



## Governing Body

313th Session, Geneva, 15–30 March 2012

GB.313/INS/12/2

Institutional Section

INS

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TWELFTH 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 session, and is invited to provide guidance to the Office concerning the format of future reports (see the draft decision in paragraph 4).

**Relevant strategic objective:** All the strategic objectives.

**Policy implications:** No immediate implications.

**Legal implications:** No immediate implications.

**Financial implications:** No immediate implications.

**Follow-up action required:** Preparation of a Supplementary Report on the follow-up to its previous decisions for future sessions of the Governing Body.

**Author unit:** Official Relations Branch (RELOFF).

**Related documents:** GB.310/9/1.



## I. Introduction

1. In March 2011, the Governing Body decided that, as part of the reform package,<sup>1</sup> the Office should prepare, for its March and November sessions, a Supplementary Report of the Director-General that outlines in a tabular or matrix form the follow-up action taken by the Office on previous decisions.
2. Therefore, after the 312th Session (November 2011), the Office was asked to prepare such a report on a trial basis in order to provide the members of the Governing Body with an overview of the action envisaged or already taken by the Office to give effect to the decisions adopted at its previous session.
3. The table below presents: (1) the decisions adopted in November 2011 that require follow-up action from the Office; (2) the action already taken or envisaged by the Office to give effect to these decisions; and (3) the expected date for reporting to the Governing Body.

## II. Draft decision

4. *Further to the decision adopted within the framework of the reform package, the Governing Body requests the Office to prepare for its March and November sessions a Supplementary Report on the follow-up to its previous decisions, taking into account the guidance provided in March 2012 concerning the format of future reports.*

<sup>1</sup> GB.310/9/1, para. 8.

## Follow-up to Governing Body decisions

Section	Document	Decision adopted/outcome of the discussion	Follow-up action planned	Date for reporting to the Governing Body
INS	GB.312/INS/2/2 Proposals for the agenda of the 103rd Session (2014) of the Conference	The Governing Body decided to further examine the proposals for the agenda of the 103rd Session (2014) of the International Labour Conference at its 313th Session (March 2012) and invited the Office to organize informal consultations on this item.	Consultations with the Employers, the Workers and the Regional Coordinators will take place before the 313th Session of the Governing Body.	313th Session (March 2012)
INS	GB.312/INS/3 Follow-up to the adoption of the resolution concerning efforts to make decent work a reality for domestic workers worldwide	The Governing Body: (a) advised the Office on how to modify, improve or complement the strategy for action set out in Part II of document GB.312/INS/3, as reflected in the minutes of the 312th Session of the Governing Body; and (b) requested the Director-General to take into consideration this strategy in preparing future programme and budget proposals and facilitating extra-budgetary resources.	The Office has improved and complemented the strategy for action to promote decent work for domestic workers. Regional action plans are being prepared to facilitate the effective implementation of the strategy for action, taking into account the needs and specificities of each region, and to assist in the mobilization of extra-budgetary resources. A working group comprising the units involved in implementing the strategy for action has been set up to improve the coordination and effectiveness of activities.	313th Session (March 2012)
INS	GB.312/INS/5 Report and conclusions of the 12th African Regional Meeting	The Governing Body requested the Director-General to: (a) draw the attention of the governments of member States of the African region and, through them, that of their national employers' and workers' organizations, to the conclusions adopted by the 12th African Regional Meeting; (b) take these conclusions into consideration when implementing current programmes and in developing future programme and budget proposals; (c) transmit the text of the conclusions to: (i) the governments of all member States, and through them, to national employers' and workers' organizations; (ii) the international organizations concerned, including international non-governmental organizations with consultative status.	The actions taken/envisaged by the Regional Office for Africa (ROAF) to accelerate the implementation of the Decent Work Agenda in Africa are visible at three complementary levels: (a) Within the Office: – The follow-up is being incorporated into the Office-wide, outcome-based work planning exercise. In addition, specific follow-up action is being discussed with the technical units concerned. (b) Constituents: – Conclusions will be systematically incorporated into Decent Work Country Programmes (DWCPs) and Subregional Decent Work Programmes currently being developed and reviewed. – Collaboration with regional and subregional social partner institutions (Business Africa, the Organization of African Trade Union Unity (OATUU), the African Regional Organization of the International Trade Union Federation (ITUC–	319th Session (November 2013)

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INS	GB.312/INS/13 Report of the Working Party on the Functioning of the Governing Body and the International Labour Conference: Oral report of the Chairperson of the Working Party	The Governing Body requested the Office to: (a) produce a document, as soon as possible, consolidating all points raised during the discussions of the Working Party; (b) convene a meeting of the Geneva-based tripartite consultative group, in order to develop a plan of work, including time frames, and to develop a paper identifying key elements and views related to the reform, for the consideration of the Working Party at its meeting during the 313th Session in March 2012 of the Governing Body.	Africa), the African Regional Labour Administration Centre (ARLAC), the African Regional Centre for Labour Administration (CRADAT) and the Arab Centre for Labour Administration and Employment (ACLAE)) is being strategically oriented to ensure that the agreed results are achieved. For instance, based on the ROAF strategic engagement with the ARLAC management structure, it was agreed in October 2011 that the ARLAC/ILO collaboration would be redefined and strengthened to focus on joint outcomes anchored on results-based programming to achieve agreed regional priorities. (c) External partners: – Strategic partnerships with the African Union (AU), the United Nations (UN), the African Development Bank (AfDB) and other collaborating institutions will be refocused to implement the agreements reached. The joint initiative by the African Union Commission, the AfDB, the UN Economic Commission for Africa and the ILO on youth employment is being finalized for implementation.	313th Session (March 2012)

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<b>POL – Employment and Social Protection Segment</b>	GB.312/POL/1 Green jobs, decent work and sustainable development	The Governing Body took note of the paper and invited the Office to take into account the views provided during its discussion.	Expanding capacity building for national constituents and social partners, either in-country (e.g. Chile, Indonesia, Mauritius, Trinidad and Tobago) or through International Training Centre of the ILO, Turin, courses on green jobs; publishing a global report on green jobs (April 2012) with quantitative and qualitative assessment of labour market impacts of the transition; revising the ILO global product “green jobs”, in order to generate new knowledge and tools across the strategic outcomes by strengthening collaboration and pooling resources at headquarters and in the field; engaging actively in the Rio+20 process through written contributions and high-level ILO participation at the Summit (June 2012), informed by the discussion at the Institutional Section during the 313th Session of the Governing Body (GB.313/INS/4).	316th Session (November 2012)
<b>POL – Employment and Social Protection Segment</b>	GB.312/POL/2 Follow-up to the discussion on social security at the 100th Session of the International Labour Conference (2011); Plan of action	The Governing Body was requested to guide the Office with regard to the contents, the timing and sequencing of the activities of the plan of action. The plan of action was endorsed.	The Office is preparing the report and text of the proposed Recommendation, which will be the basis for discussion on the elaboration of an autonomous Recommendation on the social protection floor at the 101st Session (2012) of the International Labour Conference. Research work in the context of the <i>World Social Security Report</i> is ongoing. A Memorandum of Understanding with the International Social Security Association (ISSA) on joint activities and inter-agency coordination is being finalized. The technical tools (Rapid Assessment Protocols) for national social protection floor feasibility studies are being tested in Benin, Burundi, Cameroon, El Salvador, Mozambique, Nepal, Thailand, Togo and Viet Nam.	

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<b>POL – Employment and Social Protection Segment</b>	GB.312/POL/3 Follow-up to the conclusions concerning the promotion of sustainable enterprises adopted by the International Labour Conference in June 2007	The Governing Body took note of the paper and invited the Office to take into account the views expressed during its discussion.	<p>The following actions are to be taken by the Office:</p> <ul style="list-style-type: none"> <li>– Work on the enabling environment for sustainable enterprises is being expanded in close collaboration with the social partners and governments, and the assessment methodology is being applied in more countries with emphasis on building the capacity of constituents. There has been a strong increase in the number of country outcomes proposed by field offices under the corresponding indicator (3.1).</li> <li>– Entrepreneurship education and training and business development for small and medium-sized enterprises continue to be the top priority for support reflected in proposed country outcomes and constitute a central plank of the ILO's support to member States, in particular targeting youth. A major update of the Start and Improve Your Business (SIYB) package in 2012–13 will be undertaken in close collaboration with the Bureau for Employers' Activities (ACT/EMP) and the Bureau for Workers' Activities (ACTRAV) and will more fully integrate the International Labour Conference conclusions of 2007.</li> <li>– More country outcomes are planned in 2012–13 relating to both responsible workplace practices and multinational enterprises, which should allow both targets to be met.</li> <li>– Assessments of impact and outreach started in previous biennia will be expanded to include more of the large technical assistance projects.</li> <li>– Consultations were held with ACT/EMP and ACTRAV in order to clarify points of view and the Office will continue to engage in consultations with constituents. A further discussion on sustainable enterprises will be scheduled in light of the consultations. The theme is to be discussed at the latest under the recurrent discussion in 2014.</li> </ul>	

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<b>POL – Social Dialogue Segment</b>	GB.312/POL/6 Labour administration and labour inspection: Follow-up to the general discussion at the 100th Session of the International Labour Conference	The Governing Body: (a) approved the action plan outlined in paragraphs 6–16 of document GB.312/POL/6; (b) subject to the availability of funding, approved the holding of a tripartite meeting of experts in the next biennium, as set out in paragraph 12 of document GB.312/POL/6, to examine private compliance initiatives in the light of international labour standards; and (c) requested the Director-General to: (i) take steps to give effect to the International Labour Conference conclusions on labour administration and labour inspection in a coordinated and efficient manner at headquarters and in the field, and report to the Governing Body, upon request, on progress and results achieved; and (ii) take such decisions as necessary to ensure the effective implementation of the action plan, including through strengthening the Labour Administration and Inspection Programme (LAB/ADMIN) capacity to meet these objectives.	The Office has integrated the various elements (including technical cooperation projects) contained in the plan of action, as adopted by the Governing Body in November 2011, into its outcome-based workplans for 2012–13 and has taken the first steps towards implementing them.	317th Session (March 2013)
<b>POL – Social Dialogue Segment</b>	GB.312/POL/8 Effect to be given to the recommendations of sectoral and technical meetings	The Governing Body authorized the Director-General to: (a) communicate the final report of the Global Dialogue Forum on Safety in the Supply Chain in Relation to Packing of Containers (Geneva, 21–22 February 2011) to governments of member States, requesting them to communicate the text to the employers' and workers' organizations concerned; and to communicate the report to the international employers' and workers' organizations and other international organizations concerned; it requested the Director-General to give due consideration to implementation arrangements for the recommendations made by the Forum; (b) communicate the text of the resolution concerning the ILO minimum basic wage for the able seafarer contained in Appendix I of document GB.312/POL/8 to governments of member States, drawing their attention to the paragraph relating to the increase in the wage figure which should be applied in substitution for those in paragraph 10 of the	The Office has begun to send out the reports and other documents contained in the paper. The Office has also engaged in consultations with the IMO with a view to establishing a joint ILO–IMO working group on the impact of the tonnage measurement of ships on the living and working conditions of seafarers and fishers, as requested.	An oral report on the outcomes of consultations with the IMO is envisaged for the 313th Session (March 2012)

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<b>POL – Technical Cooperation Segment</b>	GB.312/POL/9 Capacity development for constituents in Decent Work Country Programmes and technical cooperation: Follow-up	<p>Seafarers' Wages, Hours of Work and the Manning of Ships Recommendation, 1996 (No. 187), and Guideline B2.2.4 of the Maritime Labour Convention, 2006, on the minimum monthly basic pay or wage figure for able seafarers; communicate the text of the resolution to the international employers' and workers' organizations having consultative status; request governments to transmit the text of the resolution to the employers' and workers' organizations concerned; and, in due course, consult with the international employers' and workers' organizations concerned on the convening of a meeting of the Subcommittee on Wages of Seafarers of the Joint Maritime Commission as requested by the resolution.</p> <p>The Governing Body:</p> <p>(a) endorsed the terms of the draft resolution on guidelines on fair treatment of seafarers in the event of a maritime accident contained in Appendix II of document GB.312/POL/8; and (b) requested the Director-General to:</p> <p>(i) disseminate the resolution, once adopted by the International Maritime Organization (IMO) Assembly; and</p> <p>(ii) ensure that the Office, in collaboration with the IMO, continues to keep the problem of unfair treatment of seafarers in the event of a maritime accident under review and, as appropriate, periodically assesses the scale of the problem.</p> <p>The Governing Body authorized the Director-General to consult with the Secretary-General of the IMO with a view to establishing a joint ILO–IMO working group on the impact of the tonnage measurement of ships on the living and working conditions of seafarers and fishers.</p> <p>The Governing Body requested the Office to report on the results of the mapping of technical cooperation approaches at its November 2012 session and to make proposals in that report on how the current technical cooperation strategy could be adapted to strengthen a more programmatic approach to technical cooperation and capacity development.</p>	The mapping exercise was completed and an analytical report was prepared.	316th Session (November 2012)

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<b>POL – Technical Cooperation Segment</b>	GB.312/POL/10 ILO technical cooperation and Decent Work Country Programmes, 2009–10	The Governing Body took note of the paper and invited the Office to take into account the views expressed during its discussion, including the need to expand South–South and triangular cooperation, public–private partnerships and local resource mobilization; the need to outline efforts to ensure a more equitable resource distribution between outcomes, to provide more information on results achieved in the regions, to refine the result indicators, and to set out points for debate and decision; and the importance of engaging in better communication with donors on the implementation of projects and involving constituents in evaluations.	The topics of South–South and triangular cooperation and a regional perspective on technical cooperation are two separate items on the agenda of the Technical Cooperation Segment at the 313th Session (see GB.313/POL/7 and GB.313/POL/8). The other points will be addressed in a traditional item on the implementation of DWCPs and technical cooperation.	316th Session (November 2012)
<b>POL – Technical Cooperation Segment</b>	GB.312/POL/11 Enhanced programme of technical cooperation for the occupied Arab territories	The Governing Body took note of the paper and invited the Office to take into account the views expressed during its discussion, including the need for further resource mobilization and support to ongoing technical cooperation in the occupied Palestinian territory, and the need to report on such efforts and follow-up to the donor meeting held in November 2010.	A number of technical missions are foreseen to the occupied Palestinian territory during the first quarter of 2012, following which the decent work strategy for the occupied Palestinian territory will be finalized and launched by the end of the first half of 2012.	316th Session (November 2012)
<b>POL – Technical Cooperation Segment</b>	GB.312/POL/12 Follow-up to the ILO Declaration on Fundamental Principles and Rights at Work: Technical cooperation priorities and action plans regarding the elimination of discrimination in employment and occupation	Subject to the outcome of the June 2012 session of the International Labour Conference, the Governing Body endorsed the substantive priorities set out in paragraphs 12–13 of document GB.312/POL/12. With a view to the development, at the June 2012 session of the Conference, of a coherent, focused and sustainable plan of action, the Governing Body requested the Office to take into account, in the preparation of the recurrent discussion on fundamental principles and rights at work at that session, the proposals contained in GB.312/POL/12 and the views expressed in the course of the November 2011 Governing Body discussion of this issue; and to address the conclusions and recommendations of the independent evaluation of the ILO's strategy for the elimination of discrimination in employment and occupation (GB.312/PFA/9, Part 1).	The recurrent discussion on fundamental principles and rights at work is an item on the agenda of the 101st Session of the International Labour Conference (June 2012). A report has been prepared by the Office for that discussion, taking into account, inter alia, the proposals contained in GB.312/POL/12, the views expressed during the discussion of the issue at the 312th Session of the Governing Body, and the conclusions and recommendations of the independent evaluation of the ILO's strategy for the elimination of discrimination in employment and occupation. The Conference will elaborate on the content and orientation of a resulting plan of action.  The Office also pursued the implementation of activities in the endorsed priority areas. A guide on the elimination of racial discrimination in the workplace is being prepared. The inter-departmental coordination of workplans is being further enhanced through the implementation of outcome-based work planning, covering all regions and a number of headquarters departments. Efforts are under way to	

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<b>LILS – Legal Issues Segment</b>	GB.312/LILS/1 Promotion of the ratification of the 1986 Instrument of Amendment of the Constitution of the ILO	The Governing Body took note of the progress report, encouraged the Office to continue to promote ratification of the 1986 Instrument of Amendment to the Constitution of the International Labour Organisation taking into account the guidance provided during its discussion, and requested the Office to provide updated information at its 313th Session. The Office was further encouraged to consider new proposals arising from the discussion for presentation, as appropriate, to a future session of the Governing Body.	mainstream non-discrimination into a number of DWCPs, and some Regular Budget Supplementary Account (RBSA) resources have been allocated to activities for which no other resources were available.  The Office will inform the Governing Body at its 313th Session about the recent measures taken to promote the ratification of the Instrument for the Amendment of the Constitution of the International Labour Organisation and the latest ratifications registered (GB.313/INS/INF/2). A more detailed progress report will be submitted to the Governing Body in November 2012.	313th (March 2012) and 316th (November 2012) Sessions
<b>LILS – International Labour Standards and Human Rights Segment</b>	GB.312/LILS/5 Improvements in the standards-related activities of the ILO: ILO standards policy: The establishment and implementation of a standards review mechanism	The Governing Body, taking full account of the statements made, agreed to the establishment of a standards review mechanism (SRM) and invited further consultations on the modalities of the SRM with a view to identifying and resolving the concerns in relation to such a mechanism and to make a proposal to the Governing Body in March 2012 on the options set out in GB.312/LILS/5, bearing in mind the views expressed by the Governing Body members under this agenda item.	Consultations with the Employers, the Workers and the Regional Coordinators will take place before the 313th Session of the Governing Body.	313th Session (March 2012)
<b>PFA – Audit and Oversight Segment</b>	GB.312/PFA/8 Annual evaluation report 2010–11	The Governing Body: (a) confirmed the priorities for the programme of work; and (b) requested the Director-General to present a paper for adoption to the 313th Session (March 2012) of the Governing Body containing recommendations on how to give effect to the suggestions and planned next steps, including the incorporation of impact assessments as part of the recurrent discussion reports.	With inputs from the Bureau of Programming and Management (PROGRAM), the Partnerships and Development Cooperation Department (PARDEV) and Human Resources Development (HRD), the Evaluation Unit (EVAL) has prepared a detailed matrix identifying the long-term and short-term steps the Office will take to address or put into effect the suggestions contained in the 2010–11 annual evaluation report and the associated cost implications. Initial research on the methodology to be used for the systematic reviews that will be undertaken in conjunction with the recurrent discussion reports has already started.	313th Session (March 2012)

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<b>PFA – Audit and Oversight Segment</b>	GB.312/PFA/10 Review of the Independent Oversight Advisory Committee (IOAC)	The Governing Body decided to: (a) establish the IOAC as a permanent advisory body reporting to the Governing Body; (b) extend the mandate of the current five members of the IOAC until 16 November 2012 under the existing terms of reference as approved by the Governing Body at its 300th Session (November 2007); and (c) request the Director-General to continue to facilitate informal consultations in order to make proposals on: (i) the selection process for membership of the IOAC to the 313th Session (March 2012) of the Governing Body; and (ii) the revision of the terms of reference of the IOAC, no later than at the 316th Session (November 2012) of the Governing Body.	A paper will be submitted in March 2012 proposing new criteria for membership of the IOAC and a new selection process (GB.313/PFA/6/2). Once approved, the text will form part of more complete terms of reference to be submitted to the 316th Session of the Governing Body. Three rounds of informal consultations have been held on the text, most recently on 14 February.	313th (March 2012) and 316th (November 2012) Sessions
<b>PFA – Personnel Segment</b>	GB.312/PFA/13 Report of the International Civil Service Commission	The Governing Body: (a) noted the recommendation of the International Civil Service Commission (ICSC) on the increase of 0.13 per cent in the base/floor salary and consequential increases in separation payments, for staff in the Professional and higher categories, and authorized the Director-General to give effect in the ILO, through amendments to the Staff Regulations, to this increase, subject to its approval by the United Nations General Assembly; (b) approved the following amendment to article 14.7 of the Staff Regulations: Subject to the approval of the Governing Body, these Regulations may be amended, without prejudice to the acquired rights of officials, by the Director-General after consulting the Joint Negotiating Committee.  The Director-General <del>shall also</del> <u>may</u> amend the Regulations, without prejudice to the acquired rights of officials, and after consulting the Joint Negotiating Committee, in order to give effect to decisions of the International Civil Service Commission <u>and of the General Assembly on the recommendation of the Commission</u> concerning: (1) <u>salary scales;</u> (2) rates of allowances and benefits, <del>(other than pensions, dependency allowances, education grant, home leave, repatriation grant and termination indemnity)</del> the	In January 2012 the Office made the amendments to the Staff Regulations decided by the Governing Body, as well as those resulting from the decisions relating to the <i>Report of the International Civil Service Commission for 2011</i> made by the United Nations General Assembly on 24 December 2011. These amendments will be announced to staff in an Office Directive. A report on United Nations common system issues for 2011 is being submitted for information to the 313th Session of the Governing Body. It covers the decisions of the General Assembly on the conditions of service of staff and on pension matters (GB.313/PFA/INF/5).	313th Session (March 2012)

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<b>HL – Strategic Policy Segment</b>	GB.312/HL/1 Policy coherence in the multilateral system	<p>conditions of entitlement thereto, and standards of travel; and (23) the classification of duty stations for the purpose of applying post adjustments; <u>as well as in respect of non-controversial issues with no significant financial and policy implications</u>; the Governing Body shall be informed of such amendments</p> <p>The Governing Body requested the Director-General to take appropriate action and to prepare a further discussion on policy coherence in the multilateral system to be held in 2012; the Governing Body would then have before it a revised paper based on the content of discussions held at its 312th Session.</p>	The main current actions on policy coherence in the multilateral system involve Office work with the United Nations, the G20, the World Bank, the International Monetary Fund, the World Trade Organization, the Organisation for Economic Co-operation and Development (OECD) and the European Union. Material is being gathered for the revision of the November paper.	

