



Governing Body

346th Session, Geneva, October–November 2022

Decisions adopted by the Governing Body at its 346th Session

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► Institutional Section

1. Approval of the minutes of the 344th and 345th Sessions of the Governing Body

The Governing Body approved the minutes of its 344th and 345th Sessions, as amended.

(GB.346/INS/1, paragraph 3)

2. Agenda of future sessions of the International Labour Conference

The Governing Body:

- (a) decided to place an item on the consolidation of instruments on chemical hazards for standard-setting on the basis of a double discussion either on the agenda of the 114th (2026) and 115th (2027) Sessions or the 115th (2027) and 116th (2028) Sessions of the Conference, to be determined by the Governing Body at its 347th Session (March 2023);
- (b) decided to place on the agenda of the 113th Session (2025) of the Conference an item on decent work in the platform economy and requested the Office to present to the 347th Session (March 2023) of the Governing Body a normative gap analysis to inform its decision-making on the nature of the item to be placed on the agenda of the Conference in 2025 and, as appropriate, in 2026;
- (c) decided to place on the agenda of the 118th Session (2030) of the Conference an item on the abrogation of the Sickness Insurance (Industry) Convention, 1927 (No. 24) and the Sickness Insurance (Agriculture) Convention, 1927 (No. 25), and withdrawal of the Sickness Insurance Recommendation, 1927 (No. 29);
- (d) decided to place on the agenda of the 121st Session (2033) of the Conference an item on the abrogation of the Workmen's Compensation (Accidents) Convention, 1925 (No. 17), the Workmen's Compensation (Occupational Diseases) Convention, 1925 (No. 18) and the Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934 (No. 42) and withdrawal of the Workmen's Compensation (Minimum Scale) Recommendation (No. 22), the Workmen's Compensation (Jurisdiction) Recommendation, 1925 (No. 23) and the Workmen's Compensation (Occupational Diseases) Recommendation, 1925 (No. 24);
- (e) requested the Office to take into account the guidance provided in preparing a document concerning a possible evaluation of the ILO Declaration on Social Justice for a Fair Globalization (2008), as amended in 2022, for the 347th Session (March 2023) of the Governing Body;
- (f) requested the Office to present to the 347th Session (March 2023) of the Governing Body a proposal for an item on innovative approaches to tackling informality and promoting transitions towards formality to promote decent work, to be placed on the agenda of the 113th (2025) or 114th (2026) Session of the Conference for general discussion;
- (g) requested the Office to take into account the guidance provided in preparing proposals for a tripartite technical meeting on access to labour justice and a meeting of experts on protection of workers' personal data in the digital era for a decision by the Governing Body in 2023; and

- (h) requested the Office to take into account the guidance provided in preparing the document concerning the agenda of future sessions of the Conference for the 347th Session (March 2023) of the Governing Body.

(GB.346/INS/2, paragraph 44, as amended by the Governing Body)

3. Matters arising out of the work of the 110th Session (2022) of the International Labour Conference

3.1. Follow-up to the resolution concerning the third recurrent discussion on employment

The Governing Body requested the Director-General to take into account its guidance in implementing the plan of action on employment for 2022–27 as set out, including the corresponding financial implications, while seeking to meet additional financing requirements, to the extent possible, by reprioritizing within existing budgets and/or through renewed resource mobilization efforts.

(GB.346/INS/3/1, paragraph 51)

3.2. Follow-up to the resolution concerning decent work and the social and solidarity economy

The Governing Body endorsed the proposed strategy and action plan on decent work and the social solidarity economy and requested the Director-General to consider its guidance in implementing the strategy.

(GB.346/INS/3/2, paragraph 30)

3.3. Follow-up to the resolution on the inclusion of a safe and healthy working environment in the ILO's framework of fundamental principles and rights at work

The Governing Body decided to:

- (a) place on the agenda of the 111th Session (2023) of the International Labour Conference an item concerning the adoption of a Convention and a Recommendation with a view to introducing amendments to specific provisions of 15 instruments, consequential to the inclusion of a safe and healthy working environment in paragraph 2 of the ILO Declaration on Fundamental Principles and Rights at Work (1998) as amended in 2022, and invite the Office to circulate a succinct report to that effect, by 22 December 2022, including the proposed texts for the instruments;
- (b) adopt the consequential amendments to the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) set forth in Appendix III to document GB.346/INS/3/3;
- (c) include the two new fundamental Conventions, the Occupational Safety and Health Convention, 1981 (No. 155), and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), and their accompanying Recommendations, under the strategic objective of fundamental principles and rights at work for the purposes of future recurrent discussions;

- (d) apply a three-year cycle to reports requested under article 22 of the Constitution for Conventions Nos 155 and 187, as from 2024;
- (e) request the Office to submit to the Governing Body at its 347th Session (March 2023) proposals to adapt the current reporting arrangements under article 22 of the Constitution for Members that have ratified the new fundamental Conventions Nos 155 and 187 and a proposed report form for Members that have not ratified one or both Conventions under the follow-up to the 1998 Declaration;
- (f) request the Office to prepare a document for its 347th Session (March 2023) containing proposals and a road map for the review of the Global Strategy on Occupational Safety and Health adopted at the 91st Session of the Conference and the promotion of a safe and healthy working environment as a new fundamental principle and right at work.

(GB.346/INS/3/3, paragraph 38, as amended by the Governing Body)

3.4. Analysis of the measures taken to ensure the effective functioning of the Conference

The Governing Body requested the Office to prepare for its consideration at its 347th Session (March 2023) a detailed programme of work for the 111th Session (2023) of the International Labour Conference taking into account the views expressed during the discussion of the measures implemented during the 110th Session (2022) of the Conference.

(GB.346/INS/3/4, paragraph 59)

4. Follow-up to the resolution concerning skills and lifelong learning adopted by the International Labour Conference at its 109th Session (2021): The ILO strategy on skills and lifelong learning for 2022–30

The Governing Body endorsed the proposed strategy on skills and lifelong learning for the period 2022–30 and the plan of action for the period 2022–25 and requested the Director-General to consider its guidance in implementing the strategy.

(GB.346/INS/4, paragraph 34)

5. Follow-up to the resolution concerning inequalities and the world of work (2021): Comprehensive and integrated ILO strategy to reduce and prevent inequalities in the world of work

The Governing Body requested the Director-General to take into account its guidance concerning the proposed comprehensive and integrated ILO strategy to reduce and prevent inequalities in the world of work, including the corresponding financial implications, while seeking to meet additional financing requirements to the extent possible by reprioritizing within existing budgets and/or through renewed resource mobilization efforts.

(GB.346/INS/5, paragraph 31)

6. Follow-up to the resolution concerning decent work in global supply chains (2016): Report of the tripartite working group on options for ensuring decent work in supply chains

The Governing Body requested the Office to finalize an ILO strategy on decent work in supply chains based on the building blocks adopted by the Tripartite Working Group, and to present it for its consideration at the 347th Session (March 2023).

(GB.346/INS/6(Rev.1), paragraph 13)

8. Update on the United Nations reform

The Governing Body:

- (a) took note of the current status of the reform of the United Nations development system and invited the Director-General to take into consideration the views expressed by the Governing Body in the ILO's continued engagement in and implementation of the reform and in supporting tripartite constituents in engaging in UN Sustainable Development Cooperation Frameworks and Common Country Analyses;
- (b) requested the Director-General to provide a further report on the UN reform process and the measures taken by the Office at its 349th Session (October–November 2023); and
- (c) requested the Director-General to provide the Governing Body at its 349th Session (October–November 2023) with an update on the Global Accelerator on Jobs and Social Protection for Just Transitions and to report regularly, starting in November 2023, on the implementation of "Our Common Agenda" of the UN Secretary-General and the ILO's engagement in those initiatives.

(GB.346/INS/8, paragraph 61, as amended by the Governing Body)

9. Promoting productivity ecosystems for decent work

The Governing Body took note of the update on the Office's work on productivity ecosystems for decent work and requested the Director-General to take into account its guidance when implementing the approach.

(GB.346/INS/9, paragraph 37)

10. Annual report on the implementation of the ILO technical cooperation programme "Strengthening 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.346/INS/10, and in particular the priority actions identified during the joint mission of the ILO, the International Organisation of Employers and the International Trade Union Confederation.

(GB.346/INS/10, paragraph 17)

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

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

- (a) request the Government of Bangladesh to report on further progress made in the implementation of the road map of actions to address all the outstanding issues mentioned in the article 26 complaint at its 347th Session (March 2023); and
- (b) to defer the decision on further action in respect of the complaint to that session.

(GB.346/INS/11(Rev.2), paragraph 9)

12. Progress report on developments concerning the social dialogue forum set up to give effect to the recommendations of the Commission of Inquiry with respect to the Government of the Bolivarian Republic of Venezuela

The Governing Body, on the recommendation of its Officers:

- (a) recognized progress made while reiterating its call to the Government of the Bolivarian Republic of Venezuela to accept the recommendations of the Commission of Inquiry;
- (b) requested the Director-General to continue collaborating with the Government and the social partners of the Bolivarian Republic of Venezuela on the full implementation of the recommendations of the Commission of Inquiry and the effective application of the Minimum Wage-Fixing Machinery Convention, 1928 (No. 26), the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), in law and practice; and
- (c) requested the Director-General to submit to the 347th Session (March 2023) of the Governing Body a further report on any developments concerning the social dialogue forum and the implementation of the agreed action plan to give effect to the recommendations of the Commission of Inquiry.

(GB.346/INS/12(Rev.1), paragraph 25)

13. Consideration of any further measures, including those foreseen in the ILO Constitution, to secure compliance by the Government of Belarus with the recommendations of the Commission of Inquiry

The Governing Body, on the recommendation of its Officers:

- (a) deplored that no progress had been made by the Government of Belarus in implementing the recommendations of the 2004 Commission of Inquiry;
- (b) urged the Government to ensure full respect for freedom of association and, in particular, revoke all legislative and other measures directly or indirectly having the effect of outlawing independent trade unions or employers' organizations;

- (c) urged the Government to immediately release all trade union leaders and members arrested for participating in peaceful assemblies or arrested for exercising their civil liberties pursuant to their legitimate trade union activities and drop all related charges;
- (d) urged the Government to allow the ILO, as a matter of urgency, to ascertain the conditions of arrest and detention and the welfare of the above-mentioned trade unionists;
- (e) noted that the Committee of Experts on the Application of Conventions and Recommendations will be reviewing the application of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), in Belarus at its November–December 2022 meeting;
- (f) urged the Government to submit all information regarding the measures taken to implement all outstanding recommendations of the Commission of Inquiry and in respect of the more recent developments forming part of the complaint to the Committee on Freedom of Association for its examination at its March 2023 meeting;
- (g) requested the Director-General to submit to the Governing Body at its 347th Session (March 2023) a document detailing options for measures under article 33 of the ILO Constitution as well as other measures to secure compliance by the Government of Belarus with the recommendations of the Commission of Inquiry taking account of the views expressed;
- (h) decided to place on the agenda of the 111th Session (2023) of the International Labour Conference an item concerning measures under article 33 of the ILO Constitution to secure compliance by the Government of Belarus with the recommendations of the Commission of Inquiry.

(GB.346/INS/13(Rev.1), paragraph 15)

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

In the light of the developments in Ukraine outlined in document GB.346/INS/14 and the resolution on the Russian Federation's aggression against Ukraine from the perspective of the mandate of the International Labour Organization (ILO) adopted at its 344th Session (March 2022), the Governing Body:

- (a) welcomed the work and considerations made by the Director-General and noted the information provided in the document;
- (b) reiterated its most profound concern at the continuing aggression by the Russian Federation, aided by the Belarusian Government, against Ukraine and at the impact this aggression is causing to tripartite constituents – workers, employers and its democratically elected Government – in Ukraine, and to the world of work beyond Ukraine, and, in that regard, welcomed the Türkiye and UN-brokered Black Sea Grain Initiative, which allows the safe passage of commercial vessels and their crews;
- (c) reiterated its call upon the Russian Federation to immediately and unconditionally cease its aggression and withdraw its troops from Ukraine, and reaffirmed that the Russian Federation's war of aggression against Ukraine is grossly incompatible with the aims and purposes of the Organization and the principles governing ILO membership;
- (d) urged the Russian Federation to meet all the obligations following from its ratification of ILO Conventions, including the Maritime Labour Convention, 2006, as amended

- (MLC, 2006), in particular in relation to the repatriation of seafarers and access to medical care; the Radiation Protection Convention, 1960 (No. 115), in relation to the exposure of workers to ionizing radiations in the course of their work; and the Forced Labour Convention, 1930 (No. 29), and its accompanying Protocol of 2014;
- (e) encouraged the Director-General to continue to monitor and take appropriate steps to safeguard the labour rights of workers and support the sustainability of enterprises in Ukraine, including in areas that are temporarily controlled by the Russian Federation, and including in nuclear power plants;
 - (f) noted the temporary suspension of technical cooperation and assistance to the Russian Federation, including the termination of the public–private partnership project, and invitations to attend all ILO discretionary meetings, including the training activities offered by the International Training Centre of the ILO in Turin;
 - (g) expressed sincere appreciation for the efforts of the ILO staff in Central and Eastern Europe and in Ukraine for their continued work to support the tripartite constituents in Ukraine, and for the support and volunteering efforts of workers’ and employers’ organizations in Ukraine;
 - (h) continued to express its unwavering support for the tripartite constituents in Ukraine, requested the Director-General to continue responding to constituent needs in Ukraine and expand the ILO’s resource mobilization efforts, and welcomed the ongoing discussions on the opening of a Country Office in Kyiv;
 - (i) noted the considerations made by the Director-General in relation to the possible relocation of the Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia (DWT/CO-Moscow), and requested the Director-General to continue efforts to safeguard the technical cooperation or assistance to all countries in the subregion and to monitor the evolving situation of DWT/CO-Moscow, taking into account the views expressed during the discussion; and
 - (j) requested the Director-General to continue monitoring the impact of the Russian Federation’s aggression against Ukraine on the world of work and to report in detail to the Governing Body at its 347th Session (March 2023) on developments in the light of the resolution and the issues raised in this decision.

(GB.346/INS/14, paragraph 47, as amended by the Governing Body)

15. Reports of the Committee on Freedom of Association

The Governing Body took note of the introduction to the Report of the Committee, contained in paragraphs 1–79, and adopted the recommendations made in paragraphs: 109 (Case No. 3263: Bangladesh); 149 (Case No. 3415: Belgium); 186 (Case No. 3413: Plurinational State of Bolivia); 205 (Case No. 3219: Brazil); 221 (Case No. 2318: Cambodia); 258 (Case No. 3281: Colombia); 301 (Case No. 3295: Colombia); 315 (Case No. 3309: Colombia); 380 (Case No. 3251: Guatemala); 406 (Case No. 3326: Guatemala); 438 (Case No. 3369: India); 478 (Case No. 3411: India); 518 (Case No. 2508: Islamic Republic of Iran); 538 (Case No. 3408: Luxembourg); 568 (Case No. 3076: Maldives); 592 (Case No. 3382: Panama); 623 (Case No. 3306: Peru); 651 (Case No. 3310: Peru); 688 (Case No. 3404 (Serbia); 746 (Case No. 3407: Uruguay), and adopted the 400th Report of its Committee on Freedom of Association as a whole.

(GB.346/INS/15)

16. Report of the Board of the International Training Centre of the ILO: 86th Session of the Board (27–28 October 2022)

The Governing Body took note of the document.

(GB.346/INS/16)

17. Report of the Director-General

Regular report

The Governing Body took note of the information contained in document GB.346/INS/17(Rev.1) regarding the membership of the Organization, progress in international labour legislation and internal administration.

(GB.346/INS/17(Rev.1), paragraph 14)

Obituary

The Governing Body paid tribute to the memory of Ms Jean Perlin and invited the Director-General to convey its condolences to the family of Ms Perlin and to the Government of Canada.

(GB.346/INS/17(Add.1)(Rev.1), paragraph 4)

17.1. First Supplementary Report: A Global Coalition for Social Justice

The Governing Body:

- (a) took note of the elements related to a Global Coalition for Social Justice contained in document GB.346/INS/17/1 and requested the Director-General to pursue his efforts and consultations, taking into account the guidance provided during the discussion;
- (b) requested the Director-General to present an updated report to its 347th Session (March 2023), addressing the issues raised during the discussion and providing additional information; and
- (c) requested the Office to organize informal consultations on the above matters prior to the 347th Session.

(GB.346/INS/17/1, paragraph 29)

17.2. Second supplementary report: Follow-up to Governing Body decisions

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

(GB.346/INS/17/2, paragraph 5)

17.3. Third supplementary report: Report of the Meeting of Experts for the tripartite validation of the technical guidelines on biological hazards (20–24 June 2022)

The Governing Body:

- (a) authorized the Director-General to publish and disseminate the *Technical guidelines on biological hazards in the working environment* adopted by the Meeting of Experts on 24 June 2022; and
- (b) requested the Director-General to take into consideration the *Technical guidelines on biological hazards in the working environment* for future work of the Office in this area.

(GB.346/INS/17/3, paragraph 7)

17.4. Fourth Supplementary Report: Documents submitted for information only

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

- Approved symposia, seminars, workshops and similar meetings (GB.346/INS/INF/1);
- Report on the status of pending representations submitted under article 24 of the ILO Constitution (GB.346/INS/INF/2);
- Final report on the implementation of the ILO programme of action on decent work in global supply chains 2017–21 (GB.346/INS/INF/3);
- Update on the status of ratification of the 1986 Instrument for the Amendment of the Constitution of the ILO (GB.346/INS/INF/4);
- Report on the implementation of the ILO disability inclusion policy and strategy (2020–23) (GB.346/INS/INF/5);
- Improving the rules governing the process of appointment of the Director-General (GB.346/INS/INF/6);
- Programme and Budget for 2022–23: Regular budget account and Working Capital Fund (GB.346/PFA/INF/1);
- Overview of ILO accommodation (GB.346/PFA/INF/2).

(GB.346/INS/17/4, paragraph 3).

17.5. Fifth Supplementary Report: Report of the Committee set up to examine the representation alleging non-observance by France of the Labour Inspection Convention, 1947 (No. 81)

In the light of the conclusions contained in paragraphs 25 and 26 of the report on the issues raised in the representation, the Governing Body, on the recommendation of the Committee:

- (a) approved the report contained in document GB.346/INS/17/5; and
- (b) decided to publish the report and declare closed the procedure resulting from the representation.

(GB.346/INS/17/5, paragraph 27)

17.6. Sixth Supplementary Report: Appointment of two Assistant Directors-General

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

(GB.346/INS/17/6, paragraph 4)

17.7. Seventh Supplementary Report: Cancellation of preparations for the holding of a regional meeting in 2023 and possible discontinuation of regional meetings

Having regard to the Director-General's announcement in the context of the preview of the Programme and Budget proposals for 2024–25 that he intends to propose the discontinuation of regional meetings, the Governing Body decided to:

- (a) cancel all preparations for the holding of a regional meeting in 2023;
- (b) request the Office to undertake an evaluation, differentiated by region, including a cost-benefit analysis, of the impact of the regional meetings before the 347th Session (March 2023);
- (c) place on the agenda of its 347th Session (March 2023) an item concerning the possibility to either maintain, discontinue or adapt regional meetings for its examination and decision; and
- (d) request the Director-General to prepare a detailed report on this matter taking into account the views expressed at its 346th Session.

(GB.346/INS/17/7, paragraph 18, as amended by the Governing Body)

18. Reports of the Officers of the Governing Body

18.2. Second report: Conditions of appointment of the Director-General

The Governing Body took note of the decision of its Officers to increase the representation allowance of the Director-General to CHF50,000, in line with the decision adopted at the 313th Session of the Governing Body.

(GB.346/INS/18/2, paragraph 5)

18.3. Third report: Complaint alleging non-observance by Austria, Belgium, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain and Sweden of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) and the Employment Policy Convention, 1964 (No. 122)

In light of the information contained in document GB.346/INS/18/3, and taking into consideration the recommendation of its Officers, the Governing Body decided that the complaint was not receivable.

(GB.346/INS/18/3, paragraph 8)

18.4. Fourth report: Representation alleging non-observance by Romania of the Social Security (Minimum Standards) Convention, 1952 (No. 102) (private sitting of the Governing Body)

In the light of the information contained in document GB.346/INS/18/4, 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.346/INS/18/4, paragraph 5)

18.5. Fifth report: Representation alleging non-observance by Austria, Belgium, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain and Sweden of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) and the Employment Policy Convention, 1964 (No. 122) (private sitting of the Governing Body)

In light of the information contained in document GB.346/INS/18/5, and taking into consideration the recommendation of its Officers, the Governing Body decided that the representation was not receivable.

(GB.346/INS/18/5, paragraph 5)

18.6. Sixth report: Representation alleging non-observance by Spain of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) (private sitting of the Governing Body)

In the light of the information contained in document GB.346/INS/18/6, 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.346/INS/18/6, paragraph 5)

18.7. Seventh report: Representation alleging non-observance by Serbia of the Minimum Wage Fixing Convention, 1970 (No. 131) (private sitting of the Governing Body)

In the light of the information contained in document GB.346/INS/18/7, 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.346/INS/18/7, paragraph 5)

18.8. Eighth report: Representation alleging non-observance by Argentina of the Indigenous and Tribal Peoples Convention, 1989 (No. 169) (private sitting of the Governing Body)

In the light of the information contained in document GB.346/INS/18/8, 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.346/INS/18/8, paragraph 5)

18.9. Ninth report: Representation alleging non-observance by Brazil of the Labour Relations (Public Service) Convention, 1978 (No. 151) (private sitting of the Governing Body)

In the light of the information contained in document GB.346/INS/18/9, and taking into consideration the recommendation of its Officers, the Governing Body decided that the representation was receivable and, as it relates to a Convention dealing with trade union rights, to refer it to the Committee on Freedom of Association for examination in accordance with articles 24 and 25 of the Constitution of the ILO.

(GB.346/INS/18/9, paragraph 5)

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

The Governing Body, upon the recommendation of its Officers:

- (a) appointed for a period of three years, three new members of the Committee of Experts on the Application of Conventions and Recommendations:
 - (i) Judge Benedict Kanyip (Nigeria);
 - (ii) Dato Ambiga Sreenevasan (Malaysia); and
 - (iii) Professor José Herrera Vergara (Colombia);
- (b) endorsed the list of Member States to be invited to nominate experts to participate in the Tripartite Meeting of Experts in Labour Statistics on the Revision of the Standards for Statistics on Informality;
- (c) endorsed the proposals made in relation to the invitation of intergovernmental and international non-governmental organizations as observers to the official meetings listed in the appendix to document GB.346/INS/19; and
- (d) took note of the programme of meetings contained in Part II of document GB.346/INS/19.

(GB.346/INS/19, paragraph 13)

► Policy Development Section

Employment and Social Protection Segment

1. Temporary labour migration

The Governing Body requested the Director-General to take into account its guidance concerning the proposed ways forward to maximize the opportunities and minimize the risks associated with temporary labour migration, including exploring further good practices and means for their implementation, and enhancing the participation of the social partners in the design, monitoring and implementation of temporary labour migration schemes of all types.

(GB.346/POL/1, paragraph 49)

2. Report of the Meeting of Experts on decent work in the platform economy (Geneva, 10–14 October 2022)

The Governing Body:

- (a) took note that the Meeting of Experts on decent work in the platform economy did not adopt any conclusions;
- (b) requested the Office to take into consideration the different views expressed at the Meeting of Experts on decent work in the platform economy (Geneva, 10–14 October 2022) within the context of the preparation of the recurrent discussion on social protection (labour protection) to be held at the 111th Session of the International Labour Conference (2023); and
- (c) requested the Director-General to take account of its guidance regarding future ILO activities on decent work in the platform economy.

(GB.346/POL/2, paragraph 19)

Social Dialogue Segment

3. Sectoral meetings held in 2022 and proposals for sectoral work in 2023

The Governing Body:

- (a) approved the records of proceedings of the three meetings referred to in section I of document GB.346/POL/3 and authorized the Director-General to publish them;
- (b) requested the Director-General, when drawing up proposals for future work, to take into consideration, promote and disseminate the conclusions, and implement the recommendations for future action by the ILO, produced by the meetings referred to in section I of document GB.346/POL/3;
- (c) authorized the Director-General to publish, disseminate and provide capacity-building for the implementation of the revised code of practice on safety and health in construction;
- (d) 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;
- (e) approved the convening of the Subcommittee on Wages of Seafarers of the Joint Maritime Commission in the first half of 2025;
- (f) took note of the decision of the Council of the International Maritime Organization (IMO) at its 127th session to appoint the eight governments as stated in paragraph 20 of GB.346/POL/3 as IMO representatives to the first meeting of the Joint ILO–IMO Tripartite Working Group to identify and address seafarers' issues and the human element (13–15 December 2022), and to invite all other ILO Member States to the meeting as observers;
- (g) endorsed the proposals contained in Appendix I to document GB.346/POL/3 relating to the dates, duration, official title, purpose and composition of the meetings listed therein;
- (h) approved the postponement of the meeting of experts to produce joint ILO–IMO guidelines for medical examination of fishers from the third quarter of 2023 to the first quarter of 2024; and

- (i) agreed to notify the Office of the appointment and election of the Chairpersons and three Vice-Chairpersons of the meetings referred to in section II of document GB.346/POL/3 one month prior to each meeting.

(GB.346/POL/3, paragraph 26, as amended by the Governing Body)

Development Cooperation Segment

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

The Governing Body took note of the information provided in document GB.346/POL/4.

(GB.346/POL/4, paragraph 33)

Multinational Enterprises Segment

5. Taking stock five years after the adoption of the revised Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy

The Governing Body requested the Director-General:

- (a) to scale up activities in support of constituents to make better use of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration), in line with the building blocks for a comprehensive strategy on achieving decent work in supply chains;
- (b) to strengthen and promote operational tools, as outlined in Annex II of the MNE Declaration;
- (c) to further mainstream the MNE Declaration in relevant development cooperation programmes and ILO engagement with enterprises;
- (d) to strengthen ILO engagement with other international organizations to advance decent work through the promotion of the MNE Declaration in the context of trade, investment and supply chains; and
- (e) to facilitate resource mobilization to that effect.

(GB.346/POL/5, paragraph 30, as amended by the Governing Body)

► Legal Issues and International Labour Standards Section

International Labour Standards and Human Rights Segment

1. Report of the seventh meeting of the Standards Review Mechanism Tripartite Working Group (Geneva, 12–16 September 2022)

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

- (a) welcomed the SRM TWG's consensual recommendations;

- (b) decided that the instrument concerning employment injury that was reviewed by the SRM TWG should be considered to have the classification “up to date”;
- (c) once again 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 promotion of the ratification and effective implementation of Conventions Nos 102 (Part VI) and/or 121, with a view to including their application to agricultural workers, by Member States in which Conventions Nos 12, 17, 18 and 42 are currently in force;
- (d) requested the Office to take the necessary action in follow-up to the recommendations of the SRM TWG at this and previous meetings as a matter of institutional priority;
- (e) invited the Committee of Experts on the Application of Conventions and Recommendations to consider seeking information from Member States on their application, in law and practice, of Conventions Nos 102 (Part VI) and 121 to agricultural workers;
- (f) requested the Office to prepare a background paper on the implications of gendered and other obsolete and inappropriate terms and references in all international labour standards, 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) noted the SRM TWG’s recommendations concerning the abrogation and withdrawal of certain instruments, in relation to which it will consider:
 - (i) placing an item concerning the abrogation of Conventions Nos 17, 18 and 42 and the withdrawal of Recommendations Nos 22, 23 and 24 on the agenda of the 121st Session of the International Labour Conference (2033);
 - (ii) an evaluation will be held in 2028 to assess whether Member States with effective ratifications of Conventions Nos 17, 18 and 42 have taken any necessary action to ratify either Convention No. 102 (Part VI) or Convention No. 121. If progress has not been made, the date at which the International Labour Conference will consider the item for abrogation and withdrawal may be reconsidered by the Governing Body;
- (h) decided to convene the eighth meeting of the SRM TWG from 11 to 16 September 2023, at which it should review ten instruments, and examine the follow-up to 14 outdated instruments, concerning maternity protection, protection of children and young persons, and social security (old age, invalidity and survivors’ benefits), as included in sets of instruments 5, 9, and 15 of the SRM TWG’s initial programme of work; and
- (i) requested the Office to prepare for its consideration at the 347th Session (March 2023), in the context of the discussion on final clauses of international labour Conventions, a draft resolution that would amend the final clause concerning the authoritative language versions, for transmission to the Conference at its 111th Session (2023).

(GB.346/LILS/1, paragraph 5, as amended by the Governing Body)

2. 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 2024

The Governing Body requested the Office to prepare for its consideration at its 347th Session (March 2023) the article 19 report form on the Employment Injury Benefits Convention

[Schedule I amended in 1980] (No. 121) and Recommendation (No. 121), 1964; the Social Security (Minimum Standards) Convention, 1952 (No. 102) (Part VI); the Workmen's Compensation (Agriculture) Convention, 1921 (No. 12); and the Equality of Treatment (Accident Compensation) Convention (No. 19) and Recommendation (No. 25), 1925, for the General Survey to be prepared by the Committee of Experts on the Application of Conventions and Recommendations in 2024 for discussion by the Conference Committee on the Application of Standards in 2025.

(GB.346/LILS/2, paragraph 32, as amended by the Governing Body)

3. Report of the fourth meeting (Part II) of the Special Tripartite Committee established under the Maritime Labour Convention, 2006, as amended (5–13 May 2022): Report of the Chairperson of the Committee to the Governing Body, in accordance with article 16 of the Standing Orders of the Committee

The Governing Body, welcoming the work conducted by the Special Tripartite Committee (STC) established under the Maritime Labour Convention, 2006, as amended (MLC, 2006):

- (a) took note of the report of the Chairperson of the STC on the fourth meeting (Part II) of the STC (5–13 May 2022) contained in document GB.346/LILS/3 and of the resolutions adopted at that meeting;
- (b) took note of the request by the Maritime Safety Committee of the International Maritime Organization (IMO) to include the topic of harassment and bullying, including sexual assault and sexual harassment, in the maritime sector as an item to be considered, at the earliest opportunity, by the Joint ILO–IMO Tripartite Working Group to identify and address seafarers' issues and the human element and noted that the topic would be addressed at the meeting of the Joint ILO–IMO Tripartite Working Group to be held in 2023;
- (c) endorsed the establishment of a working group of the STC with the mandate and modalities described in paragraphs 26 and 27 of document GB.346/LILS/3;
- (d) extended the appointment of Mr Martin Marini (Singapore) as Chairperson of the STC until 2025; and
- (e) decided to convene the fifth meeting of the STC from 7 to 11 April 2025 and requested the Director-General to include a provision for that purpose in the Programme and Budget proposals for 2024–25.

(GB.346/LILS/3, paragraph 28)

► Programme, Financial and Administrative Section

Programme, Financial and Administrative Segment

1. Preview of the Programme and Budget proposals for 2024–25

The Governing Body took note of the document.

(GB.346/PFA/1)

2. Matters relating to ILO premises

2.1. Update on the headquarters building renovation project

The Governing Body requested the Office to provide an updated progress report on the headquarters building renovation project and on the headquarters security perimeter project at its 347th Session (March 2023).

(GB.346/PFA/2/1, paragraph 12)

2.2. Update on the premises for the ILO Regional Office for Africa and Country Office for Côte d'Ivoire, Benin, Burkina Faso, Mali, Niger and Togo in Abidjan

The Governing Body:

- (a) took note of the Office's decision to proceed with the redevelopment of the ILO-owned premises in Abidjan, as described in document GB.340/PFA/3, with a scope as approved in October 2020;
- (b) requested the Office to provide an update on progress to the Governing Body at its 347th Session (March 2023); and
- (c) requested the Director-General to continue the high-level collaboration with the Government of Côte d'Ivoire in support of the redevelopment project

(GB.346/PFA/2.2, paragraph 9)

3. Review of the ILO's cybersecurity framework

The Governing Body took note of the information contained in document GB.346/PFA/3 and requested the Office to take into account its guidance in following up on the recommendations of the review.

(GB.346/PFA/3, paragraph 13)

4. Progress report on the development of the ILO strategy on knowledge and innovation across the Organization

The Governing Body took note of the overview of progress in knowledge management and innovation in the ILO contained in document GB.346/PFA/4 and requested the Director-General to:

- (a) take into account the views expressed by the Governing Body in finalizing the ILO's strategy on knowledge and innovation to be examined at its 347th Session (March 2023); and
- (b) include the proposed work of the ILO Innovation Facility, with details on its programmatic activities, structure and funding, in the Programme and Budget proposals for 2024–25, to be examined by the Governing Body at its 347th Session (March 2023).

(GB.346/PFA/4, paragraph 22, as amended by the Governing Body)

Audit and Oversight segment

6. Annual evaluation report 2021–22

The Governing Body endorsed the recommendations of the annual evaluation report 2021–22 (paragraphs 10, 101 and 112) for implementation by the ILO.

(GB.346/PFA/6(Rev.1), paragraph 113)

7. 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 two independent high-level evaluations presented in document GB.346/PFA/7(Rev.1) (paragraphs 82–89 and 108–114) and to ensure their appropriate implementation.

(GB.346/PFA/7(Rev.1), paragraph 125)

8. Summary of findings on the independent evaluation of the ILO's evaluation function

The Governing Body requested the Director-General to take into consideration the recommendations of the independent evaluation presented in document GB.346/PFA/8, and to ensure their appropriate implementation.

(GB.346/PFA/8, paragraph 45)

9. Matters relating to the Joint Inspection Unit

The Governing Body took note of the information contained in documents GB.346/PFA/9, GB.346/PFA/9/REF/1 and GB.346/PFA/9/REF/2 and provided guidance to the Office.

(GB.346/PFA/9, paragraph 19)

Personnel Segment

11. Amendments to the Staff Regulations: Appraisal of ILO officials designated as members of United Nations country teams

The Governing Body approved the amendments to Chapters II and VI of the Staff Regulations relating to the organization of the staff and advancement, appraisal and change of grade, as set out in the appendix to document GB.346/PFA/11.

(GB.346/PFA/11, paragraph 5)

12. Matters relating to the Administrative Tribunal of the ILO: Review of the jurisdictional set-up of the United Nations common system

The Governing Body:

- (a) took note of the proposals set out in the UN Secretary-General's report on the review of the jurisdictional set-up of the United Nations common system (A/77/222) and of the comments of the judges of the Administrative Tribunal of the International Labour Organization on those proposals; and

- (b) requested the Director-General to continue to engage with the United Nations Secretariat taking into account the views expressed during the discussion of document GB.346/PFA/12(Rev.1), and to prepare an updated report for its consideration at its 349th Session (October–November 2023).

(GB.346/PFA/12(Rev.1)), paragraph 25, as amended by the Governing Body)

13. Other personnel matters: Recent developments concerning the determination of the post adjustment by the International Civil Service Commission

The Governing Body took note of the information provided by the Office regarding the ongoing stalemate with respect to the determination of post adjustment multipliers by the International Civil Service Commission and adopted the following resolution as amended by the Governing Body.

(GB.346/PFA/13(Rev.1)), paragraph 29, as amended by the Governing Body)

Resolution concerning the determination of post adjustment by the International Civil Service Commission

The Governing Body of the International Labour Office,

Mindful of the importance of the cooperation between the United Nations (UN) and the International Labour Organization (ILO) to develop common personnel standards, methods and arrangements and avoid serious discrepancies in the terms and conditions of employment set forth in article XI of the 1946 relationship agreement between the two organizations,

Emphasizing the ILO's commitment to the principle of the rule of law and its obligation to execute in good faith the judgments of the ILO Administrative Tribunal that are final and without appeal as well as its special responsibility as custodian and guarantor of the Tribunal's integrity and independence,

Recalling Judgment No. 4134 of the Administrative Tribunal of the ILO and its impact on the application of post adjustment multipliers for the ILO and other organizations,

Noting UN General Assembly resolutions 74/255A, 74/255B, 75/245 and 76/240 that reaffirm in particular the authority of the International Civil Service Commission (ICSC) to establish post adjustment multipliers for duty stations in the UN common system,

Mindful of the central role of the UN General Assembly in determining conditions of service and entitlements for all staff serving in the organizations of the UN common system,

Noting the judgments of the UN Dispute Tribunal and UN Appeals Tribunal, UNDT/2020/130 and 2021-UNAT-1107 respectively, which recognize the need to update the ICSC Statute "to bring clarity and to avoid future misconstructions",

Recognizing the ILO's responsibilities under the UN common system arising from the acceptance of the ICSC Statute since 16 April 1975,

1. Expresses its serious concern about the continued application of two concurrent post adjustment multipliers at the Geneva duty station, which jeopardizes the sustainability of the UN common system of salaries;
2. Acknowledges the efforts of the Office, in consultation with other specialized agencies concerned, to raise awareness about the challenging situation and seek support and assistance from the UN Secretariat and the ICSC;

3. Takes note of the joint letters of the Executive Heads of the ILO and other Geneva-based agencies dated 12 May 2020 and 30 September 2022, and addressed to the UN Secretary-General drawing his urgent attention to the difficulties encountered and recommending a constructive approach, including by amending the ICSC Statute;
4. Takes note of the Office analysis that updating the wording of articles 10 and 11 of the ICSC Statute to explicitly provide for the authority of the ICSC to determine post adjustment multipliers is the solution that would apparently enable the ILO and other specialized agencies concerned to comply with the final and non-appealable judgments of the Administrative Tribunal and honour their responsibilities both as employers and as members of the UN common system;
5. Instructs the Director-General to pursue his efforts, as a matter of priority and in consultation with other specialized agencies concerned, to resolve the current impasse;
6. Commits to accept amendments to the ICSC Statute regarding the ICSC's statutory authority to determine post adjustment multipliers should the UN General Assembly take such an action, and instructs the Director-General to then implement the official ICSC post adjustment multipliers provided after the date of the acceptance of those amendments by the Director-General of the ILO;
7. Requests the Director-General to transmit a copy of this resolution to the UN Secretary-General, the Chairman of the ICSC and the executive heads of the specialized agencies concerned;
8. Decides to remain seized of this matter until it is definitively resolved and requests, in this respect, the Director-General to keep the Governing Body regularly informed of any progress made.