objections. Where it is not possible to reach consensus on a specific issue, the divergent views shall be set out in its report to the Governing Body.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
The report of the tripartite working group on options for ensuring decent work in supply chains, which took place in June 2022, will be submitted to the Governing Body at its 346th Session. (GB.346/INS/6)	346th Session (October–November 2022)	In progress

## ILO disability inclusion policy and strategy

### Decision adopted: GB.340/INS/9

The Governing Body:

- (a) requested the Director-General to finalize and implement the ILO policy on disability inclusion set out in the appendix to document GB.340/INS/9, taking into account the guidance provided during the discussion;
- (b) instructed the Office to put in place multiannual strategies to implement the ILO policy on disability inclusion, beginning in 2020–23, in the light of the United Nations Disability Inclusion Strategy;
- (c) instructed the Office to conduct monitoring that coincides with the reporting period for the implementation of the accountability framework established by the United Nations Disability Inclusion Strategy, and to provide to the Governing Body a report for information, on a biennial basis, starting at its 346th Session, on progress and areas for improvement, including a summary of the annual reporting to the United Nations on its implementation of the United Nations Disability Inclusion Strategy; and
- (d) requested the Director-General to pursue the ILO's mandate to promote disability inclusion in the implementation of current and future ILO strategic plans and corresponding programmes and budgets, and to facilitate extrabudgetary resources, taking into consideration the guidance provided during the discussion.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A document for information will be submitted to the Governing Body at its 346th Session	346th Session (October–November 2022)	

## POL – Policy Development Section

### POL – Employment and Social Protection Segment

#### Securing social protection for migrant workers and their families: Challenges and options for building a better future

**Decision adopted:** [GB.344/POL/1](#)

The Governing Body:

- (a) took note of the measures and activities for securing social protection for migrant workers and their families, set out in document GB.344/POL/1; and
- (b) 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 securing and extending social protection for migrant workers and their families through all relevant ILO means of action.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
<ul style="list-style-type: none"> <li>• Policy and knowledge development: intervention models with succinct practical guidance on how to extend social protection to migrant workers and their families (for example, on social security agreements, unilateral measures, migrant workers in the informal economy, seafarers, statistics and health protection).</li> <li>• Updated mapping of national laws relevant to social protection for migrant workers and refugees, also feeding into the ratification campaign for Convention No. 102.</li> <li>• Capacity-building services with the International Training Centre of the ILO and the International Social Security Association (ISSA): annual e-learning course, country and regional tailor-made courses based on the Guide, new training module on statistics, a module for the Massive Open Online Course in collaboration with Belgium and EN3S (National Social Security School, France).</li> <li>• Technical advisory services, including on relevant international labour standards and conclusion and implementation of bilateral and multilateral social security agreements and extension of social protection: Morocco, Egypt, Kenya, Indonesia, Jordan, Regional Economic Communities and selected Member States from the Southern African Development Community, Intergovernmental Authority on Development the Association of Southeast Asian Nations (ASEAN) and Economic Community of West African States.</li> <li>• Partnerships: calls for increased investment in universal social protection and collaboration through inter-agency initiatives (UN Network on Migration, Social Protection Inter-Agency Cooperation Board) and the UN Accelerator for Jobs and social protection for just transitions as well as various partners.</li> </ul>		In progress

**Follow-up to the Strategy on indigenous peoples' rights for inclusive and sustainable development, including implementation of the strategic plan for engagement with the United Nations system bodies and relevant regional organizations regarding the Indigenous and Tribal Peoples Convention, 1989 (No. 169)**

**Decision adopted:** [GB.341/POL/1\(Rev.1\)](#)

The Governing Body:

- (a) advised the Office with regard to the way forward in implementing the strategy for action concerning indigenous and tribal peoples; and
- (b) requested the Director-General to take into consideration the strategy and the guidance given in the discussion in the implementation of the programme and budget and in facilitating extrabudgetary resources.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
<ul style="list-style-type: none"> <li>• An E-Learning programme "Implementing the ILO Indigenous and Tribal Peoples Convention, 1989 (No. 169): towards an inclusive, sustainable and just future" was developed and implemented for Latin America (13–24 September 2021) and Africa and Asia (19 November–17 December 2021) in collaboration with ITC–ILO Turin.</li> <li>• In Plurinational State of Bolivia, the Office is implementing a RBSA-funded project to promote access of indigenous women to decent work with a focus on formalization and care. In Guatemala, the Office is supporting capacity-building for the consultation unit in the Ministry of Mining and Energy of Guatemala. In Argentina, the ILO supported the Instituto Nacional de Tecnología Agropecuaria in strengthening its capacity for consultations in line with Convention No. 169.</li> <li>• Studies and briefs on <a href="#">indigenous peoples' social and economic rights in a changing world of work</a>, indigenous peoples' access to social protection in Latin America (forthcoming); child labour amongst indigenous peoples (forthcoming) and indigenous peoples and just transition for all are forthcoming.</li> <li>• Preparation of a series of country profiles on laws, policies and institutions concerning indigenous and tribal peoples in countries that have not yet ratified Convention No. 169 is ongoing.</li> <li>• The holding of a regional forum on Convention No. 169 in Latin America and the Caribbean is envisaged before the end of 2022, while consideration is being given to organizing a global dialogue on the Convention in 2023.</li> <li>• The Office led the holding of a round table with UN Resident Coordinator on the theme of mechanisms for consultation and participation of indigenous peoples, as a part of the Inter-Agency Support Group's follow-up to the 2021 CEB-Statement on indigenous peoples.</li> </ul>		In progress

## Decent work and productivity

### Decision adopted: [GB.341/POL/2](#)

The Governing Body requested the Office to take into account the guidance provided during the discussion on decent work and productivity at its 341st Session (March 2021) in the implementation of the ILO's programme and in the follow-up to the ILO Centenary Declaration for the Future of Work.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
<ul style="list-style-type: none"> <li>• Implementation of a Productivity Ecosystems for Decent Work project in South Africa, Ghana and Viet Nam between 2022 and 2025, funded by the Governments of Switzerland and Norway.</li> <li>• Capacity-building of national and regional productivity organizations (Pan-African Productivity Association; Centre for Innovation and Productivity in Suriname).</li> <li>• Capacity-building of government and social partners (ILO-ITC course on Productivity Ecosystems for Decent Work).</li> <li>• Knowledge generation (for example, report on productivity and decent work in the Arab States; guide on Mesas Ejecutivas as a tool to facilitate public-private partnerships on productivity and decent work)</li> <li>• Implementation of the Sustaining Competitive and Responsible Enterprises (SCORE) Programme to promote workplace cooperation, productivity growth and improved working conditions in SMEs in over 15 countries.</li> </ul>		In progress

**The role of the ILO in addressing climate change and a just transition for all**

**Decision adopted:** [GB.340/POL/1](#)

The Governing Body took note of the information and update provided by the Office in document GB.340/POL/1 and requested the Director-General to:

- (a) promote further discussion, research, knowledge and understanding of the implications of climate change for the world of work, focusing on all relevant sectors;
- (b) advance the application of the ILO Guidelines for a just transition towards environmentally sustainable economies and societies for all, with a focus on assisting governments, workers’ organizations and employers’ organizations in the development of policies through social dialogue to implement their climate change commitments, including through the Climate Action for Jobs Initiative;
- (c) promote collaboration between the ILO, its constituents and relevant international institutions addressing climate change and related key environmental issues, such as deforestation, desertification, rising sea levels and biodiversity loss, adaptation and reduction of emissions as well as implementing the Decade of Action towards achieving the 2030 Agenda for Sustainable Development, in particular Sustainable Development Goal 8, with a view to advancing a just transition for all;
- (d) continue to pursue carbon neutrality at the ILO, in line with the United Nations target to reach carbon neutrality by 2020; and
- (e) report back to the Governing Body on the implementation of the above-mentioned points.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
<ul style="list-style-type: none"> <li>• Deepening of research and knowledge on the implications of climate change for the world of work, through regional level studies in Africa, Asia and the Pacific, Europe, Latin America and the Caribbean; development of analytical tools such as country Environment-Employment Factsheets, Rapid Situational Analysis and Green Jobs modelling.</li> <li>• Integration of decent work and just transition in nationally determined contributions on climate change in Argentina, Colombia, Costa Rica, Côte d’Ivoire, Dominican Republic, Nigeria, Trinidad and Tobago based on social dialogue and policy analysis involving ILO constituents.</li> <li>• Implementation of the Climate Action for Jobs Initiative in Algeria, Argentina, ASEAN countries, Botswana, Colombia, Costa Rica, Côte d’Ivoire, Dominican Republic, India, Nigeria, Trinidad and Tobago, as ILO main development cooperation programme to implement the Guidelines for a Just Transition.</li> <li>• Partnerships with International Union for the Conservation of Nature and Natural Resources (IUCN), Global Adaptation Center, International Renewable Energy Agency (IRENA), and private sector entities such as LinkedIn.</li> <li>• In 2020, the ILO achieved climate neutrality for the first time, based on its 2019 greenhouse gas emissions, meeting the UN-system objective of climate neutrality by 2020. The Office maintained the status of climate neutrality in 2021, based on its 2020 emissions.</li> </ul>		Completed

**Renewing commitment to youth employment by endorsing a follow-up plan of action on youth employment for the period 2020–30**

**Decision adopted:** [GB.340/POL/2](#)

The Governing Body:

- (a) endorsed the renewal of the follow-up plan of action on youth employment for the period 2020–30 as outlined in document GB.340/POL/2 and requested the Office to start implementing the plan using existing resources; and
- (b) requested the Director-General to take full account of the suggested strategy and operational elements and the guidance provided in its discussion when allocating resources for the Office’s work on youth employment during the current biennium and in future biennia, and to facilitate the mobilization of extrabudgetary resources for the implementation of the follow-up plan of action on youth employment for 2020–30.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
<ul style="list-style-type: none"> <li>• Implementation, with existing funds, of the follow-up plan of action on youth employment. The ten-year-work plan, annexed in the Governing Body paper (GB.340/POL/2), is being implemented by different technical departments responsible and linked to the (biannual) Programme and Budget.</li> </ul>		In progress
<ul style="list-style-type: none"> <li>• Set up of the Inter Departmental Action Group on Youth Employment (IDAG) that implements the follow-up plan of action on youth employment. IDAG includes focal points from most ILO departments (including the Bureau for Workers' Activities (ACTRAV) and the Bureau for Employers' Activities (ACTEMP)) and regional offices.</li> </ul>		Completed
<ul style="list-style-type: none"> <li>• Regular meetings (every three months), hosted and coordinated by the Employment and Labour Market Policies Branch (EMPLAB), of IDAG's Organization-wide focal points to develop joint initiatives and leverage ongoing work on youth employment.</li> </ul>		In progress
<ul style="list-style-type: none"> <li>• Development of regional networks of staff working on youth employment.</li> </ul>		In progress
<ul style="list-style-type: none"> <li>• An indicators framework, requested by the Governing Body, drafted with support from the Evaluation Office (EVAL) and Partnering for Development (PARDEV). An existing draft will be further developed and validated by the focal point members of IDAG.</li> </ul>		In progress
<ul style="list-style-type: none"> <li>• IDAG facilitates the development of ideas for implementation of projects and research. Topics include social dialogue with youth and digitalization. A report on “Social Dialogue with and for youth” was drafted and will be published shortly.</li> </ul>		In progress
<ul style="list-style-type: none"> <li>• A high-level meeting on “Social dialogue with and for youth” is envisaged for November 2022.</li> </ul>		In progress
<ul style="list-style-type: none"> <li>• IDAG highlights and addresses youth employment in ILO reports and events.</li> </ul>		In progress
<ul style="list-style-type: none"> <li>• Additional resource mobilization to implement joint initiatives, increase research, capacity-building and country level implementation to be explored.</li> </ul>		In progress

## POL – Social Dialogue Segment

### Sectoral meetings in 2021 and proposals for sectoral work in 2022–23

**Decision adopted:** GB.344/POL/2(Rev.1)

The Governing Body:

- (a) approved the records of proceedings of the four meetings referred to in section I of document GB.344/POL/2(Rev.1) and authorized the Director-General to publish them;
- (b) requested the Director-General to bear in mind, when drawing up proposals for future work, the recommendations for future action by the ILO made by the technical meetings on urban transport services and on aquaculture;
- (c) decided to forward the report of the 14th Session of the Joint ILO–UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel (CEART), along with any observations made by the Governing Body, to the International Labour Conference at its 110th Session (2022) for examination in the first instance by the Committee on the Application of Standards;
- (d) authorized the Director-General to publish the code of practice on safety and health in textiles, clothing, leather and footwear;
- (e) endorsed the proposals contained in Appendix I to document GB.344/POL/2(Rev.1) relating to the dates, duration, official title, purpose and composition of the meetings listed therein;
- (f) agreed to notify the Office of the appointment and election of the Chairperson and three Vice-Chairpersons one month prior to each meeting; and
- (g) 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 contained in Appendix III of document GB.344/POL/2(Rev.1).

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
<ul style="list-style-type: none"> <li>• The records of proceedings as referred to in section I of document GB.344/POL/2(Rev.1) have been published online.</li> </ul>		Completed
<ul style="list-style-type: none"> <li>• The report of the 14th Session of the Joint ILO–UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel (CEART) was forwarded to and discussed by the Committee on the Application of Standards at the 110th Session (2022) of the International Labour Conference.</li> </ul>		Completed
<ul style="list-style-type: none"> <li>• The code of practice on safety and health in textiles, clothing, leather and footwear has been published online.</li> </ul>		Completed



- In follow-up to the Technical meeting on the future of decent and sustainable work in urban transport services held on 30 August to 3 September 2021, the Office has initiated research in urban transport services, with a focus on transition to formality and just transition, to inform further ILO tripartite action in the sector. In progress
- In follow-up to the Technical meeting on the future of work in aquaculture in the context of the rural economy held on 13–17 December 2021, the Office has formulated a development cooperation programme, titled "Resilient, inclusive and sustainable supply chains: Advancing decent work in global supply chains to ensure no one is left behind", which among other countries and sectors will target the Philippine's aquaculture sector and will be implemented with support from the Government of Japan. In progress
- Work has been ongoing in line with the new terms of reference of the Joint FAO/ILO/IMO Ad Hoc Working Group on Illegal, Unreported and Unregulated Fishing and Related Matters as well as with the recommendations adopted at its fourth meeting in 2019. The fifth meeting of the Joint Working Group is envisaged to take place towards the end of 2023. In progress

## POL – Development Cooperation Segment

### ILO Development Cooperation Strategy 2020–25: Implementation Plan

**Decision adopted:** [GB.341/POL/4](#)

The Governing Body endorsed the implementation plan proposed in document GB.341/POL/4 and requested the Director-General to consider the Governing Body's guidance when carrying out the plan.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
<ul style="list-style-type: none"> <li>• The Office has developed an Office-wide work plan through comprehensive consultations and cooperation across the Office. To further facilitate the Office-wide responsibility for its implementation, the Office has created a collaborative online workspace where ILO staff from the regions and at headquarters discuss and update the Office work plan regarding the deliverables as outlined in the Implementation Plan of the Development Cooperation Strategy 2020–25.</li> <li>• The Office has made progress in all four focus areas: (i) services to constituents; (ii) partnerships for policy coherence; (iii) partnerships for funding; and (iv) decent work results, efficiency, and transparency. For instance, the Office has advanced in awareness-raising at the level of UN Resident Coordinators, UN Country Teams and in multistakeholder partnerships on tripartism and social dialogue, international labour standards and the Decent Work Agenda. Furthermore, the Office has stepped up its engagement in financing for development frameworks, including as lead in the Global</li> </ul>	2023 (session to be determined by the Screening Group)	In progress

Accelerator on Jobs and Social Protection for Just Transitions. The Office has documented lessons learned on two pilot structured funding dialogues. Upgrades in Office systems enhancing the ILO's transparency efforts will particularly facilitate publication of ILO data in line with the (International Aid Transparency (IATI) standard.

- The four strategic pillars of the DC strategy are echoed and reflected in several ILO evaluations and action plans, such as the High Level Evaluation on ILO's response to COVID-19 (2020–22).

## POL – Multinational Enterprises Segment

### Promotional activities with regard to the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy and related developments outside the ILO

**Decision adopted:** [GB.341/POL/5](#)

The Governing Body requested the Director-General to take into account the guidance provided when exploring options to further strengthen the visibility of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy and its implementation by ILO Member States, regional and international organizations and enterprises, and to provide an update on these promotional activities at a future session of the Governing Body.

#### Follow-up action envisaged or already taken

#### Next report to the Governing Body

#### Implementation status

A report will be submitted to this session taking stock five years after the adoption of the revised MNE Declaration (GB.346/POL/5).

## LILS – Legal Issues and International Labour Standards Section

### LILS – International Labour Standards and Human Rights Segment

#### Third evaluation of the functioning of the Standards Review Mechanism Tripartite Working Group

**Decision adopted:** [GB.344/LILS/3](#)

The Governing Body:

- (a) thanked the Officers and Members of the Standards Review Mechanism Tripartite Working Group (SRM TWG) for the information allowing it to undertake a third evaluation of the functioning of the SRM TWG;
- (b) 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; and
- (c) requested the SRM TWG to take its guidance into account in continuing its work and that it continue to be kept informed of the functioning of the SRM TWG so as to allow it to undertake a further evaluation in March 2024.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
<ul style="list-style-type: none"> <li>• The Governing Body's request to the SRM TWG will be transmitted at its seventh meeting (September 2022).</li> <li>• Information on the functioning of the SRM TWG will be provided to the Governing Body regularly to allow a further evaluation in 2024. A separate report on the functioning of its seventh meeting will be submitted to the Governing Body at its 346th Session.</li> <li>• The ongoing Office-wide collaboration to ensure comprehensive and effective follow-up of all the SRM TWG's recommendations, recognizing the Governing Body's request that this follow-up is an institutional priority, continues this year. The Programme and Budget for 2022–23 again includes outputs to support follow-up to the recommendations of the SRM TWG. The proposed Programme and Budget for 2024–25 continues to prioritize support for follow-up.</li> </ul>	<p>350th Session (March 2024)</p>	

#### Report of the sixth meeting of the Standards Review Mechanism Tripartite Working Group (Geneva, 13–18 September 2021)

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
<ul style="list-style-type: none"> <li>• The ongoing Office-wide collaboration to support the SRM TWG and in particular to ensure comprehensive and effective follow-up of all the SRM TWG's recommendations, recognizing the Governing Body's request that this follow-up is an institutional priority, continues this year.</li> <li>• Specific outputs have been included in the Programme and Budget for 2022–23 with a view to supporting constituents to follow up on the recommendations of the SRM TWG, with a particular focus on the global campaign promoting the ratification of up-to-date instruments, and are included as an institutional priority in the proposals for the programme of work for 2024–25.</li> <li>• A report will be submitted to the Governing Body following the seventh meeting of the SRM TWG.</li> <li>• An Office background paper on the implications of gendered language in ILO social security standards will be prepared for discussion by the Governing Body during 2023.</li> </ul>		In progress

#### Report of the Chairperson of the fourth meeting (Part I) of the Special Tripartite Committee established under the Maritime Labour Convention, 2006, as amended (19–23 April 2021)

##### **Decision adopted:** [GB.343/LILS/4](#)

The Governing Body took note of the report of the Chairperson of the Special Tripartite Committee established under the Maritime Labour Convention, 2006, as amended (MLC, 2006), concerning its fourth meeting (Part I, 19–23 April 2021), welcomed the work conducted by the Special Tripartite Committee in relation to the review of 39 international maritime labour instruments, and decided to:

- (a) appoint Mr Martin Marini (Singapore) as Chairperson of the Special Tripartite Committee for a three-year period (2021–24);
- (b) classify Conventions Nos 55, 56, 68, 69, 70, 75, 92, 108, 133, 134, 147, 163, 164, 165 and 178, and the Protocol of 1996 to the Merchant Shipping (Minimum Standards) Convention, 1976, as well as Recommendations Nos 9, 10, 28, 48, 75, 76, 78, 105, 106, 108, 138, 140, 141, 142, 155, 173, and 185 as “outdated”, and request the Office to take the necessary follow-up action;
- (c) request the Office to launch an initiative to promote the ratification on a priority basis of the MLC, 2006 among those Member States still bound by outdated Conventions, namely Angola, Azerbaijan, Cameroon, Colombia, Costa Rica, Côte d’Ivoire, Cuba, Czechia, Dominica, Egypt, Equatorial Guinea, Georgia, Guatemala, Guinea, Guinea-Bissau, Guyana, Iraq, Israel, Kyrgyzstan, Mauritania, Mexico, North Macedonia, Pakistan, Papua New Guinea, Peru, the Republic of Moldova, Sierra Leone, Somalia, Tajikistan, Trinidad and Tobago, Turkey, Ukraine, the United States of America, Uruguay and the Bolivarian Republic of Venezuela;
- (d) request the Office to launch an initiative to promote on a priority basis the ratification of the Work in Fishing Convention, 2007 (No. 188) among those Member States still bound by Conventions Nos 55, 56, 134, 164 and 178, namely Azerbaijan, Costa Rica, Czechia, Dominica, Egypt, Guinea, Iraq, Israel, Kyrgyzstan, Mexico, North Macedonia, Peru, Tajikistan, Trinidad and Tobago, Turkey, United States of America and Uruguay;

- (e) encourage Member States which have already ratified the MLC, 2006 or Convention No. 188 or both but remain bound by outdated Conventions with respect to non-metropolitan territories, namely China, France, the Netherlands and the United Kingdom of Great Britain and Northern Ireland, to extend the application of the MLC, 2006, or Convention No. 188 or both, as the case may be, to such territories;
- (f) convene a tripartite meeting of experts of four days' duration, aimed at sharing knowledge concerning the implementation of the Seafarers' Pension Convention, 1946 (No. 71), in 2024, that would be prioritized for funding based on a composition of 8-8-8 in the Programme and Budget proposals for 2024–25;
- (g) encourage Member States which are still bound by the Seafarers' Identity Documents Convention, 1958 (No. 108), to ratify the Seafarers' Identity Documents Convention (Revised), 2003, as amended (No. 185), and to this end, convene a tripartite meeting of experts of four days' duration in 2023 to examine the challenges that remain for the implementation and ratification of this Convention, and decide that the cost of the meeting based on a composition of 8-8-8, be financed in the first instance from savings in Part I of the budget or, failing that, through Part II, on the understanding that, should this subsequently prove impossible, the Director-General would propose alternative methods of financing at a later stage in the 2022–23 biennium;
- (h) encourage one Member State (France) which has already ratified Convention No. 185, but remains bound by Convention No. 108 for non-metropolitan territories, to extend the application of Convention No. 185 to those territories;
- (i) note the Special Tripartite Committee's recommendations concerning the withdrawal of Conventions Nos 70, 75, 165 and 178, and the Protocol of 1996 to the Merchant Shipping (Minimum Standards) Convention, 1976, as well as of Recommendations Nos 9, 10, 28, 48, 75, 76, 78, 105, 106, 108, 138, 140, 141, 142, 155, 173 and 185, in relation to which it will consider placing an item on the agenda of the 111th Session (2023) of the International Labour Conference (see GB.343/INS/2);
- (j) note the Special Tripartite Committee's recommendations concerning the abrogation of Convention No. 163, in relation to which it will consider placing an item on the agenda of the 111th Session (2023) of the International Labour Conference (see GB.343/INS/2);
- (k) note the Special Tripartite Committee's recommendations concerning the abrogation of Conventions Nos 22, 23, 55, 56, 58, 68, 69, 92, 133, 134, 146, 164 and 166, in relation to which it will consider placing an item on the agenda of the 118th Session (2030) of the International Labour Conference (see GB.343/INS/2);
- (l) approve the establishment of a Joint ILO–IMO Tripartite Working Group to identify and address seafarers' issues and the human element, in accordance with the resolution set out in Appendix I, with a composition of 8 Governments to be nominated by IMO, 8 Shipowner representatives and 8 Seafarer representatives, and decide that the relevant cost of the three day annual meetings for 2022 and 2023 be financed in the first instance from savings in Part I of the budget or, failing that, through Part II, on the understanding that, should this subsequently prove impossible, the Director-General would propose alternative methods of financing at a later stage in the 2022–23 biennium; the 2024 meeting would be prioritized for funding in the Programme and Budget proposals for 2024–25;
- (m) request that the outcome of the Joint ILO–IMO Tripartite Working Group's work is reported to the Governing Body and appropriate IMO body.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
<ul style="list-style-type: none"> <li>• The Office has taken action to reflect in the ILO website the new status of the examined maritime instruments.</li> <li>• The Governing Body has placed items in respect of the abrogation or withdrawal of maritime instruments on the agenda of future sessions of the Conference in accordance with paragraphs (i), (j) and (k) of its decision (GB.343/INS/2).</li> </ul>		In progress

- The ongoing Office-wide collaboration to support the SRM TWG and in particular to ensure comprehensive and effective follow-up of all the SRM TWG's recommendations, recognizing the Governing Body's request that this follow-up is an institutional priority, continues this year.
- A first meeting of the Joint ILO-IMO Tripartite Working Group will take place in Geneva from 13 to 15 December 2022 to discuss and adopt guidelines for port State and flag State authorities on how to deal with seafarer abandonment cases.
- The organization of the requested meetings of experts has started.

## PFA – Programme, Financial and Administrative Section

### PFA – Programme, Financial and Administrative Segment

#### Matters relating ILO premises: Update on the headquarters building renovation project

**Decision adopted:** [GB.344/PFA/4/1](#)

The Governing Body:

- approved the proposed budget for the perimeter security project of the headquarters building, in line with the resources available from the sale of ILO land; and
- 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.

#### Follow-up action envisaged or already taken

A full report will be submitted to this session (GB.346/PFA/2/1), as well as an update on the premises for the ILO Regional Office for Africa and Country Office for Côte d'Ivoire, Benin, Burkina Faso, Mali, Niger and Togo in Abidjan (GB.346/PFA/2/2).

#### Next report to the Governing Body

346th Session  
(October –November 2022)

#### Implementation status

In progress

## ILO Strategy on knowledge and innovation across the Organization

### Decision adopted: GB.344/PFA/5

The Governing Body took note of the development of the strategy and requested the Director-General to:

- (a) take into account the views expressed by the Governing Body in its finalization; and
- (b) present a progress report to its 346th Session (November 2022).

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A progress report will be submitted at this session. (GB.346/PFA/4).	346th Session (October–November 2022)	

## ILO Information Technology Strategy 2022–25

### Decision adopted: GB.343/PFA/4

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.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
As stated in paragraph 59 of GB.343/PFA/4, delivery of the IT Strategy will be put into operation through the Programme and Budget for 2022–23 and the Programme and Budget for 2024–25. The pace and focus of implementation will be reviewed on a yearly basis and monitored regularly to accommodate any change in Office priorities, direction or resource allocation. Progress reports on the implementation of the IT Strategy 2022–25 will be presented to the Governing Body for information and/or guidance as appropriate.		

### Proposal for the funding of postponed 2020–21 meetings in the biennium 2022–23

**Decision adopted:** [GB.343/PFA/5\(Rev.1\)](#)

The Governing Body took note of the information provided in document GB.343/PFA/5(Rev.1) and proposed to the International Labour Conference at the resumed part of its 109th Session (November–December 2021) 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 the meetings listed in the appendix to document GB.343/PFA/5(Rev.1), and that it adopt a resolution in the following terms:

The General Conference of the International Labour Organization,

Noting that, for the biennium 2020–21, there is a significant projected underspending resulting from the cancellation or postponement of budgeted official meetings in the context of the COVID-19 pandemic,

Decides that, on an exceptional basis and owing to the unprecedented circumstances created by the COVID-19 pandemic, part of the projected underspending for 2020–21, in the amount of US\$3,312,842, be used to finance the holding in 2022 or 2023 of meetings postponed from the biennium 2020–21, as listed in the appendix to document GB.343/PFA/5(Rev.1);

Notes that, with the above appropriation, the amount available for the 2020–21 financial period under article 18.2 of the Financial Regulations for reducing the assessed contributions of Member States will have been reduced by the same amount, expressed in Swiss francs; and

Delegates to the Governing Body the authority to deal with any residual financial issues arising out of the holding of these meetings.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
The draft resolution concerning the funding of postponed 2020–21 meetings in the biennium 2022–23 was transmitted to the resumed Session of the 109th Session of the International Labour Conference in December 2021, which adopted it, upon the recommendation of its Finance Committee. ( <a href="#">ILC.109/Resolution XV</a> ).		Completed

### Scale of assessments of contributions to the budget for 2023

**Decision adopted:** [GB.344/PFA/6](#)

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 to the International Labour Conference 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.



Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
The draft resolution concerning the scale of assessments of contributions to the budget for 2023 was transmitted to the 110th Session of the International Labour Conference, which adopted it, upon recommendation of its Finance Committee. ( <a href="#">ILC.110/Resolution VI</a> )		Completed

### Programme and Budget for 2020–21: Financial report and audited consolidated financial statements for the year ended 31 December 2021

#### Decision adopted: [GB.344bis/PFA/1](#)

The Governing Body:

- (a) endorsed the transfer of US\$1,092,744 between items within Part I of the 2020–21 operational budget, as approved by its Chairperson based on delegated authority under article 16 of the Financial Regulations; and
- (b) took note of the External Auditor's report and forwarded the consolidated financial statements for the year ended 31 December 2021 and the External Auditor's report thereon to the Conference for consideration and adoption at its 110th Session.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
The draft resolution concerning the financial report and audited consolidated financial statements for the year ended 31 December 2021 was transmitted to the 110th Session of the International Labour Conference, which adopted it, upon recommendation of its Finance Committee. ( <a href="#">ILC.110/Resolution V</a> )		Completed

## PFA – Audit and Oversight Segment

### Arrangements for the appointment of the External Auditor (2024–27)

#### Decision adopted: [GB.343/PFA/7](#)

The Governing Body:

- (a) endorsed the proposed calendar and key dates set out in document GB.343/PFA/7 for the selection and appointment of the External Auditor of the ILO, for a term of office to commence on 1 April 2024 covering the 79th and 80th financial periods; and
- (b) 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.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
As outlined in paragraph 4 of GB.343/PFA/7, the External Auditor selection process is currently progressing as per the planned schedule. The Governing Body selection panel will make its recommendation on the appointment of the External Auditor to the Governing Body at its 347th Session in March 2023.	347th Session (March 2023)	In progress

## PFA – Personnel Segment

### Human Resources Strategy 2022–25: Diversity, accountability and respect

**Decision adopted:** [GB.343/PFA/14](#)

The Governing Body endorsed the Human Resources Strategy for 2022–25 and requested the Office to take the guidance provided into account in implementing the Strategy, with a view to attracting, recruiting and retaining a workforce of the highest standards of competence, efficiency and integrity, with due regard being given to gender; geographical diversity, also addressing under-representation; experience relevant to the three constituent groups; and opportunities for youth and young professionals and persons with disabilities.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
As reflected in the Governing Body's consideration of the Human Resource Strategy 2022–25 in October–November 2022, the annual information paper on “Composition and structure of the staff at 31 December 2021” was updated to contain a diversity outlook, providing specific information regarding gender, geographical diversity, experience relevant to the tripartite constituents, youth and people with disabilities in the ILO. Furthermore, as per follow-up requests made by members of the Governing Body, a progress report on the HR Strategy 2022–25 will be presented to the Governing Body at its 347th Session in March 2023.	347th Session (March 2023)	In progress

## Matters relating to the Administrative Tribunal of the ILO: Composition of the Tribunal

### Decision adopted: [GB.344/PFA/12/2](#)

The Governing Body decided to propose to the International Labour Conference to adopt the following draft resolution:

The General Conference of the International Labour Organization,

Decides, in accordance with article III of the Statute of the Administrative Tribunal of the International Labour Organization, as amended on 17 June 2021, and the transitional measures adopted for its implementation,

to renew the appointment of Mr Patrick Frydman (France) as a judge of the Tribunal for one further non-renewable term of seven years.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
The draft resolution concerning the composition of the Administrative Tribunal of the International Labour Organization was transmitted to the 110th Session of the International Labour Conference, which adopted it, upon recommendation of its Finance Committee. ( <a href="#">ILC.110/Resolution VII</a> )		Completed

## Appointment to the ILO Staff Pension Committee (United Nations Joint Staff Pension Board)

### Decision adopted: [GB.344/PFA/13](#)

The Governing Body decided to submit the following resolution to the International Labour Conference at its 110th Session (2022):

The General Conference of the International Labour Organization,

Appoints to the ILO Staff Pension Committee (United Nations Joint Staff Pension Board) for the period of three years until 8 October 2025 the following members and alternate members:

Members:

Mr J.C. Pomareda Muñoz (Government)

Mr F. Merle (Employers)

Mr L. Cirigliano (Workers)

Alternate member:

Mr C. Pardini (Workers).

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
The draft resolution concerning the appointments to the ILO Staff Pension Committee (United Nations Joint Staff Pension Board) was transmitted to the 110th Session of the International Labour Conference, which adopted it, upon recommendation of its Finance Committee. ( <a href="#">ILC.110/Resolution VIII</a> )		Completed