



Governing Body

343rd Session, Geneva, November 2021

Decisions adopted by the Governing Body at the 343rd Session

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► Institutional Section

1. Approval of the minutes of the 342nd Session of the Governing Body

Decision made by correspondence

The Governing Body approved the minutes of its 342nd Session, as amended.
(GB.343/INS/1, paragraph 2)

2. Agenda of future sessions of the International Labour Conference

The Governing Body decided:

- (a) to request the Office to take into account the guidance provided, in particular its resolve to urgently address the item on just transition, and the views expressed in relation to the item on decent work and the care economy, in preparing the document concerning the agenda of future sessions of the Conference for the 344th Session (March 2022) of the Governing Body;
- (b) to place on the agenda of the 111th Session (2023) of the Conference an item on the abrogation of Convention No. 163 and the withdrawal of Conventions Nos 70, 75, 165, 178 and the Protocol of 1996 to the Merchant Shipping (Minimum Standards) Convention, 1976), as well as of Recommendations Nos 9, 10, 28, 48, 75, 76, 78, 105, 106, 108, 138, 140, 141, 142, 155, 173 and 185;
- (c) to place on the agenda of the 112th Session of the Conference (2024) the item on the abrogation of Conventions Nos 45, 62, 63 and 85, which had been initially included in the agenda of the 113th Session of the Conference; and
- (d) to place on the agenda of the 118th Session (2030) of the Conference an item on the abrogation of Conventions Nos 22, 23, 55, 56, 58, 68, 69, 92, 133, 134, 146, 164 and 166.

(GB.343/INS/2(Rev.1), paragraph 45, as amended by the Governing Body)

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

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

The Governing Body requested the Director-General to:

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

(GB.343/INS/3/1, paragraph 28)

3.2. Follow-up to the resolution concerning a global call to action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient

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

(GB.343/INS/3/2, paragraph 40)

3.3. Analysis of the measures taken to promote the effective functioning of the Conference

Decision made by correspondence

The Governing Body requested the Office to prepare for its consideration at its 344th Session (March 2022) a detailed programme of work for the 110th Session of the International Labour Conference (2022) taking into account the written comments received on document GB.343/INS/3/3(Rev.1).

(GB.343/INS/3/3(Rev.1), paragraph 55)

4. Progress report of the tripartite working group on the full, equal and democratic participation in the ILO's tripartite governance in the spirit of the Centenary Declaration

Report of the Co-chairpersons

The Governing Body:

- (a) took note of the progress report of the tripartite working group on the full, equal and democratic participation in the ILO's tripartite governance; and
- (b) requested the Director-General to intensify the promotional activities in relation to the 1986 Amendment pursuant to the resolution on the principle of equality among ILO Member States and fair representation of all regions in the ILO's tripartite governance adopted at the June segment of the 109th Session (2021) of the International Labour Conference.

(GB.343/INS/4, paragraph 9)

6. Proposals for including safe and healthy working conditions in the ILO's framework of fundamental principles and rights at work

The Governing Body decided to:

- (a) place on the agenda of the 110th Session (2022) of the International Labour Conference an item regarding the inclusion of safe and healthy working conditions in the ILO's framework of fundamental principles and rights at work through an amendment to paragraph 2 of the ILO Declaration on Fundamental Principles and Rights at Work, 1998;
- (b) request the Director-General to prepare for the 344th Session (March 2022) of the Governing Body a draft resolution for consideration at the 110th Session (2022) of the Conference based on the guidance and views expressed during the discussion of GB.343/INS/6;

- (c) request the Office to prepare for its 344th Session (March 2022) a background paper to address the issues raised in the discussion, including:
 - (i) the terminology to be used taking into account the views expressed by the Governing Body;
 - (ii) the occupational safety and health instrument(s) to be recognized as fundamental, with a view to preparing proposals for decision at the 110th Session (2022) of the Conference; and
 - (iii) the possible legal effects, direct and indirect, on existing trade agreements concluded by Member States; and
- (d) request the Office to organize informal consultations on the above issues prior to the 344th Session (March 2022).

(GB.343/INS/6, paragraph 52, as amended by the Governing Body)

7. Annual report on the implementation of the ILO technical cooperation programme “Strengthening of the National Tripartite Committee on Labour Relations and Freedom of Association in Guatemala for the effective application of international labour standards”

The Governing Body took note of the information provided by the Office in document GB.343/INS/7.

(GB.343/INS/7, paragraph 12)

8. 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.343/INS/8 and the update report provided by the Office, 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) expressed profound concern that no progress has been made to respect the will of the people, democratic institutions and processes, and restore the democratically elected government. It called on Myanmar to restore democratic and civilian rule in the country;
- (b) expressed profound concern that the military authorities have continued with the large-scale use of lethal violence and with the harassment, ongoing intimidation, arrests and detentions of trade unionists and others, including the Rohingya, in the exercise of their human rights, and repeated its call to the military authorities to cease immediately such activities, and to release from detention and drop any charges against trade unionists and others who have peacefully participated in protest activities;
- (c) expressed grave concern that the military authorities – despite the withdrawal of the notice of termination of the Memorandum of Understanding on the Decent Work Country Programme 2018–2022 – continue to interfere in the operations of ILO Yangon, including through the continued imposition of banking restrictions, the denial of visa extensions for ILO officials and of tax exemptions. It urged the military authorities to desist immediately from such interference and to respect the status of

the Office in keeping with the provisions of the Convention on the Privileges and Immunities of the Specialized Agencies of 21 November 1947;

- (d) repeated its call for Myanmar to uphold immediately its obligations under the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and to ensure that workers' and employers' organizations are able to exercise their rights in a climate of freedom and security, free from violence, arbitrary arrest and detention, and called for the immediate release of the General Secretary of MICS-TUF and other trade unionists and activists who have been detained;
- (e) expressed serious concern over reports of the use of forced labour by the military and the relisting of Myanmar in the 2021 annual report of the Secretary-General of the United Nations on children and armed conflict, and urged Myanmar to end immediately the use of forced labour and to uphold its obligations under the Forced Labour Convention, 1930 (No. 29);
- (f) repeated its call for the Civil Services Personnel Law, the Settlement of Labour Disputes Law and the Labour Organization Law to be amended without delay, in line with Convention No. 87, once the country returns to democracy; and
- (g) requested the Director-General to report to the Governing Body at its 344th Session (March 2022) on developments in Myanmar, and to include information on potential follow-up action by the 110th Session of the International Labour Conference.

(GB.343/INS/8, paragraph 39, as amended by the Governing Body)

9. Consideration of all possible measures, including those foreseen in the ILO Constitution, required to ensure the Bolivarian Republic of Venezuela's compliance with the recommendations of the Commission of Inquiry within the required time frame

In light of the developments in Venezuela outlined in document GB.343/INS/9(Rev.1) and taking into account its decision of March 2021, the Governing Body, on the recommendation of its Officers:

- (a) deplored that no progress has been made by the Government to accept the recommendations of the report of the Commission of Inquiry two years after its adoption
- (b) acknowledged recent steps taken by the Government to start a dialogue with social partners;
- (c) urged the Government, as a matter of priority, to further develop this dialogue before March 2022 into a social dialogue forum with the assistance and presence of the ILO, in line with point 4 under paragraph 497 of the Commission of Inquiry's report;
- (d) requested the Director-General to engage with the Government on the full implementation of the recommendations of the Commission of Inquiry and the effective application of Conventions Nos 26, 87 and 144 in law and in practice in the country, and on the provision of technical assistance to support this process, as well as on the option of establishing a Special Representative of the Director-General, by March 2022;
- (e) requested the Director-General to present a report to its 344th Session (March 2022) on actions taken by the Director-General, measures referred to and steps taken with regard to paragraphs (c) and (d), and relevant information on possible measures to

ensure the Government's compliance with the recommendations of the Commission of Inquiry; and

- (f) decided to include an item on the agenda of its 344th Session (March 2022) entitled "Assessment of progress made by the Government in ensuring the compliance with the recommendations of the Commission of Inquiry and in light of that, consideration of all possible measures, including those foreseen in the ILO Constitution, for this purpose".

(GB.343/INS/9(Rev.1), paragraph 17)

10. Report by the Government of Bangladesh on progress made with the timely implementation of the road map taken to address all outstanding issues mentioned in the complaint concerning alleged non-observance of the Labour Inspection Convention, 1947 (No. 81), the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98)

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

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

(GB.343/INS/10(Rev.2), paragraph 8, as amended by the Governing Body)

11. Report of the Committee on Freedom of Association

396th 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 1–51, and adopted the recommendations made in paragraphs: 77 (Case No. 3379: South Africa); 99 (Case No. 3210: Algeria); 119 (Case No. 3331: Argentine); 140 (Case No. 3338: Argentine); 157 (Case No. 3293: Brazil); 172 (Case No. 2318: Cambodia); 188 (Case No. 3361: Chile); 230 (Case No. 3133: Colombia); 257 (Case No. 3354: Costa Rica); 273 (Case No. 3380: El Salvador); 306 (Case No. 3378: Equator); 348 (Case No. 2609: Guatemala); 383 (Case No. 3139: Guatemala); 426 (Case No. 3399: Hungary); 452 (Case No. 2508: Islamic Republic of Iran); 485 (Case No. 3386: Kyrgyzstan); 507 (Case No. 3193: Peru); 528 (Case No. 3185: Philippines); 595 (Case No. 3313: Russian Federation); 616 (Case No. 3374: Bolivarian Republic of Venezuela), and adopted the 396th Report of its Committee on Freedom of Association as a whole.

(GB.343/INS/11)

12. Reports of the Board of the International Training Centre of the ILO

The Governing Body took note of the reports of the 84th Session (24 May 2021) and the 85th Session (25 October 2021) of the Board of the International Training Centre of the ILO (Turin Centre).

(GB.343/INS/12(Rev.1))

13. Report of the Director-General

Regular report

The Governing Body:

- (a) took note of the information contained in document GB.343/INS/13 regarding the membership of the Organization, progress in international labour legislation and internal administration;
- (b) paid tribute to the memory of Mr Newstead Zimba and invited the Director-General to convey its condolences to the family of Mr Zimba and to the Zambia Congress of Trade Unions and the International Trade Union Confederation;
- (c) paid tribute to the memory of Mr Timothy Osuolale Olawale and invited the Director-General to convey its condolences to the family of Mr Osuolale Olawale, to the Nigeria Employers' Consultative Association and the International Organisation of Employers.

(GB.343/INS/13, paragraph 11, as amended by the Governing Body)

13.1. First supplementary report: Follow-up to Governing Body decisions

Decision made by correspondence

The Governing Body requested the Office to prepare, for its 346th Session (October–November 2022), a supplementary report on the follow-up to the decisions adopted since November 2020.

(GB.343/INS/13/1, paragraph 5)

13.2. Second supplementary report: Documents submitted for information only

Decision made by correspondence

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

- Approved symposia, seminars, workshops and similar meetings (GB.343/INS/INF/1);
- Report on the status of pending representations submitted under article 24 of the ILO Constitution (GB.343/INS/INF/2);
- Measures identified by the Office to accelerate progress in respect of specific indicators of the ILO Action Plan for Gender Equality 2018–21 (GB.343/INS/INF/3);
- Update on the status of ratification of the 1986 Instrument for the Amendment of the Constitution of the ILO (GB.343/INS/INF/4);
- Work plan on the strengthening of the supervisory system: Proposals on further steps to ensure legal certainty and information on other action points in the work plan (GB.343/INS/INF/5(Rev.1));

- Voluntary contributions and gifts (GB.343/PFA/INF/1).
(GB.343/INS/13/2, paragraph 3)

13.3. Third supplementary report: Report of the Committee set up to examine the representation alleging non-observance by Sri Lanka of the Labour Inspection Convention, 1947 (No. 81) and the Protection of Wages Convention, 1949 (No. 95)

In the light of the conclusions set out in paragraphs 38, 40, 45, 48, 52, 55, 60, 63, 65, 70 and 72 of document GB.343/INS/13/3 with regard to the matters raised in the representation, the Governing Body, on the recommendation of the Committee, decided to:

- (a) approve the report of the Committee;
- (b) request the Government of Sri Lanka to examine ways, in full consultation with the social partners, in which the system for labour inspection can be strengthened, in particular in relation to Article 3(1)(a) of Convention No. 81;
- (c) invite the Government to consider engaging in consultations with the social partners at the national level to find effective solutions to the matters raised in the Committee's conclusions set out in the report;
- (d) invite the Government to send information on the results of those processes in its next report to the Committee of Experts on the Application of Conventions and Recommendations;
- (e) invite the Government to explore ways and means to improve the collaboration between officials of the labour inspectorate and employers and workers and their organizations, with a view to supplying technical information and advice to employers and workers concerning the most effective means of complying with the legal provisions; and
- (f) make the Committee's report publicly available and close the procedure initiated by the representation.

(GB.343/INS/13/3, paragraph 73)

14. Reports of the Officers of the Governing Body

14.1. First report: Finalization of arrangements for the public dialogues with candidates for the position of Director-General and preparation of the hearings and election to be held during the 344th Session (March 2022)

The Governing Body, on the recommendation of its Officers:

- (a) decided that the dialogues with candidates scheduled on 20 and 21 January 2022 will be organized in accordance with the arrangements contained in the appendix to document GB.343/INS/14/1(Rev.1); and
- (b) requested its Officers to prepare and submit for decision by correspondence, in early February 2022, the process and practical arrangements for the hearings and election of the Director-General to be held during the 344th Session of the Governing Body (March 2022).

(GB.343/INS/14/1(Rev.1), paragraph 8)

14.2. Second report: Representation alleging non-observance by Poland of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), and the Workers' Representatives Convention, 1971 (No. 135)

In the light of the information contained in document GB.343/INS/14/2, and taking into consideration the recommendation of its Officers, the Governing Body decided that the representation was receivable and, as it relates to Conventions dealing with trade union rights, to transmit the representation to the Committee on Freedom of Association for examination as per the procedures set out in the Standing Orders on articles 24 and 25 of the Constitution of the ILO.

(GB.343/INS/14/2, paragraph 5)

14.3. Third report: Representation alleging non-observance by France of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)

In the light of the information contained in document GB.343/INS/14/3, and taking into consideration the recommendation of its Officers, the Governing Body decided that the representation was not receivable.

(GB.343/INS/14/3, paragraph 5)

15. Composition, agenda and programme of standing bodies and meetings

Decision made by correspondence

The Governing Body, upon the recommendation of its Officers, decided:

- (a) to approve the dates and composition of the Meeting of experts on decent work in the platform economy, and to authorize the Director-General to invite as observers the intergovernmental and international non-governmental organizations listed in the appendix to document GB.343/INS/15;
- (b) to approve the dates, composition and agenda of the Meeting of experts for the tripartite validation of technical guidelines on biological hazards, and to authorize the Director-General to invite as observers the intergovernmental and international non-governmental organizations listed in the appendix to document GB.343/INS/15;
- (c) to approve the composition of the tripartite working group on options to ensure decent work in supply chains and the dates of its two meetings; and
- (d) to take note of the programme of meetings contained in Part II of document GB.343/INS/15 as approved by its Officers, subject to regular review depending on the evolution of the COVID-19 pandemic.

(GB.343/INS/15, paragraph 17)

► Policy Development Section

Employment and Social Protection Segment

1. Update on ILO occupational safety and health programmes, activities and resources

The Governing Body noted the report provided by the Office and requested the Director-General to take its guidance into account in the implementation of the Programme and Budget for 2022–23 and when preparing future programme and budget proposals.

(GB.343/POL/1(Rev.1), paragraph 24)

Social Dialogue Segment

2. Sectoral meetings held in 2021 and proposals for sectoral work in 2022–23

Decision made by correspondence

The Governing Body:

- (a) approved the reports of the meetings referred to in section I of document GB.343/POL/2(Rev.2) and authorized the Director-General to publish the final reports of those meetings;
- (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.343/POL/2(Rev.2);
- (c) authorized the Director-General to notify, in accordance with Guideline B2.2.4 of the Maritime Labour Convention, 2006, as amended (MLC, 2006), the revised amount of the minimum monthly basic pay or wage figure for able seafarers to the Members of the ILO;
- (d) approved the convening of the Subcommittee on Wages of Seafarers of the Joint Maritime Commission in the first half of 2022; and
- (e) endorsed the proposals contained in Appendices I and II of document GB.343/POL/2(Rev.2) relating to the dates, official title and composition of the global sectoral meetings in 2022.

(GB.343/POL/2(Rev.2), paragraph 23)

Development Cooperation Segment

3. Enhanced programme of development cooperation for the occupied Arab territories

The Governing Body took note of the information provided in document GB.343/POL/3.

(GB.343/POL/3, paragraph 33)

► Legal issues and International Labour Standards Section

International Labour Standards and Human Rights Segment

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

Report of the Officers

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

- (a) thanked the SRM TWG for undertaking its review of the instruments in question and regretted that it was not able to reach consensual recommendations on the review of all the instruments on the agenda at its sixth meeting;
- (b) decided that the instruments concerning social security that were reviewed by the SRM TWG should be considered to have the classifications it had recommended;
- (c) called upon the Organization and its tripartite constituents to take concerted steps to follow up on all its recommendations as organized by the SRM TWG into practical and time-bound packages of follow-up action, noting in particular plans of action encouraging States party to the Sickness Insurance (Industry) Convention, 1927 (No. 24) and the Sickness Insurance (Agriculture) Convention, 1927 (No. 25) to ratify related up-to-date Conventions;
- (d) requested the Office to take the necessary follow-up to the recommendations of the SRM TWG at this and previous meetings as a matter of institutional priority;
- (e) noted that certain follow-up required actions by the Governing Body to be discussed at the earliest possible session in relation to:
 - (i) the SRM TWG's recommendations concerning the abrogation and withdrawal of certain instruments, it will consider placing on the agenda of the 118th Session (2030) of the International Labour Conference an item concerning the abrogation of the Conventions Nos 24 and 25 and the withdrawal of the Sickness Insurance Recommendation, 1927 (No. 29); and
 - (ii) the SRM TWG's recommendation that Office work on the application of social security to agricultural workers should be carried out in the context of the forthcoming Plan of action on social protection (social security) to follow-up on the 2021 Conference conclusions on the recurrent discussion;
- (f) requested the Office to prepare a background paper providing information on the implications of gendered language used in certain provisions of ILO social security standards, and in particular of the Social Security (Minimum Standards) Convention, 1952 (No. 102), to be placed on the agenda of the Governing Body for discussion at the earliest possible date with a view to deciding on appropriate follow-up actions;
- (g) decided to convene the seventh meeting of the SRM TWG from 12 to 16 September 2022, at which it should review the one instrument concerning employment injury and examine the follow-up to the six outdated instruments in that topic within set of instruments five of the initial programme of work, and discuss certain matters of standards policy; and

- (h) decided that the cost of the SRM TWG estimated to cost up to US\$957,500 would be financed in the first instance from savings that might arise under Part I of the budget for 2022–23 or, failing that, through the use of the provision for unforeseen expenditure, in Part II. Should that not prove possible, the Director-General would propose alternative methods of financing at a later stage in the biennium.

(GB.343/LILS/1, paragraph 6)

2. Choice of Conventions and Recommendations on which reports could be requested under article 19, paragraphs 5(e) and 6(d), of the ILO Constitution in 2023

The Governing Body requested the Office to prepare, for its consideration at its 344th Session (March 2022), the article 19 report form on the Labour Administration Convention, 1978 (No. 150) and the Labour Administration Recommendation, 1978 (No. 158) for the General Survey to be prepared by the Committee of Experts on the Application of Conventions and Recommendations (CEACR) in 2023 for discussion by the Conference Committee on the Application of Standards in 2024.

(GB.343/LILS/2, paragraph 27, as amended by the Governing Body)

3. Procedure for the appointment of members of the Committee of Experts on the Application of Conventions and Recommendations

With a view to ensuring the transparency, geographical balance, inclusiveness and effectiveness of the procedure for the appointment of members of the Committee of Experts on the Application of Conventions and Recommendations while preserving their independence, impartiality and technical expertise, the Governing Body requested the Director-General:

- (1) To apply the following adjustments to the procedure for appointment of members of the Committee of Experts on the Application of Conventions and Recommendations, with the understanding that, with regard to all other aspects the procedure should be carried out in accordance with the established practice:
 - (a) the three currently open vacancies in the membership of the Committee of Experts are given wide publicity through a call for expression of interest on the ILO's global and regional public website, as soon as possible;
 - (b) future vacancies in the membership of the Committee of Experts are given wide publicity through a call for expression of interest on the ILO's global and regional public website nine months before the start of the session of the Committee of Experts that will have a known vacancy;
 - (c) the selection process does not entertain any interference or public statements by ILO constituents concerning the candidates or the selection process;
 - (d) the Director-General makes proposals to the Officers of the Governing Body with a view to further clarifying and publicizing existing criteria for the selection of experts while preserving the essential criteria of independence, impartiality and technical expertise;
 - (e) the Director-General informs the Officers of the Governing Body and submits to them a detailed report on the selection process for their consideration at a dedicated sitting;

- (f) the Director-General informs the Officers of the Governing Body of upcoming renewals of mandates and proposes the renewal of mandates to the Governing Body, except when a member is failing to deliver on his or her duties in a timely manner or to attend the Committee sessions;
- (2) To prepare proposals for its 344th Session (March 2022), based on its guidance, for extending the duration of the Committee's annual session to ensure that sufficient time is allocated to discharge the workload of the Committee of Experts;
- (3) To report to its 347th Session (March 2023) on the implementation of the adjustments made to the existing procedure and on any further improvements, if deemed necessary, preceded by tripartite consultations.

(GB.343/LILS/3, paragraph 42, as amended by the Governing Body)

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

Report of the Chairperson to the Governing Body, in accordance with article 16 of the Standing Orders of the Special Tripartite Committee

Decision made by correspondence

The Governing Body took note of the report of the Chair of the STC concerning its fourth meeting (Part I, 19–23 April 2021), welcomed the work conducted by the STC in relation to the review of 39 international maritime labour instruments, and decided to:

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

- of Great Britain and Northern Ireland, to extend the application of the MLC, 2006 or Convention No. 188 or both, as the case may be, to such territories;
- (f) convene a tripartite meeting of experts of four days' duration, aimed at sharing knowledge concerning the implementation of the Seafarers' Pension Convention, 1946 (No. 71), in 2024, that would be prioritized for funding based on a composition of 8-8-8 in the Programme and Budget proposals for 2024-25;
 - (g) encourage Member States which are still bound by the Seafarers' Identity Documents Convention, 1958 (No. 108) to ratify the Seafarers' Identity Documents Convention (Revised), 2003, as amended (No. 185), and to this end, convene a tripartite meeting of experts of four days' duration in 2023 to examine the challenges that remain for the implementation and ratification of this Convention, and decide that the cost of the meeting based on a composition of 8-8-8, be financed in the first instance from savings in Part I of the budget or, failing that, through Part II, on the understanding that, should this subsequently prove impossible, the Director-General would propose alternative methods of financing at a later stage in the 2022-23 biennium;
 - (h) encourage one Member State (France) which has already ratified Convention No. 185, but remains bound by Convention No. 108 for non-metropolitan territories, to extend the application of Convention No. 185 to those territories;
 - (i) note the STC's recommendations concerning the withdrawal of Conventions Nos 70, 75, 165, 178, and the Protocol of 1996 to the Merchant Shipping (Minimum Standards) Convention, 1976, as well as of Recommendations Nos 9, 10, 28, 48, 75, 76, 78, 105, 106, 108, 138, 140, 141, 142, 155, 173 and 185, in relation to which it will consider placing an item on the agenda of the 111th Session (2023) of the International Labour Conference (see GB.343/INS/2(Rev.1));
 - (j) note the STC's recommendations concerning the abrogation of Convention No. 163, in relation to which it will consider placing an item on the agenda of the 111th Session (2023) of the International Labour Conference (see GB.343/INS/2(Rev.1));
 - (k) note the STC's recommendations concerning the abrogation of Conventions Nos 22, 23, 55, 56, 58, 68, 69, 92, 133, 134, 146, 164 and 166, in relation to which it will consider placing an item on the agenda of the 118th Session (2030) of the International Labour Conference (see GB.343/INS/2(Rev.1));
 - (l) approve the establishment of a Joint ILO-IMO Tripartite Working Group to identify and address seafarers' issues and the human element, in accordance with the resolution set out in Appendix I, with a composition of 8 Governments to be nominated by IMO, 8 Shipowners' representatives and 8 Seafarers' representatives, and decide that the relevant cost of the three day annual meetings for 2022 and 2023 be financed in the first instance from savings in Part I of the budget or, failing that, through Part II, on the understanding that, should this subsequently prove impossible, the Director-General would propose alternative methods of financing at a later stage in the 2022-23 biennium; the 2024 meeting would be prioritized for funding in the Programme and Budget proposals for 2024-25;
 - (m) request that the outcome of the Joint ILO-IMO Tripartite Working Group's work is reported to the Governing Body and appropriate IMO body.

(GB.343/LILS/4, paragraph 15)

Legal Issues Segment

5. Agreements concluded with other international organizations

Proposed agreement between the International Labour Organization and the International Civil Aviation Organization and proposed agreement between the International Labour Organization and the African Union

Decision made by correspondence

The Governing Body approved the text of the proposed agreement between the International Labour Organization (ILO) and the International Civil Aviation Organization (ICAO) and the proposed agreement between the International Labour Organization and the African Union (AU), and authorized the Director-General or his representative to sign the agreements on behalf of the ILO.

(GB.343/LILS/5, paragraph 11)

► Programme, Financial and Administrative Section

Programme, Financial and Administrative Segment

1. Update on the headquarters building renovation project

Decision made by correspondence

The Governing Body:

- (a) approved the proposed budget for phase 2 of the headquarters building renovation project set out in document GB.343/PFA/1, in line with the resources available from the sale of the land; and
- (b) requested the Office to present the budget for the headquarters security perimeter project to the Governing Body at its 344th Session (March 2022).

(GB.343/PFA/1, paragraph 14)

2. Proposed 2022–23 budgets for extrabudgetary accounts: Inter-American Centre for Knowledge Development in Vocational Training (CINTERFOR)

Decision made by correspondence

The Governing Body approved the income and expenditure estimates of the Inter-American Centre for Knowledge Development in Vocational Training (CINTERFOR) extrabudgetary account for 2022–23, as set out in Appendix I of document GB.343/PFA/2.

(GB.343/PFA/2, paragraph 31)

3. Programme and Budget for 2020–21: Regular budget account and Working Capital Fund

Decision made by correspondence

The Governing Body delegated its authority under article 16 of the Financial Regulations to the Chairperson who may approve any transfers within the 2020–21 expenditure budget that the Director-General may propose, if needed, prior to the closing of the biennial accounts and subject to the endorsement of such approval by the Governing Body at its next session.

(GB.343/PFA/3, paragraph 11)

4. Information Technology Strategy 2022–25

The Governing Body endorsed the ILO Information Technology Strategy 2022–25 and requested the Director-General to take into account the guidance provided by the Governing Body in implementing the Strategy.

(GB.343/PFA/4, paragraph 61)

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

Decision made by correspondence

The Governing Body took note of the information provided in document GB.343/PFA/5(Rev.1) and proposed to the International Labour Conference at the resumed part of its 109th Session (November–December 2021) that part of the projected underspending for 2020–21, amounting to US\$3,312,842, be used to finance the holding in 2022–23 of the meetings listed in the appendix to document GB.343/PFA/5(Rev.1), and that it adopt a resolution in the following terms:

The General Conference of the International Labour Organization,

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

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

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

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

(GB.343/PFA/5(Rev.1), paragraph 9)

6. Other financial matters: Appointments to the Investments Committee of the International Labour Organization

Decision made by correspondence

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 four years, expiring on 31 December 2025.

(GB.343/PFA/6(Rev.1), paragraph 3)

Audit and Oversight Segment

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

Decision made by correspondence

The Governing Body:

- (a) endorsed the proposed calendar and key dates set out in document GB.343/PFA/7 for the selection and appointment of the External Auditor of the ILO, for a term of office to commence on 1 April 2024 covering the 79th and 80th financial periods; and
- (b) requested the Director-General to establish a selection panel for this purpose, consisting of four Government representatives and two representatives each of the Employers' and Workers' groups.

(GB.343/PFA/7, paragraph 5)

8. Appointments to the Independent Oversight Advisory Committee

Decision made by correspondence

The Governing Body decided to:

- (a) convey its appreciation to Mr Frank Harnischfeger and Mr N.R. Rayalu for the valuable contributions they have made to the work of the Independent Oversight Advisory Committee (IOAC) during the periods 2016–18 and 2019–21;
- (b) appoint Mr Gonzalo Castro de la Mata and Mr Marcel Jullier as members of the IOAC for a first term of three years commencing on 1 January 2022;
- (c) extend the appointment of Ms Malika Aït-Mohamed Parent, Mr Verasak Liengsrirawat and Ms Marian McMahon for a second term of three years commencing on 1 January 2022; and
- (d) retain the candidatures of Mr Mukesh Arya, Mr Rohil Hafeez, Ms Eva Mavroiedi and Mr Suresh Raj Sharma on a reserve list.

(GB.343/PFA/8, paragraph 13)

9. Annual evaluation report 2020–21

The Governing Body endorses the recommendations of the annual evaluation report 2020–21 (paragraphs 11 and 92 of document GB.343/PFA/9) for implementation by the ILO.

(GB.343/PFA/9, paragraph 95)

10. High-level evaluations of strategies and Decent Work Country Programmes

The Governing Body requested the Director-General to take into consideration the recommendations of the three high-level independent evaluations presented in document GB.343/PFA/10 (paragraphs 26–37, 78–90 and 112–132), the Office responses and the guidance provided during the discussion to pursue follow-up, and to ensure their appropriate implementation.

(GB.343/PFA/10, paragraph 142, as amended by the Governing Body)

11. Matters relating to the Joint Inspection Unit

Decision made by correspondence

The Governing Body took note of the information contained in documents GB.343/PFA/11, GB.343/PFA/11/REF/1 and GB.343/PFA/11/REF/2 and provided guidance to the Office.

(GB.343/PFA/11, paragraph 21)

Personnel Segment

14. Human Resources Strategy for 2022–25

Diversity, accountability and respect

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

(GB.343/PFA/14, paragraph 49, as amended by the Governing Body)

15. Matters relating to the Administrative Tribunal of the ILO

Recognition the Tribunal's jurisdiction by other international organizations

Decision made by correspondence

The Governing Body approved the recognition of the Tribunal's jurisdiction by the Global Water Partnership Organisation (GWPO) with effect from the date of such approval.

(GB.343/PFA/15, paragraph 11)

15.1. Administrative arrangement to improve case management

Decision made by correspondence

The Governing Body decided to approve the administrative arrangement outlined in document GB.343/PFA/15/1 to improve the functioning of the Tribunal, with effect from 1 January 2022 for a trial period of five years.

(GB.343/PFA/15/1, paragraph 8)