



International  
Labour  
Organization

▶ ILC.114/Report I(A)

# ▶ Report of the Chairperson of the Governing Body for the period 2025–26

International Labour Conference  
114th Session, 2026

Report I(A)

▶ **Report of the Chairperson of the  
Governing Body for the period  
2025–26**

First item on the agenda

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First published 2026



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ISBN 978-92-2-042603-6 (print), ISBN 978-92-2-042604-3 (web PDF)  
ISSN 0074-6681

**Also available in:**

French: ISBN 978-92-2-042605-0 (print), ISBN 978-92-2-042606-7 (web PDF);  
Spanish: ISBN 978-92-2-042607-4 (print), ISBN 978-92-2-042608-1 (web PDF).

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Printed in Switzerland

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## ▶ Introduction

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1. This report on the work of the Governing Body is submitted to the International Labour Conference in accordance with paragraph 5.6.1 of the Standing Orders of the Governing Body.<sup>1</sup> It covers the period since the last general session of the Conference (June 2025), that is, the 354th (June 2025), 355th (November 2025) and 356th (March–April 2026) Sessions of the Governing Body. It addresses only the highlights of the Governing Body's work over the year, on the basis of the respective agendas, and does not cover any matter otherwise before the Conference.

## ▶ I. Institutional Section

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### Agenda of future sessions of the International Labour Conference

2. At its 355th Session (November 2025), the Governing Body examined a document<sup>2</sup> regarding the agenda of future sessions of the International Labour Conference. It decided<sup>3</sup> to place on the agenda of the 115th Session (2027) an item concerning “gendered and other inappropriate terms and references in all international labour standards” with a view to the adoption of a resolution, requested the Director-General to prepare for its 358th Session (November 2026) a draft resolution, and requested the Office to take into account the guidance provided in preparing the corresponding document for its 356th Session (March–April 2026).
3. At its 356th Session, the Governing Body examined a document<sup>4</sup> containing proposals for the agenda of sessions of the Conference as of 2028. After examining the document, the Governing Body decided<sup>5</sup> to place on the agenda of the 117th Session (2029) and 118th Session (2030) of the International Labour Conference an item on ergonomics and manual handling for standard-setting on the basis of a double discussion, and requested the Office to take into account the guidance provided in preparing the document concerning the agenda of future sessions of the Conference for its 358th Session (November 2026).

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<sup>1</sup> ILO, *Compendium of rules applicable to the Governing Body of the International Labour Office*.

<sup>2</sup> GB.355/INS/2.

<sup>3</sup> GB.355/PV(Rev.1), para. 86.

<sup>4</sup> GB.356/INS/2/1.

<sup>5</sup> GB.356/INS/2/1/Decision.

## Matters arising out of the work of the 113th Session (2025) of the International Labour Conference

### Follow-up to the resolution concerning the general discussion on addressing informality and promoting the transition to formality for decent work

4. At its 355th Session (November 2025), the Governing Body examined a document <sup>6</sup> on the follow-up to the resolution <sup>7</sup> concerning the general discussion on addressing informality and promoting the transition to formality for decent work. It requested <sup>8</sup> the Director-General to take account of its guidance in implementing the proposed plan of action for 2026–31, to submit a draft global road map on formalization, including the corresponding financial implications, for its consideration at its 358th Session (November 2026), and to take account of the outcome of that discussion in the preparation of future programme and budget proposals.

### Analysis of the functioning of the 113th Session and arrangements for the 114th Session (2026)

5. At its 355th Session (November 2025), the Governing Body examined a document <sup>9</sup> on the functioning of the 113th Session of the International Labour Conference and the arrangements for the 114th Session (2026). It requested <sup>10</sup> the Office to take into account the guidance provided when finalizing the arrangements and endorsed the proposed programme of work for the session, subject to any adjustments that might be necessary until its adoption by the Conference.
6. At its 356th Session (March–April 2026), the Governing Body examined a document <sup>11</sup> that provided an update on the arrangements for the 114th Session (2026) of the Conference. It took note <sup>12</sup> of the updated information and recommended that the Conference suspend certain provisions of its Standing Orders for that session.

### Follow-up to the outcome of the Second World Summit for Social Development

7. At its 355th Session (November 2025), the Governing Body examined a document <sup>13</sup> on the follow-up to the outcome of the Second World Summit for Social Development (Doha, 4–6 November 2025). It took note <sup>14</sup> of the report on the Summit and the Doha Political Declaration and endorsed the proposed three-pronged strategic approach of integrating relevant commitments into the ILO's work programme, contributing to the Summit's institutional follow-up and contributing to a strengthened and effective multilateralism centred on social development and social justice. It

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<sup>6</sup> GB.355/INS/3/1.

<sup>7</sup> ILO, Resolution concerning the general discussion on addressing informality and promoting the transition to formality for decent work, International Labour Conference, 113th Session, 2025.

<sup>8</sup> GB.355/PV(Rev.1), para. 108.

<sup>9</sup> GB.355/INS/3/2.

<sup>10</sup> GB.355/PV(Rev.1), para. 125.

<sup>11</sup> GB.356/INS/2/2(Rev.1).

<sup>12</sup> GB.356/INS/2/2(Rev.1)/Decision.

<sup>13</sup> GB.355/INS/4(Rev.1).

<sup>14</sup> GB.355/PV(Rev.1), para. 144.

requested the Director-General to take account of the views expressed and to report on a biennial basis on implementation.

## Update on the Global Coalition for Social Justice

8. At its 355th Session (November 2025), the Governing Body examined a document <sup>15</sup> providing an update on the Global Coalition for Social Justice and took note <sup>16</sup> of the information, including the progress in making the Coalition fully operational, increased engagement of partners worldwide, the deployment of key interventions and the Coalition's increasing role as a multi-stakeholder platform for advancing policy coherence, collective action and knowledge-sharing for social justice. It also emphasized the need to clarify the governance and respective roles of the entities of the Coalition, to ensure that it remained a platform for cooperation and not a mechanism for implementation, to improve reporting on its concrete results and funding, to prioritize and adjust its interventions based on their impact and the available resources, and to strengthen its alignment with the ILO's mandate and cooperation with international partners, in particular on challenges such as informality and support for developing countries. The Governing Body requested the Director-General to take its guidance into account in the further development of the Coalition.

## Outcome of the Tripartite Meeting on the Review of the Functioning of the Governing Body (Geneva, 5–8 May 2025)

9. At its 355th Session (November 2025), the Governing Body examined the outcome <sup>17</sup> of the Tripartite Meeting on the Review of the Functioning of the Governing Body (Geneva, 5–8 May 2025). It endorsed <sup>18</sup> the recommendations of the meeting, in particular those aiming to streamline the agenda and the handling of items; to ensure better time management and quality of discussions; to introduce a more flexible approach to conducting discussions, including through the use of a Strategic Dialogue Section and the Committee of the Whole format; to improve Office support and communication with constituents; to ensure the quality and timely publication of documents; and to increase clarity and transparency in relation to governance. It also adopted an amendment to paragraph 4.3.1 of its Standing Orders to allow Member States that are not members of the Governing Body to speak about any matter under discussion in Committee of the Whole format. Furthermore, it requested the Office to prepare a document on the question of the delegation of authority to the Officers of the Governing Body for consideration at its 356th Session (March–April 2026), and decided not to hold a second tripartite meeting in 2026, with any pending matters to be considered at future sessions.

## The ILO in a changing multilateral environment: Towards better effectiveness and efficiency

10. In a context of increased financial constraints and the need to strengthen the effectiveness and impact of the Organization, the International Labour Conference adopted <sup>19</sup> at its 113th Session

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<sup>15</sup> GB.355/INS/5.

<sup>16</sup> GB.355/PV(Rev.1), para. 180.

<sup>17</sup> GB.355/INS/6.

<sup>18</sup> GB.355/PV(Rev.1), para. 205.

<sup>19</sup> ILO, *Resolution concerning the adoption of the Programme and Budget for 2026–27 and the allocation of the budget of income among Member States*, International Labour Conference, 113th Session, 2025.

(2025) a zero-nominal-growth budget for 2026–27, at constituents' request. Following that decision, the Director-General established a team to conduct a comprehensive review of the relevance and adequacy of the ILO's programmes and operational model and engaged in broad internal and tripartite consultations to formulate proposals aimed at refocusing the programme of work on the Organization's core mandate and identifying efficiency gains, while also taking into account guidance from the ongoing UN80 initiative within the United Nations system.

11. At its 354th Session (June 2025), the Governing Body examined a document entitled "The ILO in a changing multilateral environment: Towards better effectiveness and efficiency".<sup>20</sup> After its discussion, it requested<sup>21</sup> the Office to submit more detailed and concrete proposals at its 355th Session (November 2025), taking into account the guidance it had provided.
12. At its 355th Session (November 2025), the Governing Body examined a second document of the same name.<sup>22</sup> It expressed<sup>23</sup> its concerns about the evolving financial and budgetary challenges and supported a strategic vision anchored on a two-pronged endeavour combining immediate financial efficiency measures and a thoughtful structural reform of the Organization. It reaffirmed that the reform must fully respect the Organization's constitutional mandate, its fundamental principles, its tripartite governance structure and its operational autonomy, and requested the Director-General to implement the reform on the basis of a reprioritization based on transparent analysis of costs, savings, benefits and risks while safeguarding the operational capacity of the Organization and continued close consultations with constituents. It also requested the Director-General to submit proposals for consideration at its 356th Session (March–April 2026).
13. At its 356th Session (March–April 2026), the Governing Body examined a further document of the same name.<sup>24</sup> It reiterated<sup>25</sup> its concern regarding the financial and budgetary challenges and endorsed the proposed strategic vision as further developed. It welcomed the proposals for reprioritization and efficiency measures, and requested the Director-General to take its guidance into account when implementing them, ensuring that any savings realized are managed prudently and applied strictly in accordance with the defined priorities, and to continue examining synergies with other United Nations agencies that could contribute to additional efficiencies. It also requested the Director-General to present an update on the implementation of the reform process at its 357th Session (June 2026).

## Results of the ILO Action Plan for Gender Equality 2022–25

14. At its 356th Session (March–April 2026), the Governing Body examined a document<sup>26</sup> presenting the results of the implementation of the ILO Action Plan for Gender Equality 2022–25 during the period 2024–25. It requested<sup>27</sup> the Director-General to finalize and implement the Action Plan for 2026–29 based on the guidance provided, including in the context of the general discussion on advancing the transformative agenda for gender equality at work at the 114th Session (2026) of the International Labour Conference. It also requested the Director-General to take into account

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<sup>20</sup> GB.354/INS/5.

<sup>21</sup> GB.354/PV, para. 84.

<sup>22</sup> GB.355/INS/7.

<sup>23</sup> GB.355/PV(Rev.1), para. 573.

<sup>24</sup> GB.356/INS/7.

<sup>25</sup> GB.356/INS/7/Decision.

<sup>26</sup> GB.356/INS/3.

<sup>27</sup> GB.356/INS/3/Decision.

the conclusions concerning decent work in the care economy adopted by the Conference at its 112th Session (2024) when implementing the Strategic Plan for 2026–29.

## **Review of the implementation of the strategy to give effect to the resolution concerning the elimination of violence and harassment in the world of work**

- 15.** At its 356th Session (March–April 2026), the Governing Body examined a document <sup>28</sup> on the review of the implementation of the strategy to give effect to the resolution <sup>29</sup> concerning the elimination of violence and harassment in the world of work. It requested <sup>30</sup> the Office to take into account the guidance provided in respect of the way forward regarding the implementation of the strategy, in particular the need to enhance sustainable impact at the workplace level; to improve data frameworks and outcome indicators; to continue promoting the ratification of the Violence and Harassment Convention, 2019 (No. 190), while ensuring effective implementation based on legal certainty and tripartite dialogue; to prioritize activities based on the available resources; to consolidate and harmonize the existing tools; and to build institutional capacity, in particular on labour inspection, access to justice and prevention. It also emphasized the importance of pursuing an inclusive, integrated and gender-responsive approach, strengthening data collection and research, including on emerging risks associated with the changing world of work, and continuing to prioritize the issue, including in national contexts of greatest vulnerability. It requested the Director-General to continue to take into account the 2019–25 strategy and lessons learned from its final review, as well as the guidance provided during the discussion, in the context of the ongoing ILO reform, when preparing future programme and budget proposals and when facilitating extrabudgetary resources.

## **Democratization in the ILO’s governance and update on the status of ratification of the 1986 Instrument for the Amendment of the Constitution of the ILO**

- 16.** In its resolution <sup>31</sup> on the principle of equality among ILO Member States and fair representation of all regions in the ILO’s tripartite governance, which it adopted at its 109th Session (2021), the Conference invited the Chairperson of the Governing Body to include in the annual report of the Chairperson to the Conference a specific section on the Governing Body’s efforts for the completion of the process of ratification of the 1986 Instrument for the Amendment of the ILO Constitution (“1986 Amendment”).
- 17.** The Governing Body received updated information on the status <sup>32</sup> of ratification of the 1986 Amendment at its 356th Session (March–April 2026) and took note of it. <sup>33</sup>

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<sup>28</sup> GB.356/INS/4.

<sup>29</sup> ILO, [Resolution concerning the elimination of violence and harassment in the world of work](#), International Labour Conference, 108th Session, 2019.

<sup>30</sup> GB.356/INS/4/Decision.

<sup>31</sup> ILO, [Resolution on the principle of equality among ILO Member States and fair representation of all regions in the ILO’s tripartite governance](#), International Labour Conference, 109th Session, 2021.

<sup>32</sup> GB.356/INS/INF/5.

<sup>33</sup> GB.356/INS/19/1/Decision.

## Process of the determination of the Members of chief industrial importance

18. At its 353rd Session (March 2025), during the discussion of the item entitled “Democratization in the ILO’s governance and update on the status of ratification of the 1986 Instrument for the Amendment of the Constitution of the ILO”,<sup>34</sup> the Governing Body decided<sup>35</sup> to include on the agenda of its 356th Session (March–April 2026) an item<sup>36</sup> on the process of the determination of the Members of chief industrial importance, separate from the document containing an update on the status of ratification of the 1986 Amendment.
19. After considering the matter at its 356th Session (March–April 2026), the Governing Body decided<sup>37</sup> to undertake a determination and to place a corresponding item on the agenda of its 358th Session (November 2026) for decision. It also invited the Director-General to submit a proposal concerning the appointment of a committee of experts and the related financial arrangements to its Officers so that the Governing Body could take the corresponding decisions at its 357th Session (June 2026).

## Review of the modalities of recurrent discussions under the follow-up to the ILO Declaration on Social Justice for a Fair Globalization (2008), as amended in 2022

20. At its 356th Session (March–April 2026), the Governing Body examined a document<sup>38</sup> on a review of the modalities of recurrent discussions under the follow-up to the ILO Declaration on Social Justice for a Fair Globalization (2008), as amended in 2022. It reaffirmed<sup>39</sup> the key role of recurrent discussions in strengthening the capacity of the ILO in promoting decent work through the four strategic objectives (employment promotion, social protection (social security and labour protection), social dialogue and tripartism, and fundamental principles and rights at work) and in contributing to a more strategic setting of the Conference agenda, including by strengthening synergies among recurrent discussions, general discussions, standard-related initiatives and global programmes to prevent any dispersion or fragmentation of the ILO’s action. The Governing Body also requested the Director-General to take the necessary steps to follow up on the guidance it provided with a view to strengthening the effectiveness of the recurrent discussions for the current cycle (2026–30).

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<sup>34</sup> GB.353/INS/6.

<sup>35</sup> GB.353/PV, para. 218.

<sup>36</sup> GB.356/INS/5.

<sup>37</sup> GB.356/INS/5/Decision.

<sup>38</sup> GB.356/INS/6.

<sup>39</sup> GB.356/INS/6/Decision.

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

21. At its 356th Session (March–April 2026), the Governing Body examined the report<sup>40</sup> by the Government of Bangladesh on progress made in the implementation of the road map to address all outstanding issues mentioned in the article 26 complaint concerning alleged non-observance of Conventions Nos 81, 87 and 98. Mindful of the recent parliamentary elections and the national referendum on a broad institutional and constitutional reform package, the Governing Body noted<sup>41</sup> the progress made, welcomed the tripartite engagement of the Government and the social partners leading to the adoption of an ordinance amending the Bangladesh Labour Act and encouraged them to pursue their tripartite consultations and labour law reform. It urged the Government to pursue its efforts in ensuring a timely implementation of its road map of actions in all its priority areas, with the ILO's support. It also requested the Government to report at the 359th Session (March 2027) on further progress made and deferred the decision on further action in respect of the complaint to that session or a subsequent session.

## **Follow-up to the resolution concerning the measures recommended by the Governing Body under article 33 of the ILO Constitution on the subject of Belarus**

22. At its 355th Session (November 2025), the Governing Body examined a document entitled "Follow-up to the resolution<sup>42</sup> concerning the measures recommended by the Governing Body under article 33 of the ILO Constitution on the subject of Belarus".<sup>43</sup> It noted<sup>44</sup> with growing concern the information provided and that the Government had once again provided no new information on the measures taken to implement the recommendations of the Commission of Inquiry and supervisory bodies. It called on the Government to review its position and to fully collaborate with the Special Envoy, noted the release of Mr Yarashuk, Chairperson of the Belarusian Congress of Democratic Trade Unions (BKDP) and a member of the ILO Governing Body, and Mr Fiadynich, Vice-Chairperson of the Belarusian Union of Radio and Electronics Workers (REP), and urged the Government to return their passports to them and restore the payment of their pensions. It also urged the Government with the utmost urgency to accept an international humanitarian mission and an ILO tripartite mission. Moreover, it requested the Government to submit information by 31 January 2026 for consideration at the 356th Session (March–April 2026), drew the attention of the Credentials Committee of the International Labour Conference to the information, and supported the renewal of the mandate of the Special Envoy for 2026. It also requested the Special Envoy to report back to it and to provide information to the Committee on the Application of Standards on the application by Belarus of Conventions Nos 87 and 98, invited constituents to

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<sup>40</sup> GB.356/INS/11(Rev.2).

<sup>41</sup> GB.356/INS/11(Rev.2)/Decision.

<sup>42</sup> ILO, [Resolution concerning the measures recommended by the Governing Body under article 33 of the ILO Constitution on the subject of Belarus](#), International Labour Conference, 111th Session, 2023.

<sup>43</sup> GB.355/INS/8(Rev.1).

<sup>44</sup> GB.355/PV(Rev.1), para. 616.

ensure an effective follow-up to the resolution and requested the Director-General to prepare an updated report for its 356th Session (March–April 2026).

- 23.** At its 356th Session (March–April 2026), the Governing Body examined a further document of the same name.<sup>45</sup> It reiterated<sup>46</sup> its previous concerns and requests, further emphasizing the lack of progress, noting with utmost concern the failure of the Government of Belarus to return the passports of Mr Yarashuk and Mr Fiadynich or to resume payment of their pensions and urging it to do so without further delay. Furthermore, it once again requested the Government of Belarus with the utmost urgency to accept an international humanitarian mission and an ILO tripartite mission, and urged it to submit to the Director-General, by 21 September 2026, all information on concrete steps taken in that regard following the 356th Session (March–April 2026) for transmission to the Governing Body at its 358th Session (November 2026). It requested the Special Envoy to report back to it at its 358th Session and to provide all relevant information at the third special sitting of the Committee on the Application of Standards on the application by Belarus of Conventions Nos 87 and 98. It also invited the Organization’s constituents to continue to take steps to ensure an effective follow-up to the Conference resolution.

### **Developments in the full implementation by the Government of the Bolivarian Republic of Venezuela of the agreed plan of action to give effect to the recommendations of the Commission of Inquiry in respect of Conventions Nos 26, 87 and 144**

- 24.** At its 355th Session (November 2025), the Governing Body examined a document entitled “Developments in the full implementation by the Government of the Bolivarian Republic of Venezuela of the agreed plan of action to give effect to the recommendations of the Commission of Inquiry in respect of Conventions Nos 26, 87 and 144”.<sup>47</sup> It deplored<sup>48</sup> the lack of progress in the implementation of the recommendations of the Commission of Inquiry and the measures requested at previous sessions. It urged the Government to convene the fifth session of the Social Dialogue Forum as soon as possible and to implement the method defined for setting minimum wages, and expressed deep concern at the setbacks, particularly in light of serious allegations of violations of trade union rights, which were being examined by the Committee on Freedom of Association. It also regretted the lack of arrangements for an ILO special adviser on social dialogue, requested the Director-General to organize a meeting with the Government and the social partners in order to prepare for the Forum and to report to it at its 356th Session (March–April 2026), and invited the Government to submit information by 31 January 2026 on measures taken, for its consideration at that session.
- 25.** At its 356th Session (March–April 2026), the Governing Body examined a further document of the same name.<sup>49</sup> Regretting the lack of progress in the implementation of the recommendations of the Commission of Inquiry and the measures requested at its previous sessions, it took note<sup>50</sup> of recent developments, including the announcement of the fifth session of the Social Dialogue Forum to be held in the second half of April 2026, concerning which it expressed its firm

<sup>45</sup> GB.356/INS/12(Rev.2).

<sup>46</sup> GB.356/INS/12(Rev.2)/Decision.

<sup>47</sup> GB.355/INS/9(Rev.1).

<sup>48</sup> GB.355/PV(Rev.1), para. 651.

<sup>49</sup> GB.356/INS/14(Rev.1).

<sup>50</sup> GB.356/INS/14(Rev.1)/Decision.

expectation that it would result in the adoption – with the support of the Office, preferably in person – of an updated action plan. It also welcomed the release of several trade union leaders between January and March 2026 while urging the Government to address the serious violations of trade union rights examined by the Committee on Freedom of Association, again insisted on the need to enable the delivery of technical assistance, preferably in person, and took note of the launch of the consultation process to determine the 2026 minimum wage, urging the Government to proceed in line with the agreed methods. Lastly, it invited the Government to submit information by 21 September 2026 for the Governing Body's consideration at its 358th Session (November 2026).

## **Complaint alleging non-observance by Guatemala of Conventions Nos 87 and 98**

- 26.** At its 355th Session (November 2025), the Governing Body examined the complaint<sup>51</sup> alleging non-observance by Guatemala of Conventions Nos 87 and 98 under article 26 of the ILO Constitution and requested<sup>52</sup> the Government to continue intensifying its efforts to implement them. It also requested the Office to continue expanding its technical assistance programme to that end and encouraged the international community to contribute to the programme. It decided to defer to its 358th Session (November 2026) the decision to consider further action in respect of the complaint.

## **Update concerning the Commission of Inquiry established to examine the non-observance by Nicaragua of Conventions Nos 87, 98, 111 and 144**

- 27.** At its 354th Session (June 2025), the Governing Body examined the issue of the appointment<sup>53</sup> of the members of the Commission of Inquiry established in accordance with article 26 of the ILO Constitution to examine the non-observance by Nicaragua of Conventions Nos 87, 98, 111 and 144. It appointed<sup>54</sup> Ms Kemelmajer de Carlucci (Argentina) as Chairperson and Ms Pardo Schlesinger (Colombia) and Ms Bensusán Areous (Mexico) as members of the Commission of Inquiry.
- 28.** At its 356th Session (March–April 2026), the Governing Body examined an update<sup>55</sup> concerning the Commission of Inquiry. It decided<sup>56</sup> that the honorarium for its members would be US\$350 per day, that the estimated cost of US\$810,244 would be financed using available resources from the budget or, failing that, through the provision for unforeseen expenditure, and that the work of the Commission would start without delay.

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<sup>51</sup> GB.355/INS/10(Rev.1).

<sup>52</sup> GB.355/PV(Rev.1), para. 673.

<sup>53</sup> GB.354/INS/7.

<sup>54</sup> GB.354/PV, para. 107.

<sup>55</sup> GB.356/INS/17.

<sup>56</sup> GB.356/INS/17/Decision.

## Complaint submitted under article 26 of the ILO Constitution alleging non-observance by Saudi Arabia of Conventions Nos 29, 95 and 111

- 29.** At its 355th Session (November 2025), the Governing Body examined the complaint <sup>57</sup> submitted under article 26 of the ILO Constitution alleging non-observance by Saudi Arabia of Conventions Nos 29, 95, 111, 143 and 155 and decided <sup>58</sup> that it was receivable in relation to Conventions Nos 29, 95 and 111 and not receivable in relation to Conventions Nos 143 and 155 (which have not been ratified by Saudi Arabia). It requested the Director-General to transmit the complaint to the Government for observations, encouraged the parties to maintain their dialogue and decided to place the item on the agenda of the 356th Session (March–April 2026) of the Governing Body.
- 30.** At its 356th Session (March–April 2026), the Governing Body examined a further document of the same name. <sup>59</sup> It took note <sup>60</sup> of the information provided and encouraged the parties to further pursue their dialogue to address the outstanding issues and deferred the discussion on the item to its 358th Session (November 2026).

## Complaint submitted under article 26 of the ILO Constitution alleging non-observance by Chile of Conventions Nos 87, 98, 135 and 151

- 31.** At its 355th Session (November 2025), the Governing Body examined the complaint <sup>61</sup> submitted under article 26 of the ILO Constitution alleging non-observance by Chile of Conventions Nos 87, 98, 135 and 151 and decided <sup>62</sup> that it was receivable. It requested the Director-General to transmit it to the Government for observations and decided to place the item on the agenda of its 356th Session (March–April 2026).
- 32.** At its 356th Session (March–April 2026), the Governing Body examined a further document of the same name. <sup>63</sup> Considering that it was the third complaint of its kind and that the two previous complaints had been handled within the regular supervisory system, it decided <sup>64</sup> not to refer the complaint to a Commission of Inquiry and to close the procedure under article 26. It also invited the Government to continue reporting to the ILO regular supervisory system on measures taken to apply in law and practice the Conventions concerned and referred the allegations of violations of freedom of association in practice to the Committee on Freedom of Association in the framework of its special procedures.

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<sup>57</sup> GB.355/INS/17/1.

<sup>58</sup> GB.355/PV(Rev.1), para. 873.

<sup>59</sup> GB.356/INS/15(Rev.2).

<sup>60</sup> GB.356/INS/15(Rev.2)/Decision.

<sup>61</sup> GB.355/INS/17/2.

<sup>62</sup> GB.355/PV(Rev.1), para. 883.

<sup>63</sup> GB.356/INS/16(Rev.1).

<sup>64</sup> GB.356/INS/16(Rev.1)/Decision.

## Follow-up to the resolution concerning the measures recommended by the Governing Body under article 33 of the ILO Constitution on the subject of Myanmar

- 33.** At its 355th Session (November 2025), the Governing Body examined a document entitled “Follow-up to the resolution<sup>65</sup> concerning the measures recommended by the Governing Body under article 33 of the ILO Constitution on the subject of Myanmar adopted by the International Labour Conference at its 113th Session (2025)”.<sup>66</sup> Recalling the relevant resolutions adopted by the International Labour Conference at its 109th (2021) and 113th (2025) Sessions, it noted<sup>67</sup> with utmost concern the continued absence of any concrete action towards the implementation of the recommendations formulated by the Commission of Inquiry in its 2023 report. It deplored the absence of progress towards restoring democratic institutions and processes, called on the military authorities to end all acts of violence and the arbitrary arrest, detention and torture of trade unionists, labour activists and others, including the Rohingya, and to ensure the immediate and unconditional release of those detained without resorting to article 401 of the Code of Criminal Procedure. It also called on the military authorities to cease all violations identified by the Commission of Inquiry, to ensure that employers’ and workers’ organizations could exercise their rights in a climate of freedom and security, and to revoke without delay any measures decreed since February 2021 restricting freedom of association and basic civil liberties. It also called for an end, in law and in practice, to any forced recruitment into the military contrary to Convention No. 29, including the forced recruitment of children, and for the necessary guarantees to be provided to allow an ILO mission to visit the country and to carry out its mandate in full independence and security, with no retaliation, sanction or prejudice to any person being in contact with it. It set 15 January 2026 as the deadline for the submission of information to be considered at its 356th Session (March–April 2026) and invited the constituents to take steps to ensure an effective follow-up to the resolution, including in the review of their relations with the military authorities and respect for the principle of non-refoulement. Furthermore, it called on the Director-General to continue implementing the 2025 resolution, to increase collaboration within the United Nations system, to monitor the situation with regard to freedom of association and forced labour, including through the development of a monitoring mechanism to document violations, and to provide it with an update on developments. It called on the military authorities to ensure that no restrictions were placed on the operation of the ILO’s bank account and to ensure that the necessary conditions were in place for its continued operations, including in relation to the visas of its staff.
- 34.** At its 356th Session (March–April 2026), the Governing Body examined a further document of the same name.<sup>68</sup> Recalling the resolutions to which it referred at its previous session and noting with utmost concern that, while certain limited steps had been taken to release some detained unionists, those measures fell short of demonstrating genuine engagement or credible progress towards full implementation of the recommendations of the Commission of Inquiry, the Governing Body called on<sup>69</sup> the military authorities to end immediately all acts of violence and all violations identified by the Commission of Inquiry in relation to freedom of association and the

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<sup>65</sup> ILO, [Resolution concerning the measures recommended by the Governing Body under article 33 of the ILO Constitution on the subject of Myanmar](#), International Labour Conference, 113th Session, 2025.

<sup>66</sup> [GB.355/INS/11\(Rev.1\)](#).

<sup>67</sup> [GB.355/PV\(Rev.1\)](#), para. 694.

<sup>68</sup> [GB.356/INS/13\(Rev.2\)](#).

<sup>69</sup> [GB.356/INS/13\(Rev.2\)/Decision](#).

prohibition of forced labour and to continue to engage with the Office on the modalities of a possible ILO mission. It also adjusted the timeline for the communication of information by providing for rapid transmission to the Committee on the Application of Standards for its special sitting and the submission of information on further developments by 21 September 2026 for transmission to the Governing Body at its 358th Session (November 2026). It invited the ILO's constituents to continue to ensure an effective follow-up to the 2025 Conference resolution and to provide information to the Director-General on any measures taken by 21 September 2026. Lastly, it took note of the Office's plan of action and specified the modalities for the establishment of the mechanism for monitoring violations, including in relation to the conditions for financing an implementation.

## Developments in the application of the resolution concerning the Russian Federation's aggression against Ukraine from the perspective of the mandate of the International Labour Organization

- 35.** At its 354th Session (June 2025), the Governing Body examined a document entitled "Developments in the application of the resolution<sup>70</sup> concerning the Russian Federation's aggression against Ukraine from the perspective of the mandate of the International Labour Organization".<sup>71</sup> In the light of the developments in Ukraine outlined in the document and the resolution concerning the Russian Federation's aggression against Ukraine from the perspective of the mandate of the ILO adopted at its 344th Session (March 2022), the Governing Body noted<sup>72</sup> the information provided, reiterated its most profound concern at the continuing aggression by the Russian Federation, aided by the Belarusian Government, and urged the Russian Federation to immediately and unconditionally cease it and withdraw its troops from Ukraine. It also urged the Russian Federation, in line with the request made by the Committee of Experts on the Application of Conventions and Recommendations at its 95th Session (25 November to 7 December 2024), to take all necessary measures to ensure the effective implementation of Convention No. 155, and the Radiation Protection Convention, 1960 (No. 115), including the protection of workers against ionizing radiations in the course of their work, and to ensure the scrupulous implementation of the Maritime Labour Convention, 2006, as amended (MLC, 2006). It reiterated its support for the tripartite constituents in Ukraine and requested the Director-General to continue to expand resource mobilization efforts, including for other affected countries in the region. It also requested the Director-General to continue to monitor the impact of the aggression on the world of work and to report to it on developments at its 355th Session (November 2025), including the ILO's continued engagements with the relevant United Nations bodies involved in monitoring human rights violations and the situation of maritime and nuclear workers.
- 36.** At its 355th Session (November 2025), the Governing Body examined a further document of the same name.<sup>73</sup> It reiterated<sup>74</sup> its previous concerns and requests, urged the Russian Federation to ensure the full protection provided by applicable ILO instruments, and requested the Director-

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<sup>70</sup> GB.344/Resolution.

<sup>71</sup> GB.354/INS/6.

<sup>72</sup> GB.354/PV, para. 101.

<sup>73</sup> GB.355/INS/12(Rev.1).

<sup>74</sup> GB.355/PV(Rev.1), para. 725.

General to report to it on developments at its 356th Session (March–April 2026), including on the situation of workers particularly affected by the armed conflict.

37. At its 356th Session (March–April 2026), the Governing Body examined a further document of the same name.<sup>75</sup> It again reiterated<sup>76</sup> its previous positions and requested the Director-General to continue monitoring the situation and to report to it at its 357th Session (June 2026).

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<sup>75</sup> GB.356/INS/10.

<sup>76</sup> GB.356/INS/10/Decision.

## ► II. Legal Issues and International Labour Standards Section

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### Legal Issues Segment

#### Ensuring legal clarity on the delegation of authority to the Officers of the Governing Body, including proposed amendments to the Standing Orders of the Governing Body and its Introductory note

38. In continuing work in relation to improving its functioning, the Governing Body examined at its 356th Session a document entitled “Ensuring legal clarity on the delegation of authority to the Officers of the Governing Body, including proposed amendments to the Standing Orders of the Governing Body and its Introductory note”.<sup>77</sup> It decided<sup>78</sup> to delegate to its Officers certain powers in relation to the organization of meetings and the participation of States and international organizations, and to review the delegation upon the election of a new Governing Body, starting from June 2027.

### International Labour Standards and Human Rights Segment

#### Report of the fifth meeting of the Special Tripartite Committee established under the Maritime Labour Convention, 2006, as amended (Geneva, 7–11 April 2025)

39. At its 355th Session (November 2025), the Governing Body examined the report<sup>79</sup> of the fifth meeting of the Special Tripartite Committee established under the Maritime Labour Convention, 2006, as amended, and took note<sup>80</sup> of the report of the Chairperson of the Committee and the resolutions adopted at the meeting. It endorsed the convening of meetings of the Joint Tripartite Working Group of the ILO and the International Maritime Organization (IMO) on, among other elements, the database on abandonment of seafarers and hours of work and hours of rest, and adopted the amendments to the Standing Orders of the Committee. It also decided that the relevant cost would be financed in the first instance from savings in Part I of the budget or, failing that, through Part II, and requested the Director-General to transmit to the IMO for follow-up the amendments on shore leave adopted by the Committee. It referred the amendments proposed to paragraph 10 of the Introductory Note to the Committee for further consideration and reappointed Mr Martin Marini (Singapore) as its Chairperson for the three-year period 2025–28. Lastly, it decided to convene the sixth meeting of the Committee from 3 to 7 April 2028 and requested the Director-General to include a provision for that purpose in the Programme and Budget proposals for 2028–29.

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<sup>77</sup> GB.356/LILS/1.

<sup>78</sup> GB.356/LILS/1/Decision.

<sup>79</sup> GB.355/LILS/2.

<sup>80</sup> GB.355/PV(Rev.1), para. 1090.

## Streamlining of reporting on ratified Conventions

40. At its 355th Session (November 2025), the Governing Body examined a document <sup>81</sup> on the streamlining of reporting on ratified Conventions under article 22 of the ILO Constitution through the progressive roll-out of thematic implementation reports. It approved <sup>82</sup> the implementation and progressive roll-out of the thematic reporting system and the thematic implementation report prototype. It decided that the corresponding IT costs, estimated at US\$700,000 would be financed in the first instance from Part I of the Programme and Budget for 2026–27 or, failing that, through the provision for unforeseen expenditure. It also maintained the current reporting cycle for the five groups containing fundamental Conventions, with a system of partial reporting (every three years) alternating with full reporting (every six years), and adopted a unified cycle of four years for instruments related to labour inspection and labour administration. Furthermore, it decided on the transitional measures applicable in 2026 and decided that, as a first step, subject to future evaluation and review by the Governing Body, information submitted in the thematic reports would only be accessible to other governments after examination by the Committee of Experts on the Application of Conventions and Recommendations, with governments having the possibility of designating specific information as “restricted”.

## Reports requested under articles 19 and 22 of the ILO Constitution

41. At its 355th Session (November 2025), the Governing Body examined a document <sup>83</sup> on the choice of Conventions and Recommendations on which reports should be requested under article 19 of the ILO Constitution and requested <sup>84</sup> the Office to prepare the relevant forms for its consideration at its 356th Session (March–April 2026).
42. At its 356th Session (March–April 2026), the Governing Body examined a document <sup>85</sup> on proposed forms for reports to be submitted under article 19 of the ILO Constitution. It requested <sup>86</sup> governments to submit reports on a number of Conventions for the periods 2027, 2028 and 2029, and approved the corresponding forms.
43. At its 356th Session (March–April 2026), the Governing Body examined a document <sup>87</sup> on the proposed form for reports under article 22 of the Constitution on the application of the Biological Hazards in the Working Environment Convention, 2025 (No. 192), and approved <sup>88</sup> the corresponding report form.

## Fifth evaluation of the functioning of the Standards Review Mechanism Tripartite Working Group and outcome of the meeting on the follow-up to outdated Conventions

44. At its 356th Session (March–April 2026), the Governing Body examined the fifth evaluation of the functioning of the Standards Review Mechanism Tripartite Working Group (SRM TWG) and the

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<sup>81</sup> GB.355/LILS/1.

<sup>82</sup> GB.355/PV(Rev.1), para. 1073.

<sup>83</sup> GB.355/LILS/3.

<sup>84</sup> GB.355/PV(Rev.1), para. 1120.

<sup>85</sup> GB.356/LILS/3.

<sup>86</sup> GB.356/LILS/3/Decision.

<sup>87</sup> GB.356/LILS/4.

<sup>88</sup> GB.356/LILS/4/Decision.

outcome of the meeting on the follow-up to outdated Conventions.<sup>89</sup> It thanked<sup>90</sup> the Officers and members of the SRM TWG for the information allowing it to undertake the evaluation, took note of the information provided by the Office, reiterated the importance of the SRM TWG in contributing to ensuring a clear, robust and up-to-date body of international labour standards, and stressed the need for timely follow-up action by Member States, social partners and the Office to its recommendations. It also requested the SRM TWG to take its guidance into account and to continue to keep the Governing Body informed of its functioning so as to allow it to undertake a further evaluation in March 2029.

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<sup>89</sup> GB.356/LILS/2.

<sup>90</sup> GB.356/LILS/2/Decision.

## ► III. Policy Development Section

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### Employment and Social Protection Segment

#### Implementation of the conclusions on wage policies, including living wages

45. At its 355th Session (November 2025), the Governing Body examined the report<sup>91</sup> on the implementation of the conclusions of the Meeting of Experts on wage policies, including living wages. It took note<sup>92</sup> of the information and requested the Director-General to allocate sufficient resources and take account of its guidance in the further implementation of the conclusions, and to provide a further report at its 359th Session (March 2027).

#### Identifying challenges and possible policy responses regarding the application of the principle of non-discrimination in the world of work

46. At its 355th Session (November 2025), the Governing Body examined a document<sup>93</sup> on identifying challenges and possible policy responses regarding the application of the principle of non-discrimination in the world of work. The Governing Body took note<sup>94</sup> of the information provided and requested the Director-General to ensure that its guidance would be taken into account in the work of the Office on the principle of non-discrimination in the world of work.

#### Possible initiatives that complement the body of international labour standards to ensure decent work in supply chains

47. At its 356th Session (March–April 2026), the Governing Body examined possible initiatives<sup>95</sup> that complement the body of international labour standards to ensure decent work in supply chains. Reaffirming the goal of the ILO strategy on decent work in supply chains to position the Organization to play a leading role in this area, it requested<sup>96</sup> the Office to take certain non-normative options forward, including through the preparation of relevant proposals based on the guidance that it provided. It also requested the Director-General to continue to take into account the ILO strategy on decent work in supply chains (2023–27) and the guidance provided in the context of the ongoing Office reform, the preparation of future programme and budget proposals, the mobilization of extrabudgetary resources and the development of the next strategy to be submitted in March 2027. Furthermore, it acknowledged that that decision did not preclude consideration of any other options, including normative options, following a mid-term review of the 2028–31 strategy in March 2030.

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<sup>91</sup> GB.355/POL/1.

<sup>92</sup> GB.355/PV(Rev.1), para. 917.

<sup>93</sup> GB.355/POL/2.

<sup>94</sup> GB.355/PV(Rev.1), para. 951.

<sup>95</sup> GB.356/POL/1.

<sup>96</sup> GB.356/POL/1/Decision.

## Development Cooperation Segment

### Enhanced programme of development cooperation for the occupied Arab territories

48. At its 355th Session (November 2025), the Governing Body examined a document <sup>97</sup> on the enhanced programme of development cooperation for the occupied Arab territories. It noted <sup>98</sup> the progress in the Office's emergency response plan and recovery programme to meet the urgent needs of Palestinian workers and employers. It acknowledged the financial contributions already provided by Member States to these initiatives and called upon other Member States to contribute. It encouraged all parties, in partnership with the ILO, to prioritize sustainable funding for the Palestinian employment programmes, including the Palestinian Employment Fund, and welcomed the plan to convene a resource mobilization meeting on the sidelines of the Governing Body at its 356th Session (March–April 2026) <sup>99</sup> with a view to maximizing support for the ILO programme of work in the State of Palestine. It also welcomed the ceasefire agreement and requested all parties to work towards peace and stability, and requested the Director-General to continue providing his good offices to support Palestinian workers and employers and their access to workplaces, as well as to address long-term priorities as highlighted in several of his annual reports to the International Labour Conference.

### The ILO's Development Cooperation Strategy for 2026–29

49. At its 356th Session (March–April 2026), the Governing Body examined a document <sup>100</sup> on the ILO's Development Cooperation Strategy for 2026–29. It endorsed <sup>101</sup> the proposed Strategy, which called for more effective, innovative and agile development cooperation that was aligned with the Organization's core mandate in a context of reduced resources and increased competition for funding. It noted the importance placed on diversifying and deepening partnerships, in particular through South–South and triangular cooperation and partnerships with international financial institutions and the private sector, and on a more programmatic approach to increase the impact and sustainability of interventions. The Governing Body emphasized the need to strengthen the results-oriented approach, including through more robust monitoring and evaluation mechanisms and measurable indicators, and to ensure greater coherence between strategic priorities, Decent Work Country Programmes and cooperation activities. It also emphasized the importance of continuing to ensure that the Strategy was anchored in the ILO's normative mandate and tripartism, while ensuring that interventions responded to constituents' needs and built their institutional capacities. Furthermore, it called for clearer prioritization of activities based on resource constraints, effective participation of the social partners at all stages of project cycles and decentralized implementation supported by adequate resources. Lastly, it requested the Director-General to consider its guidance in implementing the Strategy.

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<sup>97</sup> GB.355/POL/4.

<sup>98</sup> GB.355/PV(Rev.1), para. 1056.

<sup>99</sup> The meeting was postponed to a later date in light of the situation in March 2026 in the whole Middle East region and at the request of the State of Palestine.

<sup>100</sup> GB.356/POL/4.

<sup>101</sup> GB.356/POL/4/Decision.

## Multinational Enterprises Segment

### Promotion of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy and responsible business conduct

- 50.** At its 356th Session (March–April 2026), the Governing Body examined a document <sup>102</sup> on the promotion of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy and responsible business conduct. It recognized <sup>103</sup> the integral role of the Declaration for the delivery of the ILO’s core mandate and appreciated the progress made in supporting constituents and enterprises in using the instrument to advance decent work. It requested the Director-General to take into account its guidance on the continued promotional activities for the Declaration and its operational tools to support tripartite constituents and enterprises in making better use of them within the ongoing ILO reform process, and on strengthening the strategic partnerships on responsible business conduct and sustainable investment, including in view of the 50th anniversary of the Declaration. Lastly, it requested the Office to provide a progress report on the promotion of the Declaration on a regular basis.

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<sup>102</sup> GB.356/POL/5.

<sup>103</sup> GB.356/POL/5/Decision.

## ► IV. Programme, Financial and Administrative Section

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### Programme, Financial and Administrative Segment

#### ILO programme implementation 2024–25

51. At its 356th Session (March–April 2026), the Governing Body examined a document <sup>104</sup> on the ILO programme implementation 2024–25. It took note <sup>105</sup> of the report and requested the Office to take into account the observations made during the discussion.

#### Programme and Budget for 2024–25: Regular budget account and Working Capital Fund as at 31 December 2025

52. At its 356th Session (March–April 2026), the Governing Body examined a document <sup>106</sup> containing information on the position of 2024–25 income and expenditure as of 31 December 2025. It endorsed <sup>107</sup> the appropriation transfers approved by the Chairperson under delegated authority and a derogation of the Financial Regulations authorizing the Office to transfer 50 per cent of the net premium of CHF19,032,213 to the Working Capital Fund, thus bringing its level to CHF44,516,106.5.

#### The financial position of the ILO's regular budget in 2026–27 and potential contingency measures in case of an income shortfall

53. At its 356th Session (March–April 2026), the Governing Body examined a document <sup>108</sup> on the financial position of the ILO's regular budget in 2026–27 and potential contingency measures in case of an income shortfall. It took note <sup>109</sup> of the financial implications of the reform measures for the approved Programme and Budget for 2026–27 and the potential contingency measures. It requested the Office to keep it informed of cash-flow projections and present a contingency framework for the 2026–27 biennium with guiding principles, methodology and an outline of measures with a timeline for approval at its 357th Session (June 2026), which would be in line with the strategic guidance it provided at its 355th (November 2025) and 356th (March–April 2026) Sessions. It also requested the Office to report back on any contingency measures that may require its approval and to present updated financial information on assessed contributions and the implementation of any activated contingency measures at its 358th Session (November 2026).

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<sup>104</sup> GB.356/PFA/1.

<sup>105</sup> GB.356/PFA/1/Decision.

<sup>106</sup> GB.356/PFA/3.

<sup>107</sup> GB.356/PFA/3/Decision.

<sup>108</sup> GB.356/PFA/4.

<sup>109</sup> GB.356/PFA/4/Decision.

## Audit and Oversight Segment

### Annual Evaluation Report 2024–25

54. At its 355th Session (November 2025), the Governing Body examined the Annual Evaluation Report 2024–25<sup>110</sup> and endorsed<sup>111</sup> the recommendations in it for implementation by the Office.

### Report of the Independent Oversight Advisory Committee

55. At its 356th Session (March–April 2026), the Governing Body examined the 18th annual report<sup>112</sup> of the Independent Oversight Advisory Committee, covering the period from February 2025 to January 2026. It took note<sup>113</sup> of the report and requested the Office to take into account the guidance provided therein.

### Report of the Director of Internal Audit and Oversight for the year ended 31 December 2025

56. At its 356th Session (March–April 2026), the Governing Body examined the annual report<sup>114</sup> of the Director of Internal Audit and Oversight for the year ended 31 December 2025 and took due note of it.

## Personnel Segment

### Matters relating to the Administrative Tribunal of the ILO

57. At its 355th Session (November 2025), the Governing Body examined a document<sup>115</sup> on matters relating to the Administrative Tribunal and approved<sup>116</sup> the recognition of the Tribunal's jurisdiction by the International Organization for Marine Aids to Navigation and the International Rubber Study Group with effect from 26 November 2025.
58. At its 356th Session (March–April 2026), the Governing Body examined a document<sup>117</sup> on the composition of the Administrative Tribunal of the ILO and decided<sup>118</sup> to propose the following draft resolution to the International Labour Conference for adoption:

The General Conference of the International Labour Organization,

Decides, in accordance with article III of the Statute of the Administrative Tribunal of the International Labour Organization, to renew the appointments of Ms Rosanna De Nictolis (Italy), Mr Clément Gascon (Canada), Mr Jacques Jaumotte (Belgium) and Ms Hongyu Shen (China) as judges of the Tribunal for one further non-renewable term of five years.

<sup>110</sup> GB.355/PFA/5.

<sup>111</sup> GB.355/PV(Rev.1), para. 1175.

<sup>112</sup> GB.356/PFA/5.

<sup>113</sup> GB.356/PFA/5/Decision.

<sup>114</sup> GB.356/PFA/6.

<sup>115</sup> GB.355/PFA/10.

<sup>116</sup> GB.355/PV(Rev.1), para. 1249.

<sup>117</sup> GB.356/PFA/10/1.

<sup>118</sup> GB.356/PFA/10/1/Decision.

59. At its 356th Session (March–April 2026), the Governing Body examined a document <sup>119</sup> on the recognition of the Tribunal's jurisdiction by other international organizations and approved <sup>120</sup> the recognition of the Tribunal's jurisdiction by the Joint Vienna Institute with effect from 27 March 2026.

## The ILO's Human Resources Strategy for 2026–29

60. At its 356th Session (March–April 2026), the Governing Body examined a document <sup>121</sup> on the ILO's Human Resources Strategy for 2026–29. It endorsed <sup>122</sup> the Strategy and requested the Office to take into account the guidance provided when implementing it. It noted that the Strategy took into account the context of the ongoing reform of the ILO and was aimed at aligning workforce planning, talent development, leadership expectations and workplace culture with the new operating model in order to ensure that the Organization had the capacity to deliver its mandate effectively. The Governing Body emphasized the importance of ensuring that the implementation of the Strategy was aligned with the priorities of the reform, in particular strengthening technical capacity in the field and a more balanced distribution of human resources, while preserving institutional knowledge and ensuring human-centred change management. It also stressed the need to strengthen the transparency and effectiveness of human resources management processes, in particular for recruitment, mobility and career development, and the need for stronger, impact-focused indicators. It highlighted the importance of promoting diversity, including geographical diversity, equality of opportunity, staff well-being and a respectful work environment, based on social dialogue. Lastly, it emphasized the need for regular monitoring of the implementation of the Strategy, with periodical reports to the Governing Body.

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<sup>119</sup> GB.356/PFA/10/2.

<sup>120</sup> GB.356/PFA/10/2/Decision.

<sup>121</sup> GB.356/PFA/9.

<sup>122</sup> GB.356/PFA/9/Decision.