



# Governing Body

347th Session, Geneva, 13–23 March 2023

## Decisions adopted by the Governing Body at its 347th Session

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## ► Institutional Section

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### 1. Approval of the minutes of the 346th Session of the Governing Body

The Governing Body approved the minutes of its 346th Session, as amended.

(GB.347/INS/1, paragraph 2)

### 2. Agenda of the International Labour Conference

#### 2.1. Agenda of the future sessions of the International Labour Conference

The Governing Body:

- (a) decided to place on the agenda of the 113th Session (2025) of the Conference an item on decent work in the platform economy for standard-setting on the basis of a double discussion;
- (b) decided to place on the agenda of the 113th Session (2025) of the Conference an item on innovative approaches to tackling informality and promoting transitions towards formality to promote decent work for a general discussion;
- (c) decided to place on the agenda of the 114th Session (2026) or of the 115th Session (2027) of the Conference an item on the consolidation of instruments on chemical hazards for standard-setting on the basis of a double discussion;
- (d) decided to initiate in 2026 a new cycle of recurrent discussions under the follow-up to the ILO Declaration on Social Justice for a Fair Globalization (2008), as amended in 2022, and to place an item on the strategic objective of social dialogue on the agenda of the 114th Session (2026) of the Conference for a recurrent discussion;
- (e) requested the Office to take into account the guidance provided in preparing the document concerning the agenda of future sessions of the Conference for the 349th Session (October–November 2023) of the Governing Body.

(GB.347/INS/2/1, paragraph 48, as amended by the Governing Body)

#### 2.2. Arrangements for the 111th Session (2023) of the International Labour Conference

The Governing Body:

- (a) decided that the 111th Session of the International Labour Conference would be held in person, with the option of following remotely under the conditions described in paragraph 8 of document GB.347/INS/2/2;
- (b) endorsed the tentative programme of work in the appendix to the document, subject to any adjustments that might be necessary until its adoption by the Conference at the opening sitting of the 111th Session; and
- (c) requested the Office to implement all the arrangements outlined in the document, taking into account the guidance provided.

(GB.347/INS/2/2, paragraph 43)

### 3. Review of annual reports under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work (1998), as amended in 2022

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 2022 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 ensure priority follow-up to requests for technical assistance to address obstacles to ratification and realization of the fundamental principles and rights at work;
- (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.

(GB.347/INS/3, paragraph 125)

### 4. Update on the Global Coalition for Social Justice

The Governing Body:

- (a) welcomed the Director-General's initiative to forge a Global Coalition for Social Justice, including through the World of Work Summit: Social Justice during the 111th Session of the International Labour Conference (June 2023), and his proposal to hold tripartite consultations in preparation for the Summit;
- (b) welcomed the Director-General's commitment to take into account its guidance and his proposal to hold tripartite consultations in preparing a governance structure including criteria and a procedure for partners' engagement and a thematic plan, built on the Decent Work Agenda, as laid down in the ILO Declaration on Social Justice for a Fair Globalization (2008), as amended in 2022, and reaffirmed in the ILO Centenary Declaration for the Future of Work (2019), and other relevant ILO documents;
- (c) requested the Director-General to report to the Governing Body on further developments regarding the Coalition at its 349th Session (October–November 2023), and to take into account its continuing guidance.

(GB.347/INS/4, paragraph 31, as amended by the Governing Body)

### 5. Work plan on the strengthening of the supervisory system: Proposals on further steps to ensure legal certainty

In accordance with paragraph 5.7.6 of the Standing Orders, the Governing Body decided to defer the consideration of item GB.347/INS/5 to a future session.

(GB.347/INS/5, paragraph 62, as amended by the Governing Body)

## **6. Final report of the tripartite working group on the full, equal and democratic participation in the ILO's tripartite governance: Report of the Co-Chairpersons**

The Governing Body:

- (a) took note of the final report of the tripartite working group on the full, equal and democratic participation in the ILO's tripartite governance;
- (b) welcomed the significant progress made in the ratification of the Instrument for the Amendment of the Constitution of the International Labour Organization, 1986, since the establishment of the working group;
- (c) urged the eight Members of chief industrial importance which have not yet ratified the 1986 constitutional amendment to consider favourably such ratification in the shortest possible time;
- (d) requested the Director-General to take all necessary initiatives aimed at bringing the 1986 constitutional amendment into effect and keep the Governing Body updated in subsequent November and March sessions until the amendment enters into force.

(GB.347/INS/6, paragraph 21, as amended by the Governing Body)

## **7. Proposals and road map for the review of the Global Strategy on Occupational Safety and Health adopted at the 91st Session (2003) of the International Labour Conference and the promotion of a safe and healthy working environment as a new fundamental principle and right at work**

The Governing Body:

- (a) approved the proposals and road map for the review of the Global Strategy on Occupational Safety and Health and for the promotion of a safe and healthy working environment as a fundamental principle and right at work;
- (b) requested the Director-General to prepare for the 349th Session (October–November 2023) of the Governing Body the Global Strategy on Occupational Safety and Health 2024–30 and the plan of action for its implementation, taking into account the guidance provided during the 347th Session (March 2023), as well as during the informal consultations to be held between April and October 2023.

(GB.347/INS/7, paragraph 29)

## **8. ILO strategy on decent work in supply chains**

The Governing Body requested the Office to take into account its guidance when implementing the comprehensive ILO strategy on decent work in supply chains, and to submit a report on the implementation of the strategy to its 353rd Session (March 2025) for its consideration.

(GB.347/INS/8, paragraph 4)

## 9. Outcome of the 17th Asia and the Pacific Regional Meeting (Singapore, 6–9 December 2022)

The Governing Body requested the Director-General to:

- (a) draw the attention of the ILO constituents, in particular those of the Asia and the Pacific and the Arab States regions, to the Singapore Statement by making the text available to:
  - (i) the governments of all Member States, requesting them to communicate the text to national employers' and workers' organizations; and
  - (ii) the international organizations and non-governmental international organizations concerned;
- (b) take the Singapore Statement into consideration when implementing current programmes and ensure its effective implementation in the context of future programme and budget proposals;
- (c) develop an implementation plan on supporting constituents to give effect to the Singapore Statement;
- (d) include in the programme implementation report for the biennium 2022–23 to be discussed at the 350th Session (March 2024) of the Governing Body, the key lessons learned in implementing the Singapore Statement and submit information on the implementation of the Singapore Statement for Governing Body discussion every two years until the next Asia and the Pacific Regional Meeting, as part of existing processes and mechanisms.

(GB.347/INS/9, paragraph 13, as amended by the Governing Body)

## 10. Analysis of measures introduced in Governing Body meeting arrangements during the COVID-19 pandemic and their relevance for future sessions of the Governing Body and other meetings

The Governing Body:

- (a) decided that future sessions of the Governing Body will be held fully in person, with the added possibility for participants who are unable to travel to Geneva to connect remotely upon request to follow the debates and, if necessary, exercise the right to speak;
- (b) recommended that the same modes of participation be applied to other ILO official meetings, where applicable, and in accordance with the Standing Orders for those meetings; and
- (c) requested the Office to continue to implement the time management measures applied at the 346th Session of the Governing Body, including the fast-track approach trialled at that session to expedite items deemed non-controversial.

(GB.347/INS/10, paragraph 35)

## 11. ILO regional meetings: Consideration of possibilities to maintain, discontinue or adapt future meetings

The Governing Body requested the Office to continue to hold regional meetings and to prepare for consideration at its 349th Session (October–November 2023) scenarios



allowing comparable outcomes to be achieved in a cost-effective manner, taking into account the different views expressed and guidance provided during the discussion.

(GB.347/INS/11, paragraph 5, as amended by the Governing Body)

**12. Follow-up to the resolutions concerning Myanmar adopted by the International Labour Conference at its 102nd (2013) and 109th (2021) Sessions**

In the light of the developments in Myanmar outlined in document GB.347/INS/12 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) recalled the terms of the decision of the June 2022 Governing Body which remain valid and relevant in their entirety;
- (b) decided to remain seized of the matter and requested the Director-General to keep it regularly informed of all further developments.

(GB.347/INS/12, paragraph 26)

**13. Follow-up report on further developments concerning the Social Dialogue Forum and the implementation by the Government of the Bolivarian Republic of Venezuela of the agreed plan of action to give effect to the recommendations of the Commission of Inquiry in respect of Conventions Nos 26, 87 and 144**

The Governing Body, on the recommendation of its Officers:

- (a) took note of the report on the third Social Dialogue Forum held from 30 January to 1 February 2023 while reiterating its call to the Government of the Bolivarian Republic of Venezuela to accept the recommendations of the Commission of Inquiry;
- (b) requested the Government to accelerate the implementation of the commitments adopted in the action plan as updated by the Social Dialogue Forum in February 2023, in order to continue achieving concrete results without delay;
- (c) 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 to submit to the 349th Session (November 2023) of the Governing Body a further report on any developments concerning the above;
- (d) requested the Director-General to engage with the Government so that an ILO expert on social dialogue accompanies and supports, on a continuous basis, the implementation of the action plan.

(GB.347/INS/13(Rev.1), paragraph 33)

#### **14. Options for measures under article 33 of the ILO Constitution, as well as other measures, to secure compliance by the Government of Belarus with the recommendations of the Commission of Inquiry in respect of Conventions Nos 87 and 98**

The Governing Body, on the recommendation of its Officers:

- (a) requested the Director-General to:
  - (i) ensure that no technical cooperation or assistance to the Government of Belarus is considered or undertaken by the Office, except for the purpose of direct assistance to implement immediately the recommendations of the Commission of Inquiry;
  - (ii) take the necessary steps to ensure that no invitation to attend meetings, symposia or seminars organized by the ILO is extended to the Government of Belarus, except for meetings that have the sole purpose of securing immediate and full compliance with the recommendations of the Commission of Inquiry;
- (b) recommended to the International Labour Conference to consider at its 111th Session (2023), the measures under article 33 of the Constitution outlined in the following draft resolution;
- (c) invited the Government of Belarus to submit to the Director-General by 1 May 2023 any relevant information.

(GB.347/INS/14(Rev.1), paragraph 17)

#### **Draft resolution**

The General Conference of the International Labour Organization; Meeting in Geneva at its 111th Session, 2023;

Considering the proposals by the Governing Body of the International Labour Office, under the ninth item of its agenda, with a view to the adoption, under article 33 of the ILO Constitution, of actions to secure compliance with the recommendations of the Commission of Inquiry established to examine the observance by the Government of Belarus 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);

[Having taken note of the additional information provided by the Government of Belarus ...];

- (a) decides to hold at its future sessions a special sitting of the Committee on the Application of Standards for the purpose of discussing the application of Conventions Nos 87 and 98 by the Government of Belarus and the implementation of the recommendations of the Commission of Inquiry, so long as this Member has not been shown to have fulfilled its obligations;
- (b) invites the Organization's constituents – governments, employers and workers – to:
  - (i) review, in the light of the conclusions of the Commission of Inquiry, the relations that they may have with the Government of Belarus and take appropriate measures to ensure that the Government of Belarus cannot take advantage of such relations to perpetuate or extend the violations of workers' rights in respect of freedom of association, and to contribute as far as possible

- to the implementation of its recommendations, including the creation of a climate promoting freedom of association;
- (ii) ensure that the principle of non-refoulement is respected in line with international law, given that trade union and human rights defenders are at risk of persecution in Belarus;
  - (iii) report back to the Director-General for transmission to the Governing Body;
- (c) invites the Director-General to:
- (i) inform the international organizations referred to in article 12(1) of the ILO Constitution of the Government of Belarus' failure to comply with recommendations of the Commission of Inquiry, as well as of any developments in the implementation by the Government of Belarus of the recommendations of the Commission of Inquiry;
  - (ii) call on the relevant bodies of these organizations to reconsider, within their terms of reference and in the light of the conclusions of the Commission of Inquiry, any cooperation they may be engaged in with the Government of Belarus and, if appropriate, to cease as soon as possible any activity that could have the effect of directly or indirectly justifying the absence of actions to redress the situation concerning the non-respect of trade union rights in the country;
  - (iii) engage with the United Nations (UN) Special Rapporteur on the situation of human rights in Belarus, the UN Special Rapporteur on the promotion and protection of the right to freedom of opinion and expression, the UN Special Rapporteur on the rights to freedom of peaceful assembly and of association, and the UN Special Rapporteur on the independence of judges and lawyers with a view to ensuring coordinated action on recommendation No. 8 of the Commission of Inquiry concerning the need to guarantee impartiality and independence of the judiciary and justice administration;
  - (iv) engage with the Office of the UN High Commissioner for Refugees (UNHCR) and other relevant agencies and organizations with a request to also support Belarusian independent trade union activists and their families and inform UNHCR country guidelines;
  - (v) submit to the Governing Body a periodic report on the outcome of the measures set out in paragraphs (c)(i), (ii) and (iii) above;
- (d) urges the Government of Belarus to receive as a matter of urgency an ILO tripartite mission with a view to gather information on the implementation of the recommendations of the Commission of Inquiry and subsequent recommendations of the supervisory bodies of the ILO, including a visit to the independent trade union leaders and activists in prison or detention.

#### **15. Report by the Government of Bangladesh on progress made on the implementation of the road map taken to address all outstanding issues mentioned in the article 26 complaint concerning alleged non-observance of Conventions Nos 81, 87 and 98**

Taking note of the report submitted by the Government of Bangladesh on progress made with the implementation of the road map of actions, the Governing Body, on the recommendation of its Officers:

- (a) requested the Government to report on further progress made in the implementation of the road map of actions to address all the outstanding issues mentioned in the article 26 complaint at its 349th Session (October–November 2023);
- (b) decided to defer the decision on further action in respect of the complaint to that session or any subsequent session.

(GB.347/INS/15(Rev.2), paragraph 8)

## **16. Report on developments relating to the resolution concerning the Russian Federation's aggression against Ukraine from the perspective of the mandate of the International Labour Organization**

In the light of the developments in Ukraine outlined in document GB.347/INS/16 and the resolution on the Russian Federation's aggression against Ukraine from the perspective of the mandate of the International Labour Organization (ILO) adopted at its 344th Session (March 2022), taking into account the discussions held and the guidance provided during its 347th Session, the Governing Body:

- (a) noted the information provided in the document;
- (b) 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;
- (c) urged the Russian Federation again to immediately and unconditionally cease its aggression and withdraw its troops from Ukraine;
- (d) urged once again 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; the Radiation Protection Convention, 1960 (No. 115), in relation to the exposure of workers to ionizing radiations in the course of their work; and the Forced Labour Convention, 1930 (No. 29) and its accompanying Protocol of 2014;
- (e) reiterated its unwavering support for the tripartite constituents in Ukraine, requested the Director-General to continue responding to constituents' needs in Ukraine and to expand the ILO's resource mobilization efforts, including in forthcoming international donor conferences on recovery and reconstruction, and welcomed the detailed plan for reinforcing the ILO's presence in Ukraine;
- (f) further requested the Director-General to enhance resource mobilization efforts for other affected countries across the subregion of Eastern Europe and Central Asia;
- (g) 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 Governing Body at its 348th Session (June 2023) on developments in the light of the resolution, including the ILO's continued engagement with relevant UN bodies involved in monitoring human rights violations, and the situation of maritime and nuclear workers.

(GB.347/INS/16, paragraph 41, as amended by the Governing Body)

## 17. Reports of the Committee on Freedom of Association

### 17.1. 401st Report of the Committee on Freedom of Association

The Governing Body took note of the introduction to the Report of the Committee, contained in paragraphs 1–55, and adopted the recommendations made in paragraphs: 84 (Case No. 3416: Algeria); 97 (Case No. 3431: Angola); 120 (Case No. 3225: Argentina); 139 (Case No. 3360: Argentina); 158 (Case No. 3203: Bangladesh); 196 (Case No. 3263: Bangladesh); 269 (Case No. 3424: Cambodia); 297 (Case No. 3184: China); 322 (Case No. 3406: China (Hong Kong Special Administrative Region)); 362 (Cases Nos 2761 and 3074: Colombia); 384 (Case No. 3329: Colombia); 412 (Case No. 3333: Colombia); 446 (Case No. 3418: Ecuador); 479 (Case No. 2609: Guatemala); 501 (Case No. 3366: Honduras); 548 (Case No. 3426: Hungary); 595 (Case No. 3414: Malaysia); 610 (Case No. 3377: Panama); 638 (Case No. 3322: Peru); 671 (Case No. 3185: Philippines); 697 (Case No. 2254: Bolivarian Republic of Venezuela); 727 (Case No. 3277: Bolivarian Republic of Venezuela) and adopted the 401st Report of its Committee on Freedom of Association as a whole.

(GB.347/INS/17/1)

### 17.2. 402nd Report of the Committee on Freedom of Association: Measures taken by the Government of the Republic of Belarus to implement the recommendations of the Commission of Inquiry

The Governing Body approved the Committee's recommendations as set out in paragraph 78 of document GB.347/INS/17/2.

(GB.347/INS/17/2, paragraph 78)

### Presentation of the Committee on Freedom of Association annual report for the year 2022

The Governing Body took note of the sixth annual report of the Committee on Freedom of Association which covers the year 2022.

(GB.347/INS/17/1(Add.1), paragraph 4)

## 18. Report of the Director-General

### Regular report

The Governing Body took note of the information contained in document GB.347/INS/18 regarding membership of the Organization, progress in international labour legislation, internal administration and publications and documents.

(GB.347/INS/18, paragraph 15)

### 18.1. First Supplementary Report: Documents submitted for information only

The Governing Body took note of the information contained in the following documents:

- Approved symposia, seminars, workshops and similar meetings (GB.347/INS/INF/1);
- Report of the Committee of Experts on the Application of Conventions and Recommendations (Geneva, 28 November–10 December 2022) (GB.347/INS/INF/2);

- Update on the status of ratification of the 1986 Instrument for the Amendment of the Constitution of the ILO ([GB.347/INS/INF/3](#));
  - Report on the status of pending representations submitted under article 24 of the ILO Constitution ([GB.347/INS/INF/4\(Rev.1\)](#));
  - Report of the meeting of the tripartite committee to consider further improvements to the approved methodology of SDG indicator 8.8.2 on labour rights (Geneva, 21 October 2022) ([GB.347/INS/INF/5](#));
  - Update on the ILO's engagement in the Conference of the Parties to the United Nations Framework Convention on Climate Change ([GB.347/POL/INF/1](#));
  - Agreements concluded with other international organizations ([GB.347/LILS/INF/1](#));
  - Programme and Budget for 2022–23:
    - Position of accounts as at 31 December 2022 ([GB.347/PFA/INF/1/1](#));
    - Collection of contributions from 1 January 2023 to date ([GB.347/PFA/INF/1/2](#));
  - Update on the headquarters building renovation project ([GB.347/PFA/INF/2](#));
  - 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.347/PFA/INF/3](#));
  - First progress report on the implementation of the Information Technology Strategy 2022–25 ([GB.347/PFA/INF/4](#));
  - External audit plan ([GB.347/PFA/INF/5](#));
  - Follow-up to the report of the Chief Internal Auditor for the year ended 31 December 2021 ([GB.347/PFA/INF/6](#));
  - Composition and structure of the staff at 31 December 2022 ([GB.347/PFA/INF/7](#));
  - Report of the Board of Trustees of the Special Payments Fund ([GB.347/PFA/INF/8](#));
  - Decisions of the United Nations General Assembly on the report of the International Civil Service Commission for 2022 ([GB.347/PFA/INF/9](#));
  - Decisions of the United Nations General Assembly on the report of the 72nd session of the United Nations Joint Staff Pension Board (2022) ([GB.347/PFA/INF/10](#));
  - Matters relating to the Administrative Tribunal of the ILO: Amendments to the Statute of the International Civil Service Commission and update on the review of the jurisdictional set-up of the United Nations common system ([GB.347/PFA/INF/11](#)).
- ([GB.347/INS/18/1](#), paragraph 3)

## 18.2. Second Supplementary Report: Appointment of three Assistant Directors-General

The Governing Body took note of the appointments made by the Director-General after having duly consulted the Officers of the Governing Body and invited Mr Hao, Ms Seppo and Ms Thompson to make and sign the prescribed declaration of loyalty as provided under article 1.4(b) of the ILO Staff Regulations.

([GB.347/INS/18/2\(Rev.1\)](#), paragraph 4)

**18.3. Third Supplementary Report: Report of the committee set up to examine the representation alleging non-observance by France 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)**

The Governing Body, on the recommendation of the Committee:

- (a) approved the report contained in document GB.347/INS/18/3;
- (b) requested the Government of France, in the context of the application of Convention No. 98, to take into account the observations made by the Committee in the paragraphs 51 and 62 of the report;
- (c) invited the Government to provide information in that respect for examination by the Committee of Experts on the Application of Conventions and Recommendations; and
- (d) decided to make the report publicly available and to close the representation procedure.

(GB.347/INS/18/3, paragraph 66)

**18.4. Fourth Supplementary Report: Report of the committee set up to examine the representation alleging non-observance by Chile of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111)**

In the light of the conclusions contained in paragraphs 31 to 41 of the report with regard to the matters raised in the representation, the Governing Body, on the recommendation of the Committee:

- (a) approved the report contained in document GB.347/INS/18/4;
- (b) decided to make the report publicly available and to close the representation procedure.

(GB.347/INS/18/4, paragraph 42)

**18.5. Fifth Supplementary Report: Report of the tripartite committee set up to examine the representation alleging non-observance by Chile of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111)**

In the light of the Committee's conclusions and recommendations, the Governing Body:

- (a) approved the report contained in document GB.347/INS/18/5 and, in particular, the conclusion formulated in paragraph 30; and
- (b) decided to make the report publicly available and to close the procedure initiated by the representation made by the Single Central Organization of Chilean Workers.

(GB.347/INS/18/5, paragraph 32)



### **18.6. Sixth Supplementary Report: Report of the committee set up to examine the representations alleging non-observance by Peru of the Hours of Work (Industry) Convention, 1919 (No. 1)**

In the light of the conclusions set out in paragraphs 23, 24, 29 and 30 of the report with regard to the matters raised in the representation, the Governing Body, on the recommendation of the Committee:

- (a) approved the report contained in document GB.347/INS/18/6;
- (b) decided to make the report publicly available and to close the procedure resulting from the representations.

(GB.347/INS/18/6, paragraph 32)

## **19. Reports of the Officers of the Governing Body**

### **19.1. First report: Representation alleging non-observance by France 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 Equal Remuneration Convention, 1951 (No. 100), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and the Workers' Representatives Convention, 1971 (No. 135)**

In light of the information contained in document GB.347/INS/19/1, and taking into consideration the recommendation of its Officers, the Governing Body decided that the representation was not receivable.

(GB.347/INS/19/1), paragraph 5)

### **19.2. Second report: Representation alleging non-observance by Uruguay of the Hours of Work (Industry) Convention, 1919 (No. 1), the Hours of Work (Commerce and Offices) Convention, 1930 (No. 30), and the Occupational Safety and Health Convention, 1981 (No. 155)**

In the light of the information contained in document GB.347/INS/19/2, and taking into consideration the recommendation of its Officers, the Governing Body decided that the representation was receivable and to set up a tripartite committee to examine it.

(GB.347/INS/19/2), paragraph 5)

### **19.3. Third report: Representation alleging non-observance by Chile of the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)**

In the light of the information contained in document GB.347/INS/19/3, and taking into consideration the recommendation of its Officers, the Governing Body decided that the representation was receivable and to set up a tripartite committee to examine it.

(GB.347/INS/19/3), paragraph 5)



**19.4. Fourth report: Representation alleging non-observance by Serbia of the Forced Labour Convention, 1930 (No. 29), the Labour Inspection Convention, 1947 (No. 81), the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Labour Clauses (Public Contracts) Convention, 1949 (No. 94), the Migration for Employment Convention (Revised), 1949 (No. 97), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), the Labour Administration Convention, 1978 (No. 150) and the Safety and Health in Construction Convention, 1988 (No. 167)**

In the light of the information contained in document GB.347/INS/19/4, and taking into consideration the recommendation of its Officers, the Governing Body decided:

- (a) that the representation was receivable and to set up a tripartite committee to examine it;
- (b) that considering that the representation concerns issues similar to those raised in another representation, the two cases should be examined jointly by the same tripartite committee;
- (c) to refer the elements of the representation regarding non-observance of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) to the Committee on Freedom of Association for examination in accordance with the procedure set out in the Standing Orders on articles 24 and 25 of the ILO Constitution.

(GB.347/INS/19/4), paragraph 6)

**19.5. Fifth report: Representation alleging non-observance by Serbia of the Forced Labour Convention, 1930 (No. 29), the Labour Inspection Convention, 1947 (No. 81), the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Labour Clauses (Public Contracts) Convention, 1949 (No. 94), the Migration for Employment Convention (Revised), 1949 (No. 97), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), the Labour Administration Convention, 1978 (No. 150), the Occupational Safety and Health Convention, 1981 (No. 155), the Safety and Health in Construction Convention, 1988 (No. 167), and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)**

In the light of the information contained in document GB.347/INS/19/5, and taking into consideration the recommendation of its Officers, the Governing Body decided:

- (a) that the representation was receivable and to set up a tripartite committee to examine it;
- (b) that considering that the representation concerns issues similar to those raised in another representation, the two cases should be examined jointly by the same tripartite committee;
- (c) to refer the elements of the representation regarding non-observance of the Freedom of Association and Protection of the Right to Organise Convention, 1948

(No. 87), to the Committee on Freedom of Association for examination in accordance with the procedure set out in the Standing Orders on articles 24 and 25 of the ILO Constitution.

(GB.347/INS/19/5), paragraph 6)

## 20. Composition, agenda and programme of standing bodies and meetings

The Governing Body, upon the recommendation of its Officers:

- (a) approved the holding of the Workers' Symposium: New Approaches to Workers' Education for Trade Union Revitalization on 18–20 September 2023;
- (b) authorized the Director-General to issue an invitation to the organizations listed in the appendix to document GB.347/INS/20, it being understood that it would be for the Conference to consider their requests to participate in the work of the committees dealing with the agenda items in which they have stated a special interest, and to inform the organizations concerned that they may nominate one person only for each of the agenda items in respect of which their interest has been recognized;
- (c) endorsed the proposals made in relation to the invitation of intergovernmental and international non-governmental organizations as observers to the other official meetings listed in the appendix to document GB.347/INS/20; and
- (d) took note of the programme of meetings contained in Part II of document GB.347/INS/20, subject to further decision-making of the Governing Body.

(GB.347/INS/20, paragraph 11)

## ► Policy Development Section

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### Employment and Social Protection Segment

#### 1. A normative gap analysis on decent work in the platform economy

The Governing Body, having taken note of the normative gap analysis contained in document GB.347/POL/1, decided that the item placed on the agenda of the 113th Session (June 2025) of the Conference on decent work in the platform economy will be devoted to standard-setting with a double-discussion procedure.

(GB.347/POL/1, paragraph 65, as amended by the Governing Body)

### Social Dialogue Segment

#### 2. Sectoral meetings held in 2022, proposals for meetings in 2023, and recommendations of the sectoral advisory bodies for work in 2024–25

The Governing Body:

- (a) approved the records of proceedings of the two technical meetings and the meeting of the Joint IMO–ILO tripartite working group referred to in section I of document GB.347/POL/2 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 meetings referred to in section I of document GB.347/POL/2;
- (c) authorized the Director-General to publish the guidelines on how to deal with seafarer abandonment cases (subject to adoption by the Legal Committee of the International Maritime Organization at its 110th Session in March 2023);
- (d) took note of the recommendations of the Joint Action Group to review the impact of the COVID-19 pandemic on the world's transport workers and the global supply chain and requested the Director-General to ensure appropriate follow-up action;
- (e) deferred to its 349th Session (October-November 2023) the decision on the format of a meeting on the promotion of decent work in the transport (railways) sector; and
- (f) endorsed the programme of global sectoral meetings and other sectoral work for the biennium 2024–25 set out in section II and Appendix I to document GB.347/POL/2, as recommended by the sectoral advisory bodies, subject to the approval by the International Labour Conference at its 111th Session (June 2023) of the corresponding allocations in the Programme and Budget for 2024–25.

(GB.347/POL/2, paragraph 48)

## Development Cooperation Segment

### 3. Mid-term review of the ILO Development Cooperation Strategy (2020–25)

The Governing Body took note of the mid-term review of the ILO Development Cooperation Strategy 2020–25 and its implementation plan contained in document GB.347/POL/3 and requested the Director-General to consider the Governing Body's guidance for stepping up efforts in the next phase of the Strategy and its implementation plan in areas for action where the need for further progress is identified.

(GB.347/POL/3, paragraph 38, as amended by the Governing Body)

## ► Legal Issues and International Labour Standards Section

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### Legal Issues Segment

#### 1. Final provisions of international labour Conventions

The Governing Body:

- (a) took note of the information presented in document GB.347/LILS/1 and transmitted the draft resolution contained in Appendix III concerning the final Articles of international labour Conventions to the 111th Session (2023) of the International Labour Conference for possible adoption;
- (b) decided to defer the discussion on the final Articles of international labour Conventions to a future session of the Governing Body.

(GB.347/LILS/1, paragraph 74, as amended by the Governing Body)

## 2. Composition of the International Labour Conference and regional meetings

The Governing Body:

- (a) urged Member States to comply with their constitutional obligation to accredit full tripartite delegations to sessions of the International Labour Conference and regional meetings;
- (b) urged all groups to aspire to achieve gender parity among their accredited delegates, advisers and observers to the Conference and regional meetings;
- (c) requested the Director-General to:
  - (i) continue to monitor the situation of Member States which fail to accredit a tripartite delegation to sessions of the International Labour Conference and regional meetings and of those which have not reached the minimum target of 30 per cent of women's participation, with the ultimate goal of gender parity;
  - (ii) continue providing technical assistance to all groups, as might be needed, to reach gender parity in delegations;
  - (iii) periodically report to the Governing Body on these matters.

(GB.347/LILS/2, paragraph 35)

## 3. Improving the Rules governing the appointment of the Director-General

The Governing Body approved the amendments to Annex III to the Compendium of rules applicable to the Governing Body of the International Labour Office and to articles 4.6 and 7.7 of the Staff Regulations set forth in Appendix I to document GB.347/LILS/3(Rev.2), as amended.

(GB.347/LILS/3(Rev.2), paragraph 32, as amended by the Governing Body)

## International Labour Standards and Human Rights Segment

### 4. Report on the implementation of the adjustments made to the procedure for the appointment of members of the Committee of Experts on the Application of Conventions and Recommendations

The Governing Body took note of the information provided.

(GB.347/LILS/4, paragraph 13)

### 5. Proposed form for reports requested under article 19, paragraphs (5)(e) and (6)(d) of the ILO Constitution in 2024

The Governing Body:

- (a) requested governments to submit reports for 2024, under article 19 of the ILO Constitution, on: the Workmen's Compensation (Agriculture) Convention, 1921 (No. 12); the Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19); the Equality of Treatment (Accident Compensation) Recommendation, 1925 (No. 25); the Social Security (Minimum Standards) Convention, 1952 (No. 102), Part VI; the Employment Injury Benefits Convention, 1964 [Schedule I amended in 1980] (No. 121); and the Employment Injury Benefits Recommendation, 1964 (No. 121);

- (b) approved the report form concerning those instruments, which is appended to document GB.347/LILS/5(Rev.1).

(GB.347/LILS/5(Rev.1), paragraph 7)

## **6. Proposals to adapt the current reporting arrangements under article 22 of the ILO Constitution for Members having ratified fundamental Conventions Nos 155 and 187 and proposed report form under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work (1998), as amended in 2022**

The Governing Body:

- (a) approved the report form on a safe and healthy working environment proposed in the appendix to document GB.347/LILS/6 as the basis for the preparation of reports due under article 19(5)(e) of the ILO Constitution in accordance with the annual follow-up to the ILO Declaration on Fundamental Principles and Rights at Work (1998), as amended in 2022;
- (b) approved the adaptations proposed in paragraph 9 of the document to the three-year reporting cycle on fundamental Conventions in accordance with article 22 of the ILO Constitution.

(GB.347/LILS/6, paragraph 11)

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

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### **Programme, Financial and Administrative Segment**

#### **1. The Director-General's Programme and Budget proposals for 2024–25**

The Governing Body decided:

- (a) to approve the use of the balance of the Special Programme Account in the amount of CHF4.8 million (estimated at US\$5.3 million at the 2022–23 budget rate of exchange of CHF0.9 to the US dollar) to partially offset the one-off cost of US\$7 million to fund the two sessions of the International Labour Conference in 2024 and 2025;
- (b) to recommend to the International Labour Conference at its 111th Session (June 2023):
  - (i) to approve a provisional programme level of US\$885,303,443 estimated at the 2022–23 budget rate of exchange of CHF0.9 to the US dollar, the final exchange rate and the corresponding US dollar level of the budget and Swiss franc assessment to be determined by the Conference; and
  - (ii) to adopt the following resolution:

The General Conference of the International Labour Organization,

In virtue of the Financial Regulations, adopts for the 79th financial period, ending 31 December 2025, the budget of expenditure of the International Labour Organization amounting to US\$... and the budget of income amounting to US\$... which, at the budget rate of exchange of CHF... to the US dollar, amounts to CHF... ,

and resolves that the budget of income, denominated in Swiss francs, shall be allocated among Member States in accordance with the scale of contributions recommended by the Finance Committee.

(GB.347/PFA/1/1(Rev.1), paragraph 7)

## **2. Delegation of authority under article 17 of the Standing Orders of the International Labour Conference**

The Governing Body decided to delegate to its Officers, for the period of the 111th Session of the International Labour Conference (2023), the authority to carry out its responsibilities under article 17 of the Standing Orders of the Conference in relation to proposals involving expenditure in the 78th financial period ending 31 December 2023.

(GB.347/PFA/2, paragraph 3)

## **3. Scale of assessments of contributions to the budget for the 2024–25 financial period**

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, decided to base the ILO scale of assessment for 2024 on the UN scale for 2022–24, and to propose to the International Labour Conference the adoption of the draft scale of assessment for 2024 as set out in the appendix to GB.347/PFA/3, subject to such adjustments as might be necessary following any further change in the membership of the Organization before the Conference is called upon to adopt the recommended scale.

(GB.347/PFA/3, paragraph 4)

## **4. ILO Strategy on knowledge and innovation**

The Governing Body requested the Director-General to take into account its guidance in implementing the ILO Strategy on knowledge and innovation and to submit an updated strategy and implementation plan for review at the November 2024 session of the Governing Body.

(GB.347/PFA/4, paragraph 30, as amended by the Governing Body)

## **5. Financial implications of the adoption of the ILO Open Access Policy**

The Governing Body took note of the adoption of the ILO Open Access Policy and its long-term financial implications on the Publications Revolving Fund, and decided that the current balance of the Fund be used to cover the projected annual net deficit until it is exhausted.

(GB.347/PFA/5, paragraph 19)

## **Audit and Oversight Segment**

## **7. Report of the Independent Oversight Advisory Committee**

The Governing Body took note of the 15th annual report of the Independent Oversight Advisory Committee appended to document GB.347/PFA/7 and requested the Office to take into account the guidance it provided.

(GB.347/PFA/7, paragraph 4)

## **8. Report of the Chief Internal Auditor for the year ended 31 December 2022**

The Governing Body took note of the report of the Chief Internal Auditor for the year ended 31 December 2022.

(GB.347/PFA/8, paragraph 4)

## **9. Appointment of the External Auditor (2024–27)**

The Governing Body, based on the selection process as outlined in document GB.343/PFA/7 and the unanimous recommendation of the Selection Panel, decided to appoint the Comptroller and Auditor-General of India as the External Auditor of the ILO for the 79th and 80th financial periods, with the appointment to commence on 1 April 2024 for a period of four years.

(GB.347/PFA/9(Rev.1), paragraph 5)

## **Personnel Segment**

### **14. Progress report on the implementation of the Human Resources Strategy for 2022–25**

The Governing Body requested the Office to take into account the guidance provided in the further implementation of the Human Resources Strategy for 2022–25.

(GB.347/PFA/14, paragraph 36)