



Governing Body

340th Session, Geneva, October–November 2020

Institutional Section

INS

Date: 9 October 2020

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Eighteenth item on the agenda

Report of the Director-General

Third Supplementary Report: Follow-up to Governing Body decisions

Purpose of the document

In the present document, the Governing Body is provided with an overview of the action envisaged or already taken by the Office to give effect to the decisions adopted at its previous sessions (see the draft decision in paragraph 5).

Relevant strategic objective: All.

Main relevant outcome: Enabling outcome B: Effective and efficient governance of the Organization.

Policy implications: No immediate implications.

Legal implications: No immediate implications.

Financial implications: No immediate implications.

Follow-up action required: Preparation of a supplementary report for the 343rd Session of the Governing Body on the follow-up to its decisions.

Author unit: Official Meetings, Documentation and Relations Department (RELMEETINGS).

Related documents: GB.337/INS/12/3; GB.334/INS/13/3; GB.331/INS/18/2; GB.328/INS/17/6; GB.325/INS/15/4; GB.323/INS/10; GB.322/INS/4/1; GB.322/INS/4/2; GB.310/9/1.

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▶ Introduction

1. In March 2011, the Governing Body decided that, as part of the reform package,¹ the Office should prepare a supplementary report of the Director-General outlining, in a tabular or matrix form, the follow-up action taken by the Office on decisions previously adopted by the Governing Body.
2. In March 2015, the Governing Body requested the Office to limit the reporting period for a given item to a maximum of two years, unless further action was required, in order to streamline the document, which had grown considerably since its conception in 2011.² This document comprises decisions taken from November 2018 to November 2019, given that the 338th Session, originally scheduled for 12–26 March 2020, could not take place as a result of the coronavirus pandemic.
3. The table below displays: (1) the decisions adopted requiring follow-up action; (2) the actions already taken or envisaged by the Office to give effect to these decisions; (3) the planned date for reporting to the Governing Body; and (4) the implementation status. The shaded areas correspond to follow-up action that has been completed and which will be removed from the next report.
4. To avoid repetition, existing items that are the subject of a full report to be submitted to the forthcoming session (October–November 2020) will simply be cross-referenced and linked to the full report.

▶ Draft decision

5. **The Governing Body, by correspondence, requested the Office to prepare, for its 343rd Session (October–November 2021), a supplementary report on the follow-up to the decisions adopted since November 2019.**

¹ GB.310/9/1.

² GB.323/INS/10, para. 17(b).

▶ Follow-up to Governing Body decisions

INS – Institutional Section

Agenda of the International Labour Conference

Decision adopted/outcome of the discussion: GB.337/INS/2 and GB.337/INS/2(Add.1)

The Governing Body decided to:

- (a) place on the agenda of the 109th Session of the Conference (2020) an item related to skills and lifelong learning (general discussion);
- (b) place on the agenda of the 110th Session (2021) of the Conference an item related to the withdrawal of the Fee-Charging Employment Agencies Convention, 1933 (No. 34);
- (c) defer to the 338th Session (March 2020) of the Governing Body the decision to place on the agenda of the 110th Session of the Conference (2021) an item related to:
 - (i) decent work and the social and solidarity economy (general discussion); or
 - (ii) a just transition of the world of work towards environmentally sustainable economies and societies for all (standard-setting discussion or general discussion); or
 - (iii) any other item based on the discussion at the 337th Session;
- (d) place on the agenda of the 119th Session (2030) of the Conference an item on the abrogation of the Fee-Charging Employment Agencies Convention (Revised), 1949 (No. 96); and
- (e) request the Office to take into account the guidance provided in preparing the paper for the 338th Session (March 2020) of the Governing Body.

Follow-up action envisaged or already taken

Next report to the Governing Body

Implementation status

Document already translated and published for the 338th Session (March 2020).
 Consideration by the Governing Body now rescheduled for the 341st Session (March 2021).

341st Session
 (March 2021)

Matters arising out of the work of the 108th Session (2019) of the International Labour Conference. Follow-up to the resolution concerning the elimination of violence and harassment in the world of work

Decision adopted/outcome of the discussion:GB.337/INS/3/1

The Governing Body:

- (a) requested the Director-General to take into consideration the strategy, and the guidance given during its discussion, in the implementation of the Programme and Budget for 2020–21, as well as when preparing the next strategic framework and future programme and budget proposals and facilitating extrabudgetary resources; and
- (b) requested the Director-General to review the implementation of the strategy and report back to the Governing Body on a regular basis.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
<ul style="list-style-type: none"> • Support to pre-ratification reviews of national laws and practice, and to the revision of relevant legislation and policies (as of 31 July, the ILO is providing support in at least 22 countries). 		In progress
<ul style="list-style-type: none"> • Policy-oriented research, briefs and tools to build and/or strengthen the knowledge and the capacity of constituents on how to identify, prevent and eliminate violence and harassment, including in the context of COVID-19. Some materials have been completed (that is, at least five technical and two policy briefs; easy-to-read guide; report on creating safe and healthy working environments free from violence and harassment); others are in progress (for example, guide on legislation; compilation of good practices at national and regional levels; policy briefs/research on selected sectors, such as media and culture, health; model policy on violence and harassment to support factories in the garment sector in aligning their internal policies to the new instruments, etc.). 		In progress
<ul style="list-style-type: none"> • Capacity-building activities, including sensitization and training activities, on Convention No. 190 and Recommendation No. 206 for constituents in the field and through ITC-Turin. 		In progress
<ul style="list-style-type: none"> • Review and mapping of existing surveys on work-related violence and harassment, synthesis note and research on the prevalence of violence and harassment in the world of work. 		In progress
<ul style="list-style-type: none"> • Global awareness-raising and communication campaign. 		In progress
<ul style="list-style-type: none"> • Promotion of international cooperation and partnerships, and of resource mobilization. 		In progress
<ul style="list-style-type: none"> • Setting up of an ILO technical working group to coordinate efforts of technical departments at headquarters and in field offices. 		In progress
<ul style="list-style-type: none"> • Review of ILO relevant internal human resources policies in line with Convention No. 190 and Recommendation No. 206, and roll-out of proactive campaign strategies. 		In progress

Follow-up to the resolution on the ILO Centenary Declaration for the Future of Work: Proposals for including safe and healthy working conditions in the ILO's framework of fundamental principles and rights at work

Decision adopted/outcome of the discussion: GB.337/INS/3/2

The Governing Body decided to approve the procedural road map as a planning tool, which can be reviewed and modified by the Governing Body based on progress made, for the consideration of including safe and healthy working conditions in the ILO's framework of fundamental principles and rights at work set out in paragraph 21 of document GB.337/INS/3/2, taking into account the guidance provided during the discussion.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
Document already translated and published for the 338th Session (March 2020). To be submitted to the 340th Session (October–November 2020), as a document for information, and to the 341st Session as a document for discussion.	340th Session (October–November 2020) and 341st Session (March 2021)	In progress

Mid-term report on the implementation of the ILO programme of action on decent work in global supply chains

Decision adopted/outcome of the discussion: GB.337/INS/4

The Governing Body requested the Office to continue to take into account the findings of the independent synthesis review and, in light of the discussion, to continue to implement the programme of action work plan as outlined in document GB.337/INS/4 in order to maximize results before a final report is submitted to the Governing Body in October 2022 (paragraph 41, as amended by the GB).

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
<ul style="list-style-type: none"> A Technical Meeting on Decent Work in Global Supply Chains took place in February 2020 and a separate report is submitted for information to this session of the Governing Body (GB.340/INS/18/2). The Office continued to implement the programme of action and took steps to increase cross-departmental "One ILO" collaboration as described in GB.337/INS/4. The pilots of the decent work mapping and survey methodology are under way. 	Final Report to be submitted to the 346th Session (October 2022)	In progress
<ul style="list-style-type: none"> The Office continued to build public-private partnerships to further strengthen the capability to use global supply chains as an effective entry point in advancing decent work. Capacity-building activities for the tripartite constituents continue through the development of new development cooperation projects. 		Completed

<ul style="list-style-type: none"> Global supply chains is soon to be featured as a separate topic on the ILO homepage. The topic portal provides visitors to the website with centralized information and highlights key ILO resources. 	Completed
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Annual progress report on the technical cooperation programme agreed between the Government of Qatar and the ILO

Decision adopted/outcome of the discussion: GB.337/INS/5
 The Governing Body took note of the annual progress report on the technical cooperation programme agreed between the Government of Qatar and the ILO contained in document GB.337/INS/5.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A separate and full report will be submitted to the 340th Session (GB.340/INS/11).	340th Session (October–November 2020)	

Follow-up to the decision adopted by the Governing Body at its 334th Session to support the National Tripartite Agreement of November 2017 aimed at implementing the road map: Progress report by the Government of Guatemala on action taken

Decision adopted/outcome of the discussion: GB.337/INS/6(Rev.1)
 The Governing Body:
 (a) took note of the report sent by the Government and of the observations communicated by the trade union federations; and
 (b) recalled that, in accordance with the decision adopted at its 334th Session (October–November 2018), the Government of Guatemala would report at the Governing Body session of October–November 2020 on the further action taken.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A separate and full report will be submitted to the 340th Session (GB.340/INS/10).		

Report of the Commission of Inquiry appointed to consider the complaint alleging the non-observance by the Bolivarian Republic of Venezuela 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), made under article 26 of the ILO Constitution by several delegates to the 104th Session (2015) of the International Labour Conference

Decision adopted/outcome of the discussion: GB.337/INS/8

The Governing Body took note of the report of the Commission.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A separate and full report will be submitted to the 340th Session. Please refer to document GB.340/INS/13.	340th Session (October–November 2020)	

Follow-up to the resolution concerning remaining measures on the subject of Myanmar adopted by the Conference at its 102nd Session (2013)

Decision adopted/outcome of the discussion: GB.337/INS/9

Having considered the Report submitted by the Director-General in document GB.337/INS/9, the Governing Body:

- (a) acknowledged the progress made by the Government, in particular, the new action plan on forced labour, the passing of the Child Rights Law, and proposals to ratify the Minimum Age Convention, 1973 (No. 138), and encouraged the Government to continue its efforts to cooperate with the ILO and social partners to fully implement the Decent Work Country Programme (DWCP);
- (b) urged the Government to consult with social partners through the National Tripartite Dialogue Forum to put in place a credible and effective national complaints mechanism (NCM) that includes victim protection measures, to address and eliminate forced labour;
- (c) urged the Government to continue to apply procedures that enable the ILO to receive complaints and to intensify its cooperation with the ILO to implement an effective forced labour complaints process until such time as a suitable NCM is in place;
- (d) requested the Director-General to include in his future Reports to the Governing Body progress made in the establishment of a complaints mechanism as agreed under the DWCP;
- (e) noted the ongoing work to reform labour legislation and called for further efforts to ensure that genuine tripartite social dialogue takes place during the labour law reform process and that the views of representative organizations of employers and workers are fully taken into account;
- (f) expressed concern at the charges laid against eight trade unionists under the Peaceful Assembly and Peaceful Procession Law and the use of this Law by the authorities as a means of denying trade unions the right to peacefully exercise their right to freedom of association; and
- (g) expressed the expectation that the Government can report in March 2020 concrete results in addressing key concerns raised in the Governing Body discussion, particularly with respect to freedom of association, the elimination of forced labour, and the putting in place of an effective national complaint mechanism.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A separate report will be submitted to the 340th Session. Please refer to document GB.340/INS/12.	340th Session (October–November 2020)	

ILO Research Strategy

Decision adopted/outcome of the discussion: GB.337/INS/7

The Governing Body endorsed the proposed Research Strategy for the period 2020–21 and requested the Director-General to take into account its guidance in implementing the Strategy.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
<ul style="list-style-type: none"> Develop innovative research and synergies on frontier issues: several new research projects have been developed and are currently implemented in collaborations across policy departments and field offices and with our social partners including digital technologies, innovation/decent work, environmental/ climate change, globalization//trade/global supply chains, and inequalities/ demographic shifts. 		In progress
<ul style="list-style-type: none"> Strengthen consultation with constituents and field offices in the development and assessment of flagship reports, <i>World Employment and Social Outlook (WESO) Trends</i>, specialized reports, and research briefs on COVID-19 response. 		In progress
<ul style="list-style-type: none"> Expand and strengthen the academic and research networks (including with international organizations), by including expertise in labour market analysis, inequalities research, policy advice and increased collaboration in key documents and events. 		In progress
<ul style="list-style-type: none"> Develop and improve links with the Research Review Group, which provides insight and guidance from multidisciplinary perspectives and evaluates the strength of the evidence and methodologies of the research work. 		In progress
<ul style="list-style-type: none"> Strengthen internally the technical linkages between the Research Department, teams at headquarters and field offices, particularly through the Global Technical Team for Research. Joint collaboration on key research areas with both field and Geneva-based team members continues to be fostered. 		In progress

Update on the status of ratification of the 1986 Instrument for the Amendment of the Constitution of the ILO and follow-up to paragraph 3 of the resolution on the ILO Centenary Declaration for the Future of Work

Decision adopted/outcome of the discussion: GB.337/INS/12/1(Rev.1)

In the light of the call of the International Labour Conference to “definitively democratize” the functioning and composition of the governing bodies of the ILO, the Governing Body decided:

- (a) to request the Director-General to continue promotional efforts for the ratification of the 1986 constitutional amendment and to write to Member States that have not yet ratified the 1986 Instrument inviting them to respond to the call of the Centenary Conference to ratify the Instrument, and report at future Governing Body sessions on the results obtained;
- (b) to request the Director-General to present to the Governing Body at its 338th Session (March 2020), following tripartite consultations, proposals regarding the composition and mandate of a tripartite working group to serve as a platform for focused dialogue and for developing proposals on the full, equal and democratic participation in the ILO’s tripartite governance in the spirit of the Centenary Declaration; and
- (c) to establish a tripartite working group on the basis of the proposals made in clause (b), which would present its first report back to the Governing Body in November 2020.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
Informal consultations to prepare the report to the Governing Body at its 340th Session were held in September 2020 (GB.340/INS/18/1).	340th Session (October–November 2020) and 341st Session (March 2021)	In progress

Report of the Meeting of Experts on Cross-border Social Dialogue (Geneva, 12–15 February 2019)

Decision adopted/outcome of the discussion: GB.337/INS/12/2

The Governing Body:

- (a) approved the conclusions of the Meeting of Experts on Cross-border Social Dialogue contained in the appendix to document GB.337/INS/12/2 and authorized the Director-General to publish and disseminate them widely; and
- (b) requested the Director-General to take into consideration the action recommended in the conclusions in the design and implementation of future programmes and budgets of the ILO.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
<ul style="list-style-type: none"> The Office convened global sectoral meetings – prime examples of cross-border social dialogue, such as the Global Dialogue Forum on Decent Work in the World of Sport (20–22 January 2020, Geneva). 		Completed
<ul style="list-style-type: none"> It facilitated subregional social dialogue, such as the second Joint Dialogue on labour migration between the Trade Union Council and the Confederation of Employers of Association of Southeast Asian Nations (ASEAN) (4–5 April 2019, Manila). 		Completed
<ul style="list-style-type: none"> It supported action by cross-borders actors, such as the development of a Labour Law Guide by the Private Sector Forum of the Southern African Development Community; a conference on the governance of the digital economy of the International Association of Economic and Social Councils and Similar Institutions (10–11 October 2019, Bucharest); the adoption of the IOE–ITUC–IndustriALL statement on “COVID-19: Action in the Global Garment Industry”. 		Completed
<ul style="list-style-type: none"> Following joint requests from multinational enterprises (MNEs) and global unions, six company–union dialogue facilitation procedures under the ILO MNE Declaration were launched. 		Completed
<ul style="list-style-type: none"> An ILO–ITC training workshop on freedom of association and collective bargaining was organized for management and workers’ representatives of a major MNE in the automotive industry (18–19 February 2020, Turin). 		Completed
<ul style="list-style-type: none"> Research on and the development of a repository of knowledge on cross-border social dialogue are ongoing. 		

Complaint concerning non-observance by Bangladesh of Conventions Nos 81, 87 and 98, made under article 26 of the ILO Constitution by several delegates to the 108th Session (2019) of the International Labour Conference

Decision adopted/outcome of the discussion: GB.337/INS/13/1

The Governing Body considered that the complaint was receivable and decided to request the Director-General to forward the complaint to the Government of Bangladesh, inviting it to communicate its observations on the complaint by 30 January 2020, and to include this item on the agenda of the 338th Session of the Governing Body (March 2020).

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A separate report will be submitted to the 340th Session (GB.340/INS/14).	Postponed from the 338th Session (March 2020) to the 340th Session (October–November 2020)	

Complaint concerning non-observance by Chile of Conventions Nos 87, 98, 103, 135 and 151, made under article 26 of the ILO Constitution by a delegate to the 108th Session (2019) of the International Labour Conference

Decision adopted/outcome of the discussion: GB.337/INS/13/2

The Governing Body considered that the complaint was receivable and decided to request the Director-General to forward the complaint to the Government of Chile, inviting it to communicate its observations on the complaint by 30 January 2020, and to include this item on the agenda of the 338th Session of the Governing Body (March 2020).

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A separate report will be submitted to the 340th Session (GB.340/INS/15).	Postponed from the 338th Session (March 2020) to the 340th Session (October–November 2020)	

Revised plan of action on social dialogue and tripartism for the period 2019–23 to give effect to the conclusions adopted by the International Labour Conference in June 2018

Decision adopted/outcome of the discussion: GB.335/INS/3(Rev.)

The Governing Body requested the Director-General to:

- (a) take account of its guidance in implementing the plan of action on social dialogue and tripartism for 2019–23 as set out in document GB.335/INS/3(Rev.); and
- (b) consider the plan in the preparation of future programme and budget proposals.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
<ul style="list-style-type: none"> • The Office continues to implement the plan of action in conjunction with the programme and budget and is on track to achieve delivery as shown by the list of achieved (or in progress) outputs, such as the organization of the high-level forum on freedom of association and collective bargaining in 2019, the production of policy tools on informal economy, the launch of preparation of the flagship report on social dialogue and tripartism, and the ratification campaign. The creation of an outcome dedicated to social dialogue (outcome 1) in the ongoing programme and budget ¹ underpins the delivery of the plan of action. 		In progress

¹ Programme and Budget for 2020–21, outcome 1: Strong tripartite constituents and influential and inclusive social dialogue.

- Due to the unfolding crisis caused by the COVID-19 pandemic and its impact on the world of work, the Office has been adapting the deliverables and timelines of the plan of action and associated services to the constituents, notably in line with Pillar IV of the ILO's policy framework to fight COVID-19² as well as Pillar V of the UN framework for the immediate socio-economic response to COVID-19.³

The following is a snapshot of selected key outputs achieved so far, or in progress:

- Component 1: Capacity-building
 - [Compendium](#) on the informal economy, to facilitate the transition to formality (January 2020);
 - Development of new modules of the training package on labour relations (IR toolkit), (ongoing);
 - Better Work support in multiple countries on collective bargaining in the garment sector; (ongoing);
 - [Managing conflicts and disasters: Exploring collaboration between Employers' and Workers organizations](#) (April 2020);
 - A Guide for trade unions in fragile settings;
 - [Master Programme](#) in Industrial and employment relations by ILO-ITC Turin implemented; and other learning resources digitalized (self-guided learning tool).
- Component 2: Research and training
 - ILO Briefs in the context of COVID-19:
 - [Policy Brief on Relying on social dialogue for solutions](#) (2020);
 - [The need for social dialogue in addressing the COVID-19 crisis](#) (May 2020);
 - [Employers and workers negotiating measures to prevent the spread of COVID-19, protect livelihoods and support recovery](#) (July 2020);
 - Social dialogue on occupational safety and health in the COVID-19 context: Ensuring a safe return to work (August 2020);
 - The role of social dialogue in framing the social protection response measures to COVID-19 (upcoming).
 - New Flagship Report on the strategic objective of social dialogue and tripartism ([IRData](#)) being developed (first edition expected at the end of 2021).
 - Multilingual [Guidebook](#) on collection and use of data on industrial relations (March 2020).
 - Update of the industrial Relations Database ([IRData](#)).
 - Expansion of the ILO Comparative Database on Industrial Relations ([IRLex](#)).
 - [Report](#) on employer organizations in the governance of technical and vocational education and training (TVET) and skills systems.

² Pillar IV, Relying on social dialogue for solutions, focuses on strengthening the capacity and resilience of the social partners and governments and strengthening social dialogue, collective bargaining and labour relations institutions and processes.

³ Pillar V of the UN Framework for the Immediate Socio-Economic Response to COVID-19 – Social cohesion and community resilience.

- [E-Academy](#) on social dialogue and industrial relations.
- Component 3: standards-related action
 - [Centenary Ratification Campaign](#) (ended in December 2019), leading to eight more ratifications of C.144, one more for each of C.98 and C.151, and two more for C.154
 - [High-level thematic forum](#) on “Freedom of association and the effective recognition of the right to collective bargaining”, organized during the 2019 Centenary ILC.
- Component 4: Enhancing policy coherence
 - [Conference](#) on the governance of the digital economy: Critical role of social dialogue through Economic and Social Councils and Similar Institutions (ESC-SI) (Bucharest, October 2019).
 - Several co-authorships with the OECD, including for G20 and G7 meetings, and with the Global Deal, on social dialogue.
 - Strong involvement in [G7 Social Ministerial Communiqué](#) (Biarritz, France, June 2019) and the [G7 Social Tripartite Declaration](#).
 - [Brief](#) on United Nations Development System: What employers’ and business membership organizations need to know and how they should engage (March 2020).
 - Contribution to development of Pillar V of the UN framework on the social cohesion and community resilience with the formulation of two methodological notes related to indicators 5.1 and 5.3.

Review of annual reports under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work

Decision adopted/outcome of the discussion: [GB.335/INS/4](#)

The Governing Body:

- (a) took note of the information presented in the Annual Review under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work for the period from January to December 2018;
- (b) invited the Director-General to further take into account its guidance on key issues and priorities, including as to the interest in the further elaboration of a specific application with a view to facilitating online reporting and data analysis; and
- (c) reiterated its support for the mobilization of resources with regard to further assisting Member States in their efforts to respect, promote and realize fundamental principles and rights at work, through universal ratification and action, including with a view to combating the global scourge of forced labour including trafficking in persons.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
Document already translated and published for the 338th Session (March 2020), (GB.338/INS/6).	Postponed from the 338th Session (March 2020) due to the pandemic; deferred to GB.341 (March 2021) in principle	In progress

The Standards Initiative: Overall review of its implementation

Decision adopted/outcome of the discussion: GB.335/INS/5

The Governing Body:

- (a) welcomed the efforts of all constituents and the Office towards the progress reported on the implementation of the two components of the Standards Initiative, namely the Standards Review Mechanism (SRM) and the work plan to strengthen the supervisory system;
- (b) with respect to the component concerning the SRM, noted the information provided on the lessons learned and future directions; requested the Standards Review Mechanism Tripartite Working Group (SRM TWG) to take its guidance into account in continuing its work and to provide a report for the Governing Body's second review of the functioning of the SRM TWG in March 2020; and, to guarantee the impact of that work, reiterated its call to the Organization and its tripartite constituents to take appropriate measures to follow up on all its previous recommendations;
- (c) having reviewed, against the common principles guiding the strengthening of the supervisory system, the report on progress in implementing the ten proposals of the work plan, welcomed the progress achieved so far and requested the Office to continue the implementation of the work plan which should be updated according to its guidance;
- (d) approving the approach taken and the timelines proposed, requested the Office to ensure that action was taken with respect to producing the guide on established practices across the supervisory system, the operation of the article 24 procedure, the streamlining of reporting, information sharing with other organizations, the formulation of clear recommendations of the supervisory bodies, pursuing systematized follow-up at the national level and consideration of the potential of article 19, paragraphs 5(e) and 6(d);
- (e) with respect to the proposal for a regular conversation between the supervisory bodies, invited the Chairperson of the Committee on Freedom of Association (CFA) to present its annual report to the Conference Committee on the Application of Standards (CAS) as from 2019;
- (f) with respect to the proposal for codification of the article 26 procedure, recalled the decision to consider the steps to be taken after the guide to the supervisory system was available to constituents, and requested the Office to provide it with further information in that regard in March 2020;

- (g) with respect to the proposal to consider further steps to ensure legal certainty, decided to hold informal consultations in January 2020, and to facilitate that tripartite exchange of views, requested the Office to prepare a paper on the elements and conditions for the operation of an independent body under article 37(2) and of any other consensus-based options, as well as the article 37(1) procedure; and
- (h) with respect to the proposal for review by the supervisory bodies of their working methods, invited the CAS, the Committee of Experts on the Application of Conventions and Recommendations (CEACR) and the CFA to continue their regular consideration of their working methods.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
<p>In relation to:</p> <ul style="list-style-type: none"> (a) n/a. (b) With regard to the SRM TWG component: <ul style="list-style-type: none"> • the Governing Body's second evaluation of the SRM TWG, which was to take place in March 2020, has been postponed until the October–November 2020 session of the Governing Body. A separate report to the Governing Body has been presented to the Governing Body (see GB.338/LILS/3). • Follow-up of the SRM TWG's previous recommendations is continuing within an ongoing Office-wide collaboration that includes the establishment of an ILO helpdesk on the SRM TWG in 2020. (c) n/a. (d) Production of the guide on track for release by the end of 2020 following consultations with GB members; other work plan items implemented. (e) Postponed to 2021 following the decision of the Governing Body to postpone the 109th Session of the Conference. (f) Postponed to the 341st Session of the Governing Body (March 2021). (g) Document already translated and published for the 338th Session (March 2020). Consideration by the Governing Body now rescheduled for the 341st Session (March 2021). (h) Review by the supervisory bodies of their working methods continues in accordance with their revised meeting schedules resulting from the deferral of the 338th and 339th Sessions of the Governing Body and the 109th Session of the Conference. 	<p>341st Session (March 2021) Second evaluation of the functioning of the Standards Review Mechanism Tripartite Working Group (March 2021)</p>	<p>In progress</p>

ILO-wide strategy for institutional capacity development

Decision adopted/outcome of the discussion: GB.335/INS/9

The Governing Body requested the Office to implement the ILO Institutional Capacity Development Strategy, taking into account the guidance received during the discussion of document GB.335/INS/9.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
<ul style="list-style-type: none"> In line with the Strategy, capacity development became a central component of the Programme and Budget for 2020–21. This includes a dedicated outcome on capacity development of the ILO constituents and social dialogue, as well as specific measures within each of the other policy outcomes to strengthen the technical capacity of governments and social partners to engage in all relevant processes, policies and programmes, within and across countries. The ILO's internal steering committee commenced its operation, chaired by DDG/FOP and with the participation of DDG/MR, DDG/P, Regional Directors, Directors of ACTRAV and ACT/EMP, and high-level managers from headquarters. In addition to monitoring progress as per the items of the Strategy and the Programme and Budget for 2020–21, the work of the Steering Committee has been focusing on the adjustments necessary in view of the COVID-19 crisis and the emerging needs of ILO constituents in that context. Progress on implementation of the Strategy has been regularly reported to the ILO Evaluation Advisory Committee. 	As part of the Programme Implementation Report for 2020–21	In progress

Update on the United Nations reform (GB.340/INS/6)

Decision adopted/outcome of the discussion: GB.335/INS/10

The Governing Body:

- took note of the current status of the reform of the United Nations development system and the Office's analysis of the challenges and opportunities of the reform for the ILO;
- requested the Director-General to strengthen leadership in promoting the value of tripartism and the role of the social partners in the implementation of United Nations General Assembly resolution 72/279 on the repositioning of the United Nations development system;
- requested the Director-General to do his utmost to ensure that in the revised resident coordinator job description national workers' and employers' organizations are designated as key entities with which the resident coordinator should engage at country level in the formulation and implementation of the Common Country Assessments and the United Nations Development Assistance Frameworks, in particular on the Sustainable Development Goals that were relevant to the ILO's mandate;

- (d) requested the Director-General to inform the agencies and institutions of the United Nations development system of the relevance of regular tripartite dialogue with international workers' and employers' organizations, also at the global level;
- (e) welcomed the objective of the International Trade Union Confederation (ITUC) and the International Organisation of Employers (IOE) to be granted observer status in the United Nations General Assembly;
- (f) took note that, with a view to the follow-up to the United Nations reform process and the implementation of the 2030 Agenda for Sustainable Development, the ITUC and the IOE were going to actively engage in the United Nations Economic and Social Council (ECOSOC) processes; and
- (g) invited the Director-General to take into consideration the views expressed by the Governing Body in the implementation of the plan of action in the appendix to document GB.335/INS/10.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
A separate document will be submitted for information to the 340th Session (GB.340/INS/6).	340th Session (October–November 2020)	

Reports of the 20th International Conference of Labour Statisticians (Geneva, 10–19 October 2018)

Decision adopted/outcome of the discussion: GB.335/INS/14/1

The Governing Body:

- (a) took note of the reports of the 20th International Conference of Labour Statisticians (ICLS);
- (b) endorsed the recommendations of the 20th ICLS and requested that, subject to the availability of resources, these be taken into account by the Office in its future programme of work, particularly the newly adopted guidelines and the SDG indicators recently upgraded to Tier II by the United Nations;
- (c) requested the Director-General to include in the Programme and Budget for 2020–21 a provision, which is estimated at US\$860,000, to implement resolution II concerning the methodology of SDG indicator 8.8.2 on labour rights, to be reported on annually by the ILO;
- (d) authorized the Director-General to promote the report of the proceedings of the 20th ICLS among:
 - (i) the governments of Member States and, through them, to the national employers' and workers' organizations concerned, drawing particular attention to the four resolutions contained in Appendix 3 to the report;
 - (ii) the international employers' and workers' organizations concerned;
 - (iii) the United Nations and other intergovernmental organizations; and
 - (iv) the non-governmental organizations represented at the 20th ICLS.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
<ul style="list-style-type: none"> Resources required to work further on SDG indicator 8.8.2 were made available for this biennium and data for this indicator for 2015–17 was reported to the UN Statistics Division for the Member States that have ratified Convention No. 87 and Convention No. 98. Work to code data for 2018 and 2019 is progressing well. Creation of a tripartite committee to consider further improvements to the methodology of the indicator is envisaged for the next year after the pandemic is over. 		In progress

Report of the Meeting of Experts on Defining Recruitment Fees and Related Costs (Geneva, 14–16 November 2018)

Decision adopted/outcome of the discussion: GB.335/INS/14/2

The Governing Body:

- approved the publication and dissemination of the definition of recruitment fees and related costs, adopted by the Meeting of Experts on Defining Recruitment Fees and Related Costs on 16 November 2018, which should be read together with the General principles and operational guidelines for fair recruitment; and
- requested the Director-General to promote the application of the definition of recruitment fees and related costs, including through appropriate partnership modalities and other avenues identified by the Office.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
<ul style="list-style-type: none"> Publication of the definition of recruitment fees and related costs, together with the general principles and operational guidelines have been made available in English, French, Spanish, Arabic, Chinese, Khmer, Laos, Burmese, Vietnamese, Thai, Mongolian and Japanese. A video outlining the definition is available in English, French and Spanish. 		Completed
<ul style="list-style-type: none"> Internal staff webinars were held to train staff on the definition, improve global knowledge-sharing and support development of further resources. 		Completed
<ul style="list-style-type: none"> Principles and guidelines and the definition by partner international organizations (for example, the IOM's International Recruitment Integrity System standards; ITUC Migrant Recruitment Advisor) and regional and global events/processes (for example, the Regional Conference on Migration–Puebla process; Global Forum on Migration and Development (GFMD) Quito summit) are being used and disseminated. 		In progress
<ul style="list-style-type: none"> A global training course with ITC–ILO on “Establishing Fair Recruitment Processes” was held in Guatemala in 2019. An online version of the training course will be held in September–October 2020. 		In progress

- The Fair Recruitment Initiative is currently operating in ten pilot countries. Training and capacity-building activities are being undertaken in an additional 13 countries. In progress
 - The ITUC Migrant Recruitment Advisor was launched in four countries, with two countries currently engaged in preparatory work. In progress
 - Statistical guidelines were developed, with the World Bank, for measuring recruitment costs to support SDG indicator 10.7.1. The indicator has been reclassified as Tier II and testing of the guidelines is ongoing in ten countries. In progress
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POL – Policy Development Section

POL – Employment and Social Protection Segment

The ILO’s response to HIV and AIDS: Accelerating progress for 2030

Decision adopted/outcome of the discussion: GB.337/POL/1

The Governing Body requested the Director-General to take into consideration the strategy for ILO action concerning HIV and AIDS in the world of work, and the guidance given during its discussion, in the implementation of the Programme and Budget for 2020–21, in the preparation of the next strategic framework and future programme and budget proposals and in facilitating extrabudgetary resources.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
<ul style="list-style-type: none"> Capacity-building is being provided to government officials, employers’ and workers’ organizations on HIV prevention, mitigation, addressing stigma and discrimination (mostly online), focusing on specific sectors (agriculture and food-processing, chemical, construction, garment, maritime, manufacturing, railway, retail, utilities) or groups (labour judges, lawyers and labour inspectors, indigenous populations, persons with disabilities and young workers). This includes issues linked to HIV: gender inequality, addressing the needs of persons with disabilities, indigenous populations, and migrant workers, addressing violence and harassment (Convention No. 190) and responding to COVID-19. Training for informal economy workers on HIV prevention, income-generating skills for workers living with HIV or at higher risk of HIV and support to their organizations to address discrimination issues at work. 		In progress
<ul style="list-style-type: none"> Technical support is being provided to develop/revise HIV workplace policies, programmes and tools (national strategies and regulations for HIV and AIDS prevention and management at the workplace, occupational safety and health guidelines and labour inspection checklists based on the HIV and AIDS Recommendation No. 200, (2010)). Guidance is being provided on HIV-related provisions in labour legislations and on strengthening national labour policy frameworks for HIV and AIDS. A new national HIV and AIDS Strategy for the public sector in Mozambique is in progress. 		In progress
<ul style="list-style-type: none"> Workplace voluntary and confidential HIV counselling events provided thousands of formal and informal workers with prevention campaigns, testing (including self-testing), treatment, care and information to access social protection. 		In progress
<ul style="list-style-type: none"> A qualitative study on stigma and discrimination experienced by indigenous peoples living with HIV or having TB at work was produced. 		Completed
<ul style="list-style-type: none"> “The Impact of HIV on Care Work and the Care Workforce” was published. 		Completed

<ul style="list-style-type: none"> • Research in China analysed jurisprudence resulting from the ten publicly reported court cases regarding HIV-related employment discrimination, and employment in Chinese-owned companies in Uganda. These will inform new policies and measures for fair employment. 	Completed
<ul style="list-style-type: none"> • The following tools were produced: Good Practices on Voluntary Counselling and HIV Testing for workers; HIV and Social Protection Assessment for Tanzania; COVID-19 and the world of work: A focus on people living with HIV; Addressing stigma and discrimination in the COVID-19 response: Key lessons from the response to HIV and AIDS. 	Completed
<ul style="list-style-type: none"> • A global survey to assess HIV discrimination at work; research on workplace responses to HIV stigma and discrimination; a study on HIV and poverty; a toolkit to address LGBTI issues at work (HIV, discrimination, gender inequality); <i>Health and Wellness at Work: Guidelines for implementing multi-disease testing under VCT@WORK</i>. 	In progress

Revisiting the plan of action on labour migration governance in consideration of the Global Compact for Safe, Orderly and Regular Migration

Decision adopted/outcome of the discussion: GB.335/POL/1(Rev.).

The Governing Body:

- (a) indicated that the ILO’s plan of action (2018–22) continued to reflect the priorities of the Organization on labour migration, including actions relevant to the Global Compact for Safe, Orderly and Regular Migration undertaken in pursuit of the ILO’s mandate;
- (b) invited the Director-General to take account of its guidance in the implementation of the ILO’s plan of action, to further strengthen ILO partnerships with other agencies, such as those in the United Nations Network on Migration and particularly in the field, including in United Nations country teams, and to promote social dialogue and tripartism, including in actions relevant to the Global Compact for Safe, Orderly and Regular Migration undertaken in pursuit of the ILO’s mandate; and
- (c) took note of all points of view expressed on the UN Global Compact for Safe, Orderly, and Regular Migration.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
<ul style="list-style-type: none"> • New ILO global estimates of migrant workers in preparation to be released in May 2021; new methodological guidelines on labour migrations statistics piloted in Chile, Colombia, the Republic of Korea and Turkey. 		In progress
<ul style="list-style-type: none"> • Guide on “Extending social protection to migrant workers, refugees and their families” in preparation along with an online course to be released on the ITC–ILO e-campus in January 2021. Various modules of the Guide were piloted in 2018, 2019 and 2020 in Africa and Turin including in ITC–ILO Labour Migration Academies. 		In progress

Ongoing collection of existing bilateral and multilateral social security agreements, for an ILO-ISSA online database.	
• Report on key obstacles to and good practices on freedom of association and collective bargaining for migrant workers.	In progress
• Scholarly workshop on perspectives on temporary labour migration carried out in November 2019; background paper and input studies in preparation.	In progress
• Compendium of law and policy frameworks on reducing irregular labour migration.	In progress
• International labour standards: Development of awareness-raising materials on the contents, requirements and relevance of Conventions Nos 97 and 143. Support for ratification. (Ratification in June 2019 by Madagascar of Convention No. 143 and by Morocco of Convention No. 97.)	Completed
• Ongoing collaboration with the IOM, UNESCO, IOE and ITUC on migration and skills under a “Global Skills Partnership”	In progress
• Updates of Guide and Facilitators’ Notes for Employment Service Providers on “How to Facilitate the Recognition of Skills of Migrant Workers”.	Completed
• Participation in the Executive Committee of the UN Network on Migration to shape the Network’s activities and promote ILO approaches; and in the Steering Committee of the Start-up Fund/Multi-partner Trust Fund (MPTF) on Migration to set strategic guidelines and strengthen field partnerships on joint programmes. Under UN Network’s Working Groups, production of policy briefs, statements and guidance tools, including as joint responses to the COVID-19 pandemic.	In progress
• Common guidance on Bilateral Labour Migration Agreements (BLMAs) as co-lead of the UN Network’s Working Group on BLMAs comprising UN agencies, IOE, ITUC, and other stakeholders.	In progress
• Tripartite platforms to support social dialogue: support to operationalization of African “Labour Migration Advisory Committee” and to the Economic Community of West African States (ECOWAS) Social dialogue Forum 2019. Organized, together with the Intergovernmental Authority on Development (IGAD) secretariat, the Labour Migration and Mobility Governance Tripartite SubRegional Validation and Consultation Workshop and a Social Partners Sensitization consultation workshop on the IGAD draft Protocol on Free Movement of Persons.	Completed
• Support to “Puebla Process” (Regional Conference on Migration RCM), for example, subregional workshop on labour migration and fair recruitment, September 2019.	Completed

Strategic plan for engagement with United Nations system bodies and relevant regional organizations regarding the Indigenous and Tribal Peoples Convention, 1989 (No. 169)

Decision adopted/outcome of the discussion: GB.335/POL/2, GB.334/POL/2

The Governing Body requested the Director-General to:

- (a) implement the strategic plan, taking into account guidance given by the Governing Body;
- (b) take into consideration the strategic plan and the guidance given in the discussion in the preparation of future programme and budget proposals, in order to enable the Office to engage in a sustained and strategic manner with the United Nations system and regional organizations in all regions; and
- (c) report on the strategic plan’s implementation at the Governing Body’s next follow-up discussion, in November 2020, on the Strategy on indigenous peoples’ rights for inclusive and sustainable development.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
<ul style="list-style-type: none"> • The ILO hosted the annual meeting of the Inter-Agency Support Group on indigenous issues (IASG) in September 2019 including a high-level panel with constituents and a discussion with the UN mechanisms on indigenous peoples. The ILO is working with UN partners towards strengthening of the system-wide action plan (SWAP). 	Deferred from the 338th (March 2020) and 340th (October–November 2020) Sessions, to March 2021)	In progress
<ul style="list-style-type: none"> • New tools and activities included a tripartite regional forum on Convention No. 169 in Lima, Peru in December 2020; the release of the report “Implementing the Indigenous and Tribal Peoples Convention No. 169: Towards an inclusive, sustainable and just future” in February 2020; and a policy brief on COVID-19 and indigenous peoples in June 2020. Additional tools are under preparation. 		In progress
<ul style="list-style-type: none"> • The draft Programme and Budget Proposals for 2022–23 includes support for enhanced ratification and implementation of Convention No. 169, including through tools and experience-sharing. 		In progress

POL – Social Dialogue Segment

Sectoral meetings held in 2019 and proposals for sectoral work in 2020

Decision adopted/outcome of the discussion: GB.337/POL/2

The Governing Body:

- (a) approved the reports of the meetings referred to in section I of document GB.337/POL/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.337/POL/2;
- (c) noted that the IMO had authorized the convening of the joint ILO–IMO meeting to produce joint ILO–IMO guidelines for medical examination of fishers in 2021; and
- (d) endorsed the proposals contained in Appendix I to document GB.337/POL/2 relating to the dates, duration, official title, purpose and composition of the meetings listed therein.

Follow-up action envisaged or already taken

Next report to the Governing Body

Implementation status

- In follow-up to the Global Dialogue Forum on Decent Work in the Management of Electrical and Electronic Waste (E-waste) (9–11 April 2019), two country level e-waste value chain analyses were published in December 2019 and the ILO has continued its work towards building a UN E-waste Coalition.
- The Office has taken steps to give effect to the Conclusions of the sectoral Meeting on Promoting Decent Work and Safety and Health in Forestry (Geneva, 6–10 May 2019) and particularly to the recommendations to the Office as included in paragraph 18 of the Conclusions including in its response to the impact on COVID-19 on the forest sector.
- Due to scheduling delays caused by the COVID-19 pandemic, sectoral meetings planned for 2020 were postponed. The new dates for these meetings will need to be confirmed at a later stage (2021).

In progress

POL – Development Cooperation Segment

Update on the costed and time-bound integrated strategy to address decent work deficits in the tobacco sector

Decision adopted/outcome of the discussion: GB.337/POL/5

The Governing Body:

- (a) authorized the Director-General to publish the draft Note on the proceedings of the Technical Meeting to Promote an Exchange of Views on the Further Development and Implementation of the Integrated Strategy to Address Decent Work Deficits in the Tobacco Sector (Kampala, 3–5 July 2019); and
- (b) endorsed the time-bound and costed integrated strategy to address decent work deficits in the tobacco sector and directed the Office to implement the strategy, which was to be financed by voluntary contributions from multi- and bilateral aid for development cooperation and/or by ILO resources, in order to operationalize the integrated strategy in the four former public–private partnership countries working in close cooperation with governments and social partners, and in line with previous Governing Body decisions on the issue.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
<ul style="list-style-type: none"> • The Note on the proceedings of the Technical Meeting to Promote an Exchange of Views on the Further Development and Implementation of the Integrated Strategy to Address Decent Work Deficits in the Tobacco Sector (Kampala, 3–5 July 2019) has been published. 		Completed
<ul style="list-style-type: none"> • The Office is following the guidance of tripartite constituents to operationalize the integrated strategy in the four former public–private partnership countries working in close cooperation with governments and social partners, and in line with previous Governing Body decisions on the issue. 		In progress
<ul style="list-style-type: none"> • Strategic planning workshops aimed at informing the development of country-specific projects to address decent work deficits in the tobacco sector were held in Malawi (27–29 November 2019), Uganda (3–5 March 2020), and the United Republic of Tanzania (11–13 March 2020). Due to the current health pandemic, it was not possible to conduct a similar strategic planning workshop in Zambia. Based on the results of these consultations, project documents are being developed in these countries and the Office is discussing resource mobilization with potential donors as well as the UN Resident Coordinators. 		In progress

Overview of relevant and existing forms of innovative finance mechanisms, related opportunities and risks, and potential for ILO engagement

Decision adopted/outcome of the discussion: GB.335/POL/4

The Governing Body requested the Office to take into account its guidance on the ILO's engagement in innovative finance mechanisms and implement the proposed way forward, notably to:

- (a) continue to build its knowledge of innovative finance mechanisms and to develop its capacities in that field accordingly, including by identifying and assessing the risks and opportunities relevant to decent work outcomes;
- (b) develop the capacity of constituents to further build their awareness of innovative finance mechanisms and of the risks and opportunities for scaling up decent work outcomes, as a basis for their potential engagement in such initiatives; and
- (c) integrate the results of the measures detailed in paragraphs (a) and (b) into the Development Cooperation Strategy to be submitted to the Governing Body for discussion at its March 2020 session.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
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Further to earlier reports, the Office is continuing to develop its understanding on financing of decent work in the context of the broader global conversation on financing SDGs:

In progress

- Participating in UN Joint Programme development where solicited by the UN Resident Coordinators in the context of the Call for Proposals on Financing SDGs, launched by the SDG Fund. The SDG Fund is the UNSG's main vehicle to pool resources for effective UN support to Member States' national plans to achieve the SDGs. In several countries a focus on financing SDG 8 has offered opportunities for the ILO to work with UNDP, UNICEF and others to contribute expertise on and measurement of Decent Work.
- Following closely the work of the UN Inter-agency Task Force on Financing for Sustainable Development.
- Developing an online learning opportunity for constituents on financing decent work, focusing on the risks and opportunities and on relevant experiences including from global south, mirrored in an ILO staff development offer on this topic.

POL – Multinational Enterprises Segment

Promotional activities concerning the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy and related developments outside of the ILO

Decision adopted/outcome of the discussion: GB.337/POL/3

The Governing Body invited the Director-General to take into account its guidance on enhancing the further recognition and implementation of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy and assistance to Member States, social partners, and enterprises on its implementation.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
<ul style="list-style-type: none"> Regional report on the promotion and application of the MNE Declaration in Africa prepared and discussed during the 14th Africa regional meeting (December 2019) and regional follow-up launched for Asia Pacific/Arab States regions in preparation of the 17th Asia Pacific Regional Meeting. 	341st Session, (March 2021) (tbc)	In progress
<ul style="list-style-type: none"> Enhanced capacity-building offer for tripartite constituents (virtual tripartite trainings at global level and in regions) and support for enterprises through the ILO Helpdesk for Business (see the new report on Helpdesk operations). 		In progress
<ul style="list-style-type: none"> Revisiting activities under ongoing development cooperation projects to better service new priority needs of constituents and enterprises in the current COVID-19 context. 		In progress
<ul style="list-style-type: none"> Further collaboration with other international organizations on responsible business, including on the COVID-19 response and recovery “building back better”. 		In progress

LILS – Legal Issues and International Labour Standards Section

LILS – Legal Issues Segment

Improving the functioning of the International Labour Conference: Comprehensive review of the Standing Orders of the Conference: Progress report of the intersessional consultations

Decision adopted/outcome of the discussion: GB.335/LILS/2(Rev.)

The Governing Body took note of the third progress report on the intersessional consultations concerning the comprehensive review of the Standing Orders of the Conference and provided guidance on the next stages.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
<ul style="list-style-type: none"> A fourth consultation form was circulated to constituents in August 2019 comprising additional proposed amendments on different subjects and replies were received from constituents. 	341st Session (March 2021)	In progress
<ul style="list-style-type: none"> Separate consultations with the three groups were held in January–February 2020 on a first consolidated amended text of the Standing Orders. 		In progress
<ul style="list-style-type: none"> At its 338th Session (March 2020), the Governing Body, through delegation of authority, took note of the progress report on the consultations (GB.338/LILS/1), and requested the Office to organize at least two rounds of tripartite consultations as soon as possible and to prepare a draft consolidated text of amendments for its consideration at a future session. 		In progress
<ul style="list-style-type: none"> In early June 2020, the Office carried out consultations with the Employers’ and Workers’ groups on a restructured consolidated text of the Standing Orders taking into account comments received on the previous version. Consultations with the Government group are scheduled for September. 		In progress

LILS – International Labour Standards and Human Rights Segment

The Standards Initiative: Report of the Fifth Meeting of the Standards Review Mechanism Tripartite Working Group (Geneva, 23–27 September 2019)

Decision adopted: GB.337/LILS/1

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

- (a) further to its earlier decisions, requested the Office to:
 - (i) initiate the preparation of proposals for possible standard-setting items on the topics of biological hazards, ergonomics and manual handling, chemical hazards and guarding of machinery, for consideration at its 338th Session (March 2020) for inclusion in future agendas of the International Labour Conference;
 - (ii) be guided by the recommendations of the SRM TWG regarding the thematic integration approach and the process of standard setting in preparing those standard-setting proposals for inclusion in the agenda of the Conference at the earliest dates possible and as a matter of institutional priority;
- (b) decided that the eight instruments concerning employment policy reviewed by the SRM TWG should be considered to have the classifications it had recommended, and requested the Office to take the necessary follow-up action in that regard;
- (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 tailored plans of action encouraging States party to the Unemployment Convention, 1919 (No. 2), and the Fee Charging Employment Agencies Convention (Revised), 1949 (No. 96), to ratify related up-to-date Conventions;
- (d) requested the Office to commence work on developing tools and a compilation of good practices in relation to public employment services, and guidance on job creation and decent work in SMEs and the establishment of an enabling environment for sustainable SMEs, including consultation with the Bureau for Employers' Activities and the Bureau for Workers' Activities;
- (e) noted the SRM TWG's intention to evaluate the Office follow-up involving tailored plans of action concerning Convention No. 2 at its meeting in 2026;
- (f) noted the SRM TWG's recommendations concerning the abrogation and withdrawal of certain instruments, in relation to which it will consider (see GB.337/INS/2(Add.1)):
 - (i) placing on the agenda of the 110th Session (2021) of the International Labour Conference an item concerning the withdrawal of the Fee-Charging Employment Agencies Convention, 1933 (No. 34); and
 - (ii) placing on the agenda of the 119th Session (2030) of the International Labour Conference an item concerning the abrogation or withdrawal, as relevant, of the Fee-Charging Employment Agencies Convention (Revised), 1949 (No. 96);
- (g) noted the work undertaken by the Office in follow-up to the recommendations of the SRM TWG at its earlier meetings and requested the Office to continue as a matter of institutional priority that follow-up as planned;
- (h) decided that the SRM TWG would examine ten instruments concerning unemployment benefit, comprehensive standards and medical care and sickness (five instruments and five outdated instruments), within sets of instruments 5 and 11 of the revised initial programme of work, at its sixth meeting; and
- (i) decided to convene the sixth meeting of the SRM TWG from 14 to 18 September 2020.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
<p>In relation to the following subparagraphs of the above decision:</p> <ul style="list-style-type: none"> (a) standard-setting proposals were included in document GB.338/INS/2/1 and their consideration was deferred from the 338th Session (March 2020) to the 341st Session (March 2021); (b) classifications registered in NORMLEX; (f) at its 337th Session (October–November 2019) the Governing Body decided to place items related to abrogation and withdrawal as recommended (GB.337/INS/2(Add.1)/decision); (g) follow-up to the recommendations of the SRM TWG has been included as an institutional priority in: (1) the programme of work for 2020–21; (2) the most recent round of RBSA proposals (2020); and (3) the proposals for the programme of work for 2022–23: <p>In relation to the other subparagraphs of the decision:</p> <p>A separate report will be submitted to the Governing Body following the sixth meeting of the SRM TWG which, due to the COVID-19 pandemic, has been delayed until a date in 2021 to be decided by the Governing Body at its October–November 2020 session. In addition, the Governing Body's second evaluation of the SRM TWG, which was to take place in March 2020, has been postponed until the March 2021 session of the Governing Body.</p> <ul style="list-style-type: none"> • The ongoing Office-wide collaboration to ensure comprehensive and effective follow-up of all the SRM TWG's recommendations, recognizing the Governing Body's request that this follow-up is understood as a focus for the Organization as a whole, continues this year. • Specific outputs have been included in the Programme and Budget for 2020–21 with a view to supporting constituents to follow up on the recommendations of the SRM TWG, with a particular focus on the global campaign promoting the ratification of up-to-date instruments. • In 2020, an ILO helpdesk on the SRM TWG has been established, to provide information and assistance to the constituents in implementing the SRM TWG's recommendations and in participating in the SRM TWG process. 	<p>Second evaluation of the functioning of the Standards Review Mechanism Tripartite Working Group (March 2021)</p>	<p>In progress</p>

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 2021

Decision adopted/outcome of the discussion: GB.337/LILS/2

The Governing Body requested the Office to prepare, for its consideration at its next 338th Session (March 2020), the article 19 report form on the Discrimination (Employment and Occupation) Convention (No. 111) and Recommendation (No. 111), 1958; the Workers with Family Responsibilities Convention (No. 156) and Recommendation (No. 165), 1981 and the Maternity Protection Convention (No. 183) and Recommendation (No. 191), 2000 for the General Survey to be prepared by the Committee of Experts on the Application of Conventions and Recommendations (CEACR) in 2021 to be discussed by the Conference Committee on the Application of Standards in 2022.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
Document already translated and published for the 338th Session (March 2020), (GB.338/LILS/3). Scheduling of consideration of the draft report form subject to decisions of the Governing Body on the sequence of General Surveys as a result of the deferral of the 109th Session of the Conference.	341st Session (March 2021)	In progress

PFA – Programme, Financial and Administrative Section

The Director-General’s Programme and Budget proposals for 2020–21: Programme of work and results framework

Decision adopted/outcome of the discussion: [GB.337/PFA/1/1](#)

The Governing Body, in accordance with the resolution concerning the adoption of the Programme and Budget for 2020–21 and the allocation of the budget of income among Member States, adopted by the International Labour Conference at its 108th Session (2019), adopted the programme of work and results framework presented in document [GB.337/PFA/1/1](#).

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
Following the International Labour Conference’s approval of the programme and budget, the allocation of income among Member States, and the Governing Body’s adoption of the programme of work and results framework, the ILO Programme and budget for the biennium 2020–21 was published. Work will be ongoing for its implementation throughout the biennium, with the results to be reported in the Programme Implementation Report 2020–21 to the Governing Body at its 344th Session in March 2022.	Programme Implementation Report, 344th Session (March 2022)	Completed

Financial implications of the judgment of the Administrative Tribunal of the ILO concerning the decisions of the International Civil Service Commission (ICSC) regarding the revised post adjustment index for Geneva

Decision adopted/outcome of the discussion: [GB.337/PFA/1/2](#)

The Governing Body decided:

- (a) to request the Director-General to implement, to the extent possible, measures to achieve under Part I of the budget sufficient savings to cover the unbudgeted cost of implementing the revised post adjustment multiplier during 2020–21, estimated at US\$8.8 million, failing that, through the use of the provision for unforeseen expenditure, in Part II. Should this not prove possible, the Director-General would propose alternative methods of financing at a later stage in the biennium;
- (b) to request the Director-General to propose to the Governing Body at its 338th Session (March 2020), if necessary, alternative methods of financing that might arise relating to the closure of the 76th financial period (2018–19); and
- (c) to request the Office to consult with the ILO Staff Union on any proposal having consequences on conditions of work or employment of staff through internal social dialogue, and in keeping with the Staff Regulations.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
The Office is closely monitoring the level of spending under Part I of the budget in order to implement measures to address the unbudgeted cost of implementing the revised post adjustment multiplier during 2020–21, estimated at US\$8.8 million. If necessary, a proposal will be made to the Governing Body at its 341st Session (March 2021) for alternative methods of financing, including the use of any net premium resulting from the closure of the 76th financial period (2018–19).	341st Session (March 2021) (if necessary)	In progress

Update on the headquarters building renovation and the security perimeter projects

Decision adopted/outcome of the discussion: GB.337/PFA/2

The Governing Body took note of the information provided in document GB.337/PFA/2 and welcomed the successful progress of phase 1 of the renovation project to date.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
An update paper on building questions, which includes information on the closure of phase 1 and the planning of phase 2 (including security parameters) of the headquarters building renovation project will be presented to the Governing Body at its 340th Session in October–November 2020, for decision by correspondence. Please refer to GB.340/PFA/3.	340th Session (October–November 2020)	In progress

Update on the headquarters building renovation and the security perimeter projects (Addendum)

Decision adopted/outcome of the discussion: GB.337/PFA/2(Add.1)

The Governing Body:

- (a) authorized the Director-General to finalize contractual terms for the sale of plot 4057 located in Geneva, consistent with the criteria set out in paragraph 4 of document GB.337/PFA/2(Add.1);
- (b) recommended to the Conference to approve, at its 109th Session (June 2020), in accordance with article 11.1 of the Financial Regulations, the transfer of the sale proceeds to the Building and Accommodation Fund by adopting a resolution in the following terms:
 - The General Conference of the International Labour Organization,
 - Decides that the net proceeds from the sale of the ILO-owned land, plot 4057 located in Geneva, Switzerland, be credited to the Building and Accommodation Fund; and
- (c) decided that those proceeds be allocated for the completion of the renovation of the headquarters building including the security perimeter.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
An update paper on building questions, which includes information on the closure of phase 1 and the planning of phase 2 (including security parameters) of headquarters building renovation project will be presented to the Governing Body at its 340th Session in October–November 2020, for decision by correspondence. Please refer to GB.340/PFA/3.	340th Session (October–November 2020)	In progress

Other financial questions: Proceeds from the sale of the ILO Brussels office

Decision adopted/outcome of the discussion: [GB.337/PFA/5](#)

The Governing Body:

(a) recommended that the International Labour Conference at its 109th Session (2020) approve, in accordance with article 11.1 of the Financial Regulations, the transfer of the proceeds from the sale of the ILO-owned premises in Brussels, Belgium, to the Building and Accommodation Fund after deducting an amount of US\$155,000 to cover the cost-sharing charge in UN Common Premises for the ILO Office for the European Union and Benelux countries for 2020–21; and

(b) proposed to the Conference at the same session a resolution in the following terms:

The General Conference of the International Labour Organization,

Decides that the net proceeds from the sale of the ILO-owned premises located at rue Aimé Smekens, 40, 1030 Schaerbeek, Brussels, Belgium be credited to the Building and Accommodation Fund after deducting an amount of up to US\$155,000 to meet the cost-sharing charge attributed to the ILO for its occupancy of space in the UN House, Brussels during the biennium 2020–21.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
The Office has finalized the sale of the ILO-owned premises in Brussels, Belgium. Due to the deferral of its 109th Session (June 2020), the Conference’s approval of the Governing Body’s proposal has been postponed to June 2021.		In progress

Composition and structure of the ILO staff: Action plan for improving the diversity of the ILO workforce

Decision adopted/outcome of the discussion: GB.337/PFA/11

The Governing Body:

- (a) endorsed the action plan as set out in document GB.337/PFA/11 for improving gender parity and geographical diversity within the ILO workforce and for ensuring that the necessary breadth of skills and experience of ILO staff, which include experience relevant to the three constituents, are taken into account to effectively deliver on the mandate of the Organization, taking into account that certain measures might be subject to processes of internal social dialogue;
- (b) requested the Director-General to take into account the guidance provided by the Governing Body in implementing the action plan and to present an update on the Human Resources Strategy 2018–21 for its review at the 340th Session (October–November 2020) of the Governing Body; and
- (c) requested the Director General to present to the 338th Session (March 2020) of the Governing Body, information regarding gender and geographical distribution of regular staff by category and grade in line with the decision adopted by the Governing Body at its 335th Session (March 2019) concerning document GB.335/PFA/11.

Follow-up action envisaged or already taken

Next report to the Governing Body

Implementation status

An information paper entitled “Composition and structure of the ILO staff” (GB.338/PFA/INF/5) was submitted to the Governing Body at its 338th Session in March 2020, which provided specific information regarding gender, age and geographical diversity as well as staff mobility patterns in line with the outputs provided for in the Human Resources Strategy 2018–21.

Furthermore, an update on the Human Resources Strategy 2018–21, taking into account the guidance provided by the Governing Body in implementing the action plan for improving the diversity of the ILO workforce, will be presented to the Governing Body for information at its 340th Session (October–November 2020), and for discussion at its 341st Session (March 2021). Please refer to GB.340/PFA/12.

341st Session
(March 2021)

In progress

Matters relating to the Administrative Tribunal of the ILO: Recognition and withdrawal of the recognition of the Tribunal's jurisdiction by other international organizations

Decision adopted/outcome of the discussion: GB.337/PFA/13/1

The Governing Body:

- (a) approved the recognition of the Tribunal's jurisdiction by the Global Green Growth Institute (GGGI) and the International Cocoa Organization (ICCO), with effect from the date of such approval;
- (b) took note of the decision of the International Fund for Agricultural Development (IFAD) to discontinue its recognition of the jurisdiction of the Administrative Tribunal as from 1 April 2020;
- (c) confirmed that IFAD will no longer be subject to the competence of the Tribunal with effect from 1 April 2020; and
- (d) requested the Director-General to follow up with IFAD regarding the payment of any outstanding costs.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
The Office followed up with IFAD regarding the payment of any outstanding costs. IFAD has fulfilled its financial obligations towards the Tribunal.		Completed

Matters relating to the Administrative Tribunal of the ILO: Proposed amendments to the Statute of the Tribunal

Decision adopted/outcome of the discussion: GB.337/PFA/13/2

The Governing Body requested the Office to submit draft amendments to the Statute of the Tribunal at the 338th Session (March 2020) of the Governing Body, taking into account the guidance provided during the discussion.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
An updated and supplemented report based on GB.338/PFA/11/1 will be submitted to the 341st Session (March 2021) of the Governing Body following informal consultations.	341st Session (March 2021)	In progress

Other personnel matters: Appointment to the ILO Staff Pension Committee (United Nations Joint Staff Pension Board)

Decision adopted/outcome of the discussion: GB.337/PFA/14/1(Rev.1)

The Governing Body provisionally appointed Mr Fabrice Merle as Employer titular member of the ILO Staff Pension Committee and Mr Ramin Behzad as Government titular member for the term of office from 9 October 2019 to 8 October 2022, on the understanding that those appointments would be confirmed by the International Labour Conference at its 109th Session (2020).

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
The two members provisionally appointed by the Governing Body started their term of office as of October 2019. Due to the deferral of its 109th Session (June 2020), the Conference's approval of the Governing Body's provisional appointments has been postponed to June 2021.	341st Session (March 2021)	In progress

Update on developments related to the International Civil Service Commission (ICSC) review of its consultative process and working arrangements as well as of the reform of the post adjustment methodology

Decision adopted/outcome of the discussion: [GB.335/PFA/13](#)

The Governing Body took note of the information contained in document GB.335/PFA/13 and requested the Director-General to continue to actively engage with the International Civil Service Commission (ICSC) with the objective of reforming the post adjustment and other salary survey methodologies, and in the comprehensive review of the consultative process and working arrangements of the ICSC, ensuring the full involvement of the United Nations workers' federations and respect for the basic principles of social dialogue in those processes.

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
<p>The Office actively participated in the second meeting of the ICSC Working Group on operational rules of the post adjustment system, which was held in Paris, at the headquarters of the United Nations Educational, Scientific and Cultural Organization (UNESCO), from 24 to 28 February 2020. The overall purpose of the meeting was to review certain specified modifications to the existing rules and revise the system of operational rules in such a way as to ensure higher accuracy, stability, predictability, simplicity and transparency in the adjustment of salaries. The Working Group decided to recommend to the Commission a range of modifications which will be considered by the ICSC at its next session to be held in October 2020 in Geneva.</p>	<p>341st Session (March 2021) (if necessary)</p>	<p>In progress</p>

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

Decision adopted/outcome of the discussion: [GB.334/PFA/3](#)

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

Follow-up action envisaged or already taken	Next report to the Governing Body	Implementation status
<p>An information paper containing further updates of progress made on the implementation of the Information Technology Strategy 2018–21 was submitted to the Governing Body at its 338th Session in March 2020 (GB.338/PFA/INF/2). Another information paper covering the third year (2020) of the Strategy period will be submitted to the 341st Session in March 2021.</p>	<p>341st Session (March 2021)</p>	<p>In progress</p>