



Governing Body

334th Session, Geneva, 25 October–8 November 2018

GB.334/decisions

Decisions adopted by the Governing Body at its 334th Session (October–November 2018) and outcomes of the discussions

Institutional Section

1. Approval of the minutes of the 333rd Session of the Governing Body (GB.334/INS/1)

The Governing Body approved the minutes of its 333rd Session, as amended.

(GB.334/INS/1, paragraph 2.)

2. Agenda of the International Labour Conference

Agenda of future sessions of the International Labour Conference (GB.334/INS/2/1)

The Governing Body:

- (a) decided to place on the agenda of the 109th Session of the Conference (2020) an item related to inequality and the world of work (general discussion);
- (b) decided to place on the agenda of the 110th Session of the Conference (2021) an item related to Apprenticeships (standard setting);
- (c) decided to place on the agenda of the 109th Session of the Conference (2020) an item on the abrogation of Conventions Nos 8, 9, 16, 53, 73, 74, 91 and 145 and the withdrawal of Conventions Nos 7, 54, 57, 72, 76, 93, 109, 179 and 180 as well as of Recommendations Nos 27, 49, 107, 137, 139, 153, 154, 174, 186 and 187;
- (d) decided to place on the agenda of the 111th Session of the Conference (2022) an item on the withdrawal of Recommendation No. 20;

- (e) decided to place on the agenda of the 113th Session of the Conference (2024) an item on the abrogation of Conventions Nos 45, 62, 63 and 85;
- (f) decided to place on the agenda of the 109th Session of the Conference (2020) at least one further technical item, by its 335th Session (March 2019); and
- (g) provided guidance in relation to the setting of the Conference agenda beyond 2020 both as regards the strategic approach and the subjects under consideration, in particular as to the 110th Session of the Conference (2021).

(GB.334/INS/2/1, paragraph 31, as amended by the Governing Body.)

Agenda of the 108th (Centenary) Session

(GB.334/INS/2/2)

The Governing Body:

- (a) took note of the document;
- (b) endorsed the proposals for the format of the 2019 session of the Conference;
- (c) endorsed the Director-General's proposals for the nature, format and consultation process for the development of a draft outcome document for consideration by the Conference at its 2019 session; and
- (d) requested the Director-General to provide a further update on arrangements for the 2019 session of the Conference at the 335th Session (March 2019) of the Governing Body.

(GB.334/INS/2/2, paragraph 21.)

3. Matters arising out of the work of the 107th Session (2018) of the International Labour Conference

Follow-up to the resolution concerning effective ILO development cooperation in support of the Sustainable Development Goals

(GB.334/INS/3/1)

In order to give effect to the conclusions concerning effective ILO development cooperation in support of the Sustainable Development Goals, the Governing Body requested the Director-General to take into account its guidance on the implementation of the proposed plan of action for the preparation of the ILO Development Cooperation Strategy 2020–25.

(GB.334/INS/3/1, paragraph 32.)

Follow-up to the resolution concerning the second recurrent discussion on social dialogue and tripartism
(GB.334/INS/3/2)

The Governing Body requested the Director-General to take into account the guidance provided by the Governing Body and to prepare a revised action plan to be presented at its 335th Session in March 2019.

(GB.334/INS/3/2, paragraph 20, as amended by the Governing Body.)

4. Update on the United Nations reform
(GB.334/INS/4)

The Governing Body:

- (a) welcomed the United Nations General Assembly resolution “Repositioning of the United Nations development system in the context of the quadrennial comprehensive policy review of operational activities for development of the United Nations system” (A/RES/72/279) adopted on 31 May 2018 and the implications for the work of the ILO;
- (b) requested the Director-General to take leadership in ensuring tripartism and the specific role of the social partners in the implementation of the resolution and related inter-agency coordination mechanisms, taking fully into account the views and positions expressed in the Governing Body on this matter at its current and previous sessions;
- (c) decided to review the implications, challenges and opportunities of the UN reform for the ILO at its March 2019 session on the basis of a comprehensive analysis to be prepared by the Office, in consultation with the constituents, and a plan of action to implement the reform addressing issues and challenges expressed by the Governing Body, including how to preserve the ILO’s tripartite governance structure, normative mandate and programmatic priorities;
- (d) took note of the strong commitment expressed by the governments to the principle of tripartism and the importance of the role that the social partners should play in the implementation of the reformed UN system;
- (e) requested the Director-General to organize regular consultations with the constituents on, inter alia, the promotion of tripartism in the context of the reform of the UN development system with a view to feeding into the ILO’s strategy for its engagement in the reform process (and to foster dialogue between Geneva and New York);
- (f) expressed understanding for the demands of the International Trade Union Confederation and the International Organisation of Employers to be granted observer status in the United Nations General Assembly in order to allow for their participation in the sessions and the work of the General Assembly with respect to the UN reform process, and agreed to bring this matter to the next Governing Body session to consider further appropriate action; and
- (g) decided that the cost of the doubling of the cost-sharing contribution to the Resident Coordinator system for 2019, estimated at US\$2.2 million, would be financed in the first instance from savings that might arise under Part I of the budget for 2018–19 or, failing that, through the use of the provision for unforeseen expenditure, in Part II. Should that not prove possible, the Director-General would propose alternative methods of financing at a later stage in the 2018–19 biennium.

(GB.334/INS/4, paragraph 35, as amended by the Governing Body.)

5. The Standards Initiative: Implementing the workplan for strengthening the supervisory system – Progress report (GB.334/INS/5)

The Governing Body, based on the proposals set out in documents GB.334/INS/5 and GB.332/INS/5(Rev.) and the further guidance provided during the discussion and the tripartite consultations:

- (1) Approved the following measures concerning the operation of the representations procedure under article 24 of the Constitution:
 - (a) arrangements to allow for optional voluntary conciliation or other measures at the national level, leading to a temporary suspension, for a maximum period of six months, of the examination of the merits of a representation by the ad hoc committee. The suspension would be subject to the agreement of the complainant as expressed in the complaint form, and the agreement of the government. These arrangements would be reviewed by the Governing Body after a two-year trial period;
 - (b) publication of an information document on the status of pending representations at the March and November sessions of the Governing Body;
 - (c) members of article 24 ad hoc tripartite committees need to receive all information and relevant documents from the Office 15 days in advance of their meetings and members of the Governing Body should receive the final report of article 24 ad hoc tripartite committees three days before they are called to adopt their conclusions;
 - (d) ratification of the Conventions concerned as a condition for membership of Governments in ad hoc committees unless no Government titular or deputy member of the Governing Body has ratified the Conventions concerned;
 - (e) maintaining existing measures and exploring other possible measures to be agreed upon by the Governing Body for the integrity of procedure and to protect ad hoc committee members from undue interference; and
 - (f) reinforced integration of follow-up measures in the recommendations of committees and a regularly updated document on the effect given to these recommendations for the information of the Governing Body, as well as continuing to explore modalities for follow-up action on the recommendations adopted by the Governing Body concerning representations.
- (2) Approved the measures proposed on the streamlining of reporting on ratified Conventions concerning:
 - (a) thematic grouping for reporting purposes under a six-year cycle for the technical Conventions with the understanding that the Committee of Experts further reviews, clarifies and, where appropriate, broadens the criteria for breaking the reporting cycle with respect to technical Conventions; and
 - (b) a new report form for simplified reports (Appendix II of GB.334/INS/5).
- (3) Decided to continue to explore concrete and practical measures to improve the use of article 19, paragraphs 5(e) and 6(d), of the Constitution, including with the purpose of

enhancing the functions of General Surveys and improving the quality of their discussion and follow-up.

- (4) Instructed the Committee on Freedom of Association to examine representations referred to it according to the procedures set out in the Standing Orders for the examination of article 24 representations, to ensure that representations referred to it be examined according to the modalities set out in the Standing Orders.
- (5) Encouraged the Committee of Experts to pursue the examination of thematically related issues in consolidated comments; and invites it to make proposals on its possible contribution to optimizing the use made of article 19, paragraphs 5(e) and 6(d), of the Constitution, in particular by considering measures to improve the presentation of General Surveys, so as to ensure a user-friendly approach and format that maximizes their value for constituents.
- (6) Invited the Conference Committee on the Application of Standards to consider, through the informal tripartite consultations on its working methods, measures to enhance its discussion of General Surveys.
- (7) Requested the Office to present at its 335th Session (March 2019) following consultations with the tripartite constituents:
 - (a) concrete proposals to prepare the discussion on actions 1.2 (regular conversation between the supervisory bodies) and 2.3 (consideration of further steps to ensure legal certainty), including, but not limited to, organizing a tripartite exchange of views in the second semester of 2019 on article 37(2) of the Constitution;
 - (b) a report on progress towards the development of a guide on established practices of the supervisory system, bearing in mind the guidance received on action 2.1 (consideration of the codification of the article 26 procedure);
 - (c) further detailed proposals on the use of article 19, paragraphs 5(e) and 6(d), of the Constitution, including in relation to the Annual Review under the Follow-up to the ILO Declaration on Fundamental Principles and Rights at Work;
 - (d) a report on progress towards the development of detailed proposals for electronic accessibility to the supervisory system for constituents (e-reporting, section 2.1 of GB.332/INS/5(Rev.)) bearing in mind the concerns raised by constituents during the discussion;
 - (e) more information on a pilot project for the establishment of baselines for the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) (section 2.2.2.2 of GB.332/INS/5(Rev.)); and
 - (f) a report on progress towards completing the Standards Initiative workplan as revised by the Governing Body in March 2017, including information on progress made with regard to the review and possible further improvements of their working methods by the supervisory bodies in order to strengthen tripartism, coherence, transparency and effectiveness.

(GB.334/INS/5, paragraph 21, as amended by the Governing Body.)

6. Report of the Tenth European Regional Meeting
(Istanbul, 2–5 October 2017)
(GB.334/INS/6)

The Governing Body requested the Director-General to:

- (a) draw the attention of ILO constituents, in particular those of the European region, to the Istanbul Initiative by making the text of the Initiative available to:
 - (i) the governments of all member States, requesting them to communicate the text to national employers' and workers' organizations;
 - (ii) the official international organizations and non-governmental international organizations concerned;
- (b) take the Istanbul Initiative into consideration when implementing current programmes and in developing future programme and budget proposals.

(GB.334/INS/6, paragraph 213.)

7. Review and possible revisions of formats and Standing Orders for meetings
(GB.334/INS/7(Rev.))

The Governing Body decided:

- (a) to adopt the Standing Orders for technical meetings and the Standing Orders for meetings of experts contained in the appendix of document GB.334/INS/7(Rev.);
- (b) that the Standing Orders for technical meetings and the Standing Orders for meetings of experts replace, with immediate effect, the Standing Orders for sectoral meetings and the note on "General characteristics of sectoral meetings", adopted by the Governing Body at its 264th Session (November 1995); and
- (c) to review the Standing Orders for technical meetings and the Standing Orders for meetings of experts at its March 2022 session.

(GB.334/INS/7(Rev.), paragraph 6.)

8. Follow-up to the decision adopted by the Governing Body at its 331st Session to support the technical cooperation programme agreed between the Government of Qatar and the ILO and its implementation modalities
(GB.334/INS/8)

The Governing Body takes note of the report on ILO activities in Qatar.

(GB.334/INS/8, paragraph 27.)

9. Complaint concerning non-observance by Guatemala of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), made by delegates to the 101st Session (2012) of the International Labour Conference under article 26 of the ILO Constitution (GB.334/INS/9(Rev.))

In view of the report of the tripartite mission that visited Guatemala from 26 to 29 September 2018, taking note, on the one hand, of the significant contribution of the National Tripartite Committee on Labour Relations and Freedom of Association to more mature and constructive social dialogue and of the agreement reached by the national tripartite constituents on the principles that should guide the legislative reforms aimed at ensuring conformity with ILO Conventions Nos 87 and 98, and, on the other hand, of the need to pursue the efforts undertaken so as to ensure that the positive process of social dialogue leads to a comprehensive/effective and sustained implementation of the roadmap, and in light of the progress achieved and of the matters remaining to be resolved, the Governing Body:

- (a) declared closed the procedure initiated under article 26 of the ILO Constitution concerning the abovementioned complaint;
- (b) firmly called on the Government, the Guatemalan social partners and the other relevant public authorities, with the support of the IOE and the ITUC, and the technical assistance of the Office, to elaborate and adopt legislative reforms that fully comply with point 5 of the roadmap;
- (c) firmly called on the Government, together with the Guatemalan social partners, and with the technical assistance of the Office, to continue to devote all the efforts and resources necessary to achieve a sustained and comprehensive implementation of the other aspects of the roadmap;
- (d) established that, in line with the National Tripartite Agreement of November 2017, the Government of Guatemala would report on the further action taken at the Governing Body sessions of October–November 2019 and October–November 2020;
- (e) requested the Office to implement without delay a robust and comprehensive technical assistance programme to ensure the sustainability of the current social dialogue process as well as further progress in the implementation of the roadmap; and
- (f) encouraged the international community to contribute to this technical assistance programme by providing the necessary resources.

(GB.334/INS/9(Rev.), paragraph 48, option 2.)

10. Reports of the Committee on Freedom of Association (GB.334/INS/10)

The Governing Body took note of the introduction to the Report of the Committee, contained in paragraphs 1–68, and adopted the recommendations made in paragraphs: 127 (Cases Nos 3248, 3257 and 3272: Argentina); 140 (Case No. 2318: Cambodia); 151 (Case No. 3212: Cameroon); 227 (Case No. 3274: Canada); 244 (Case No. 3184: China); 282 (Case No. 3090: Colombia); 315 (Case No. 3137: Colombia); 345 (Case No. 3150: Colombia); 366 (Case No. 3297: Dominican Republic); 414 (Case No. 2609: Guatemala); 447 (Case

No. 3032: Honduras); 481 (Case No. 3287: Honduras); 511 (Case No. 2508: Islamic Republic of Iran); 522 (Case No. 3081: Liberia); 531 (Case No. 3076: Republic of Maldives); 559 (Case No. 3018: Pakistan); 575 (Case No. 2982: Peru); 598 (Case No. 3170: Peru); 610 (Case No. 3190: Peru); 628 (Case No. 3119: Philippines); 654 (Case No. 3185: Philippines); 669 (Case No. 3113: Somalia), and adopted the 387th Report of its Committee on Freedom of Association as a whole.

(GB.334/INS/10.)

11. Report of the Board of the International Training Centre of the ILO, Turin – Report of the 81st Session of the Board of the Centre (Turin, 25–26 October 2018)
(GB.334/INS/11(Rev.))

The Governing Body took note of the report.

(GB.334/INS/11(Rev.))

12. Report of the Working Party on the Functioning of the Governing Body and the International Labour Conference
(GB.334/INS/12(Rev.))

**Functioning of the International Labour Conference:
Analysis of the 107th Session (2018)**

Following the discussion and lessons learned from the 107th Session of the Conference (May–June 2018), and on the recommendation of the Working Party on the Functioning of the Governing Body and the International Labour Conference, the Governing Body decided to:

- (a) continue to explore further improvements taking into account the discussion in the Working Party;
- (b) request the Director-General to prepare for its consideration at the 335th Session (March 2019), a detailed work plan for the 108th Session of the Conference (June 2019) based on a two-week format;
- (c) request the Director-General to take into account the discussion of the Working Party in developing proposals for the work plan of future sessions of the Conference.

(GB.334/INS/12(Rev.), paragraph 25.)

Comprehensive review of the Standing Orders of the Conference: Progress report of the inter-sessional consultations

On the recommendation of the Working Party, the Governing Body took note of the second progress report on the inter-sessional consultations concerning the comprehensive review of the Standing Orders of the Conference contained in document GB.334/WP/GBC/2, and provided guidance on the next stages.

(GB.334/INS/12(Rev.), paragraph 30.)

Revised Introductory Note to the Rules for Regional Meetings

On the recommendation of the Working Party, the Governing Body:

- (a) adopted the revised Introductory note set out in Appendix I of document GB.334/WP/GBC/3;
- (b) approved the list of Members to be invited as full Members by region set out in Appendix II of the document.

(GB.334/INS/12(Rev.), paragraph 40.)

13. Report of the Director-General – Main report (GB.334/INS/13)

The Governing Body took note of the information contained in document GB.334/INS/13 concerning membership of the organization, progress in international labour legislation and internal administration.

Report of the Director-General – Addendum **Obituaries** (GB.334/INS/13(Add.))

Mr Ali Ibrahim

The Governing Body paid tribute to the memory of Mr Ali Ibrahim and invited the Director-General to convey its condolences to the family of Mr Ibrahim and to the Organization of African Trade Union Unity (OATUU).

(GB.334/INS/13(Add.), paragraph 7.)

Mr Birahima Nacoulma

The Governing Body paid tribute to the memory of Mr Birahima Nacoulma and invited the Director-General to convey its condolences to the family of Mr Nacoulma, to Business Africa and to the International Organisation of Employers (IOE).

(GB.334/INS/13(Add.), paragraph 13.)

Mr Bernard Boisson

The Governing Body paid tribute to the memory of Mr Boisson and invited the Director-General to convey its condolences to the family of Mr Boisson, to the International Organisation of Employers (IOE), and to the Movement of French Enterprises (MEDEF).

(GB.334/INS/13(Add.), paragraph 17.)

First Supplementary Report: Follow-up to the ILO Centenary Initiatives
(GB.334/INS/13/1)

The Governing Body requested the Director-General:

- (i) to take account of its guidance with regard to the Centenary Initiatives, and to facilitate the strong involvement of constituents in their implementation; and
- (ii) to incorporate the continued implementation of the Centenary Initiatives into the follow-up to the 108th Session (2019) of the International Labour Conference.

(GB.334/INS/13/1, paragraph 26.)

Second Supplementary Report: Composition of the Governing Body – Update on the status of ratification of the 1986 Instrument for the Amendment of the Constitution of the ILO
(GB.334/INS/13/2)

The Governing Body requested the Director-General:

- (a) to continue promotional efforts for the ratification of the 1986 Instrument for the Amendment of the Constitution of the ILO; and
- (b) to report at future Governing Body sessions on the results obtained, including outcomes of visits to non-ratifying member States, and the feedback from Members on the reasons that prevented or delayed ratification.

(GB.334/INS/13/2, paragraph 6, as amended by the Governing Body.)

Third Supplementary Report: Follow-up to Governing Body decisions
(GB.334/INS/13/3)

The Governing Body requested the Office to prepare, for its 337th Session (November 2019), a supplementary report on the follow-up to the decisions adopted since November 2017.

(GB.334/INS/13/3, paragraph 5.)

Fourth Supplementary Report: Documents submitted for information only
(GB.334/INS/13/4)

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

(GB.334/INS/13/4, paragraph 3.)

Fifth Supplementary Report: Designation of the Employer and Worker representatives in the development and implementation of international safety standards on occupational radiation protection
(GB.334/INS/13/5)

The Governing Body renewed the nominations of Mr Mike Gaunt and Mr Tasos Zodiates to represent the Employers and Workers respectively for the work of the Office at the Radiation Safety Standards Committee during its 2018–20 term.

(GB.334/INS/13/5, paragraph 6.)

Sixth Supplementary Report: Composition of the Committee on Freedom of Association
(GB.334/INS/13/6)

The Governing Body appointed Mr Thomas Mackall (United States), Employer regular member of the Governing Body, as Employer deputy member of the Committee on Freedom of Association with immediate effect, and Mr Aurelio Linero Mendoza (Panama) as Government regular member of the Committee on Freedom of Association with effect from 1 January 2019, in replacement, respectively, of Ms Lidija Horvatić (Croatia) and Ms Graciela Sosa (Argentina) for the remainder of the period of office of the Governing Body for 2017–20.

(GB.334/INS/13/6, paragraph 3.)

14. Reports of the Officers of the Governing Body

First report: Arrangements for the 14th African Regional Meeting
(GB.334/INS/14/1)

The Governing Body, on the recommendation of its Officers:

- (a) approved the proposed dates, venue, agenda, composition and arrangements for the 14th African Regional Meeting proposed in document GB.334/INS/14/1; and
- (b) decided that the cost of providing document translation and interpretation services in Portuguese for the 14th African Regional Meeting, estimated to cost up to US\$95,000, would be financed in the first instance from savings that might arise under Part I of the budget for 2018–19 or, failing that, through the use of the provision for unforeseen expenditure, in Part II. Should that not prove possible, the Director-General would propose alternative methods of financing at a later stage in the 2018–19 biennium.

(GB.334/INS/14/1, paragraph 9, as amended by the Governing Body.)

Second report: Representation alleging non-observance by Chile of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), made under article 24 of the ILO Constitution by the Single Central Organization of Chilean Workers (CUT)
(GB.334/INS/14/2)

In the light of the information contained in document GB.334/INS/14/2, 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.334/INS/14/2, paragraph 5.)

Third report: Representation alleging non-observance by Sri Lanka of the Labour Inspection Convention, 1947 (No. 81), and the Protection of Wages Convention, 1949 (No. 95), made under article 24 of the ILO Constitution by the Flight Attendants' Union (FAU)
(GB.334/INS/14/3)

In the light of the information contained in document GB.334/INS/14/3, 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.334/INS/14/3, paragraph 5.)

15. Composition, agenda and programme of standing bodies and meetings
(GB.334/INS/15(Rev.))

Committee of Experts on the Application of Conventions and Recommendations

The Governing Body, on the recommendation of its Officers:

- (a) reappointed Mr Brudney (United States), Ms Machulskaya (Russian Federation), Ms Monaghan (United Kingdom) and Ms Owens (Australia) for a period of three years, as members of the Committee of Experts on the Application of Conventions and Recommendations; and
- (b) appointed Professor Kamala Sankaran (India) as a member of the Committee for a period of three years, in order to fill the current vacancy.

(GB.334/INS/15(Rev.), paragraph 3.)

Meeting of experts on cross-border social dialogue (Geneva, 12–15 February 2019)

The Governing Body, on the recommendation of its Officers, approved the holding of a meeting of experts on cross-border social dialogue on the dates proposed, as well as with the proposed composition in accordance with the Standing Orders for meetings of experts.

(GB.334/INS/15(Rev.), paragraph 7.)

Appointment of Governing Body representatives on various bodies

Sectoral Meeting on the Recruitment and Retention of Seafarers and the Promotion of Opportunities for Women Seafarers (Geneva, 25 February–1 March 2019)

The Governing Body appointed as its representative and Chairperson to the Sectoral Meeting on the Recruitment and Retention of Seafarers and the Promotion of Opportunities for Women Seafarers a member designated by the Employers' group.

(GB.334/INS/15(Rev.), paragraph 9.)

Sectoral Meeting on Promoting Decent Work and Safety and Health in Forestry (Geneva, 6–10 May 2019)

The Governing Body appointed as its representative and Chairperson to the Sectoral Meeting on Promoting Decent Work and Safety and Health in Forestry a member appointed by the Workers' group.

(GB.334/INS/15(Rev.), paragraph 11.)

Proposed invitations of intergovernmental organizations and international non-governmental organizations to official meetings

The Governing Body, on the recommendation of its Officers, authorized the Director-General to invite the organizations listed in paragraph 13 of GB.334/INS/15(Rev.) as observers to the meetings listed therein.

(GB.334/INS/15(Rev.), paragraph 14.)

Programme of meetings for 2018–19 and advance information for 2020

The Governing Body took note of the Programme of Meetings, as approved by the Officers of the Governing Body.

(GB.334/INS/15(Rev.), paragraph 15.)

Legal Issues and International Labour Standards Section

- 1. Follow-up to the discussion on the protection of Employers' and Workers' delegates to the International Labour Conference and Regional Meetings and members of the Governing Body in relation to the authorities of a State of which they are a national or a representative**
(GB.334/LILS/1)

Taking into account the information provided in document GB.334/LILS/1 and the views expressed in the ensuing discussion, the Governing Body deferred the adoption of the draft decision set forth in paragraph 9 of the document to its 335th Session (March 2019).

(GB.334/LILS/1, paragraph 9, as amended by the Governing Body.)

- 2. Report of the third meeting of the Special Tripartite Committee established under the Maritime Labour Convention, 2006, as amended (Geneva, 23–27 April 2018) – Report of the Chairperson to the Governing Body, in accordance with article 16 of the Standing Orders of the Special Tripartite Committee**
(GB.334/LILS/2(Rev.))

The Governing Body took note of the report of the Chair of the STC concerning its third meeting and:

- (a) welcomed the work conducted by the STC in relation to the review of 34 maritime-related international labour standards and the consensual recommendations thereon;
- (b) decided that the 34 maritime-related instruments reviewed by the STC should be classified as outdated, and requested the Office to take the necessary follow-up action in that regard;
- (c) noted the STC's recommendations concerning the withdrawal of Recommendations Nos 27, 49, 107, 137, 139, 153, 154, 174, 186 and 187 as well as of Conventions Nos 7, 54, 57, 72, 76, 93, 109, 179 and 180, in relation to which it would consider placing an item on the agenda of the 109th Session (2020) of the International Labour Conference (see GB.334/INS/2);
- (d) took note of the juridical replacement of Recommendation No. 109 by Recommendation No. 187 and of Recommendation No. 77 by Recommendation No. 137 and requested the Office to take the necessary follow-up action;
- (e) noted the STC's recommendations concerning the abrogation of Conventions Nos 8, 9, 16, 53, 73, 74, 91 and 145, in relation to which it would consider placing an item on the agenda of the 109th Session (2020) of the International Labour Conference (see GB.334/INS/2) and drew the attention of the SRM TWG to any issues that may arise from the abrogation of Convention No. 145;

- (f) noted as well the STC's recommendations to review the situation of five outdated Conventions, i.e. Conventions Nos 22, 23, 58, 146 and 166, at the next meeting of the STC in 2021;
- (g) requested the Office to encourage countries bound by outdated Conventions to ratify the MLC, 2006 and to encourage countries having ratified the MLC, 2006 and still bound by outdated Conventions in respect of non-metropolitan territories to extend the application of the MLC, 2006 to those territories;
- (h) endorsed the establishment of a subsidiary body of the STC with the mandate described in paragraph 20 of document GB.334/LILS/2(Rev.);
- (i) appointed Ms Julie Carlton (United Kingdom) for a second term as the Chairperson of the STC for a three-year term (2019–21); and
- (j) decided to convene the fourth meeting of the STC in 2021 (18–22 April), and requested the Director-General to include a provision for that purpose in the Programme and Budget proposals for 2020–21.

(GB.334/LILS/2(Rev.), paragraph 22, as amended by the Governing Body.)

3. The Standards Initiative: Report of the fourth meeting of the Standards Review Mechanism Tripartite Working Group (Geneva, 17–21 September 2018) – Report of the Officers, in accordance with paragraph 17 of the terms of reference of the Standards Review Mechanism Tripartite Working Group (GB.334/LILS/3)

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

- (a) welcomed the commencement, by the SRM TWG, of the crucially important discussion of its institutional implications with the aim of ensuring the sustainability of its process, and looks forward to continuing to receive updates from the SRM TWG in relation to its ongoing consideration of how to ensure follow-up to the SRM TWG is implemented as a matter of institutional priority, and how to ensure coherence and consistency in the standards policy framework in relation to occupational safety and health (OSH) instruments;
- (b) decided that the nine instruments concerning OSH (general provisions and specific risks) reviewed by the SRM TWG should be considered to have the classifications it has recommended, and requests the Office to take the necessary follow-up action in that regard;
- (c) called upon the Organization and its tripartite constituents to take appropriate measures to follow up on its recommendations relating to standard setting as well as to the time-bound element of all recommendations resulting from its review of standards, including follow-up action involving abrogation and withdrawal of outdated standards, giving due consideration to the availability of technical assistance to encourage ratification of up-to-date instruments;

- (d) requested the Office to commence work on a study on gender equality in the mining sector, a revision of the 1992 Code of practice on safety and health in construction, the development of guidelines on the general principles in the Labour Inspection Convention, 1947 (No. 81), and the Labour Inspection (Agriculture) Convention, 1969 (No. 129), and requested the International Conference of Labour Statisticians (ICLS) to call on member States currently bound by the Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63), to consider ratification of Labour Statistics Convention, 1985 (No. 160);
- (e) noted the SRM TWG's intention to monitor the implementation of its recommendations to promote ratification of certain instruments at its own future meetings, as well as to monitor progress in relation to the ratification of the Safety and Health in Mines Convention, 1995 (No. 176) and the study concerning gender equality in the mining sector within the context of the labour protection recurrent discussion that would take place in 2022;
- (f) noted the SRM TWG's recommendations concerning the abrogation and withdrawal of certain instruments, in relation to which it will consider (see GB.334/INS/2):
 - (i) placing on the agenda of the 111th Session (2022) of the International Labour Conference an item concerning the withdrawal of the Labour Inspection Recommendation, 1923 (No. 20); and
 - (ii) placing on the agenda of the 113th Session (2024) of the International Labour Conference an item concerning the abrogation of the Underground Work (Women) Convention, 1935 (No. 45), the Safety Provisions (Building) Convention, 1937 (No. 62), the Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63), and the Labour Inspectorates (Non-Metropolitan Territories) Convention, 1947 (No. 85);
- (g) noted the work undertaken by the Office in follow-up to the recommendations of the SRM TWG at its second and third meetings and requested the Office to continue this follow-up as planned;
- (h) decided that the SRM TWG would examine the nine instruments concerning employment policy (eight instruments and one outdated instrument), within sets of instruments 1 and 4 of the revised initial programme of work, in its fifth meeting; and
- (i) decided to convene the fifth meeting of the SRM TWG from 23 to 27 September 2019.

(GB.334/LILS/3, paragraph 5.)

4. Choice of Conventions and Recommendations on which reports should be requested under article 19, paragraphs 5(e) and 6(d), of the ILO Constitution in 2020 (GB.334/LILS/4)

The Governing Body requested the Office to prepare, for its consideration at its next session in March 2019, the article 19 report form on the instruments related to “Decent work for care economy workers in a changing economy” (Nursing Personnel Convention, 1977 (No. 149), Nursing Personnel Recommendation, 1977 (No. 157), Domestic Workers Convention, 2011 (No. 189), and Domestic Workers Recommendation, 2011 (No. 201)) for the General Survey to be prepared by the Committee of Experts on the Application of

Conventions and Recommendations (CEACR) in 2020 for discussion by the Conference Committee on the Application of Standards in 2021.

(GB.334/LILS/4, paragraph 20.)

Programme, Financial and Administrative Section

1. Preliminary overview of the Programme and Budget proposals for 2020–21 (GB.334/PFA/1)

The Governing Body requested the Director-General to take into account its guidance on responding to the contextual challenges and on action to realize the objectives of the “ILO 2021” vision, with a particular focus on strengthening the institutional capacities of ILO tripartite constituents when preparing the Programme and Budget proposals for 2020–21 to be submitted to the 335th Session (March 2019) of the Governing Body.

(GB.334/PFA/1, paragraph 33, as amended by the Governing Body.)

2. Update on the headquarters building renovation project (GB.334/PFA/2)

The Governing Body requested the Director-General to:

- (a) pursue discussions with the local authorities and other interested parties on the possible sale of plot 4057;
- (b) provide the Governing Body with a progress report on both the ongoing construction work and the possibilities for development and sale of plot 4057 at its next session.

(GB.334/PFA/2, paragraph 19, as amended by the Governing Body.)

3. Progress report on the implementation of the Information Technology Strategy 2018–21

The Governing Body took note of the report contained in document GB.334/PFA/3 and provided guidance to the Office.

4. Other financial questions – Appointments to the Investments Committee of the International Labour Organization (GB.334/PFA/4)

The Governing Body renewed the appointment of Mr René Zagolin, Mr Xavier Guillon and Mr Max Bärtsch as members of the Investments Committee for a further period of three years, expiring on 31 December 2021.

(GB.334/PFA/4, paragraph 3.)

5. Independent Oversight Advisory Committee: Appointments
(GB.334/PFA/5)

The Governing Body decided:

- (a) to convey its appreciation to Ms Bushra Naz Malik and Mr Luis Chinchilla for the valuable contributions they have made to the work of the Independent Oversight Advisory Committee (IOAC) during the periods 2013–15 and 2016–18;
- (b) to appoint Mr Frank Harnischfeger and Mr N.R. Rayalu as continuing members, Ms Malika Ait-Mohamed Parent, Mr Verasak Liengsrirawat and Ms Marian McMahon as new members of the IOAC for a term of three years commencing on 1 January 2019, and to retain the candidatures of Mr Rohil Hafeez, Ms Lynn Haight, Mr Igors Ludborz and Mr Ciaran Spillane on a reserve list; and
- (c) to request the Director-General to use the Office field structure to further disseminate the search information to member States and social partners and to ensure sufficient time is foreseen for this process in an effort to further diversify and expand the pool of candidates.

(GB.334/PFA/5, paragraph 9, as amended by the Governing Body.)

6. Annual evaluation report 2017–18
(GB.334/PFA/6)

The Governing Body took note of the report contained in document GB.334/PFA/6 and endorsed the recommendations (paragraphs 17, 77 and 88) for implementation by the ILO, to be reported on in subsequent annual evaluation reports. It also confirmed the priorities identified in the report for the 2019–21 programme of work for evaluations.

(GB.334/PFA/6, paragraph 89.)

7. High-level evaluations of strategies and Decent Work Country Programmes
(GB.334/PFA/7)

The Governing Body requested the Director-General to take into consideration the recommendations of the three high-level independent evaluations presented in document GB.334/PFA/7 (paragraphs 33–39, 71–79 and 120–126) and to ensure their appropriate implementation.

(GB.334/PFA/7, paragraph 136.)

8. Matters relating to the Joint Inspection Unit (JIU): Reports of the JIU
(GB.334/PFA/8)

The Governing Body noted the information contained in the report (GB.334/PFA/8) and provided guidance to the Office.

9. Appointment of the External Auditor (GB.334/PFA/9)

The Governing Body decided to reappoint the Chairperson of the Commission on Audit, Republic of the Philippines as External Auditor for a period of four years from 1 April 2020, covering the 77th and 78th financial periods.

(GB.334/PFA/9, paragraph 6.)

12. Matters relating to the Administrative Tribunal of the ILO

Proposed amendments to the Statute of the Tribunal (GB.334/PFA/12/1)

The Governing Body decided to defer consideration of this item to its 335th Session (March 2019).

(GB.334/PFA/12/1.)

Withdrawal of the recognition of the Tribunal's jurisdiction by the Technical Centre for Agricultural and Rural Cooperation (GB.334/PFA/12/2(Rev.))

The Governing Body:

- (a) took note of the intention of the Technical Centre for Agricultural and Rural Cooperation (CTA) to discontinue its recognition of the jurisdiction of the Administrative Tribunal;
- (b) confirmed that the CTA will no longer be subject to the competence of the Tribunal with effect from the date of this decision except as regards the complaint currently pending before the Tribunal;
- (c) requested the Director-General to follow up with the CTA regarding the payment of any outstanding costs.

(GB.334/PFA/12/2(Rev.), paragraph 6.)

Status of the judges of the Administrative Tribunal of the ILO (GB.334/PFA/12/3(Rev.))

The Governing Body recommended that the International Labour Conference adopt the following resolution granting the status of “officials other than Office officials” to the judges of the ILO Administrative Tribunal, and that this status be also reflected in the Statute of the ILO Administrative Tribunal.

Resolution concerning the status of the judges of the
Administrative Tribunal of the International Labour Organization

The General Conference of the International Labour Organization, meeting in its 108th Session, June 2019,

Considering it desirable to extend the privileges and immunities contained in Article VI, Section 19 of the Convention on the Privileges and Immunities of the Specialized Agencies to the judges of the Administrative Tribunal of the International Labour Organization;

Noting that United Nations General Assembly Resolution A/RES/70/112 has harmonized the privileges and immunities of the judges of the United Nations Dispute and Appeals Tribunals so that the judges of both Tribunals are considered officials other than Secretariat officials;

Considering it appropriate to align the status of the judges of the Administrative Tribunal of the International Labour Organization with that of the judges of the United Nations Dispute and Appeals Tribunals;

Decides that the judges of the Administrative Tribunal of the International Labour Organization shall be considered as officials other than Office officials and thereby benefit from the privileges and immunities specified in Article VI, Section 19 of the Convention on the Privileges and Immunities of the Specialized Agencies;

Decides to amend the Statute of the Administrative Tribunal by inserting a second sentence in paragraph 1 of Article III as follows:

“The judges shall be considered officials of the International Labour Organization other than officials of the International Labour Office under the Convention on the Privileges and Immunities of the Specialized Agencies.”

(GB.334/PFA/12/3(Rev.), paragraph 5.)

13. Other personnel questions

Update on matters relating to the review of the post adjustment system by the International Civil Service Commission (ICSC), and the implementation of the revised post adjustment index for Geneva
(GB.334/PFA/13(Rev.))

The Governing Body:

- (a) took note of the information presented in document GB.334/PFA/13(Rev.);
- (b) requested the Director-General to continue to actively engage with the International Civil Service Commission (ICSC) with the objective of reforming the post adjustment and other salary survey methodologies, and in the comprehensive review of the consultative process and working arrangements of the ICSC, ensuring the full involvement of the UN workers' federations and respect for the basic principles of social dialogue in those processes; and

- (c) requested the Office to report on developments related to the ICSC review of its consultative process and working arrangements as well as of the reform of the post adjustment methodology at its 335th Session (March 2019).

(GB.334/PFA/13(Rev.), paragraph 10, as amended by the Governing Body.)

Policy Development Section

1. Follow-up discussion on the voluntary peer-review mechanisms of national employment policies

(GB.334/POL/1)

The Governing Body requested the Director-General to implement, taking into account its guidance, the proposed voluntary peer-review mechanism of national employment policies.

(GB.334/POL/1, paragraph 11.)

2. Follow-up to the Strategy for indigenous peoples' rights for inclusive and sustainable development

(GB.334/POL/2)

The Governing Body:

- (a) advised the Office with regard to the way forward in implementing the strategy for action concerning indigenous and tribal peoples;
- (b) requested the Director-General to take into consideration the strategy and the guidance given in the discussion in the preparation of future programme and budget proposals and in facilitating extra-budgetary resources, so as not only to utilize, but to strengthen, the Office's technical capacities in all regions, with special emphasis on Latin America; and
- (c) requested the Director-General to submit to the Governing Body at its 335th Session (March 2019) a strategic plan to ensure understanding of the scope and application of the Indigenous and Tribal Peoples Convention, 1989 (No. 169), according to ILO criteria, among the other United Nations system bodies and the relevant regional organizations.

(GB.334/POL/2, paragraph 28, as amended by the Governing Body.)

3. Sectoral meetings held in 2018 and proposals for sectoral work in 2019

(GB.334/POL/3)

The Governing Body:

- (a) took note of the reports of the meetings referred to in section I of document GB.334/POL/3;

- (b) authorized the Director-General to publish the Code of practice on safety and health in shipbuilding and ship repair (revised edition) and the Guidelines on decent work in public emergency services;
- (c) 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.334/POL/3;
- (d) endorsed the proposals contained in the appended table relating to the dates, duration, official title, purpose and composition of the meetings listed therein.

(GB.334/POL/3, paragraph 10.)

4. Enhanced programme of development cooperation for the occupied Arab territories
(GB.334/POL/4)

The Governing Body took note of the information provided in document GB.334/POL/4.

5. An integrated strategy to address decent work deficits in the tobacco sector
(GB.334/POL/5)

The Governing Body welcomed the integrated Strategy 2019–22 but noted that it requires further development. Accordingly, the Governing Body directed the Director-General:

- (a) to organize a tripartite meeting as a matter of urgency, to promote an exchange of views on the further development and the implementation of the strategy with, among others, the participation of the directly affected countries and social partners in the tobacco sector;
- (b) to present an update on the costed and time-bound integrated strategy to the Governing Body at its 337th Session in November 2019;
- (c) to continue the ongoing project-based efforts to eliminate child labour using Regular Budget Supplementary Account funds and other public funds in the short term;
- (c) to continue efforts to mobilize various sustainable sources of funding from the public and private sectors with appropriate safeguards.

(GB.334/POL/5, paragraph 46, as amended by the Governing Body.)