



## Governing Body

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

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Institutional Section

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### SECOND ITEM ON THE AGENDA

## Agenda of the International Labour Conference

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

#### Purpose of the document

To initiate consideration of proposals for the Conference agenda for 2019 and beyond, including the strategic approach to be followed (see the draft decision in paragraph 31).

**Relevant strategic objective:** All four strategic objectives.

**Main relevant outcome/cross-cutting policy driver:** Enabling outcome B: Effective and efficient governance of the Organization.

**Policy implications:** Implications for the Conference agenda for 2019 and beyond.

**Legal implications:** Those arising from the application of the Standing Orders of the Conference and Standing Orders of the Governing Body.

**Financial implications:** Those arising from the placing of items on the Conference agenda and from any preparatory meetings proposed that might be approved by the Governing Body.

**Follow-up action required:** Any implications relating to follow-up will be submitted to the Governing Body for consideration at its 335th Session (March 2019).

**Author unit:** Departments in the Policy Portfolio and in the Field Operations and Partnerships Portfolio.

**Related documents:** GB.332/PV; GB.332/INS/2.

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## A. Overview of the Conference agenda-setting process

1. The applicable rules concerning the agenda of the Conference are set out in the Constitution of the International Labour Organisation, the Standing Orders of the International Labour Conference and the Standing Orders of the Governing Body.<sup>1</sup> The agenda of the Conference consists of standing and technical items.
2. The following standing items are required to be included by the Governing Body in the Conference agenda each year:
  - reports of the Chairperson of the Governing Body and of the Director-General;
  - financial and budgetary questions; and
  - information and reports on the application of Conventions and Recommendations.
3. In accordance with established practice, the Conference agenda includes three technical items (each requiring a technical committee at the Conference), generally with a view to standard setting, a general discussion or a recurrent discussion.<sup>2</sup> Other items which may be included by the Governing Body are items which can usually be dealt with in a plenary sitting, by the Selection Committee or by other technical committees holding a limited number of sittings.<sup>3</sup> For standard-setting items, while a double discussion remains the norm, the Governing Body may decide to hold a single discussion. Proposals to place an item on the Conference agenda are considered at two successive sessions of the Governing Body unless there is unanimous consent to place a proposed item on the agenda when discussed for the first time by the Governing Body.<sup>4</sup>
4. At its 328th Session (November 2016), the Governing Body adopted a five-year cycle of recurrent discussions of the four strategic objectives under the ILO Declaration on Social Justice for a Fair Globalization with the following sequence: social dialogue and tripartism in 2018; social protection (social security) in 2020; employment policy in 2021; social protection (labour protection) in 2022 and fundamental principles and rights at work in 2023.<sup>5</sup> In addition, the Governing Body provided guidance on a framework for recurrent discussions to ensure that they fully achieve their specific purpose under the Social Justice Declaration.<sup>6</sup>

<sup>1</sup> See [Constitution](#), articles 14(1) and 16(3); [Standing Orders of the Conference](#), articles 7, 7bis, 8 and 12; [Standing Orders of the Governing Body](#), sections 5 and 6.2.

<sup>2</sup> See paras 4–7 below.

<sup>3</sup> See Appendix II for an overview of the selection of technical items for the Conference agenda (2010–23). See [GB.328/PV](#), para. 16 (Workers' group).

<sup>4</sup> See para. 5.1.1 of the [Standing Orders of the Governing Body](#).

<sup>5</sup> See para. 17 below.

<sup>6</sup> See [GB.328/INS/5/2](#) and [GB.328/PV](#), para. 102.

## **The strategic and coherent approach (2014–19)**

5. At its 322nd Session (October–November 2014), the Governing Body approved the concept of a strategic and coherent approach to the setting of the Conference agenda for the 106th (2017), 107th (2018) and 108th (2019) Sessions of the Conference. The intention was to respond to constituents' comments on the setting of the Conference agenda and the role of the Conference as the ILO supreme policy organ. The approach is based on two main elements: (i) a strategic focus in the setting of the Conference agenda, using the momentum created by the commemoration of the ILO centenary to place emphasis on institutional coherence and flexibility; and (ii) full tripartite engagement in the agenda-setting process.<sup>7</sup>
6. The Governing Body has selected the technical items for the 2017, 2018 and 2019 sessions on the basis of this approach. It has kept under review the coordination between the outcomes of previous discussions at the Conference and the consideration of proposals for future sessions. It has made linkages between the setting of the Conference agenda and other institutional processes and strategic discussions such as the follow-up to the Centenary Initiatives, or the strategic plan. Further, the Governing Body has taken steps to ensure that the agenda of the Conference reflects the ILO's actions to ensure that it has a robust and up-to-date body of labour standards serving as a global framework for the world of work. Thus, the review by the Standards Review Mechanism Tripartite Working Group (SRM TWG) of the ILO body of standards, together with the implementation of article 19, paragraph 9, of the Constitution concerning the procedure of abrogation of obsolete Conventions in force, have already informed the Conference agenda.
7. The establishment of appropriate and effective linkages between recurrent discussions and the topics of the General Surveys prepared by the Committee of Experts on the Application of Conventions and Recommendations on the basis of reports requested under article 19 of the Constitution provides a further element of a strategic and coherent approach, as envisaged by the 2016 resolution on Advancing Social Justice through Decent Work.<sup>8</sup> The emerging practice is to select the topic in time for the ensuing General Survey to be discussed at the Conference session preceding the session at which the Conference discusses the related recurrent item.
8. A procedural roadmap for the implementation of the strategic and coherent approach up to 2019, regularly updated by the Office, has been provided to the Governing Body at each of its sessions to improve the transparency and inclusiveness of the process.<sup>9</sup>

## **B. Decisions taken by the Governing Body at its 332nd Session (March 2018)**

9. The Governing Body decided to place a standard-setting item (second discussion) on violence and harassment against women and men in the world of work on the agenda of the centenary session of the International Labour Conference (108th Session, 2019). It also included two items related to the centenary on the agenda of the same Conference: (1) an

<sup>7</sup> See [GB.322/PV](#), para. 17, and [GB.322/INS/2](#), paras 11–19. The strategic and coherent approach was acknowledged in the context of the work of the Working Party on the Functioning of the Governing Body and the Conference; see [GB.322/INS/12\(Rev.\)](#), para. 4.1.

<sup>8</sup> 2016 [resolution on Advancing Social Justice through Decent Work](#), para. 15.1.

<sup>9</sup> See [GB.328/INS/3](#), paras 7–15, for more detailed elements on the implementation of the strategic and coherent approach. An updated roadmap up to 2020 is presented in Appendix III.

item related to the Future of Work Initiative with a view to the adoption of an important outcome document, possibly a declaration, requesting the Director-General to further develop the nature and format of the item and to present first ideas regarding the outcome document for further consideration by the Governing Body in November 2018; and (2) an item related to the organization of debates and events connected to the Centenary, requesting the Director-General to further develop the nature and format of the item for further consideration by the Governing Body in November 2018. The Governing Body further provided guidance on the setting of the Conference agenda beyond 2019, in particular as regards the seven subjects under consideration, while acknowledging the need to afford the necessary flexibility to follow-up on the centenary session.<sup>10</sup> Finally, the Governing Body also decided to provisionally place an item on the approval of the proposed amendments to the Code of the Maritime Labour Convention, 2006, on the agenda of the 107th Session (2018) of the Conference, subject to the submission of any amendments adopted by the Special Tripartite Committee in April 2018.

10. Details of the agenda of the centenary Conference (2019) in relation to the important outcome document and the organization of debates and events are proposed in a separate document before the Governing Body.<sup>11</sup>
11. The Governing Body has already begun its consideration of the agenda of the sessions beyond 2019, by placing recurrent discussions on the agenda of the sessions up to 2023. The Governing Body may thus wish to provide further guidance on the setting of the agenda beyond 2019 so as to continue fostering a strategic focus in the setting of the Conference agenda with full tripartite engagement, while ensuring adequate flexibility to account for the outcome of the centenary session (in particular as to the items to be decided in order to complete the agenda for 2020).

## C. Agenda of the Conference beyond 2019

### Consolidating a strategic approach

12. Initial elements were sketched out for the consideration of the Governing Body in November 2016.<sup>12</sup> Several constituents expressed their support for the coherent and strategic approach to setting the agenda, with support for its continuation after 2019.<sup>13</sup> In pursuing its examination of a strategic approach beyond 2019, the Governing Body may wish to take the following considerations into account.
13. Two of the initial elements identified in November 2016 have been integrated by the Governing Body into its decision-making process on the Conference agenda: (i) the follow-up to recommendations made by the SRM TWG and approved by the Governing Body;<sup>14</sup>

<sup>10</sup> See [GB.331/PV](#).

<sup>11</sup> GB.334/INS/2/2.

<sup>12</sup> See [GB.328/INS/3](#), paras 38 and 39.

<sup>13</sup> See [GB.328/PV](#), [GB.329/PV](#), [GB.331/PV](#) and [GB.332/PV](#).

<sup>14</sup> In addition to the recommendations of the SRM TWG concerning the abrogation of Conventions which have led the Governing Body to place a corresponding item on the agenda, the Governing Body requested the Office to prepare a proposal for a possible standard-setting item on apprenticeships, on the basis of the regulatory gap identified by the SRM TWG for consideration at its 329th Session

and (ii) ways in which the work of the ILO's governance structure might contribute to the follow-up and review activities at the United Nations High-Level Political Forum on Sustainable Development (HLPF) in the context of the 2030 Agenda.<sup>15</sup>

14. The general elements of the strategic and coherent approach, such as the need to ensure institutional coherence, a balance between the adequate time for preparation and adequate flexibility, full tripartite engagement ensured through transparency and inclusiveness, continue to remain valid.<sup>16</sup> In line with the Social Justice Declaration and the 2016 resolution on Advancing Social Justice through Decent Work, recurrent discussions would remain a key driver of the streamlining of the Conference agenda.
15. Further elements have been envisaged. While some constituent groups considered in the course of recent discussions that the outcomes of Regional Meetings could contribute to the standard-setting process, other groups have found them less appropriate for informing the agenda-setting process for the Conference, given the narrow, regional dimension of the discussions.<sup>17</sup> Further guidance as to how outcomes of sectoral and other technical meetings could inform the ILC agenda-setting process may be forthcoming as the Governing Body progresses in its discussion of the possible review of formats and standing orders for these meetings.<sup>18</sup> Valuable lessons may be drawn from the standard-setting discussion on violence and harassment at work at the most recent session of the Conference to inform ways the Conference can optimize its function as regards standard-setting in the context of a two-week session.<sup>19</sup> This would be consistent with the call under the Social Justice Declaration that the ILO make the best use of its unique advantage of the tripartite structure and standards system.<sup>20</sup> Additionally, the Governing Body may wish to continue its discussion on the immediate and ongoing impact of the SRM TWG's recommendations on the agenda of the

(March 2017). See Appendix I, section 1(B); [GB.328/PV](#) paras 16 (Workers' group), 22 (Republic of Korea). In examining the report of the second meeting of the SRM TWG, the Governing Body also noted the decision of the SRM TWG to follow up on the regulatory gap on the topic of shift work in its later discussion, at a date to be decided on working-time instruments; [GB.328/PV](#), para. 581(d).

<sup>15</sup> In line with the 2016 [resolution on Advancing Social Justice through Decent Work](#) (see subpara. 15.2(c)(vii)) the Governing Body took its decision on the five-year cycle of recurrent discussions and their sequence taking into account the themes and selected SDGs to be reviewed at the HLPF. See [GB.328/INS/5/2](#), paras 6, 10 and 18; see also [GB.328/PV](#), paras 84 (Employers' group), 86 (Workers' group), 91 (ASPAG), 93 (IMEC). The Governing Body also decided to make use of its 2017, 2018 and 2019 March sessions as a platform for tripartite discussion of the ILO contribution to the HLPF annual review (para. 130(a)).

<sup>16</sup> See [GB.329/INS/2](#), para. 21.

<sup>17</sup> See [GB.331/PV](#), para. 16 and [GB.332/INS/PV](#), para. 11. In November 2016, members of the Working Party on the Functioning of the Governing Body and the International Labour Conference "felt that care should be taken to ensure that Regional Meetings promoted the strategic objectives of the ILO and that there should be closer linkages to the other governing organs of the Organization, the Conference and the Governing Body" ([GB.328/INS/16](#), para. 10; [GB.328/WP/GBC/2](#), paras 13–16; [GB.326/POL/5](#)).

<sup>18</sup> Earlier discussions in the Working Party that proposals for Conference agenda items should come in particular from the outcomes of ILO tripartite meetings or other meetings (regional, sectoral, meetings of experts) (see [GB.319/WP/GBC/1](#), para. 15).

<sup>19</sup> In November 2016, different views were expressed as regards the possibility of including two standard-setting items on the agenda of the Conference ([GB.328/PV](#), paras 16 (Workers' group), 18 (ASPAG), 21 (India), 23 (Brazil)).

<sup>20</sup> 2016 [resolution on Advancing Social Justice through Decent Work](#), para. 15

Conference, notably to ensure that its recommendations do not lead to a standard-setting “traffic jam” for the agenda of the Conference.<sup>21</sup>

## **Subjects under consideration for possible inclusion in future sessions**

16. The Office expects to be in a position to move forward proposals for standard-setting items on occupational safety and health in October 2018. It is to be expected that these items will concern the four topics already identified by the SRM TWG at its third meeting in September 2017 (biological hazards, ergonomics, chemical hazards, and guarding of machinery), as well as any other matters arising from the SRM TWG’s review of the instruments concerning occupational safety and health (specific branches of activity).
17. The agenda of the 109th Session (2020) currently includes a recurrent discussion on social protection (social security). Should the Governing Body decide accordingly, two slots remain in the agenda of the 109th Session. It could include one or two further technical items, and/or one or two follow-up items to the centenary session.<sup>22</sup> In this regard, the constituents have expressed the need to retain flexibility. While there is currently still time for the Governing Body to consider the selection of items for sessions after 2019 and to provide guidance to the Office in this regard, a decision to include a new standard-setting item for 2021 should preferably be decided no later than the March 2019 Governing Body session.<sup>23</sup>
18. In this context, in October–November 2017, the Governing Body continued to examine seven subjects for inclusion on the agenda of future sessions,<sup>24</sup> among which three can be considered for possible inclusion on the agenda of the Conference at one of the next available slots:

<sup>21</sup> See [GB.331/LILS/2](#), Appendix, para. 7.

<sup>22</sup> As already underlined, the Governing Body could give consideration to the possibility that the 2019 centenary session might itself adopt conclusions that impact on the setting of the Conference agenda for subsequent sessions; [GB.328/INS/3](#), para. 39(d).

<sup>23</sup> See Appendix I to assist in determining a possible timing for the selection of the proposed items currently before the Governing Body. The inclusion of a standard-setting item should occur preferably in the upcoming March 2019 Governing Body (for the 2021 session) or in March 2020 (for the 2022 session). The inclusion of items with a view to a general discussion could occur at the latest in March 2019 (for the 2020 session) or March 2020 (for the 2021 session). In response to questions raised in the November 2017 discussion, it may be noted that these deadlines are due to the fact that, under the ILC Standing Orders, for standard-setting items the Office needs to send, not less than 18 months before the opening of the Conference, a report on law and practice and a questionnaire to member States. Thus, in principle, for the June 2021 ILC a report needs to be sent no later than the end of October 2019 (18 months before) – hence it needs to be decided at the upcoming March 2019 Governing Body (allowing for time to prepare these documents). However, exceptionally, a programme of reduced intervals can be approved by the Governing Body upon proposal by the Officers. General discussions are not subject to the same requirements – the ILC Standing Orders provide that when a question has been placed on the agenda for general discussion, the Office shall communicate a report on the question to the governments, so as to reach them not less than two months before the opening of the Conference. In this regard, time is needed to prepare the report, it thus being highly advisable to have a decision taken by the Governing Body latest on March of the preceding year.

<sup>24</sup> See [GB.331/INS/2](#), paras 25–28.



- *Inequalities and the world of work (general discussion)*<sup>25</sup> – Appendix I, section 1(C): the Office first raised the subject in the context of the agenda of the Conference at the 323rd Session (March 2015) of the Governing Body;<sup>26</sup> it was further developed for the consideration of the Governing Body in November 2016. During the March 2017 discussion, the item was endorsed by some constituent groups while others considered that it should await the outcome of the centenary session or expressed preference for a general discussion on the subject in 2020.<sup>27</sup> In March 2018, the Governing Body discussion suggested widespread support for a general discussion on the item. Some members saw value in a discussion on redistributive policies but advised the Office to take a broader approach to the item, while other members felt a general discussion on inequality and the world of work should be framed by the report of the Global Commission on the Future of Work and the outcome of the centenary Conference.
  - *A just transition of the world of work towards environmentally sustainable economies and societies for all (standard setting)*<sup>28</sup> – Appendix I, section 1(A): in November 2016, some constituents proposed the item for inclusion on the agenda of the 2018 session of the Conference, and endorsed the item again in November 2017 and March 2018. During the November 2017 and March 2018 discussion, the item was not supported by some other constituent groups.<sup>29</sup>
  - *Apprenticeships (standard setting)*<sup>30</sup> – Appendix I, section 1(B): as mentioned, the Governing Body requested that a proposal in relation to apprenticeships be presented in March 2017, pursuant to its decision following up on the recommendation made by the SRM TWG in the report of its second meeting.<sup>31</sup> During the October–November 2017 discussion, the item was endorsed by some constituent groups but not by others while one constituent group expressed general preference for a general discussion ahead of a standard-setting discussion.<sup>32</sup> In March 2018, the Governing Body postponed the discussion on the proposal without precluding the inclusion of a standard-setting item on apprenticeships on the agenda of a future Conference session, and at the earliest in 2021.<sup>33</sup>
19. Eight subjects require further work and/or discussion in other tripartite forums before they could be considered to give rise to full proposals for inclusion on the agenda of the Conference. In the first place, the Governing Body, following the recommendations of the SRM TWG, has requested the Office to provide proposals for standard-setting items on four subjects relating to occupational safety and health. It is proposed that the Office proceed with the development of proposals for the Governing Body's further consideration at its

<sup>25</sup> See Appendix I, section 1.A.

<sup>26</sup> See [GB.323/INS/2](#), para. 23.

<sup>27</sup> See [GB.331/PV](#).

<sup>28</sup> See Appendix I, section 1(B), para. 12, for the views expressed at the 328th Session (October–November 2016) of the Governing Body.

<sup>29</sup> See [GB.331/PV](#).

<sup>30</sup> See Appendix I, section 1(C).

<sup>31</sup> See [GB.328/PV](#), para. 581.

<sup>32</sup> See [GB.331/PV](#).

<sup>33</sup> See [GB.332/PV](#).



335th Session in March 2019 following the discussions on this matter at the fourth meeting of the SRM TWG. In relation to four other subject matters, an update of the follow-up undertaken in relation to these subjects is provided in Appendix I, section 2. For future sessions of the Governing Body, it is proposed that the Office provide further reports to the Governing Body every year until such time as the subject matters are considered ripe for inclusion on the agenda of the Conference. The four subjects are:<sup>34</sup>

- resolution of individual labour disputes;
- non-standard forms of employment;
- decent work in the world of sport; and
- independence and protection in public service (fight against corruption).

## **D. Abrogation and withdrawal of instruments including maritime and OSH instruments**

20. The Governing Body continues to consider the recommendations made by the SRM TWG as approved by the Governing Body when setting the agenda for future Conferences. It may be recalled that, in February 2016, the SRM TWG referred the review of 68 maritime instruments to the Special Tripartite Committee (STC) established under the Maritime Labour Convention, 2006, as amended (MLC, 2006).
21. At its third meeting, held from 23 to 27 April 2018, the STC recommended the abrogation of Conventions Nos 8, 9, 16, 53, 73, 74, 91 and 145 and the withdrawal of Conventions Nos 7, 54, 57, 72, 76, 93, 109, 179 and 180 as well as of Recommendations Nos 27, 49, 107, 137, 139, 153, 154, 174, 186 and 187. Accordingly, the Governing Body may wish to consider a draft decision point to consider placing an item on the agenda of the 109th Session of the International Labour Conference (June 2020) concerning the abrogation and withdrawal of these instruments. The Governing Body may wish to time its decision so as to follow its consideration of the report of the third meeting of the STC.<sup>35</sup>
22. At its fourth meeting, held from 17 to 21 September 2018, the SRM TWG reviewed nine instruments on OSH (specific branches), labour inspection and labour statistics and examined the follow-up taken to two instruments falling within those topics that had previously been determined to be outdated. The SRM TWG recommended the abrogation of Conventions Nos 45, 62, 63 and 85 in 2024 and the withdrawal of Recommendation No. 20 in 2022. Accordingly, the Governing Body may wish to consider a draft decision point to place an item on the agenda of the 111th Session (2022) of the Conference concerning the withdrawal of Recommendation No. 20 and another draft decision point to place an item on the agenda of the 113th Session (2024) of the Conference concerning the abrogation of the four above-mentioned Conventions.
23. It is recalled that, when the Conference adopted at its 85th Session (1997) an amendment to the ILO Constitution empowering the Conference to abrogate a Convention in force, the Conference also amended its Standing Orders to permit it to withdraw Conventions that had never entered or were no longer in force as well as Recommendations. In line with article 19, paragraph 9 of the Constitution, the Conference may abrogate or withdraw a Convention or

<sup>34</sup> See [GB.328/PV](#), paras 17 (Workers' group), 19 (Africa group), 20 (IMEC).

<sup>35</sup> See GB.334/LILS/2.

a Recommendation “if it appears that it has lost its purpose or that it no longer makes a useful contribution to attaining the objectives of the Organization”. Abrogation and withdrawal are subject to the same procedural guarantees, in terms of Conference majority required, consultation process and timelines for submission to the Conference. An item on the abrogation or withdrawal does not require the establishment of a technical committee as the Conference may decide to examine this item either in a plenary sitting or by sending it to the Selection Committee.

24. The abrogation or the withdrawal of an international labour instrument results in the definitive elimination of all legal effects arising out of that instrument between the Organization and its Members. Abrogated and withdrawn instruments are removed from the ILO’s body of standards and their full text is no longer reproduced in any official collection (printed or electronic) of ILO Conventions and Recommendations. All that remains is their full title and number, and the reference to the session and year of the Conference at which the decision of abrogation or withdrawal was taken. The Office also stops publishing official information concerning the instrument.
25. The procedure concerning the placing on the Conference agenda of an item on abrogation or withdrawal provides, among other things, that the Office places before the Governing Body a report containing all relevant information regarding the abrogation or withdrawal of the instrument(s) concerned. As the STC and the SRM TWG, building on the work of the Working Party on Policy regarding the Revision of Standards, have already conducted examinations of these instruments, the appendix to the present document provides a summary of the information presented by the Office to these bodies and the resulting recommendations and serves as the abovementioned report for the Governing Body.
26. With respect to timing, under article 45bis of the Standing Orders of the Conference, the Office is required to communicate to the governments, so that it reaches them at least 18 months before the session of the Conference at which the item is to be discussed, a short report and questionnaire inviting their views on the issue. Therefore, an item concerning the abrogation or withdrawal of international labour standards could be examined by the Conference at the earliest at its 109th Session (June 2020).

## **E. Outcomes of the 107th Session (June 2018) of the Conference: Implications for the agenda of the Conference**

27. The 107th Session (June 2018) of the Conference did not explicitly identify new agenda items. Yet, the follow-up to the resolution concerning the second recurrent discussion on social dialogue,<sup>36</sup> and the outcome of the discussion by the Committee on the Application of Standards of the General Survey concerning the working time instruments<sup>37</sup> should be kept under consideration in the context of the setting of the agenda of the Conference.
28. The conclusions of the recurrent discussion on social dialogue recommended “continued research regarding the access to freedom of association and the effective recognition of the right to collective bargaining of digital platform and gig economy workers and, on that basis and the outcome of the 108th Session of the International Labour Conference, for the October–November 2019 session of the Governing Body to decide whether convening a

<sup>36</sup> *Provisional Record* 6A, 107th Session, Geneva, May–June 2018.

<sup>37</sup> *Provisional Record* 9A(Rev.), 107th Session, Geneva, May–June 2018.

tripartite meeting would be appropriate or not.”<sup>38</sup> Discussions in the Conference Committee on Social Dialogue also raised other topics that might retain the interest of future Conference sessions, including global supply chains;<sup>39</sup> the ethical development and use of artificial intelligence, algorithms and big data;<sup>40</sup> and consistent and comprehensive principles for labour dispute resolution systems.<sup>41</sup>

29. The Committee on the Application of Standards approved a standards-related action item as the outcome of its discussion of the General Survey concerning the instruments on working time:<sup>42</sup>

6. The Committee considered that the findings of the General Survey and its discussion could feed into the tripartite meeting of experts, should it take place, as contemplated in paragraph 21(a) of the conclusions concerning the recurrent discussion on social protection (labour protection) adopted by the Conference in 2015.

7. The Committee also considered that the General Survey, together with the report and outcome of this discussion, shall contribute to the work of the Standards Review Mechanism Tripartite Working Group on this matter.

## F. Procedural roadmap

30. The updated proposal for the procedural roadmap is as follows:

- 335th Session (March 2019): The Governing Body would continue to provide guidance on the agenda of the 109th Session (2020) of the Conference, as well as of later sessions.
- 337th Session (October–November 2019): The Governing Body would assess the implications for the setting of the Conference agenda of the outcomes of the discussions at the centenary session (2019) of the Conference, including the general discussion on effective development cooperation and the recurrent discussion on social dialogue and tripartism under the new five-year cycle; it would provide guidance on discussions at the 110th Session (2021) of the Conference, as well as of later sessions.
- 338th Session (March 2020): The Governing Body would continue to provide guidance on the agenda of the Conference within the strategic approach.

## Draft decision

31. *The Governing Body may wish to:*

- (a) *decide to place on the agenda of the 109th Session of the Conference (2020) an item related to inequality and the world of work (general discussion);*

<sup>38</sup> *Provisional Record* 6A, 107th Session, Geneva, May–June 2018, para. 6(e).

<sup>39</sup> *Provisional Record* 6B(Rev.), 107th Session, Geneva, May–June 2018, para. 10.

<sup>40</sup> *Ibid*, para. 11.

<sup>41</sup> *ibid*, para. 155.

<sup>42</sup> *Provisional Record* 9A(Rev.), 107th Session, Geneva, May–June 2018, para. 147.

- (b) decide to place on the agenda of the 109th Session (2020) of the Conference an item on the abrogation of Conventions Nos 8, 9, 16, 53, 73, 74, 91 and 145 and the withdrawal of Conventions Nos 7, 54, 57, 72, 76, 93, 109, 179 and 180 as well as of Recommendations Nos 27, 49, 107, 137, 139, 153, 154, 174, 186 and 187;*
- (c) decide to place on the agenda of the 111th Session (2022) of the Conference an item on the withdrawal of Recommendation No. 20;*
- (d) decide to place on the agenda of the 113th Session (2024) of the Conference an item on the abrogation of Conventions Nos 45, 62, 63 and 85;*
- (e) provide guidance and take any pertinent decision in relation to:*
  - (i) at least one further technical item to complete the agenda of the 109th Session of the Conference (2020) by its next session in March 2019; and*
  - (ii) the setting of the Conference agenda beyond 2020 both as regards the strategic approach and the subjects under consideration, in particular as to the 110th Session of the Conference (2021).*

## Appendix I – Items for the agenda of future Conferences

### 1. Three possible items for the agenda of future sessions of the Conference

#### A. *Inequalities and the world of work* (general discussion)

Source, nature and context of the proposed item

1. The Office first raised the subject in the context of the agenda of the Conference at the 323rd Session (March 2015) <sup>1</sup> of the Governing Body. It was further developed for the consideration of the Governing Body in October–November 2016 and received support from the Workers' group and the Government of India, while during the March 2017 discussion the item was endorsed by the Workers' group and the Africa group. The item is proposed for placement on the agenda of the Conference with a view to a general discussion in 2020. In March 2018, the Governing Body discussion suggested widespread support for a general discussion on the item. Some members saw value in a discussion on redistributive policies but advised the Office to take a broader approach to the item, while other members felt a general discussion on inequality and the world of work should be framed by the report of the Global Commission on the Future Work and the outcome of the centenary Conference.
2. Since the mid-1990s, the ILO has been concerned with ensuring that the wealth gains from the most recent phase of globalization are shared in a fair manner. This concern prompted the ILO to adopt the Declaration on Fundamental Principles and Rights at Work, in 1998, and the Declaration on Social Justice for a Fair Globalization, in 2008. The Committee on Social Protection (Labour Protection) at the 104th Session of the Conference (2015) concluded that inclusive and effective labour protection <sup>2</sup> is key for decent work for all and for sustainable development, while stressing the need for regulations and institutions governing labour protection to keep pace with the transformations in the world of work and remaining mindful of national circumstances. At its 105th Session (2016), the Conference, saw in the implementation of the Social Justice Declaration the means whereby the ILO could contribute to the advancement of the decent work components of the 2030 Agenda that include, but also transcend SDG 8. Other SDGs of particular relevance to the issues of inequalities and labour market institutions are SDG 10 (Inequalities) and SDG 5 (Gender Equality). <sup>3</sup>

Constituents' needs and realities in light of the ILO strategic objectives

3. Over the past two decades, inequality has increased in most advanced economies as well as in many developing countries, leading to concerns over the consequences for poverty reduction, social cohesion and macroeconomic performance. Income inequality has vertical and horizontal dimensions: inequality between rich and poor, between men and women, between youth and old-age workers, and inequality for groups in situations of vulnerability, such as migrants or indigenous peoples. Inequality of income is generally associated with

<sup>1</sup> See [GB.323/INS/2](#), para. 23.

<sup>2</sup> The regulation of working conditions in the areas of working time, wages, occupational safety and health and maternity protection was deemed a central dimension of labour protection.

<sup>3</sup> [Evaluation of the Impact of the ILO Declaration on Social Justice for a Fair Globalization and Conclusions for Future Action](#), 2016, para. 2.

inequalities in terms of opportunities, skills and rights that translate into unequal employment outcomes and further income inequality.

4. Across the world, income from waged work and self-employment accounts for the vast majority of individual and family incomes. In advanced economies, 60–80 per cent of household income is from wages. In developing countries, 30–60 per cent of household income comes from wages while self-employment accounts for much of the rest.<sup>4</sup> As a result, labour market performance – whether the market is creating sufficient jobs, what the quality of those jobs is, and who has access to them – determines to a large part the income of most of the world’s population and the extent of inequality. Ongoing transformations in the world of work have brought along new opportunities and challenges, including a diversity of work arrangements. The emerging work on online digital labour platforms “crowdwork” has made it possible for many people who cannot work outside their homes, to earn an income and, to those who were already working, to top up their earnings. Various work arrangements present in the offline economy, such as part-time, temporary work, labour subcontracting, and freelancing have also created opportunities for some workers. In other cases, full-time employment has been substituted by indefinite contracts covering such alternative arrangements. While changes in production and work organization do require greater flexibility in contractual arrangements, this flexibility should not come at the expense of workers’ rights and basic protections in the workplace, as these are key to workers’ health and security, labour productivity and economic performance.
5. This requires expanding the scope of essential labour protections to all workers regardless of their contractual arrangement, so that flexible arrangements are used because they offer flexibility, not because they are cheaper. This is in line with SDG 8, and especially target 8.8, which calls for ensuring protection of labour rights for all women and men. The way in which both employment opportunities and the wealth generated in the labour market are distributed is the interplay of market forces and the institutions that govern it. Some of these institutions include: freedom of association and collective bargaining, minimum wages, laws and industrial relations regulating employment contracts, hours of work and maternity protection, as well as other work–family reconciliation policies. Equally important are those laws, policies and institutions that seek to tackle discrimination, violence and harassment and promote equal opportunities for all workers, regardless of their gender, age, race, migrant or health status. Effective and accessible judiciary systems, agile dispute settlement mechanisms and sound compliance strategies help translate entitlements into actual benefits, thereby contributing to equalizing labour market outcomes. Taxation policies also play a role.
6. Empirical evidence shows that labour market institutions also influence the outcomes for workers in the informal economy as well as the functioning of informal labour markets.<sup>5</sup>

Implementation of the strategic and coherent approach and added value of an examination by the International Labour Conference

7. The time is ripe for the Conference to discuss how labour market institutions could stem growing income and other types of inequalities in a rapidly changing world of work. A general discussion would benefit from the research conducted by the ILO in the past years

<sup>4</sup> See ILO: *Global Wage Report 2014/15: Wages and income inequality*, Geneva, 2015.

<sup>5</sup> This is commonly referred to as the “lighthouse” effect, whereby formal laws set a social norm that becomes a reference for bargaining among informal waged employees and their employers. The lighthouse effect was first identified in Brazil in reference to the use of the minimum wage in wage setting among informally employed workers, but is also applicable to other labour protections, such as working-hour limits and paid leave. See: P. Souza and P. Baltar (1979) “Salário mínimo e taxa de salários no Brasil”, *Pesquisa e Planejamento Econômico Vol. 9*, pp. 629–660.



to obtain a better picture of this variegated and dynamic labour landscape and the profile of those engaged in it, while also revealing the associated pitfalls. Its main goal would be to discuss solutions that can address among others, current regulatory gaps in labour and social protection for many of these diverse employment arrangements through innovative approaches. It could discuss, in particular, what set of institutions and policies, including distributive and redistributive policies, could provide an adequate floor to social justice for all and what would be required to implement it. This general discussion would be a concrete follow-up to the 2019 centenary discussions and to the 2019 meeting of the HLPF on the overall theme: “Empowering people and ensuring inclusiveness and equality”.

#### Expected outcome

8. This discussion would provide sharper guidance and direction concerning the set of labour market institutions and policies that would need strengthening or reform to reduce inequalities, while ensuring that no one is left behind. The outcome of this discussion would help enhance the ILO’s contribution to the 2030 Agenda and would feed into the recurrent discussion on social protection (labour protection), which is due in June 2022. Considering the range of policy areas falling in the remit of labour protection, a general discussion on inequalities and the world of work would permit to address and evacuate a first number of policy issues, which would in turn help set a better-focused agenda for discussion in 2022.

#### Preparation of the Conference discussion

9. The general discussion would be informed by research, policy dialogues, tripartite meetings of experts and other activities being carried out in the context of the Women at Work Initiative and on a range of relevant themes, such as non-standard forms of employment or wages, wage distribution and wage policies, working time or labour market integration of migrant workers. On this latter item, further insights will be provided by work which will be carried out as part of the follow-up action plan to the 2017 Conference general discussion on labour migration. In respect of working time, the findings of the corresponding General Survey and the ensuing debate of the Committee on the Application of Standards at the ILC in June 2018 will offer additional inputs. The 2018–19 edition of the Global Wage Report will supply information on trends concerning the earnings gap between men and women, across regions and sectors, and the range of policy measures that have been adopted to curb this gap. Other relevant work carried out by the Office would also be taken into account, such as, for example, the symposium “Income inequality, labour market institutions and workers’ power” organized by the Bureau for Workers’ Activities (ACTRAV) in 2013.

### **B. A just transition of the world of work towards environmentally sustainable economies and societies for all** (standard setting, double discussion)

#### Source, nature and context of the possible item <sup>6</sup>

10. This proposal originates from a suggestion made by the Workers’ group and presented to the Governing Body at its 316th Session (November 2012), with the indication that it should be considered further in light of the outcome of the general discussion on sustainable development, decent work and green jobs at the 102nd Session of the Conference in 2013.

<sup>6</sup> For the previous discussion in the context of the agenda of the Conference, please see [GB.316/INS/4](#), paras 88–90; see also [GB.316/PV\(&Corr.\)](#), paras 12 (Employers’ group), 18 (Workers’ group), 23 (Africa group), 31 (United Kingdom); [GB.319/INS/2](#), Appendix VIII, paras 6–9; [GB.319/PV](#), paras 7 (Workers’ group), 11 (Denmark on behalf of the Netherlands, Switzerland and the Nordic countries, Iceland, Finland, Sweden and Denmark), 18 (China), 19 (Canada) and 29 (Brazil).



The Conference discussion resulted in the adoption of *conclusions concerning achieving decent work, green jobs and sustainable development*. With regard to international labour standards, the conclusions included a proposal to convene a meeting of experts to give further guidance on issues related to the greening of economies, green jobs and a just transition for all.<sup>7</sup> At its March and June 2014 sessions, the Governing Body mandated a meeting of experts to adopt in particular draft guidelines. The Meeting of Experts took place in October 2015 and unanimously adopted *Guidelines for a just transition towards environmentally sustainable economies and societies for all*. At its 325th Session (October–November 2015), the Governing Body requested the Director-General to use the Guidelines as a basis for activities and outreach.<sup>8</sup>

11. This proposal is made for a discussion on the transition of the world of work towards environmentally sustainable economies and societies for all. The Workers' group has expressed support for a standard-setting process during the experts' meeting and before the Governing Body in October–November 2015. In particular, the Worker spokesperson stated that the group "had been calling for the development of an instrument on a just transition with a view to sustainable development and viewed the Guidelines as a first step towards such a standard". Several groups also referred to different aspects of the just transition.<sup>9</sup>
12. At the 328th Session of the Governing Body (October–November 2016), the proposal was supported for inclusion to the agenda of the 107th Session (2018) by the Workers' group and the Africa group.<sup>10</sup> The Employers' group and IMEC saw no value in developing a Convention or a Recommendation as the ILO had adopted the Guidelines to address the matter.<sup>11</sup> Other governments considered that it would be preferable not to include a second standard-setting item on the agenda of the 2018 session.<sup>12</sup> The Workers' group subsequently supported the decision to include the item on effective development cooperation on the agenda of the 107th Session on the condition that the proposal on a just transition remained under discussion for the agenda of future Conference sessions.

#### Constituents' needs and realities in light of the ILO strategic objectives

13. The report prepared for the 2013 general discussion by the Conference stressed that the damage to economies and to society caused by environmental degradation has the potential to undo many of the gains in development and poverty reduction. Communities and groups including indigenous and tribal peoples, which are already vulnerable to discrimination and exclusion, and sectors such as agriculture, forestry and fisheries, which employ well over 1 billion people, are the most threatened by climate change. Developing countries are hit the hardest in sectors essential for economic growth and employment.<sup>13</sup> In the absence of adequate guidance to address the implications of climate change on enterprises, workers and

<sup>7</sup> See *Conclusions concerning achieving decent work, green jobs and sustainable development*, paras 19(d) and 24.

<sup>8</sup> See [GB.325/PV](#), para. 494(b).

<sup>9</sup> See [GB.326/POL/INF/1](#), para. 267; [GB.325/POL/3](#); [GB.325/PV](#), paras 472–494; see in particular paras 472 (Workers' group) and 473 (Employers' group).

<sup>10</sup> See [GB.328/PV](#), paras 16 and 19.

<sup>11</sup> *ibid*, paras 15 and 20.

<sup>12</sup> *ibid*, paras 20 (ASPAG), 21 (India) and 23 (Brazil).

<sup>13</sup> See the statement made by the Government representative from Bangladesh at the 326th Session (March 2016) of the Governing Body: "climate change hindered labour mobility and access to employment, and such challenges required specific interventions" ([GB.326/PV](#), para. 318).

communities and respond to the needs of the world of work, social justice could be compromised with serious risks of widening inequalities. On the other hand, a well-managed transition guided by appropriate labour standards fully taking into consideration the imperative of decent work, could create many new decent jobs, protect workers and enterprises and enable social dialogue while providing remedies for those affected by changes.

14. The Paris Agreement, which highlights the imperative of a just transition and the creation of decent work, recognizes “a just transition” and employment as essential parameters of the global response to climate change. However, a policy and guiding framework responding effectively and comprehensively to the needs and realities of the world of work will not emanate from the governance structures in the climate change regime. It must originate from the ILO as the only tripartite United Nations agency mandated to provide appropriate guidance to promote sustainable development, productive employment and decent work for all women and men.
15. In the context of UN reform a growing number of UN Development Assistance Frameworks (UNDAFs) and related policy frameworks are integrating an environmental dimension, based on climate change agreements and obligations that countries have entered into. A similar framework on social dimensions linked to environmental policies would ensure that the ILO and member States have appropriate guidance to enact employment and social policies to reflect adequately decent work dimensions.

**Implementation of the strategic and coherent approach  
and added value of a standard-setting discussion by  
the International Labour Conference**

16. The 2016 Conference resolution on Advancing Social Justice through Decent Work notes the rapidity of environmental changes as one of the drivers of changes in the world of work.<sup>14</sup> The 2018 *World Employment and Social Outlook (WESO)* under the theme of “Greening with jobs” analysed international labour standards (ILS) most relevant to environmental sustainability. It shows that ILS protection of the environment initially focused on the protection of workers but gradually, in certain contexts, has grown to become an objective on its own. Inversely, Multilateral Environmental Agreements (MEAs) can contribute to broadening the reach of labour standards, particularly those MEAs that contain labour provisions, for example, Hong Kong International Convention for the Safe and Environmentally Sound Recycling of Ships (2009).
17. These trends suggest that frameworks addressing environmental change could grow in their consideration of labour issues. However, no other body can better provide such a guidance in ways reflecting values and objectives of the ILO than the International Labour Conference. A Conference discussion in or around 2021 would feed into the Green Initiative and provide the needed responses in the global transition to a low-carbon world from the perspective of decent work. The Conference would contribute in a significant manner to the dynamics of global action on climate change and provide a policy framework on social and labour-related policies, to complement the global policy framework on environmental matters. ILO tripartite constituents will be enabled to engage in the implementation by member States of climate change policies from a labour and social perspective.
18. The concept of “just transition” is increasingly being used by a number of different groups, organizations and institutions. However, these actors are not always defining or using the concept in a similar way. Different groups may use it to mean different things, and, as part of the same process, they may use it to address different constituencies for different

<sup>14</sup> See ILO: *resolution on Advancing Social Justice through Decent Work: Evaluation of the impact of the ILO Declaration on Social Justice for a Fair Globalization and conclusions for future action*, International Labour Conference, 105th Session, Geneva, June 2016, para. 13.

purposes. This may entail a lack of coherence in policies and approaches to just transition. ILO guidance would provide a shared and international definition of just transition which would ensure the inclusion of decent work as the ILO's tripartite constituents have defined it.

#### Expected outcome

19. The expected outcome would build on the unanimously adopted *Guidelines for a just transition towards environmentally sustainable economies and societies for all*, giving them authoritative guidance on the role of decent work for a just transition. Such guidance would be a means for the Conference and the Governing Body to monitor the implementation of social and labour issues in relation to environmental change and related policies, including in the context of UN reforms and country support. It will enable member States to pursue an inclusive approach to the governance of sustainable development, bringing labour and social issues at the core, in line with the 2030 Agenda. The Conference discussion would represent an important milestone following the Future of Work Initiative and the possible centenary outcome, since all constituents have already clearly indicated the need to strengthen the nexus among economic, social and environmental dimensions.

#### Preparation of the Conference discussion

20. The Conference will benefit from the results of the 2013 Conference general discussion and the work of the tripartite Meeting of Experts held in October 2015. The Conference will benefit from the new legal analysis contained in the WESO 2018 report and its conclusions. It will build on an enhanced understanding of decent work and climate change issues by ILO constituents and readiness to provide informed policy guidance in this area.

### **C. Apprenticeships (standard setting, double discussion)**

#### Source, nature and context of the possible item

21. At its 328th Session in October–November 2016, based on the recommendation of the SRM TWG, the Governing Body requested “the Office to prepare a proposal for a possible standard-setting item on apprenticeships, recognizing the regulatory gap identified in this regard, for consideration at its 329th Session (March 2017) for inclusion in a future agenda of the Conference in accordance with the strategic and coherent approach”.<sup>15</sup>
22. The SRM TWG's recommendation followed from its examination of a range of ILO instruments namely the Vocational Training Recommendation, 1939 (No. 57), the Apprenticeship Recommendation, 1939 (No. 60), the Vocational Guidance Recommendation, 1949 (No. 87), the Vocational Training (Adults) Recommendation, 1950 (No. 88), the Vocational Training (Agriculture) Recommendation, 1956 (No. 101), the Vocational Training Recommendation, 1962 (No. 117), and the Human Resources Development Recommendation, 1975 (No. 150), all of which had been juridically replaced by the Conference's adoption of later instruments. On that basis, the SRM TWG informed the Governing Body of a regulatory gap identified in relation to the topic of apprenticeships which has not been addressed in later Recommendations,<sup>16</sup> including Recommendation No. 195, which is the latest normative instrument on human resources development.

<sup>15</sup> See [GB.328/PV](#), para. 581(h).

<sup>16</sup> See [GB.328/LILS/2/1\(Rev.\)](#), para. 10(2) of Annex I (recommendations adopted by the SRM TWG at its second meeting) to the report of the second meeting of the SRM TWG.

23. Since the onset of the global 2008 economic and financial crisis and more recently in public debate on the future of work, apprenticeships and training of young people in its various forms have regained recognition as a pathway for facilitating school-to-work transitions of young people as well as for improving the relevance and quality of training systems to labour market needs. At its 101st Session in June 2012, the Conference adopted a resolution and conclusions concerning: *The youth employment crisis: A call for action*. The 2012 conclusions called on governments to improve the range and types of apprenticeships by, inter alia, complementing workplace learning with more structured institutional learning, upgrading the training skills of those overseeing apprenticeships, and by regulating and monitoring apprenticeship, internship and other work experience schemes.<sup>17</sup> The resolution also called on the social partners to raise awareness of the labour rights of young workers, interns and apprentices.
24. These priorities were restated in the 2014 recurrent discussion on employment and its conclusions, and as a result, have seen apprenticeships and work-based learning included in work foreseen under policy outcome 1 of the Programme and Budget for 2018–19.
25. The ILO is currently engaged in an active programme of research and technical assistance concerning apprenticeships and other forms of work-based learning in response to increasing demands from the ILO constituents in all regions, and countries at different levels of development. The ILO response to the youth employment crisis and deteriorating school-to-work transition outcomes focuses on the expansion of work-based learning as a strategy to address skills mismatch by improving the quality and relevance of training. The response also results from concerns regarding disguised employment under different forms of work-based learning. The ILO's work in setting quality criteria for formal and informal apprenticeships is in high demand and can provide the groundwork for a standard-setting discussion.
26. The ILO is actively partnering with other international organizations, development partners and networks on apprenticeships and work-based learning including: G20; the Inter-Agency Group on Technical and Vocational Education and Training (TVET), involving the World Bank, the Organisation for Economic Co-operation and Development (OECD), UNESCO, the Inter-American Development Bank, the Asian Development Bank and the European Training Foundation; the Swiss Agency for Development Cooperation, the Norwegian Agency for Development Cooperation, the United States Department of Labor and the European Commission; and the Global Apprenticeship Network (GAN). The ILO also has leadership of the UN system-wide Global Initiative on Decent Jobs for Youth which is also an outlet for Office work on apprenticeships and work-based learning more broadly.

#### Constituents' needs and realities in light of the ILO strategic objectives

27. The ILO Constitution and the Declaration of Philadelphia recognize the importance of vocational and technical education for the improvement of the conditions of workers.
28. In informing the Governing Body of the outcome of its review, the SRM TWG highlighted that apprenticeships remain a policy priority for the tripartite constituents, noting that the juridical replacement of Recommendations Nos 60 and 117 had resulted in a regulatory gap given that apprenticeship is not comprehensively addressed under subsequent ILO instruments (in the form of Recommendations or Conventions).
29. Moreover, as the need for, and interest in, work-based learning and apprenticeship has increased internationally, so has the lack of clarity surrounding the different forms of work-

<sup>17</sup> See Conclusions concerning *The youth employment crisis: A call for action*, International Labour Conference, 101st Session, Geneva, 2012, para. 26(d) and (e).

based learning, including apprenticeships, traineeships, learnerships, work placements and internships.

30. The SRM TWG noted in its discussions that while the Human Resources Development Convention, 1975 (No. 142), and the Human Resources Development Recommendation, 2004 (No. 195), recognize the importance of “workplace learning” and “work experience”, they do not consider apprenticeships or other types of work-based learning programmes in any detail.
31. Current instruments do not provide any guidance on the different forms of workplace learning, other than noting that apprenticeship systems broaden options for formal employment.<sup>18</sup> The new standard would provide comprehensive guidance in this important area of interest to ILO constituents including with respect to the design and implementation of apprenticeships, including the quality criteria, the governance framework, the roles and responsibilities of governments, employers’ and workers’ organizations, and training providers, the employment status of learners, and the terms and conditions related to their training and employment.
32. The most recent Conference discussions on human resources development and skills policy took place before the unfolding of the global financial crisis.<sup>19</sup> At least one constituent group in the Governing Body requested to put an item on “skills for the future” to be placed on the agenda of a forthcoming Conference.<sup>20</sup>

#### Implementation of the strategic and coherent approach and added value of an examination by the International Labour Conference

33. Under the strategic objective of employment, preparatory work relevant to a standard-setting discussion includes: reviews of national initiatives for promoting apprenticeships of some 20 countries; development of national policy framework and building blocks for quality apprenticeship systems; and a review of a comparative analysis of the labour market impact of different work-based learning schemes; review of contractual arrangements underpinning internships, traineeships and apprenticeships.
34. A standard-setting discussion on apprenticeships and other forms of work-based learning would provide an opportunity for the ILO to provide guidance to tripartite constituents through the development of a comprehensive normative framework and guidelines on the definition, aims, characteristics and regulatory measures applicable to different forms of work-based learning.
35. The proposed standard-setting item would also address the specific needs of developing countries by addressing informal apprenticeships and outlining how decent work deficits can be addressed to ensure that informal apprenticeships may contribute more effectively to national skills development systems, formal recognition of skills acquired and employment creation.

<sup>18</sup> [Transition from the Informal to the Formal Economy Recommendation](#), 2015 (No. 204), para. 15(f).

<sup>19</sup> In 2004, the Conference revised Recommendation No. 150 and Recommendation No. 195. In 2008, the Conference held a general discussion on Skills for Improved Productivity, Employment Growth and Development.

<sup>20</sup> See [GB.332/PV](#), para. 12.



36. The proposed standard-setting item would also reinforce activities envisaged under outcome 1 of the Programme and Budget for 2018–19 to support countries in achieving targets related to TVET and skills development under SDGs 4<sup>21</sup> and 8.

### Expected outcome

37. A standard-setting discussion would close the regulatory gap resulting from the juridical replacement of outdated recommendations on apprenticeships and work-based training and education.
38. It would provide guidance to member States on how to provide decent work for those engaged in both existing and emerging forms of work-based learning, including apprenticeships, traineeships, learnerships, internships and work placements.
39. A new standard would address also the gender dimension, in particular promoting equality of access for young women to decent work. More broadly, it would highlight the contribution of various forms of workplace learning to diversity and inclusive economic growth such as for people with disabilities.
40. A standard-setting discussion would clarify the typology of work-based learning schemes and provide guidance on the roles and responsibilities of ILO constituents involved in the design and implementation of quality work-based learning schemes.
41. A new standard on work-based learning would be both timely and topical in providing a normative framework for countries facing the challenges of improving the quality and relevance of national skills systems and easing the transition from school to work for young persons.

### Preparation

42. A first Conference discussion on new standards governing apprenticeships could be informed by a meeting of experts proposed for 2020 to discuss a skills strategy. The Governing Body has requested to consolidate such strategy as a follow-up to the High Level Evaluation on Skills.<sup>22</sup> A consolidated strategy will be finalized in time for a meeting of experts.
43. A meeting of experts would offer several advantages:
- (a) It would anchor the standards-setting discussion on apprenticeship that would follow in 2021 and 2022 within a renewed skills framework in which apprenticeships and other forms of work-based learning are key elements for effective skills development systems, addressing skills mismatch and fostering dynamic interrelations between the world of education and training and the world of work.
  - (b) It would examine the future relevance and direction of apprenticeships and other forms of work-based learning in the context of the future of work, with particular reference to the Global Commission recommendations and the ILC discussion in 2019.
  - (c) A tripartite meeting of experts that was originally scheduled to provide advice on the typology of work-based learning schemes could be merged with the meeting of experts proposed for 2020.

<sup>21</sup> SDG target 4.4: “By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship”.

<sup>22</sup> See [GB.328/PFA/6](#).

## **2. Update as regards the follow-up envisaged in relation to four subjects**

### **A. Resolution of individual labour disputes**

44. The ILC conclusions from the 2013 recurrent discussion called on member States to ensure respect for the rule of law, including through the strengthening of dispute prevention and resolution mechanisms.<sup>23</sup> They further called on the Office to expand its assistance to strengthen and improve the performance of labour dispute prevention and resolution systems and mechanisms, including for the effective handling of individual labour complaints. In turn, the ILC conclusions from the 2018 recurrent discussion on social dialogue call on members to establish, where appropriate, and develop with social partners dispute prevention and resolution mechanisms that are effective, accessible and transparent.<sup>24</sup> They further call on the Office to assist members and constituents to strengthen dispute prevention and resolution systems at various levels that promote effective social dialogue and build trust.<sup>25</sup>
45. The Office continues its research on mechanisms for resolution of labour disputes, in the framework of the Plan of Action to implement the ILC conclusions from 2013. This includes research to identify guiding principles for effective resolution of labour disputes, and analysis of global developments in the promotion of access to justice, in the context of the SDGs. Preliminary research findings suggest that individual labour disputes have been increasing worldwide. Causes include an increased range of individual rights protections; a decrease in trade union density and/or collective bargaining coverage; and increased inequality as a result of segmented labour markets. It appears that the increase in individual labour disputes has contributed to challenges that can limit access to labour justice. These can include high costs and delays; a lack of independence and impartiality; and reduced scope for social dialogue, including collective mechanisms. Member States have responded in a variety of ways including: modified procedural rules; improved capacity of dispute resolution practitioners; and promotion of workplace mechanisms.
46. The preliminary research findings also suggest that the existing body of ILS could be enhanced. First, there is no single standard that directly and comprehensively addresses the issue of labour dispute resolution. Secondly, there is a relative lack of detail in the guidance in existing standards.<sup>26</sup> Matters on which guidance could be valuable include: the role of the state in ensuring the effective application of the rule of law through access to labour justice; the role and operation of courts and non-judicial mechanisms in resolving labour disputes, including specialist labour courts; and the role of the social partners in effective labour dispute prevention and resolution.
47. Existing standards are set to be reviewed by the SRM TWG: four of the six instruments in set 12 relate to dispute resolution.<sup>27</sup> This, together with further research findings, will enable

<sup>23</sup> *Provisional Record* No. 11, International Labour Conference, 102nd Session, Geneva, June 2013, para. 9(4), and para. 12(6).

<sup>24</sup> *Provisional Record* No. 6A, International Labour Conference, 107th Session, Geneva, June 2018, para. 3(j).

<sup>25</sup> *ibid.* para. 5(j).

<sup>26</sup> This stands in contrast with, for example, the guidance available on labour inspection.

<sup>27</sup> Set of instruments 12: Labour inspection, labour administration and industrial relations instruments comprises the Labour Inspectorates (Non-Metropolitan Territories) Convention, 1947 (No. 85), the Labour Inspection Recommendation, 1923 (No. 20), the Voluntary Conciliation and Arbitration Recommendation, 1951 (No. 92), the Co-operation at the Level of the Undertaking



the Office to advise the Governing Body about the desirability of action, and the form that any such action may take. During the 2018–19 biennium the Office will finalize: (1) publications on individual labour dispute resolution in non-OECD countries;<sup>28</sup> and (2) a number of related policy briefs. Given the wide variety of national practices, the interconnections between different types of labour disputes, and the use of similar institutions and procedures for different types of disputes, a possible first next step would be a meeting of experts. This meeting might then advise on subsequent action including either/or a general discussion and standard-setting.

## **B. *Non-standard forms of employment***

48. The Meeting of Experts on Non-Standard Forms of Employment, held in February 2015 and endorsed by the Governing Body at its March 2015 session, called on the Office to “analyse whether there are gaps in international labour standards, or instruments that do not sufficiently reflect the reality of today’s world of work, and identify barriers to ratification of standards”. The Office was asked to evaluate “the need for additional labour standards possibly through meetings of experts to address temporary contracts, including fixed-term contracts, and discrimination based on employment status”. During the recurrent discussion on labour protection, at the 104th Session of the Conference, the constituents reiterated the need to evaluate additional international labour standards possibly through a meeting of experts, “and including, but not limited to, using the Standards Review Mechanism”. At the 325th Session (October–November 2015) of the Governing Body, under the follow-up to the recurrent discussion, it was indicated that the Governing Body could convene such a meeting for 2017 and that the interaction and coordination of such a meeting and the SRM would be clarified. The proposed meeting of experts will be informed by activities recently conducted by the Office on non-standard employment as part of the effort to build the Office’s knowledge base in this emerging area. The organization of the meeting remains dependent on resource availability.

## **C. *Decent work in the world of sport***<sup>29</sup>

49. This subject is considered in the framework of the agenda of the Conference on the basis of a suggestion made by the UNI Global Union.<sup>30</sup> As it is an emerging and sectoral topic, the document submitted to the Governing Body in October–November 2016 suggested that it could be addressed first by a sectoral technical meeting or meeting of experts, which would allow constituents to examine the scope of the issues and its particular legal and policy framework. In the framework of their meetings from 11 to 13 January 2017, the sector advisory bodies have considered the proposal and recommended that the topic be discussed at a Global Dialogue Forum under the programme of sectoral meetings 2018–19. This recommendation was endorsed by the Governing Body at its 329th Session (March 2017) as part of the programme of global sectoral meetings for 2018–19.<sup>31</sup> A Global Dialogue Forum

Recommendation, 1952 (No. 94), the Communications within the Undertaking Recommendation, 1967 (No. 129), and the Examination of Grievances Recommendation, 1967 (No. 130).  
[GB.326/LILS/3/2](#).

<sup>28</sup> A book on individual labour dispute resolution in OECD countries was published in 2016: M. Ebisui, S. Cooney and C. Fenwick (eds): *Resolving individual labour disputes: A comparative overview*, ILO (ISBN 978-92-2-130419-7).

<sup>29</sup> See [GB.328/INS/3](#), Appendix I, section 2(C), paras 39 and 40. See [GB.328/PV](#), para. 17 (Workers’ group).

<sup>30</sup> See [GB.320/INS/2](#), para. 30.

<sup>31</sup> See [GB.329/POL/4](#), Appendix II; [GB.329/PV](#), para 512.

on decent work in the world of sports has been programmed for the second half of 2019 and the dates and composition will be proposed to the Governing Body in a future session.

**D. *Independence and protection in public service (fight against corruption)*** <sup>32</sup>

50. The conclusions of the Global Dialogue Forum on Challenges in Collective Bargaining in the Public Service (Geneva, 2–3 April 2014) included references to the role of legislation, social dialogue and collective bargaining in the independence and protection of public servants, including anti-corruption legislation. The Workers' group highlighted this issue also in the sectoral advisory bodies in October 2014. The Governing Body was informed in November 2015 that a proposal from Public Services International had been received for an item on the Conference agenda with a view to standard setting to ensure the independence, impartiality and protection of certain categories of public service workers, notably through the fight against corruption. <sup>33</sup>

51. As this is an emerging topic and issues are still open, including whether ILO work should also address private sector workers, the document submitted to the Governing Body in November 2016 suggested that the topic be first examined by a meeting of experts. In the framework of their meetings from 11 to 13 January 2017, the sectoral advisory bodies have recommended that the Office undertake research on the topic as part of the sectoral programme 2018–19.

<sup>32</sup> See [GB.328/INS/3](#), Appendix I, section 2(D), paras 41–43. See [GB.328/PV](#), paras 17 (Workers' group indicating that the scope of the fight against corruption should include both public services and the private sector), 20 (IMEC stating that it was premature for the Governing Body to ask sectoral advisory bodies to take into account the inclusion of a meeting of experts in the proposals for 2018–19 as there was no need for the Governing Body to signal its preference on one of the four possible future subjects requiring further work).

<sup>33</sup> See [GB.325/INS/2](#), para. 31.

## Appendix II – Instruments for Abrogation or Withdrawal including maritime and OSH instruments

### Instruments relating to the minimum age (seafarers)

[Minimum Age \(Sea\) Convention, 1920 \(No. 7\)](#)

[Protection of Young Seafarers Recommendation, 1976 \(No. 153\)](#)

*Ratifications:* Convention No. 7 was adopted in 1920 and had been ratified by 53 member States. Fifty-two of those member States have subsequently denounced it as a result of the ratification of Convention No. 138 and the MLC, 2006.

*Remarks:* Both instruments have been revised by the MLC, 2006 which maintains the same objective, namely to protect young persons and set the minimum age for admission to employment on ships. Only one member State remains bound by Convention No. 7 and the protection it provides no longer meets current ILO requirements. Some aspects of Recommendation No. 153 which have not been covered by the MLC, 2006 (vocational guidance, education and vocational training for young seafarers) are to be found in ILO instruments of a general scope which are considered up to date. For more detailed information see [Technical Note 1](#).

### Instruments relating to medical examination (seafarers)

[Medical Examination of Young Persons \(Sea\) Convention, 1921 \(No. 16\)](#)

[Medical Examination \(Seafarers\) Convention, 1946 \(No. 73\)](#)

*Ratifications:* Convention No. 16 was adopted in 1921, and had been ratified by 82 member States. Fifty-seven of those member States have subsequently denounced it as a result of the ratification of the MLC, 2006. Twenty-five member States remain bound by this Convention. Convention No. 73 was adopted in 1946, and had been ratified by 46 member States. Thirty-five of those member States have subsequently denounced it as a result of the ratification of the MLC, 2006. Eleven member States remain bound by this Convention.

*Remarks:* Conventions Nos 16 and 73 have been consolidated into the MLC, 2006. Several States that have not ratified the MLC, 2006 remain bound by Conventions Nos 16 and 73. However, the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW Convention), 1978, as amended, adopted in the framework of the International Maritime Organization (IMO), contains relevant provisions on the matter, compliance with which is considered as implementing the MLC, 2006. In this regard it should be noted that of the 27 member States that remain bound by Convention No. 16, only five are not parties to the STCW Convention. Of the 11 member States that remain bound by Convention No. 73, only three are not parties to the STCW Convention. For more detailed information see [Technical Note 2](#).

### Instruments relating to training and qualifications (seafarers)

[Officers' Competency Certificates Convention, 1936 \(No. 53\)](#)

[Certification of Able Seamen Convention, 1946 \(No. 74\)](#)

*Ratifications:* Convention No. 53 was adopted in 1936, and had been ratified by 37 member States. Twenty-five of those member States have subsequently denounced it as a result of

the ratification of the MLC, 2006. Twelve member States remain bound by this Convention. Convention No. 74 was adopted in 1946, and had been ratified by 29 member States. Twenty-four of those member States have subsequently denounced it as a result of the ratification of the MLC, 2006. Five member States remain bound by this Convention.

*Remarks:* Conventions Nos 53 and 74 have been revised by the MLC, 2006. They appear to be outdated in terms of current internationally accepted regulations, which derive from the instruments adopted under the auspices of the IMO (STCW Convention), to which the MLC, 2006 refers. A limited number of member States that have not ratified the MLC, 2006 remain bound by these instruments. It should be noted however that during the drafting of the MLC, 2006, the ILO accepted to transfer to the IMO the responsibility for provisions relating to training and certification for able seafarers, with the exception of ships' cooks. Furthermore, nearly all the member States that remain bound by Conventions Nos 53 and 74 have already ratified the STCW Convention. For more detailed information see [Technical Note 3](#).

## **Instruments relating to recruitment and placement (seafarers)**

[Placing of Seamen Convention, 1920 \(No. 9\)](#)

[Recruitment and Placement of Seafarers Convention, 1996 \(No. 179\)](#)

[Seafarers' Engagement \(Foreign Vessels\) Recommendation, 1958 \(No. 107\)](#)

[Recruitment and Placement of Seafarers Recommendation, 1996 \(No. 186\)](#)

*Ratifications:* Convention No. 9 was adopted in 1930, and had been ratified by 41 member States. Thirty-two of those member States have subsequently denounced it as a result of the ratification of Convention No. 179 and the MLC, 2006. Nine member States remain bound by this Convention. Convention No. 179 was adopted in 1996, and had been ratified by ten member States, all of which have subsequently denounced it as a result of the ratification of the MLC, 2006.

*Remarks:* Conventions Nos 9 and 179 and Recommendations Nos 107 and 186 have been revised by the MLC, 2006. Convention No. 9 and Recommendation No. 107 appear to be completely outdated as regards their approach to maritime employment. No member State remains bound by Convention No. 179. The content of Recommendation No. 186 was incorporated in the MLC, 2006. For more detailed information see [Technical Note 4](#).

## **Instruments relating to seafarers' wages, hours of work and hours of rest, and manning of ships**

[Hours of Work and Manning \(Sea\) Convention, 1936 \(No. 57\)](#)

[Hours of Work and Manning \(Sea\) Recommendation, 1936 \(No. 49\)](#)

[Wages, Hours of Work and Manning \(Sea\) Convention, 1946 \(No. 76\)](#)

[Wages, Hours of Work and Manning \(Sea\) Convention \(Revised\), 1949 \(No. 93\)](#)

[Wages, Hours of Work and Manning \(Sea\) Convention \(Revised\), 1958 \(No. 109\)](#)

[Seafarers' Hours of Work and the Manning of Ships Convention, 1996 \(No. 180\)](#)

[Seafarers' Wages, Hours of Work and the Manning of Ships Recommendation, 1996 \(No. 187\)](#)

*Ratifications:* Convention No. 57 was adopted in 1936. It has received three ratifications and has never entered into force. Convention No. 76 was adopted in 1946. It has received no ratifications and has therefore never entered into force. Convention No. 93 was adopted in

1949. It has received five ratifications but has never entered into force. Convention No. 109 was adopted in 1958. It has received 15 ratifications but never entered into force. Convention No. 180 was adopted in 1996 and had been ratified by 21 member States, all of which have subsequently denounced it as a result of the ratification of the MLC, 2006.

*Remarks:* Conventions Nos 57, 76, 93, 109 and 180 and Recommendations Nos 49 and 187 were revised by the MLC, 2006. Conventions Nos 57, 76, 93, 109 and 180 are not in force. Recommendations Nos 49 and 187 are outdated. For more detailed information see [Technical Note 6](#).

## **Instruments relating to entitlement to leave (seafarers)**

[Holidays with Pay \(Sea\) Convention, 1936 \(No. 54\)](#)

[Paid Vacations \(Seafarers\) Convention, 1946 \(No. 72\)](#)

[Paid Vacations \(Seafarers\) Convention \(Revised\), 1949 \(No. 91\)](#)

*Ratifications:* Convention No. 54 was adopted in 1936. It has received six ratifications and never entered into force. Convention No. 72 was adopted in 1946. It has received five ratifications and never entered into force. Convention No. 91 was adopted in 1949, and had been ratified by 25 member States. Eighteen of those member States have subsequently denounced it as a result of the ratification of the [Seafarers' Annual Leave with Pay Convention, 1976 \(No. 146\)](#) and the MLC, 2006. Seven member States remain bound by this Convention.

*Remarks:* Conventions Nos 54 and 72 have never entered into force. They have been revised by the MLC, 2006. The protection afforded by Convention No. 91 with regard to the duration of leave no longer corresponds with the requirements of the most recent instruments. For more detailed information see [Technical Note 7](#).

## **Instruments relating to the repatriation of seafarers**

[Repatriation \(Ship Masters and Apprentices\) Recommendation, 1926 \(No. 27\)](#)

[Repatriation of Seafarers Recommendation, 1987 \(No. 174\)](#)

*Remarks:* Recommendation No. 27 was adopted in 1926 and revised by Recommendation No. 174 in 1987. The content of Recommendation No. 174 has been incorporated into the MLC, 2006. For more detailed information see [Technical Note 8](#).

## **Instruments concerning seafarer compensation for the ship's loss or foundering**

[Unemployment Indemnity \(Shipwreck\) Convention, 1920 \(No. 8\)](#)

*Ratifications:* Convention No. 8 was adopted in 1920, and had been ratified by 60 member States. Forty-six of those member States have subsequently denounced it as a result of the ratification of the MLC, 2006. Fourteen member States remain bound by this Convention.

*Remarks:* Convention No. 8 has been revised by the MLC, 2006. Although the protection that it guarantees to seafarers still appears relevant, its scope is rather limited if provided in isolation from the other elements of protection that are consolidated in the MLC, 2006. For more detailed information see [Technical Note 9](#).

## **Instruments relating to career and skill development and opportunities for seafarers' employment**

[Continuity of Employment \(Seafarers\) Convention, 1976 \(No. 145\)](#)

[Vocational Training \(Seafarers\) Recommendation, 1970 \(No. 137\)](#)

[Employment of Seafarers \(Technical Developments\) Recommendation, 1970 \(No. 139\)](#)

[Continuity of Employment \(Seafarers\) Recommendation, 1976 \(No. 154\)](#)

*Ratifications:* Convention No. 145 was adopted in 1976, and had been ratified by 17 member States. Twelve of those member States have subsequently denounced it as a result of the ratification of the MLC, 2006. Five member States remain bound by this Convention.

*Remarks:* Recommendations Nos 137 and 139 were adopted in 1970. Recommendation No. 154 was adopted in 1976 and supplements Convention No. 145. These three recommendations and Convention No. 145 have been revised by the MLC, 2006. Only five member States remain bound by this Convention and the protection it provides, together with the associated Recommendation No. 154, no longer corresponds with the requirements of the MLC, 2006. For more detailed information see [Technical Note 10](#).

## **Instrument relating to occupational safety and health in mining**

[Underground Work \(Women\) Convention, 1935 \(No. 45\)](#)

*Ratifications:* Convention No. 45 was adopted in 1935 and had been ratified by 98 member States. Thirty of those member States have subsequently denounced it. To date, 68 States remain bound by this Convention.

*Remarks:* Convention No. 45 is contrary to the fundamental principle of equality of opportunity and treatment and inconsistent with the modern regulatory approach to occupational safety and health. Recent information suggests very little likelihood of further ratification of Convention No. 45. For more detailed information see SRM TWG/2018/[Technical Note 1.1](#).

## **Instrument relating to occupational safety and health in construction**

[Safety Provisions \(Building\) Convention, 1937 \(No. 62\)](#)

*Ratifications:* Convention No. 62 was adopted in 1937 and had been ratified by 30 member States. Eleven of those member States have subsequently denounced it. To date, 19 States remain bound by this Convention.

*Remarks:* Convention No. 62 has been revised by Convention No. 167 and Recommendation No. 175 which are broader in scope and reflect a more modern approach to occupational safety and health in the construction sector. For more detailed information see SRM TWG/2018/[Technical Note 1.2](#).

## **Instrument relating to labour inspectorates in non-metropolitan territories**

[Labour Inspectorates \(Non-Metropolitan Territories\) Convention, 1947 \(No. 85\)](#)

*Ratifications:* Convention No. 85 was adopted in 1947 and had been ratified by 30 member States. It is currently applicable to four NMTs.

*Remarks:* Convention No. 85 has created lower standards for NMTs, which deviates from the principle of universality of international labour standards and is inconsistent with the Organization's longstanding approach. Conventions Nos 81 and 129 are universal, flexible and set out more comprehensive requirements in relation to labour inspection. For more detailed information see SRM TWG/2018/[Technical Note 2.1](#).

## **Instrument relating to general principles for the organization of labour inspection systems**

### [Labour Inspection Recommendation, 1923 \(No. 20\)](#)

*Remarks:* Recommendation No. 20 was adopted in 1923. Conventions Nos. 81 and 129 largely encapsulate the principles contained in Recommendation No. 20. Although in relation to some points this Recommendation provides for more details than the more recent instruments, the SRM TWG considered that its withdrawal would not create any gap in coverage. For more detailed information see SRM TWG/2018/[Technical Note 2.2](#).

## **Instruments related to labour statistics**

### [Convention concerning Statistics of Wages and Hours of Work, 1938 \(No. 63\)](#)

*Ratifications:* Convention No. 63 was adopted in 1938 and had been ratified by 34 member States. Twenty of those member States have subsequently denounced it. To date, 14 States remain bound by this Convention, which has been closed to further ratification since 1988.

*Remarks:* Convention No. 63 has been classified as “outdated” by the Governing Body since 1997. Convention No. 160, which revises and expands it, is notably flexible in application. It should also be noted that out of the 14 States still bound by Convention No. 63, four have indicated their intention to ratify Convention No. 160. For more detailed information see SRM TWG/2018/[Technical Note 3.1](#).



### Appendix III Overview of the technical items selected for the Conference agenda (2010–23)

Session	Technical items			
99th (2010)	Decent work for domestic workers – <b>standard setting</b> , double discussion (first discussion).	Elaboration of an autonomous Recommendation on HIV/AIDS in the world of work – <b>standard setting</b> , double discussion (second discussion).	A <b>recurrent discussion</b> on the strategic objective of employment, under the follow-up to the Social Justice Declaration.	Review of the follow-up to the 1998 Declaration on Fundamental Principles and Rights at Work.
100th (2011)	Decent work for domestic workers – <b>standard setting</b> , double discussion (second discussion).	Labour administration and labour inspection – <b>general discussion</b> .	A <b>recurrent discussion</b> on the strategic objective of social protection (social security), under the follow-up to the Social Justice Declaration.	
101st (2012)	Elaboration of an autonomous Recommendation on the Social Protection Floor – <b>standard setting</b> , single discussion.	Youth employment crisis – <b>general discussion</b> .	A <b>recurrent discussion</b> on the strategic objective of fundamental principles and rights at work, under the follow-up to the Social Justice Declaration, and the follow-up (revised, June 2010) to the 1998 Declaration.	
102nd (2013)	Employment and social protection in the new demographic context – <b>general discussion</b> .	Sustainable development, decent work and green jobs – <b>general discussion</b> .	A <b>recurrent discussion</b> on the strategic objective of social dialogue, under the follow-up to the Social Justice Declaration.	Further review of remaining measures previously adopted by the Conference under article 33 of the ILO Constitution to secure compliance by Myanmar with recommendations of the Commission of Inquiry on forced labour.
103rd (2014)	Supplementing the Forced Labour Convention, 1930 (No. 29), to address implementation gaps to advance prevention, protection and compensation measures, to effectively achieve the elimination of forced labour – <b>standard setting</b> , single discussion.	Facilitating transitions from the informal to the formal economy – <b>standard setting</b> , double discussion (first discussion).	<b>Second recurrent discussion</b> on the strategic objective of employment, under the follow-up to the Social Justice Declaration.	Approval of amendments to the Code of the Maritime Labour Convention, 2006, as adopted by the Special Tripartite Committee established under Article XIII of the Convention.
104th (2015)	The transition from the informal to the formal economy – <b>standard setting</b> , double discussion (second discussion).	Small and medium-sized enterprises and decent and productive employment creation – <b>general discussion</b> .	A <b>recurrent discussion</b> on the strategic objective of social protection (labour protection), under the follow-up to the Social Justice Declaration.	

Session	Technical items			
105th (2016)	Decent work for peace, security and disaster resilience: Revision of the Employment (Transition from War to Peace) Recommendation, 1944 (No. 71) – <b>standard setting</b> , double discussion (first discussion).	Decent work in global supply chains – <b>general discussion</b> .	<b>Evaluation of the impact of the Social Justice Declaration.</b>	Approval of amendments to the Annexes to the Seafarers' Identity Documents Convention (Revised), 2003 (No. 185); and to the Code of the Maritime Labour Convention, 2006, as adopted by the Special Tripartite Committee.
106th (2017)	Decent work for peace, security and disaster resilience: Revision of Recommendation No. 71 – <b>standard setting</b> , double discussion (second discussion).	Labour migration - <b>general discussion</b> .	A <b>recurrent discussion</b> on the strategic objective of fundamental principles and rights at work, under the follow-up to the Social Justice Declaration.	Abrogation and/or withdrawal of Conventions Nos 4, 15, 28, 41, 60 and 67.
107th (2018)	Violence and harassment against women and men in the world of work – <b>standard setting</b> , double discussion (first discussion).	Effective ILO development cooperation in support of the Sustainable Development Goals – <b>general discussion</b> .	A <b>recurrent discussion</b> on the strategic objective of social dialogue and tripartism, under the follow-up to the Social Justice Declaration.	Abrogation of Conventions Nos 21, 50, 64, 65, 86 and 104 and Withdrawal of Recommendations Nos 7, 61 and 62.
108th (2019)	Violence and harassment against women and men in the world of work – <b>standard setting</b> , double discussion (second discussion).	[Important Outcome Document]	[Organization of debates and events connected to the Centenary]	
109th (2020) (to be completed)			A <b>recurrent discussion</b> on the strategic objective of social protection (social security), under the follow-up to the Social Justice Declaration.	Withdrawal of Recommendation No. 31. [Abrogation and withdrawal of instruments including maritime and OSH instruments]
110th (2021) (to be completed)			A <b>recurrent discussion</b> on the strategic objective of employment, under the follow-up to the Social Justice Declaration.	
111th (2022) (to be completed)			A <b>recurrent discussion</b> on the strategic objective of social protection (labour protection), under the follow-up to the Social Justice Declaration.	
112th (2023) (to be completed)			A <b>recurrent discussion</b> on the strategic objective of FPRW, under the follow-up to the Social Justice Declaration	

## Appendix IV Agenda of the ILO – timeline (2016–20)

