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Agenda of the International Labour Conference

Agenda of future sessions of the Conference

Purpose of the document

This document is intended to facilitate consideration by the Governing Body of proposals for the agenda of the International Labour Conference for 2025 and beyond, including the strategic approach to be followed (see the draft decision in paragraph 48).

Relevant strategic objective: All four strategic objectives.

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

Policy implications: Implications for the Conference agenda for 2025 and beyond.

Legal implications: Those arising from the application of the Standing Orders of the Conference and the 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 349th Session (October–November 2023).

Author unit: Departments in the Governance, Rights and Dialogue Cluster and in the Jobs and Social Protection Cluster.

Related documents: [GB.334/INS/2/1](#); [GB.334/PV](#); [GB.335/INS/2/1](#); [GB.335/PV](#); [GB.337/INS/2](#); [GB.337/INS/2\(Add.1\)](#); [GB.337/INS/3/2](#); [GB.337/PV](#); [GB.341/INS/3/1\(Rev.2\)](#); [GB.341/PV](#); [GB.343/INS/2\(Rev.1\)](#); [GB.343/PV](#); [GB.344/INS/3/1](#); [GB.344/PV](#); [GB.346/INS/2](#); [GB.346/INS/PV](#).

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► A. Overview of the Conference agenda-setting process

1. The applicable rules concerning the agenda of the International Labour Conference are set out in the Constitution of the International Labour Organization, the Standing Orders of the International Labour Conference and the Standing Orders of the Governing Body.¹ The agenda of the Conference consists of standing and technical items.
2. Three standing items are required to be included by the Governing Body in the Conference agenda each year, as set out below.
 - Reports of the Chairperson of the Governing Body and of the Director-General.
 - Financial and budgetary questions.
 - Information and reports on the application of Conventions and Recommendations.
3. In accordance with established practice, the Conference agenda also includes three technical items (each requiring a technical committee at the Conference), generally with a view to standard-setting or to holding a general discussion or a recurrent discussion. Other items that may be included by the Governing Body are items that can usually be dealt with in a plenary sitting, by the General Affairs Committee or by other technical committees holding a limited number of sittings.² For standard-setting items, a double discussion remains the norm, unless the Governing Body decides to hold a single discussion.³ The Governing Body may also decide that a standard-setting item is to be considered at a preparatory technical conference, which would potentially enable it to place this item on the agenda for a single discussion.⁴ Proposals to place an item on the Conference agenda must be 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.⁵
4. At its 328th Session (October–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, 2008, as amended in 2022 (Social Justice Declaration) in the following sequence: social dialogue and tripartism in 2018; social protection (social security) in 2020; employment in 2021; social protection (labour protection) in 2022 and fundamental principles and rights at work in 2023.⁶ At its 341st Session (March 2021), in view of the deferral of the 109th Session of the Conference and its decision to confirm the inclusion of the recurrent discussion on social protection (social security) on the agenda of the Conference in 2021, the Governing Body decided to defer the recurrent discussions on employment, social protection (labour protection) and fundamental principles and rights at work to 2022, 2023 and 2024

¹ See [ILO Constitution](#), articles 14(1) and 16(3); [Standing Orders of the International Labour Conference](#), articles 10–12, 23 and 44–52; [Standing Orders of the Governing Body](#), section 5 and article 6.2.

² See Appendix III for an overview of the selection of technical items for the Conference agenda (2010–30).

³ In recent times, the Conference adopted the Social Protection Floors Recommendation, 2012 (No. 202), and the Protocol of 2014 to the Forced Labour Convention, 1930, on the basis of a single discussion.

⁴ [Standing Orders of the International Labour Conference](#), article 45(5).

⁵ [Standing Orders of the Governing Body](#), article 5.1.1.

⁶ [GB.328/PV](#), para. 25.

respectively.⁷ The current cycle will therefore end in 2024 with a recurrent discussion on fundamental principles and rights at work.

The strategic and coherent approach

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.⁸ The approach requires a strategic focus in the setting of the Conference agenda, which emphasized institutional coherence and flexibility using the momentum created by the ILO Centenary Declaration for the Future of Work (Centenary Declaration)⁹ and the Global Call to Action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient (the Global Call to Action).¹⁰ It also requires full tripartite engagement in the agenda-setting process.
6. In accordance with the strategic and coherent approach, the Governing Body keeps under review the coordination between the outcomes of previous discussions at the Conference and the consideration of proposals for future sessions. It builds synergies between the setting of the Conference agenda and other institutional processes and strategic discussions, such as those concerning the ILO's Strategic Plan for 2022–25.¹¹ It will be open to taking into consideration the strategic direction provided by the United Nations (UN) in matters related to the ILO's mandate, as such matters emerge from initiatives such as the Summit of the Future scheduled for 2024¹² and the World Social Summit proposed for 2025.¹³
7. Constituents have continued to express their support for the strategic and coherent approach to setting the agenda.¹⁴ The general elements of the approach, such as the need to ensure institutional coherence, a balance between allowing adequate time for preparation and adequate flexibility, and full tripartite engagement through transparency and inclusiveness, therefore continue to remain valid.¹⁵
8. The Centenary Declaration reaffirms that the setting of international labour standards, together with their promotion, ratification and supervision, is of fundamental importance to the Organization. It requires the Organization to have and promote a clear, robust, up-to-date body of international labour standards, which responds to the changing patterns of the world of work and protects workers, taking into account the needs of sustainable enterprises.¹⁶ The Global Call to Action encompasses efforts by Member States to reinforce “respect for

⁷ GB.341/PV, para. 50.

⁸ GB.322/PV, para. 17, and GB.322/INS/2, paras 11–19.

⁹ ILO Centenary Declaration for the Future of Work, International Labour Conference, 108th (Centenary) Session, 2019.

¹⁰ ILO, Resolution concerning a global call to action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient, International Labour Conference, 109th Session, 2021.

¹¹ GB.340/PFA/1(Rev. 1).

¹² See UN General Assembly, resolution 76/307, Modalities for the Summit of the Future, A/RES/76/307 (2022).

¹³ The outcome of the World Social Summit is envisioned as “an update of the 1995 Copenhagen Declaration on Social Development, covering issues such as universal social protection floors, including universal health coverage, adequate housing, education for all and decent work, and give momentum towards achieving the Sustainable Development Goals.”. See UN, *Our Common Agenda: Report of the Secretary-General*, 2021, para. 30.

¹⁴ GB.328/PV, GB.329/PV, GB.331/PV, GB.332/PV, GB.334/PV, GB.335/PV, GB.337/PV, GB.341/PV, GB.343/PV, GB.344/PV and GB.346/INS/PV.

¹⁵ GB.328/INS/3, para. 38.

¹⁶ Centenary Declaration, Part IV(A).

international labour standards ... with particular attention to areas where serious gaps have been revealed by the crisis".¹⁷

9. 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.¹⁸ The current practice is for recurrent discussions by the Conference on a specific strategic objective to be preceded by a discussion by the Conference the previous year of a General Survey on standards related to the same strategic objective.
10. Some members of the Governing Body have also noted the potential impact of following up on the standard-setting recommendations of the Standards Review Mechanism Tripartite Working Group (SRM TWG) on future sessions of the Conference, calling for flexibility and innovation in the strategic approach to Conference agenda-setting.¹⁹ At the 337th Session (October–November 2019), some Governing Body members expressed support for enhanced links between General Surveys, the Standards Review Mechanism and the recurrent discussions.²⁰ In this regard, the Employers' group has expressed the view that the Governing Body enjoys autonomy in setting the agenda of the Conference and, in so doing, is free to consider recommendations of the SRM TWG, but also other areas of the ILO mandate. The Workers' group has recalled that following up on the recommendations of the SRM TWG in respect of standard-setting is an institutional priority, as has been decided by the Governing Body on several occasions.²¹
11. A procedural road map for the implementation of the strategic and coherent approach, regularly updated by the Office, has been provided to the Governing Body at each of its sessions at which possible items for future sessions of the Conference are discussed, to improve the transparency and inclusiveness of the process.²² The Centenary Declaration underlines the importance of such transparency.²³

► B. Agenda of the Conference beyond 2023

Subjects included in the agenda of sessions of the Conference up to 2025

12. Table 1 provides an overview of items selected for the Conference agenda up to 2025.

¹⁷ Global Call to Action, para. 11(B)(a).

¹⁸ ILO, [Resolution on advancing social justice through decent work](#), International Labour Conference, 105th Session, 2016, para. 15.1.

¹⁹ GB.341/PV, paras 25, 36 and 39.

²⁰ GB.337/PV, paras 757 and 760.

²¹ GB.344/PV, para 679; [GB.346/LILS/PV](#), para. 16.

²² See GB.328/INS/3, paras 7–15, for more detailed elements on the implementation of the strategic and coherent approach. An updated road map, covering the period from now up to 2025, is presented in section E of this document and in Appendix IV.

²³ Centenary Declaration, Part IV(A).

► **Table 1. Overview of items selected for the Conference agenda up to 2025**

Session	Agenda item number				
	IV	V	VI	VII	VIII
110th (2022)	Apprenticeships – standard-setting (first discussion).	Recurrent discussion on the strategic objective of employment.	Social and solidarity economy – general discussion.	Inclusion of safe and healthy working conditions in the ILO’s framework of fundamental principles and rights at work through an amendment to paragraph 2 of the ILO Declaration on Fundamental Principles and Rights at Work, 1998.	
111th (2023)	Apprenticeships – standard-setting (second discussion).	Recurrent discussion on the strategic objective of social protection (labour protection).	A just transition, including consideration of industrial policies and technology, towards environmentally sustainable economies and societies for all – general discussion.	Abrogation of Convention No. 163. Withdrawal of Conventions Nos 70, 75, 165 and 178 and of the Protocol of 1996 to the Merchant Shipping (Minimum Standards) Convention, 1976, as well as of Recommendations Nos 9, 10, 20, 28, 48, 75, 76, 78, 105, 106, 108, 138, 140, 141, 142, 155, 173 and 185.	Proposed Convention and Recommendation concerning the partial revision of 15 international labour instruments following the inclusion of a safe and healthy working environment in the ILO’s framework of fundamental principles and rights at work.
112th (2024)	Occupational safety and health protection against biological hazards – standard-setting (first discussion).	Recurrent discussion on the strategic objective of fundamental principles and rights at work.	Decent work and the care economy – general discussion.	Abrogation of Conventions Nos 45, 62, 63 and 85.	

Session	Agenda item number				
	IV	V	VI	VII	VIII
113th (2025)	Occupational safety and health protection against biological hazards – standard-setting (second discussion).	General discussion on innovative approaches to tackling informality and promoting transitions towards formality to promote decent work or Recurrent discussion on the strategic objective of social dialogue and tripartism or Evaluation of the Social Justice Declaration (to be confirmed)	<i>Decent work in the platform economy – standard-setting or general discussion</i> (to be decided at the: <ul style="list-style-type: none"> • 347th Session (March 2023) of the Governing Body if standard-setting (first discussion); or • 347th, 349th or 350th Sessions of the Governing Body if general discussion.) 		

Subjects under consideration for possible inclusion in the agenda of future sessions of the Conference

13. The Governing Body has already decided on the technical items to be included on the agenda of the 111th Session (2023) and 112th Session (2024) of the Conference. At its 341st Session (March 2021), it decided to place on the agenda of the 113th Session (2025) an item related to occupational safety and health (OSH) protection against biological hazards. Decisions are required in respect of two further technical items to be placed on the agenda of the 113th Session. The overview of the technical items selected for the Conference agenda (2010–30) contained in Appendix III may be of assistance when determining the possible timing for the selection of the proposed items currently before the Governing Body. Should the Governing Body decide on a standard-setting item to be placed on the agenda of that session, it should take such decision at its present session in the light of the preparatory timelines prescribed by the Standing Orders of the Conference for the normal double-discussion procedure.²⁴

²⁴ The decision to include a standard-setting item should be taken by the Governing Body at its session in March 2023 (for the 2025 session of the Conference) or in March 2024 (for the 2026 session). The decision to include items with a view to a general discussion should be taken at the latest in March 2023 (for the 2024 session) or March 2024 (for the 2025 session). These deadlines are due to the fact that, under the Standing Orders of the Conference, for standard-setting items, the Office needs to send, not less than 18 months before the opening of the session of the Conference at which the question is to be discussed, a report on law and practice and a questionnaire to Member States. Thus, in principle, for the June 2025 session of the Conference, a report would need to be sent no later than the end of November 2023 (18 months before). A decision by the Governing Body in October–November 2023 would not allow the Office time to prepare that document. General discussions are not subject to the same requirements: the Standing Orders of the Conference 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 session of the Conference at which

14. At its 346th Session (October–November 2022), the Governing Body decided to place on the agenda of the 113th Session (2025) of the Conference an item on decent work in the platform economy and requested the Office to present to the 347th Session (March 2023) of the Governing Body a normative gap analysis to inform its decision-making on the nature of the item to be placed on the agenda of the Conference in 2025 and, as appropriate, in 2026.²⁵ The Governing Body is considering this normative gap analysis in its Policy Development Section.²⁶ The proposed agenda item is set out in Appendix I, section 2. A majority of members of the Governing Body have expressed support for a future Conference discussion on decent work in the platform economy.²⁷ Following the decision taken by the Governing Body at its 343rd Session (November 2021), a tripartite meeting of experts on decent work in the platform economy was convened in October 2022 to help shape the necessary policy approach.²⁸ At its 346th Session (October–November 2022), the Governing Body took note that the meeting of experts did not adopt any conclusions and requested the Office to take into consideration the different views expressed at the meeting of experts within the context of the preparation of the recurrent discussion on social protection (labour protection) to be held at the 111th Session (2023) of the Conference,²⁹ during which attention will be paid, among other things, to the opportunities and challenges associated with the growing diversity of forms of work and work arrangements. Either a standard-setting or a general discussion item on decent work in the platform economy could be envisaged, possibly as early as the 113th Session (2025) of the Conference, depending on possible other items currently considered for inclusion on the Conference agenda.
15. Also at its 346th Session, the Governing Body requested the Office to present to the 347th Session a proposal for an item on innovative approaches to tackling informality and promoting transitions towards formality to promote decent work, to be placed on the agenda of the 113th Session (2025) or 114th Session (2026) of the Conference for general discussion. The proposed item is set out in Appendix I, section 3.
16. Placing both items on the agenda of the 113th Session (2025) of the Conference would complete the three technical items that are placed on the agenda of the Conference in accordance with established practice. As such, the 113th Session (2025) of the Conference would not have an item for a recurrent discussion nor an evaluation of the impact of the Social Justice Declaration placed on its agenda unless the Governing Body decides to include a fourth technical item for this purpose, possibly to be entrusted by the Conference to its General Affairs Committee.³⁰ Further considerations in respect of an evaluation and a recurrent discussion are set out in section D of the present document.

the item is to be discussed. As time is needed to prepare the report in such cases, it is highly advisable for the Governing Body to have taken a decision by March of the preceding year at the latest.

²⁵ GB.346/INS/PV, para. 92(b).

²⁶ GB.347/POL/1.

²⁷ GB.337/PV, GB.341/PV, GB.343/PV and GB.344/PV.

²⁸ ILO, *Summary record of proceedings*, Meeting of Experts on Decent Work in the Platform Economy, Geneva, 10–14 October 2022.

²⁹ GB.346/POL/PV, para. 75.

³⁰ Attention is drawn to the arrangements that would have to be made to cover the work of the General Affairs Committee for several sittings. It may also be noted that, in case of a vote, only the 56 members of the General Affairs Committee (reflecting in practice the composition of the Governing Body) would have the right vote.

17. At its present session, the Governing Body is considering proposals for a proposed ILO strategy on decent work in supply chains.³¹ Building on the tripartite agreed building blocks, the strategy includes steps to be taken by the Office in response to the call to “[F]urther develop options for initiatives that complement the body of international labour standards to take into account the changing world of work, the challenges of cross-border supply chains, implementation gaps, and national circumstances, whether through new normative measures, the revisions of existing measures, or supplementary guidelines and tools.”³² Should the Governing Body decide in due course, after considering such options placed before it, to place an item on decent work in supply chains on the agenda of the Conference, the first available opportunity to do so might be the 115th Session (2027) of the Conference.³³
18. The Governing Body may wish to give further consideration to an item on harnessing the fullest potential of technology with a view to a general discussion at a future session of the Conference.³⁴ At previous sessions, some members of the Governing Body have indicated that it would be prudent to await the outcome of Conference discussions on decent work in the platform economy³⁵ and on a just transition, including consideration of industrial policies and technology, towards environmentally sustainable economies and societies for all,³⁶ before further considering the subject as a potential agenda item.
19. Three other items require further work or discussion in other tripartite forums before they can be considered to give rise to full proposals for inclusion on the agenda of the Conference. An update of the follow-up undertaken in relation to these subjects is provided in Appendix I, section 5. The three items are:
- *Access to labour justice: prevention and resolution of labour disputes.* At its 346th Session (October–November 2022), the Governing Body requested the Office to take into account the guidance provided in preparing proposals for a tripartite technical meeting on access to labour justice for a decision by the Governing Body in 2023.³⁷ The Office envisages that the Governing Body could continue its consideration of this possible item in three steps, as follows:
 - (a) a policy document would be presented for discussion by the Governing Body at its 349th Session (October–November 2023) setting out research findings, technical assistance approaches and policy options;
 - (b) depending on the guidance of the Governing Body, the Office could convene a tripartite technical meeting on access to labour justice in Geneva in the second half of 2024, for

³¹ GB.347/INS/8.

³² GB.346/INS/6(Rev.1), Appendix, Part 3(A), para. 7.

³³ This scenario assumes a regular Conference agenda with three technical items and a possible decision by the Governing Body to place on the agenda of the 113th Session (2025) of the Conference items on the protection against biological hazards (second standard-setting discussion), decent work in the platform economy (first standard-setting discussion or general discussion), and innovative approaches to the informal economy (general discussion) (or the strategic objective of social dialogue (recurrent discussion)); and a possible decision by the Governing Body to place on the agenda of the 114th Session (2026) of the Conference items on the consolidation of chemical instruments (first standard-setting discussion), decent work in the platform economy (second standard-setting discussion) and the strategic objective of social dialogue (recurrent discussion) (or innovative approaches to the informal economy (general discussion)).

³⁴ Appendix I, section 4.

³⁵ GB.343/PV, para. 33.

³⁶ GB.344/PV, para. 82.

³⁷ GB.346/INS/PV, para. 92(g).

which a budget would have to be included in this case in the Programme and Budget proposals for 2024–25;

- (c) informed by the tripartite technical meeting, the Governing Body would decide on subsequent action, including the placement of a possible item for discussion on the agenda of a future session of the Conference.
- *Protection of workers' personal data in the digital era.* At its 346th Session (October–November 2022), the Governing Body requested the Office to take into account the guidance provided in preparing proposals for a tripartite meeting of experts on the protection of workers' personal data in the digital era for a decision by the Governing Body in 2023.³⁸ In view of the importance of this matter today and for the governance of the future of work, the Governing Body may consider holding such a meeting in 2024 that could review the challenges that emerge regarding the protection of workers' personal data across regions, notably in the light of the growing digitalization of work and the current state of regulation in law and in practice. The review could cover the collection, storage and use of data, their communication to third parties, and the digital monitoring and algorithmic management of workers. The Office will provide to the Governing Body at its 349th Session (October–November 2023) additional information on this matter, including as regards the continued relevance of the [ILO code of practice on the protection of workers' personal data](#) to today's realities and needs. The Governing Body may wish to take a final decision at its 349th Session on the modalities of a tripartite meeting of experts on the protection of workers' personal data in the digital era, including on its date and agenda.
 - *Protection of whistle-blowers in the public service.* The Technical meeting on the protection of whistle-blowers in the public service sector was held from 26 to 30 September 2022. A report of the technical meeting is being presented to the Governing Body at its 347th Session.³⁹ The conclusions in respect of action to be undertaken by the Office included a recommendation that the Office should conduct studies, gather statistics and research, including comparative analysis of national practices, and collect data on trends, criteria, developments and case law, concerning the effective protection of whistle-blowers in the public service sector, with a view to offering guidance to ILO Members and informing decisions by the Governing Body on the acknowledged need for future action and discussion, without excluding any action within the mandate of the ILO in furthering the protection of whistle-blowers.⁴⁰

► C. Follow-up to the recommendations of the SRM TWG

Recommendations concerning OSH instruments

20. At its fifth meeting, in September 2019, the SRM TWG discussed the follow-up to be given to its earlier recommendations, as approved by the Governing Body in 2017 and 2018, calling for

³⁸ GB.346/INS/PV, para. 92(g).

³⁹ GB.347/POL/2.

⁴⁰ ILO, [Conclusions of the Technical meeting on the protection of whistle-blowers in the public service sector](#), Geneva, 26–30 September 2022, TMWBPS/2022/8, para. 16(c).

standard-setting on the topics of biological hazards, ergonomics and manual handling, chemical hazards and the guarding of machinery.⁴¹

21. At its 337th Session (October–November 2019), the Governing Body approved the recommendations of the SRM TWG, requesting the preparation of those standard-setting proposals at the earliest dates possible and as a matter of institutional priority.⁴²
22. At its 341st Session (March 2021), the Governing Body decided to place on the agenda of the 112th Session (2024) and 113th Session (2025) of the Conference an item related to OSH protection against biological hazards (standard-setting – double discussion).⁴³
23. At its 346th Session (October–November 2022), the Governing Body decided to place an item on the consolidation of instruments on chemical hazards for standard-setting based on a double discussion either on the agenda of the 114th Session (2026) and 115th Session (2027) of the Conference, or on the 115th Session (2027) and 116th Session (2028), to be determined by the Governing Body at its 347th Session (March 2023).⁴⁴
24. Discussions in the Governing Body have given rise to several guiding considerations, as set out below.
 - (a) Following up on the recommendations of the SRM TWG, including in respect of possible standard-setting on OSH, is an institutional priority, taking into account the autonomy of the Governing Body to set the agenda of the Conference.
 - (b) Office proposals should be guided by the SRM TWG's recommendations regarding the thematic integration approach.⁴⁵
 - (c) The Governing Body should avoid placing two OSH standard-setting items on the agenda of the same session of the Conference in order to balance the demand for expertise and support that a Conference discussion places on constituents and on the Office.
 - (d) In accordance with the consensus reached in the SRM TWG, the process of standard-setting should be flexible, address the four specific OSH topics, and ensure optimum time efficiency, cost-effectiveness and inclusivity.
 - (e) Considering the complex interplay between possible standards on protection against chemical hazards and the multitude of existing international instruments on chemical safety, the Governing Body decided at its 346th Session (October–November 2022) that standard-setting on chemical hazards warrants a double discussion procedure. Standard-setting on ergonomics and manual handling and on the guarding of machinery may not be subject to similar policy coherence pressures and could therefore be considered for a single discussion procedure, possibly preceded by a tripartite technical or experts' meeting. It is to be noted nonetheless that a standard addressing ergonomic hazards going beyond questions related to manual handling would be the first of its kind and as such reveal technical complexity.

⁴¹ GB.337/LILS/1, Appendix, Annex I, para. 9.

⁴² GB.337/LILS/1, para. 5(a).

⁴³ GB.341/PV, para. 50(b).

⁴⁴ GB.346/INS/PV, para. 92(a).

⁴⁵ ILO, "Ensuring coherence and consistency in the standard-setting follow-up to SRM TWG recommendations on OSH", Working paper 1, fifth meeting of the SRM TWG, 23–27 September 2019, para. 14.

25. At its four most recent sessions, the Governing Body provided guidance on the four options that have been explored so far for standard-setting on OSH. The guidance indicated that the option now chosen for chemical hazards (in other words, the default option of standard-setting based on a double discussion) should not necessarily be replicated for ergonomics and manual handling or the guarding of machinery.
26. The Governing Body considered, without reaching consensus, three options for potentially innovative and efficient modalities of standard-setting on OSH.
27. The option of convening of a preparatory technical conference followed by a single discussion at the Conference has met with mixed support so far, as although convening such a conference would allow for adequate technical preparation, broad participation and inclusivity, it did not appear to meet expectations with regard to cost-effectiveness or flexibility.
28. Conversely, the option of convening a tripartite meeting of experts followed by a single discussion at the Conference, while more cost-effective, was considered to be less inclusive.⁴⁶
29. Some members of the Governing Body had indicated a preference for the option of convening a tripartite technical meeting, followed by a single discussion, provided that the meeting had wider participation than usual, as convening such meeting would be much simpler and more flexible and cost-effective than convening a preparatory technical conference. In response to some of the clarifications sought, it may be recalled that technical meetings are convened for the purpose of conducting an in-depth discussion on policy issues based on a report prepared by the Office, in order to generate conclusions, points of consensus or similar documents, and possibly resolutions. They stimulate international tripartite consensus on a specific issue and can be used by the Organization and Member States for policymaking to deal with the issue addressed. The participants in technical meetings represent their respective governments or non-government groups. Technical meetings are composed of: (a) one representative of each interested government, keeping in mind that the Governing Body may decide to limit the participation of governments; and (b) such number of representatives of workers and employers as determined by the Governing Body. The Office bears the cost of transportation and subsistence only of Employer and Worker representatives. Decisions are to be taken by consensus. In the absence of formal objections, dissenting positions or reservations may be placed on the record only where they do not impede the adoption of the decision.⁴⁷ It may be noted that the potential value that this option adds to the standard-setting process is limited by the possibility of a technical meeting not reaching consensus and conclusions of the meeting not being adopted.⁴⁸

⁴⁶ Meetings of experts are convened either to provide the Organization with expert advice on a specific technical issue or in order to adopt technical guidance. They are composed of a fixed number of experts who serve in their personal capacity and act and speak in their expert capacity and not as representatives of a government or group. The Governing Body determines the composition which must correspond to an equal number of experts nominated by governments, the Employers' group and the Workers' group of the Governing Body. This number must be a multiple of four. The Office covers the cost of transportation and subsistence for all experts, including those nominated by governments. Decisions are to be taken by consensus, failing which dissenting positions or reservations are placed on the record without impeding the adoption of the decision. See ILO, [Standing Orders for meetings of experts](#), 2019, Introductory note and article 11.

⁴⁷ ILO, [Standing Orders for technical meetings](#), 2019, Introductory note and article 12.

⁴⁸ [Article 16\(2\)](#) of the Standing Orders for technical meetings envisages the case where the meeting fails to reach the result expected by the Governing Body. If the technical meeting were to fail to reach a result, then the single discussion might no longer be possible. Such would also be the case if the Governing Body were to reject the outcome of the tripartite technical meeting. From this perspective, a preparatory technical conference as provided for in the Standing Orders of the Governing Body and the Standing Orders of the International Labour Conference presents fewer risks of an unsuccessful outcome. [Article 45\(5\)](#) of the Standing Orders of the International Labour Conference provides only two options to the Governing Body

- 30.** Updated proposals for standard-setting items on the topics of chemical hazards; ergonomics and manual handling; and the guarding of machinery are set out in Appendix I, section 1.
- 31.** Based on these proposals and in accordance with the guidance provided, the Governing Body could consider proceeding as set out below.
- (a) In accordance with the decision taken at its 346th Session (October–November 2022), the Governing Body should determine to place on the agenda of the 114th Session (2026) or 115th Session (2027) of the Conference an item on the consolidation of instruments on chemical hazards for standard-setting on the basis of a double discussion.
- (b) The Governing Body could decide to place on the agenda of the 116th Session (2028) of the Conference an item on ergonomics and manual handling for standard-setting on the basis of a double discussion.
- OR
- It could decide to place on the agenda of the 116th Session (2028) of the Conference an item on ergonomics and manual handling for standard-setting on the basis of a single discussion preceded by a tripartite technical meeting to be convened in 2027.
- (c) The Governing Body could decide to place on the agenda of the 117th Session (2029) of the Conference an item on the revision of instruments concerning the guarding of machinery on the basis of a single discussion, preceded by a preparatory technical meeting to be convened in 2028.
- OR
- It could decide to place on the agenda of the 118th Session (2030) of the Conference an item on the revision of instruments concerning the guarding of machinery on the basis of a single discussion, preceded by a preparatory technical meeting to be convened in 2029.

► D. Initiating a new cycle of recurrent discussions

- 32.** At its 346th Session (October–November 2022), the Governing Body requested the Office to take into account the guidance provided in preparing a document concerning a possible evaluation of the ILO Declaration on Social Justice for a Fair Globalization (2008), as amended in 2022, for the 347th Session (March 2023) of the Governing Body.⁴⁹ The guidance provided by the Governing Body at its 343rd Session (November 2021), 344th Session (March 2022) and 346th Session (October–November 2022) has presented a wide variety of views on various aspects of a possible evaluation considered in the context of a strategic approach to setting the agenda of future sessions of the Conference. This section represents the document requested, eliciting further guidance in respect of options for a possible evaluation.
- 33.** It will be recalled that the current cycle of recurrent discussions at the Conference ends with a discussion on the strategic objective of fundamental principles and rights at work at the 112th Session (2024) of the Conference. At its 343rd Session (November 2021), 344th Session

if an agenda item has been considered at a preparatory technical conference: communicate to governments the “law and practice” report with a questionnaire; or prepare on the basis of the work of the preparatory technical conference a final report, which may contain one or more draft Conventions or Recommendations.

⁴⁹ GB.346/INS/PV, para 92(e).

(March 2022) and 346th Session (October–November 2022), the Governing Body provided guidance on the initiation of a new cycle of recurrent discussions before or after a possible evaluation of the Social Justice Declaration.⁵⁰ Members of the Governing Body expressed general support for both options while continuing to consider the most appropriate timing in the light of other strategic priorities for setting the agenda of future sessions of the Conference. Three interlocking aspects are relevant to further consideration in this regard: the timing of an evaluation; the timing of a new cycle of recurrent discussions; and the possibility for the Governing Body to review the modalities of recurrent discussions.

- 34.** *Timing of a possible evaluation by the Conference.* An evaluation of the impact of the Social Justice Declaration was undertaken for the first time by the Conference at its 105th Session (2016), in accordance with Part III(C) of the follow-up to the Declaration (see Appendix II). In preparing for the evaluation, the Governing Body had provided guidance on its scope and modalities during several sessions.⁵¹
- 35.** The report prepared for the Conference and the debate in the Conference Committee for the Social Justice Declaration focused on the impact of three sets of measures taken to promote the implementation of the Declaration: action taken by Members; action taken by the ILO; and action taken at the international and regional levels. As a result, the Conference adopted a resolution on advancing social justice through decent work, in which it identified priority areas for action for the ILO to effectively assist its Members in their efforts to achieve the full potential of the Social Justice Declaration and also called upon Members to take action to mainstream the Decent Work Agenda in national and regional strategies, achieve progressively the ratification and implementation of the fundamental and governance Conventions, promote policy coherence and promote sustainable enterprises.⁵² In the resolution, the Conference further invited the Governing Body to take action to ensure the effective implementation of the resolution. It also stipulated that action outlined in the resolution formed an integral part of the next evaluation of the impact of the Social Justice Declaration to be undertaken by the Conference. At its 329th Session (March 2017), the Governing Body adopted a programme of work to give effect to the resolution.⁵³
- 36.** Neither the Social Justice Declaration, nor the resolution on advancing social justice through decent work, nor the decisions of the Governing Body stipulate a time at which the next evaluation must take place. Guidance provided by the Governing Body at its 346th Session (October–November 2022) appeared to indicate wide support for an evaluation of all aspects of the Social Justice Declaration following, rather than preceding, a new cycle of recurrent discussions.⁵⁴ Scheduling an evaluation later than in 2025 would allow the Governing Body to consider the outcome of the UN Summit of the Future (2024) and the UN World Social Summit (2025) in deciding the appropriate time for an evaluation by the Conference.
- 37.** The follow-up to the Social Justice Declaration contained in the Annex to the Declaration (see Appendix II to the present document) and the preparatory work for the Declaration clearly

⁵⁰ GB.343/PV. Part III(C) of the Declaration and Part III of its Annex provide that the timing of such evaluation is to be decided by the Governing Body and the evaluation “may be repeated from time to time”, without imposing specific intervals for it. Should the Governing Body decide to initiate a new cycle without prior evaluation and to maintain the sequence of strategic objectives adopted for the present cycle of recurrent discussions, an item for a recurrent discussion on social dialogue would be placed on the agenda of the 113th Session (2025) of the Conference.

⁵¹ GB.322/INS/3; GB.323/INS/3; and GB.325/INS/3.

⁵² ILO, Resolution on advancing social justice through decent work.

⁵³ GB.329/INS/3/1.

⁵⁴ GB.346/INS/PV, paras 47 and 52.

suggest that the evaluation was conceived as a discussion that should be held by the highest governance organ of the ILO and that it was intended to make the Governing Body and the Office accountable before the Conference for the steps taken to implement the Declaration. The preparatory work indicates that the evaluation was intended to allow the Conference to evaluate the impact of the authoritative text as a whole⁵⁵ and ensure that the Office and the Governing Body will be accountable to the Conference for action taken under the impact evaluation provisions.⁵⁶

38. An evaluation of the Social Justice Declaration would require comprehensive and therefore resource-intensive preparations by the Office. The scope of an evaluation would be wide-ranging and have an impact on the means through which the Organization pursues its objectives. For example, an evaluation could eventually give rise to a reconsideration of the basic tenets of the Social Justice Declaration, including the relationship between social justice and fair globalization; or the relevance of the Decent Work Agenda based on the four equally important strategic objectives of the ILO and their inseparable, interrelated and mutually supportive nature.
39. Should the Governing Body prefer a more focused discussion and review within the framework of the Social Justice Declaration and the modalities of recurrent discussions in the light of constituents' needs, it can decide to carry out such review itself (see paragraph 46).
40. Should the Governing Body wish to expedite an evaluation, it could consider one of the options below. It could:
 - (a) place an item on the evaluation of the Social Justice Declaration on the agenda of the 114th Session (2026) of the Conference;⁵⁷
 - (b) request the Office to prepare an interim report on the implementation of the Social Justice Declaration for discussion by the Governing Body, with a view to informing a possible evaluation by the Conference in 2031;
 - (c) include on the agenda of the Conference a possible resolution requesting the Governing Body to undertake an evaluation at a time to be determined.
41. *Timing of a new cycle of recurrent discussions.* Recurrent discussions are an institutional mechanism adopted by the Conference and as such are an important component of the setting of the agenda, as indicated in section A of this document (paragraphs 4 and 9 in particular). Recurrent discussions form the main mechanism through which the Decent Work Agenda as set out in the Social Justice Declaration is institutionally advanced, as they are envisioned to

⁵⁵ ILO, *Strengthening the ILO's capacity to assist its Members' efforts to reach its objectives in the context of globalization: Continuation of the discussion on strengthening the ILO's capacity and possible consideration of an authoritative document, possibly in the form of a Declaration or any other suitable instrument, together with any appropriate follow-up, and the form they may take*, ILC.97/VI, 2008, para. 55.

⁵⁶ ILO, *Strengthening the ILO's capacity: Continuation of the discussion and possible consideration of a draft authoritative document: Supplementary report, Provisional Record No. 3*, 97th Session, Geneva, 2008. All the arrangements set forth in the Annex to the Social Justice Declaration are intended to ensure a full-fledged Conference discussion with a concrete outcome. For example, the evaluation is to be held "within the framework of an item placed on [the Conference] agenda", which entails the possibility for each delegation to appoint advisers specifically for this discussion and points to a result-orientated discussion. In the light of its evaluation, the Conference "will draw conclusions regarding the desirability of further evaluations or the opportunity of engaging in any appropriate course of action." The report to be prepared by the Office is clearly intended for the Conference; for example, it should contain information on the steps taken by the tripartite constituents and the Governing Body and on the possible impact of the Declaration in relation to other interested international organizations, which are given "the opportunity to participate in the evaluation of the impact and in the discussion."

⁵⁷ Noting that the Conference could possibly discuss the item in the General Affairs Committee.

review action at three levels (in other words at the ILO, national and multilateral levels) in the integrated pursuit of the four decent work strategic objectives mobilizing all means of mandated action (including international labour standards, technical assistance, advocacy, knowledge management and convening authority).

- 42.** The Governing Body is mandated to determine the modalities of recurrent discussions.⁵⁸ This implies that it has the discretion to consider the timing of such discussions in the light of other priorities for the agenda of Conference sessions while safeguarding the institutional importance of recurrent discussions.
- 43.** The Governing Body could thus decide to initiate a new cycle of recurrent discussion in 2026 rather than in 2025, so as to accommodate the inclusion of technical items of strategic importance on the agenda of the 113th Session (2025) of the Conference. Consideration should be given, however, to the linkage between recurrent discussions and the selection of instruments for future General Surveys in line with Part I(B) of the follow-up to the Social Justice Declaration.⁵⁹ Should the Governing Body decide to initiate a new cycle of recurrent discussions in 2026, it could consider a number of options to maintain the linkage between General Surveys and recurrent discussions. It could:
- (a) allow for a two-year interval (instead of the current one-year interval) between the discussion of the General Survey by the Committee on the Application of Standards and the recurrent discussion;
- OR
- (b) postpone the selection of instruments on employment policy for a general survey to be prepared in 2026 and discussed by the Committee on the Application of Standards in 2027 to its 352nd Session (November 2024).⁶⁰
- 44.** In respect of the first option, a two-year interval would retain the link between recurrent discussions and the General Surveys undertaken by the Committee of Experts on the Application of Conventions and Recommendations.⁶¹ The rationale for the link – as indicated in the preparatory work for the Declaration – was that the analysis of the national legislation and practice set forth in the General Surveys would inform the recurrent discussions as regards the status and impact of some of the standards relating to the strategic objective concerned;⁶² while General Surveys would not be the only source of information, they have clearly been considered as providing the main information, all the more so as they reflect the views of the supervisory bodies. At its 309th Session (November 2010), the Governing Body decided to introduce a one-year interval between the discussion by the Committee on the Application of

⁵⁸ ILO, Follow-up to the Social Justice Declaration, Part II(B).

⁵⁹ The resolution on advancing social justice through decent work requires “that general surveys and the related discussion by the Committee on the Application of Standards contribute to the recurrent discussions as appropriate” (para. 15.2(b)). The current linking modalities provide for the following sequence: Year 1 – selection by the Governing Body of relevant instruments for a General Survey in the light of the strategic objective subject to a recurrent discussion in Year 5; Year 2 – approval by the Governing Body of the Article 19 report form; Year 3 – preparation of the General Survey by the Committee of Experts on the Application of Conventions and Recommendations; Year 4 – discussion of the General Survey by the Committee on the Application of Standards; Year 5 – recurrent discussion.

⁶⁰ The resolution on advancing social justice through decent work also identifies the past practice of separately addressing labour protection and social security on the Conference agenda as a possible modality to be reviewed when examining the possibility of a shorter cycle of recurrent discussions.

⁶¹ This link is intimated in Section I(B) of the Annex to the Social Justice Declaration.

⁶² See ILO, *Guidance note on General Surveys and possible synergies between General Surveys and cyclical reviews*, ILC.97/VI, 2008, Annex 1, paras 6 and 7.

Standards and the recurrent discussion, to allow more time for the discussion by the Committee and a better integration of standards-related aspects into the recurrent discussions.⁶³ A two-year interval is not envisaged to fundamentally alter the integration of standards-related aspects into the recurrent discussions.

45. Should the Governing Body decide to initiate a new cycle of recurrent discussions in 2026 following the sequence of the current cycle, an evaluation by the Conference could take place in 2031, as shown in table 2.

► **Table 2. Overview of a possible new cycle of recurrent discussions**

Conference session	Recurrent discussion
114th Session (2026)	Social dialogue
115th Session (2027)	Social protection (social security)
116th Session (2028)	Employment
117th Session (2029)	Social protection (labour protection)
118th Session (2030)	Fundamental principles and rights at work
119th Session (2031)	Evaluation of the Social Justice Declaration

46. *Possible discussion of modalities of recurrent discussions.* Considering that the Governing Body is mandated to determine the modalities of recurrent discussions, it could decide to schedule a comprehensive discussion of these modalities at one of its future sessions prior to the initiation of a new cycle, possibly in 2025 should the Governing Body decide to initiate a new cycle in 2026. Guidance from previous sessions indicated general interest in continuing the practice of holding recurrent discussions and suggested that support could be found for a discussion in the Governing Body on the modalities of recurrent discussions.⁶⁴ A review of the modalities could: consider the extent to which recurrent discussions review Members' diverse needs and realities with respect to each strategic objective; assess the results of the ILO's activities with respect to the strategic objectives in order to facilitate decision-making on future priorities; consider links with standard-setting; take into account interaction with multilateral actors; and inform ILO strategic planning and programme and budget discussions.⁶⁵

► E. Procedural road map

47. The updated proposal for the procedural road map is as follows:

- **At its present session, the Governing Body will:**
 - decide on the nature of the discussion (standard-setting or general discussion) on the item on decent work in the platform economy placed on the agenda of the 113th Session (2025) of the Conference;

⁶³ GB.309/SG/DECL/1 and GB.309/10.

⁶⁴ GB.343/PV, paras 21 and 28; GB.344/PV, paras 59 and 73; GB.346/INS/PV, para. 32.

⁶⁵ The resolution on advancing social justice through decent work suggests these are the criteria by which to assess whether modalities of recurrent discussions are appropriate (para. 15.2 (a)).

- determine whether an item on the consolidation of instruments on chemical hazards for standard-setting on the basis of a double discussion should be placed on the agenda of the 114th Session (2026) or the 115th Session (2027) of the Conference;
 - decide or provide guidance on an item on innovative approaches to tackling informality and promoting transitions towards formality to promote decent work to be placed on the agenda of the 113th Session (2025) or 114th Session (2026) of the Conference for general discussion; in the former case, the decision would have to be taken at the latest at the 350th Session (March 2024) of the Governing Body, and in the latter case at its 353rd Session (March 2025);
 - decide or provide guidance on the modalities by which standard-setting proposals on ergonomics and manual handling and on the guarding of machinery are to be placed on the agenda of the Conference;
 - provide guidance on preliminary proposals for a tripartite technical meeting on access to labour justice and a meeting of experts on the protection of workers' personal data in the digital era;
 - provide guidance in respect of the initiation of a new cycle of recurrent discussions, possibly starting with the strategic objective of social dialogue and tripartism and an evaluation by the Conference of the impact of the Social Justice Declaration;
 - continue to provide guidance on the agenda of future sessions of the Conference.
- **At its 349th Session (October–November 2023), the Governing Body would:**
 - if it has not taken a decision at its 347th Session (March 2023), consider placing an item on the consolidation of instruments on chemical hazards for standard-setting on the basis of a double discussion on the agenda of the 115th Session (2027) of the Conference;
 - if it has not taken a decision at its 347th Session (March 2023), consider placing an item on innovative approaches to tackling informality and promoting transitions towards formality to promote decent work on the agenda of the 113th Session (2025) or 114th Session (2026) of the Conference for general discussion;
 - if it has not taken a decision at its 347th Session (March 2023), decide or provide guidance on the modalities by which standard-setting proposals on ergonomics and manual handling and on the guarding of machinery are to be placed on the agenda of the Conference;
 - provide guidance or decide on possible proposals for a tripartite technical meeting on access to labour justice and a meeting of experts on the protection of workers' personal data in the digital era;
 - continue to provide guidance in respect of the initiation of a new cycle of recurrent discussions, possibly starting with the strategic objective of social dialogue and tripartism and on an evaluation by the Conference of the impact of the Social Justice Declaration;
 - continue to provide guidance on the agenda of future sessions of the Conference.
 - **At its 350th Session (March 2024), the Governing Body would:**
 - if it has not completed the agenda of the 114th Session (2026) of the Conference at its 347th Session (March 2023) or at its 349th Session (October–November 2023), consider placing a technical item on the agenda of the 114th Session (2026);
 - continue to provide guidance on the agenda of future sessions of the Conference.

▶ Draft decision

48. The Governing Body:

- (a) decided to place on the agenda of the 113th Session (2025) of the Conference an item on decent work in the platform economy [for standard-setting on the basis of a double discussion] OR [for a general discussion];
- (b) decided to place on the agenda [of the 113th Session (2025)] OR [of the 114th Session (2026)] of the Conference an item on innovative approaches to tackling informality and promoting transitions towards formality to promote decent work for a general discussion;
- (c) decided to place on the agenda [of the 114th Session (2026)] OR [of the 115th Session (2027)] of the Conference an item on the consolidation of instruments on chemical hazards for standard-setting on the basis of a double discussion;
- (d) decided to initiate in 2026 a new cycle of recurrent discussions under the follow-up to the ILO Declaration on Social Justice for a Fair Globalization (2008), as amended in 2022, and to place an item on the strategic objective of [social dialogue] on the agenda of the 114th Session (2026) of the Conference for a recurrent discussion;
- (e) requested the Office to take into account the guidance provided in preparing the document concerning the agenda of future sessions of the Conference for the 349th Session (October–November 2023) of the Governing Body.

▶ Appendix I

Items for the agenda of future sessions of the Conference

1. Follow-up to the recommendations of the Standards Review Mechanism Tripartite Working Group

1. Upon the recommendations of the Standards Review Mechanism Tripartite Working Group (SRM TWG) the Governing Body at its 331st Session (October–November 2017) requested the Office to prepare, for consideration for inclusion at the earliest dates possible in the agenda of future sessions of the Conference, proposals for possible standard-setting items on biological hazards, ergonomics and manual handling, recognizing regulatory gaps, on the consolidation of the instruments concerning chemical hazards, and on the revision of the instruments concerning guarding of machinery.¹
2. The agenda for the Conference in 2025 and beyond regarding standard-setting items on occupational safety and health (OSH) as identified above should be guided by the need to ensure a clear, robust and up-to-date body of international labour standards with respect to certain occupational hazards. The resolution adopted by the Conference at its 110th Session to include a safe and healthy working environment in the ILO framework of fundamental principles and rights at work and designate two instruments as fundamental Conventions has added urgency to ensuring that OSH regulatory gaps are filled and that international labour standards respond to changing patterns of the world of work.
3. At its 337th Session (October–November 2019), the Governing Body requested the Office to be guided by the recommendations of the SRM TWG regarding the “thematic integration approach”. As was discussed by the SRM TWG, regulation through thematic integration would, *prima facie*, involve customized standard-setting processes for the four thematic subtopics as decided by the Governing Body. Variations could be on the basis of decisions, whether the standard-setting action should result in a Protocol, a Convention or a Recommendation, or a Convention and a Recommendation. Alternatively, new instruments to complement the existing up-to-date instruments could combine binding and non-binding provisions into a single instrument.
4. The earliest opportunity to include a standard-setting item on the agenda of the Conference would be at the 113th Session (2025). Should the Governing Body wish to follow a practice of a single standard-setting item per Conference session, and taking into account the Office’s capacity to provide adequate support to standard-setting committees at the Conference, the earliest opportunity to include an item on OSH hazards on the agenda of the Conference would be the 114th Session (2026), considering that an item on biological hazards has already been included on the agenda of the Conference in 2024 and 2025. The complexity of the topics to be addressed would favour at least two discussions, which can take the form of either a regular double-discussion procedure; a preparatory technical conference followed by a single discussion; or a meeting of experts or technical meeting followed by a single discussion.²

¹ GB.331/LILS/2, Annex, paras 17(i), 19(ii), 27 and 31.

² ILO, *Background Information for Developing an ILO Policy Framework for Hazardous Substances*, MEPFHS/2007, 2007, para. 37.

5. At its 341st Session (March 2021), the Governing Body decided to place an item on biological hazards on the agenda of the 112th Session (2024) and the 113th Session (2025) for a double discussion. In accordance with a decision taken at its 346th Session (October–November 2022), the Governing Body should determine at its present session if it places an item on the consolidation of chemical instruments for a double discussion on the agenda of the 114th Session (2026) and 115th Session (2027) or 115th Session (2027) and 116th Session (2028) of the Conference. Should the Governing Body wish to follow a practice of a single standard-setting item on occupational safety and health per Conference session, the earliest opportunity for a standard-setting item on either ergonomics and manual handling or the guarding of machinery would be 116th Session (2028) or the 117th Session (2029) of the Conference.

A. Standard-setting item on the consolidation of instruments concerning chemical hazards

6. Every year more than 1 billion workers are exposed to hazardous substances, including pollutants, dusts, vapours and fumes in their working environments.³ According to the latest available estimates (2021), 82 per cent of global work-related mortality is caused by non-communicable diseases,⁴ many of these as a result of exposure to hazardous chemicals such as asbestos (209,481 deaths annually and 3.97 million loss of healthy life years). Because of significant knowledge gaps in respect of the occupational health effects of exposure to the steady proliferation of chemical compounds as well as the latency between exposure and at least some known diseases, health effects including fatalities could well be vastly underestimated.
7. The urgency to revise the ILO's normative framework on sound management of chemicals at work does not stem from a regulatory gap but from a need to pursue consolidation, coherence and regular updating of relevant standards. Protection against chemical hazards is currently covered by an instrument that focuses on key principles, the Chemicals Convention, 1990 (No. 170), and is classified as up to date. Convention No. 170 governs the sound management of all risks relating to the use of chemicals at work. It requires a comprehensive national framework for the safe use of chemicals at work, including the formulation, implementation and periodic review of a coherent national policy, as well as defining responsibilities of employers and rights and duties of workers at the level of the undertaking. Convention No. 170 and the Chemicals Recommendation, 1990 (No. 177), are supplemented by an ILO code of practice on safety in the use of chemicals at work (1993). Five instruments that precede Convention No. 170 address specific chemical hazards such as white lead, benzene, lead poisoning, and white phosphorus.⁵ The coexistence of these older instruments on specific chemicals and later principles-based Convention No. 170 affects the coherence of the ILO's normative framework on chemicals and as recommended by the SRM TWG is in need of revision.
8. In order to ensure continued and future relevance of the ILO normative framework on chemical hazards, the third SRM TWG meeting recommended "follow-up involving standard-setting action" as a measure of "practical and time-bound follow-up action"⁶ for the five

³ ILO, *Exposure to Hazardous Chemicals at Work and Resulting Health Impacts: A Global Review*, 2021.

⁴ World Health Organization (WHO) and ILO, *WHO/ILO Joint Estimates of the Work-related Burden of Disease and Injury, 2000–2016: Global Monitoring Report*, 2021.

⁵ White Lead (Painting) Convention, 1921 (No. 13); Benzene Convention (No. 136) and Recommendation (No. 144), 1971; Lead Poisoning (Women and Children) Recommendation, 1919 (No. 4); and White Phosphorus Recommendation, 1919 (No. 6).

⁶ GB.331/LILS/2, para. 3.

instruments. The SRM TWG further recommended that these be revised in a consolidated manner, which could conceivably be realized through a Protocol to Convention No. 170.

9. The concerns raised as a reason for revising these instruments recognized that the practice of regulating, in detail, an individual hazardous substance in a single instrument is considered outdated; that there are concerns relating to the five instruments that are gender-related and the inappropriateness to include specific limits for exposure in standards (as is done in the Benzene Convention, 1971 (No. 136), for example); that provisions should be drafted in a manner that will ensure that ILO instruments are kept up to date with scientific and technological progress; and that to the extent that fixed limits should also be regulated, a system for easy updating of such limits should be provided for.
10. A new instrument complementing Convention No. 170 and revising the five older instruments could ensure valuable prohibitions are maintained while facilitating the introduction of new prohibitions or exposure standards that are easily updated in line with scientific and technological development.⁷ It could ensure the ILO makes a strategic, tripartite contribution to policy coherence with a number of international treaties and initiatives that have gathered momentum since the adoption of Convention No. 170, such as the Stockholm Convention on Persistent Organic Pollutants, the Rotterdam Convention on the Prior Informed Consent Procedure for Certain Hazardous Chemicals and Pesticides in International Trade, the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal, the Minamata Convention on Mercury, the Strategic Approach to International Chemicals Management, and the Globally Harmonized System of Classification and Labelling of Chemicals. Such policy coherence could in turn promote the ratification and application of Convention No. 170.⁸
11. The COVID-19 pandemic has fuelled an increase in chemical exposures due to more frequent and widespread use of disinfectants, hand sanitizers, and cleaning products and personal protective equipment. Unsafe use of these products can lead to toxic effects in people, with healthcare workers and young persons in cleaning and health services most at risk.
12. Preparatory work will include a detailed law and practice report, broad consultations with constituents, other UN agencies and platforms working with chemical hazards as described above, and relevant professional bodies.

B. Standard-setting item on ergonomics and manual handling

13. Human factors or ergonomics applies theory, principles, and data from many relevant disciplines to the design of products and work processes and systems, taking into account the complex interactions between the human and other humans, the environment, tools and equipment, and technology to enhance human performance and well-being in the world of work.⁹ Ergonomic hazards are much broader than only those involved in manual handling. Ergonomic hazards include manual materials handling causing overexertion; inappropriate lighting or selection and use of tools; continuous standing or sitting while working; slips, trips or falls; thermal discomfort; and office postures causing musculoskeletal disorders (MSDs). The wide variety of MSDs renders an accurate estimate of direct and indirect costs particularly

⁷ Updating of exposure limits or “threshold limit values” (TLVs) could follow a procedure similar to the one set out in the List of Occupational Diseases Recommendation, 2002 (No. 194).

⁸ Convention No. 170 is currently ratified by 23 Member States, of which 5 have ratified in the past seven years.

⁹ Kathleen Mosier and Juan Carlos Hiba, “[The Essential Contribution of Human Factors/Ergonomics to the Future of Work We Want](#)” (ILO, 2019).

difficult but available evidence suggests that MSDs account for around a third of all injuries and illnesses, a higher-than-average absenteeism and significant healthcare costs, informal care costs and production losses.¹⁰ Attention to prevention of ergonomic risks and efforts to improve comfort and well-being at work also becomes more urgent as workforces age and workers are expected to work longer.

14. New standards could, based on the questionnaire sent to Member States in the course of the standard-setting process, clarify the defining role of human factors and ergonomics in the development of work processes and systems and help determine internationally recognized forms, challenges and opportunities with respect to human factors and ergonomics at the workplace. It could set out broad principles for addressing such challenges and for promoting health and safety through the management of high-quality human factors and ergonomics. The instrument could specify national policies and regulations on human factors and ergonomics at work, establish a defined system of rights, responsibilities and duties of governments, employers, workers and their organizations, and promote a holistic approach to the design, management and operation of work.
15. In accordance with the recommendations of the SRM TWG, the new standards would revise the Maximum Weight Convention (No. 127) and Recommendation (No. 128), 1967, and update the regulatory approach to manual handling. At its 331st Session (October–November 2017), the Governing Body requested the Office to prepare for consideration of inclusion in the agenda of future sessions of the Conference at the earliest possible dates, proposals for a standard-setting item on ergonomics, recognizing the regulatory gaps identified in that area.¹¹ In relation to the instruments concerning maximum weight, the SRM TWG had considered that the instruments had not lost their purpose but were limited in scope, notably including a gap in coverage on ergonomics. The SRM TWG had agreed that Convention No. 127 and Recommendation No. 128 should be classified as requiring further action to ensure continued and future relevance. Follow-up action should involve their revision to take into account the need to both regulate ergonomics, and to update the regulatory approach to manual handling. The SRM TWG considered that the revision process could involve a meeting of experts on how to modernize the existing instruments in the context of the broader issue of ergonomics and manual handling.¹²
16. The preparatory work would be informed by a detailed law and practice report, studies of good practices and data collection, as well as broad consultations with constituents, partners across the UN system and with professional bodies and other stakeholders. It is proposed that a tripartite meeting of experts be held possibly in 2024–25 to advise the Office on the scope of the issues to be covered by standard-setting. Preparatory work could also be informed by technical guidelines published by the Office in 2021.¹³

¹⁰ See, for example, figures from the US Centers for Disease Control and Prevention or the European Agency for Safety and Health at Work. According to the US Bureau of Labor Statistics (BLS) in 2013, MSD cases accounted for 33 per cent of all worker injury and illness cases.

¹¹ GB.331/PV, para 723(f)(i).

¹² GB.331/LILS/2, Appendix, paras 25 and 26.

¹³ ILO, *Principles and Guidelines for Human Factors/Ergonomics (HFE) Design and Management of Work Systems*, 2021. The guidelines were prepared by team of expert writers, reviewers, and representatives from the International Ergonomics Association, the International Labour Organization, and other institutions and organizations that recognize the critical need for human factors/ergonomics principles and guidelines in the design and management of work systems.

C. Standard-setting item on the revision of instruments concerning guarding of machinery

17. New standards would revise the Guarding of Machinery Convention (No. 119) and Recommendation (No. 118), 1963. In 2002, the Cartier Working Party had recommended a classification of Convention No. 119 as “to be revised” and in 2017, the Governing Body approved a recommendation of the SRM TWG to revise the instruments concerning guarding of machinery “at the earliest dates possible”.¹⁴
18. At its 91st Session (2003), the Conference called for the revision of Convention No. 119 and Recommendation No. 118 in order to take into account technical difficulties in the application of the instruments, the latest developments in technology and the need to provide safety and health-related information and training in the transfer of technology. The principal aim of the early instruments to protect workers from machinery-induced accidents by using safety technologies continued to be important and valid but needed to be complemented with comprehensive approaches to promote safety and health in the use of machinery, including the consultation, information and training of workers on all relevant aspects of machinery throughout its lifecycle, including emergency procedures.¹⁵
19. Based on the benchmarks set in the code of practice on safety and health in the use of machinery (2013),¹⁶ new standards could set out broad principles for addressing safety and health issues in the use of machinery.
20. New standards in the form of a Convention could outline in definitional form the nature of safety and health in the use of machinery and define safety and health requirements and precautions applicable to governments, workers and employers, and also to designers, manufacturers and suppliers of machinery.
21. New standards in the form of a Recommendation (or non-binding provisions in a binding instrument), could provide further detailed guidance on more specific technical requirements and measures on the working environment, control systems, machinery guarding and protection against mechanical and other hazards, information and marking, and supplementary measures relating to specific machinery types.
22. A Conference discussion on safety and health in the use of machinery would be informed by a review of the code of practice published in 2013 and a detailed law and practice report and be based on the questionnaire sent to Member States in the course of the standard-setting process.

D. Updating of new instruments on occupational safety and health

23. Standard-setting in the three areas could use appropriate approaches, so that new instruments can be easily updated, in particular with respect to technical provisions to ensure the continued relevance of the standards, taking into account national circumstances. Simplified revision mechanisms used in the Maritime Labour Convention, 2006, as amended (MLC, 2006), the Seafarers’ Identity Documents Convention (Revised), 2003, as amended (No. 185), and the Work in Fishing Convention, 2007 (No. 188), or the List of Occupational Diseases Recommendation, 2002 (No. 194), could serve as examples.

¹⁴ GB.283/LILS/WP/PRS/1/2 (Office information note, March 2002); GB.331/PV, para. 723(f)(iii).

¹⁵ ILO, [Examination of Instruments concerning Occupational Safety and Health \(General Provisions and Specific Risks\): Technical Note 7 – Instruments concerning the Guarding of Machinery](#), Third Meeting of the SRM TWG (25–29 September 2017), 5 and 6.

¹⁶ ILO, [Safety and Health in the Use of Machinery](#), ILO code of practice, 2013.

2. Decent work in the platform economy

24. The 2019 Centenary Declaration for the Future of Work (Centenary Declaration) directs the ILO to ensure “that diverse forms of work arrangements, production and business models, including in domestic and global supply chains, leverage opportunities for social and economic progress, provide for decent work and are conducive to full, productive and freely chosen employment”. The question of how to ensure that diverse forms of work arrangements meet these objectives has been a recurring call in the Governing Body, especially since the Meeting of Experts on Non-Standard Forms of Employment held in February 2015 and the subsequent recurrent discussions on labour protection at the 104th Session (2015) and on social dialogue and tripartism at the 107th Session (2018) of the Conference. The 2021 Global Call to Action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient (Global Call to Action) calls for ILO leadership in supporting the efforts of Member States to harness “the fullest potential of technological progress and digitalization, including platform work, to create decent jobs and sustainable enterprises, enable broad social participation in its benefits and address its risks and challenges, including by reducing the digital divide between people and countries”.¹⁷
25. Online digital labour platforms, which have emerged over the past decade, are part of the growing diversity of work arrangements. Work on these platforms includes both “cross-border, web-based platforms” (also sometimes referred to as “crowdwork” or “online outsourcing”) and location-based applications (apps) which allocate work to individuals in a specific geographical area. For cross-border, web-based platforms, the work is outsourced through an open call to a geographically dispersed crowd or to individuals through freelancing platforms. Though some of these jobs entail the movement of work from the offline to the online economy, in other instances, they are new tasks that permit the smooth functioning of web-based industries or the advancement of AI systems, such as content moderation on social media sites, or data annotation. Typical activities of location-based apps are transportation, delivery and home services.
26. Reliable estimates of the employment share of the platform economy are scarce. Figures for 14 EU Member States indicate that it concerns roughly 2 per cent of the adult population. An ILO survey of 3,500 workers on five major crowdwork platforms revealed there were workers from 75 countries, with strong representation from Africa, Asia and the Americas. Nevertheless, it is expected that work on digital labour platforms will continue to expand. According to the Oxford Internet Institute’s Online Labour Index, activity on the five largest English-language web-based labour platforms expanded by one third between July 2016 and March 2019. This number is likely to increase given the interest of Fortune 500 companies to scale up platform sourcing.
27. Drawing on surveys and interviews with some 12,000 workers and representatives of 85 businesses around the world in multiple sectors, the *World Employment and Social Outlook 2021* report highlights that digital labour platforms are opening up opportunities that did not exist before, particularly for women, young people, persons with disabilities and marginalized groups in all parts of the world. It also reports that platforms allow businesses to access a large workforce with varied skills, while expanding their customer base. At the same time, many businesses face challenges relating to unfair competition, non-transparency with regard to data and pricing, and high commission fees. For many platform workers, challenges relate to working conditions, the regularity of work and income, and to social protection and freedom

¹⁷ ILO, Global Call to Action, para. 13(a)(v).

of association and collective bargaining rights. Many governments, enterprises and workers' representatives, including unions, have begun to address some of these issues and have developed a variety of responses. The COVID-19 pandemic has highlighted both the employment opportunities platform work is generating in the recovery phase from job and income loss and the regulatory challenges to ensure platform workers' safety and health is protected and they are covered by adequate social protection measures.

28. The platform economy is disrupting existing business models but also the employment model upon which these business models traditionally rely. Digital platforms are transforming drastically how organizations conceive business, interact with one another and create value for society. Work on digital labour platforms provides workers with the opportunity to work from any place, at any time and is particularly attractive for countries with weak labour demand. Yet engaging in such work can generate risks for workers with regard to their status of employment, employment and income security, social protection and other benefits, and the exercise of freedom of association and the right to collective bargaining, as most of this work is being performed outside the scope of labour law and is often undeclared. Moreover, in the cross-border, web-based platforms, the platform, and its clients, may be located in a different jurisdiction than the workers, making it difficult for regulators to apply local labour laws.
29. Understanding of mechanisms to ensure decent work for workers on digital labour platforms needs to be further enhanced. While the Office continues research, constituents have recognized the need for official discussions on this topic. The Centenary Declaration calls on all Members, with the support of the ILO, to "respond to challenges and opportunities in the world of work relating to the digital transformation of work, including platform work", and develop "policies and measures that ensure appropriate privacy and personal data protection". The resolution concerning inequalities and the world of work, adopted by the Conference at its 109th Session (2021), recalls that "digitalization and the rise of digital labour platforms can create new drivers of inequality, but also provide workers with income-generating opportunities".¹⁸ In addition, the 335th Session (March 2019) of the Governing Body recalled the discussion in October 2018, in which some governments proposed to prioritize action towards decent work in the platform economy. The discussion referred to the resolution concerning the second recurrent discussion on social dialogue and tripartism (2018) calling for "(e) ... access to freedom of association and the effective recognition of the right to collective bargaining of digital platform and gig economy workers ...".

3. Innovative approaches to tackling informality and promoting transitions towards formality to promote decent work (general discussion)

A. Source of the proposal

30. At the 344th Session of the Governing Body, the Employers' group proposed an item to be placed on the agenda of a future session of the Conference, on innovative approaches to tackling informality and promoting transitions towards formality. At the 346th Session of the Governing Body, the Workers' group and several Government groups supported this Employers' proposal. As a result, the Governing Body "requested the Office to present to the 347th Session (March 2023) of the Governing Body a proposal for an item on innovative

¹⁸ ILO, [Resolution concerning inequalities and the world of work](#), Resolution XVI, International Labour Conference, 109th Session, 2021, para. 21.

approaches to tackling informality and promoting transitions towards formality to promote decent work, to be placed on the agenda of the 113th (2025) or 114th (2026) Session of the Conference for general discussion”.

B. Nature and context of the possible item

31. The ILO’s pioneering work on informality began in the 1970s. At its 104th Session, the Conference adopted the Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204). The Centenary Declaration recognized the extent of informality and the need to ensure effective action to achieve transition to formality, giving due attention to rural areas. The 2021 Global Call to Action underlined the need to accelerate such a transition.
32. The formalization of the informal economy was one of the Areas of Critical Importance in 2014–15. It became the subject of a dedicated policy outcome in the Programme and Budget for 2016–17 and 2018–19 and has been included in several policy outcomes in 2020–21 and 2022–23. An independent evaluation of the ILO’s strategy towards formalization found that while the efforts undertaken were commendable, they were just the beginning of a process that required greater focus on further developing, adapting, disseminating and implementing actions on formalizing the economy. Nonetheless, the overall performance of the ILO’s work on formalization of the informal economy was found to be satisfactory.¹⁹ It considered that the policy outcomes were underfunded and that overall, the activities and products were managed in a cost-efficient manner. The evaluation emphasized that, while steps have been taken towards formalization, this is a long-term objective that requires more sustained focus.
33. Today, the informal economy absorbs six out of ten workers and eight out of every ten economic units in the world.²⁰ Informal economy workers and economic units were the most impacted by measures imposed to contain the spread of the virus during the COVID-19 crisis. The recovery fully reversed the losses of informal jobs experienced in 2020 but at the same time further slowed the trend towards formalization observed over the previous 15 years.²¹ The COVID-19 crisis and the spectrum of overlapping crises and potential future shocks have given a new sense of urgency to the formalization agenda, given the benefits that formality can bring to workers, sustainable enterprises and societies.
34. A general discussion would allow the Conference to review innovative approaches that have the potential to accelerate and scale up the operationalization of Recommendation No. 204 by constituents, with the support of the Office. The operationalization of some aspects referred to in Recommendation No. 204 could be further reviewed. For example, it would be useful to review practical measures for increasing productivity in informal economic units, linking such increase in productivity with formalization of the units and, systematically, of the jobs within these units. Another area for review could concern the prevention of informalization of formal jobs and economic units which would require a deeper understanding of the factors that increase the propensity for such informalization, as well as identifying concrete measures to prevent informalization.
35. Some innovative approaches have gained prominence since the adoption of Recommendation No. 204. This includes practical solutions to harness the potential of digital technologies to

¹⁹ ILO, *Independent High-level Evaluation: ILO’s Strategy and Actions Towards the Formalization of the Informal Economy, 2014–2018*, 2019, xii.

²⁰ ILO, *Women and Men in the Informal Economy: A Statistical Picture (Third Edition)*, 2018.

²¹ ILO, *ILO Monitor on the World of Work. Tenth edition: Multiple Crises Threaten the Global Labour Market Recovery*, 2022.

support transition to formality in different ways such as facilitating registration of units and jobs, detecting non-compliance, or stabilizing cash flow needs. It is worth reviewing also how the potential for “traceability” of activities in the platform economy can be used to foster formalization. Moreover, there seems to be a continued need for research on specific factors, characteristics, causes and circumstances of informality that could help design and implement laws and regulations that facilitate the transition to and the staying in the formal economy. Considering the high prevalence of informality in sectors most impacted by climate change and environmental degradation, practical approaches to strengthen the capacity of those in the informal economy to adopt mitigation and adaptation measures and have an effective access to the opportunities offered by the just transition to the green economy could also be examined.

36. Approaches not yet sufficiently exploited by the ILO, such as sector-based approaches to address informality or innovations in tax policy/incentives to encourage registration could also be explored. The general discussion could also define the policies addressing decent work deficits of workers whose work may not be formalized in the short run but that can set them, as well as their economic units, on a trajectory between informality and formality. Examining innovative approaches for organizing workers and economic units in the informal economy, developing alliances with representative workers’ and employers’ organizations, and facilitating access to an effective social dialogue would also be of high interest.
37. To support a general discussion at the Conference, the Office would develop an assessment of what does and does not work to facilitate transition to formality; an extensive review of the drivers of informality; research on “necessity entrepreneurship”;²² and a compilation of possible innovative approaches. Considering the broad range of issues covered, consultations with constituents can be organized during the preparation of the Conference to select the approaches to be reviewed during the general discussion.

C. Expected outcome

38. An expected outcome of the general discussion would be a consensus view on innovative approaches to be implemented in practice by constituents to accelerate and scale up the actions aiming to tackle informality and promote transition pathways to formality. The Office’s interventions regarding transition to formality will be upgraded by incorporating such approaches that will also be feeding the multiple follow-up action plans to Conference resolutions that refer to the transition to formality. Such approaches will be used to develop training and knowledge-sharing activities to strengthen the capacity of constituents; they will inform the Action Programme on Transition from informal to the formal economy, forthcoming programme and budget cycles as well as resource mobilization initiatives. In addition, such approaches may be the subject of new initiatives for addressing informality in cooperation with the multilateral system in the context of the Global Coalition for Social Justice.

²² A necessity entrepreneur – as opposed to an opportunity or innovation-driven entrepreneur – is understood to be a person who starts a business primarily for income subsistence purposes.

4. Harnessing the fullest potential of technology to achieve decent work, sustainable development and a just sharing of the benefits for all (general discussion)

A. Source, nature and context of the possible item outcome

39. At its 344th Session (March 2022), the Governing Body decided to place on the agenda of the 111th Session of the Conference (2023), for a general discussion, an item on a just transition, including consideration of industrial policies and technology, towards environmentally sustainable economies and societies for all.²³ A proposed item on “harnessing the fullest potential of technological progress”, which was potentially broader than climate change-related policy,²⁴ would remain under consideration for inclusion on the agenda of future sessions of the Conference possibly after the general discussion on just transition by the Conference.²⁵
40. The Centenary Declaration directs the Office to harness “the fullest potential of technological progress and productivity growth, including through social dialogue, to achieve decent work and sustainable development, which ensure dignity, self-fulfilment and a just sharing of the benefits for all”.²⁶ The 2021 Global Call to Action further reinforces the need to harness “technological progress and digitalization, including platform work, to create decent jobs and sustainable enterprises, enable broad social participation in its benefits and address its risks and challenges, including by reducing the digital divide between people and countries”.²⁷
41. The impact of technology on the promotion of full, productive and freely chosen employment has been the subject of Conference discussions and statements on a regular basis in the past. Already at its 57th Session (1972), the Conference adopted a resolution on labour and social implications of automation and other technological developments.²⁸ The Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169), devotes a section to “Technology Policies”. Recommendation No. 169 identifies “the development of technology as a means of increasing productive potential and achieving the major development objectives of creation of employment opportunities and the satisfaction of basic needs” and frames its facilitation as “one of the major elements of national development policy”.
42. At its 328th Session (March 2016), the Governing Body considered a possible item on the role of technology and other structural drivers in changing the nature of unemployment and underemployment. The aim of the item, which was not retained at the time, was to develop policy responses to questions such as whether there are sufficient quality job opportunities available for all women and men jobseekers in different contexts, at different age groups and skills levels; how technological changes and other factors affect the structural features including the level, nature and quality of job opportunities and skills demands; and if indeed these trends and patterns gradually develop into structural and permanent features in the labour markets.²⁹

²³ GB.344/PV, para. 99(a)(i).

²⁴ GB.337/PV, para. 25 and GB.341/PV, para. 31.

²⁵ GB.344/PV, paras 79 and 82.

²⁶ ILO Centenary Declaration for the Future of Work, Part II(A)(ii).

²⁷ ILO, Global Call to Action, para. 13(a)(v).

²⁸ ILO, *Resolutions Adopted by the International Labour Conference at its 57th Session*, Geneva, 1972, 10.

²⁹ GB.328/PV, para. 10.

B. Relevance in light of the ILO strategic objectives

43. Recommendation No. 169 highlights the vast potential of technology for decent work including higher productivity, expansion of the volume and structure of employment, improvement of working conditions, reduction of working time, opportunities to use existing and future skills and improved linkages between large-scale and small-scale undertakings. A Conference discussion could take stock of the extent to which existing and new technologies (for example, robotics, digital, nano or biotechnology) have realized that potential and whether policies have succeeded in eliminating negative effects, for example on OSH.
44. New technologies such as artificial intelligence (AI), machine learning and robotics can provide opportunities and help developing and emerging economies to leapfrog, but they also create new challenges in terms of job quantity and quality. Over the past decade, concerns have been raised about new technologies replacing human labour on a large scale,³⁰ though there is no consensus in the literature about the potential impacts on jobs and the estimates vary substantially depending upon the country.³¹ Existing research has also raised questions around whether an entire occupation is prone to automation or rather a specific task within an occupation. These studies further reveal that the effects on jobs are quite uneven, as the risk of automation is greater for low-skilled compared to high-skilled jobs, depending on the sector, firm size and country.³² In particular for developing countries, the risk of job loss from automation is estimated to be significant and might outstrip possible job gains in emerging sectors.³³ A question to consider is the extent to which low wages and labour costs would render capital investments towards automation cost-effective. However, more evidence and systematic studies using appropriate methodologies and data are needed to understand the risk of job losses from automation.
45. The new technologies can bring about significant productivity gains, new market opportunities and new jobs. However, evidence to date shows a slowdown in productivity in advanced as well as emerging and developing economies over the past decade and a half, which could be due to time lags in diffusion or lack of organizational capabilities and/or workforce skills to exploit them, or concentration of AI and data among a small fraction of large firms,³⁴ or due to automating existing tasks that were inefficiently done.³⁵ These findings have given rise to the so-called “productivity-paradox”, wherein there is no noticeable increase in productivity despite increased spending in information and communication technology assets and services.³⁶ The existing evidence points towards a need for conducting more systematic

³⁰ Carl Benedikt Frey and Michael A. Osborne, “The Future of Employment: How Susceptible are Jobs to Computerisation?“, *Technological Forecasting and Social Change* 114 (2017), 254–280.

³¹ Damian Grimshaw and Uma Rani, “The Future of Work: Facing the Challenges of New Technologies, Climate Change and Ageing“, in *Contemporary Human Resource Management*, eds Adrian Wilkinson, Tony Dundon and Tom Redman (London: Sage Publications, 2021).

³² Melanie Arntz, Terry Gregory and Ulrich Zierahn, “Digitalization and the Future of Work: Macroeconomic Consequences“, IZA Institute of Labor Economics Discussion Paper Series No. 12428, 2019.

³³ Francesco Carbonero, Ekkehard Ernst and Enzo Weber, “Robots Worldwide: The Impact of Automation on Employment and Trade“, Institute for Employment Research IAB Discussion Paper No. 07/2020, 2020.

³⁴ Peter Bauer et al., *Productivity in Europe: Trends and Drivers in a Service-based Economy*, JRC Technical Report, (Luxembourg: European Union, 2020); Alistair Dieppe, ed., *Global Productivity: Trends, Drivers, and Policies* (Washington, DC: World Bank, 2020); Prasanna Tambe et al., “Digital Capital and Superstar Firms“, National Bureau of Economic Research (NBER) Working Paper No. 28285, 2020.

³⁵ Manuel Castells, *The Rise of the Network Society* (second edition) (UK: Wiley-Blackwell, 2010).

³⁶ Erik Brynjolfsson, Daniel Rock and Chad Syverson, “Artificial Intelligence and the Modern Productivity Paradox: A Clash of Expectations and Statistics“, in *The Economics of Artificial Intelligence: An Agenda*, eds Ajay Agrawal, Joshua Gans and Avi

research to have a realistic understanding of the factors that shape the adoption and diffusion of technologies and its impact on productivity in different types of firms, industries, sectors and country or region.

46. In the transformation process towards a more widespread use of new technologies the key is to identify the right skills and to prepare the workforce for new task profiles. Social dialogue and collective bargaining appear to be crucial in guiding successful transformation. There is no systematic evidence with regard to the type of skills and competences needed as the transformation process is highly country- and sector-specific. Skills anticipation and career guidance systems, which make use of big data and AI are well placed to tackle the complexity of the adjustment process and to smooth the transition path for individual workers.³⁷
47. New technologies also create new challenges which are associated with income and job security, work intensification and certain discriminatory practices. As highlighted below, digital labour platforms provide new sources of income and work opportunities, but they also raise challenges with regard to the classification of platform workers, working conditions, workers' rights and protection, and can also pose risks for workers' privacy as large amounts of data are collected.³⁸ The use of AI and "algorithmic management" practices for managing work processes and worker performance on digital labour platforms and in certain human resources processes, which are based on vast amounts of data, can result in discriminatory practices that target particular groups of workers. AI, wearable devices and tools, among others are also increasingly used in traditional workplaces to monitor work performance.³⁹ The data collected through AI and other devices can help in decision-making at the firm level such as downsizing, or designing tasks or jobs, which has the potential for improving productivity, and they can generate new challenges for workers' rights and job quality if not well-regulated. However, the adoption of such practices by firms across different sectors in advanced and developing countries remains unclear and needs further exploration to better understand how these practices interact with existing organizational structures.⁴⁰
48. Technologies can be effectively harnessed to provide decent work to all workers. For instance, governments in a number of countries have started to utilize digital technologies to promote formalization through the registration of both economic units and of employment, digital payments or electronic payroll, the provision of social protection and other benefits, filing and payment of taxes, among others.⁴¹ This strategy could be replicated and scaled up in a variety of different contexts, including platform work. Technologies can also help in increasing compliance through maintenance of digital records, which are transparent and using targeted inspection and enforcement. Similarly, with increasing work intensification, working-time records can be digitally maintained to ensure protection of wages for hours worked, as well as to ensure compliance with working-time regulations.

Goldfarb (Chicago: The University of Chicago Press, 2019), 23–60; Bart van Ark, Klaas de Vries, and Abdul Erumban, "[How to Not Miss a Productivity Revival Once Again?](#)", NIESR Discussion Paper No. 518, 2020.

³⁷ Karlis Kandera et al., *Mapping Career Causeways: Supporting Workers at Risk* (Nesta, 2020).

³⁸ ILO, *World Employment and Social Outlook 2021: The Role of Digital Labour Platforms in Transforming the World of Work*, 2021.

³⁹ Valerio De Stefano, "[Negotiating the Algorithm: Automation, Artificial Intelligence and Labour Protection](#)", ILO Employment Policy Working Paper No. 246, 2018; Pheobe V. Moore, Martin Upchurch, and Xanthe Whittaker, eds, *Humans and Machines at Work: Monitoring, Surveillance and Automation in Contemporary Capitalism* (Palgrave Macmillan, 2018).

⁴⁰ Sara Baiocco et al., *The Algorithmic Management of Work and its Implications in Different Contexts*, Background Paper No. 9, (ILO, 2022).

⁴¹ Juan Chacaltana, Vicky Leung and Miso Lee, "[New Technologies and the Transition to Formality: The Trend Towards E-Formality](#)", ILO Employment Working Paper No. 247, 2018.

49. The Centenary Declaration calls upon Member States to strengthen the institutions of work to ensure adequate protection of all workers, and reaffirm the continued relevance of the employment relationship as a means of providing certainty and legal protection to workers. It specifically calls for “policies and measures that ensure appropriate privacy and personal data protection and respond to challenges and opportunities in the world of work relating to the digital transformation of work, including platform work”. The role of such policies is even more important in the context of the ongoing COVID-19 pandemic and with remote working, which can have serious economic and social consequences if effective policies and regulations are not put in place to protect the workers and ensure that digital access is available to all.
50. To harness technology so that the benefits can be shared equally by firms and workers, both men and women, in different parts of the world would require addressing the digital divide besides a well-informed approach to data regulation. This will allow many developing countries to transition towards formality, provide improved access to markets and facilitate access to public services, which can lead to productivity gains. This will require more investment and funding for developing or upgrading the digital infrastructure to reduce the widening gaps, so that existing inequalities are not exacerbated and to ensure there is universal access to all.

C. Expected outcome

51. An expected outcome of a general discussion would be conclusions and a resolution on the contribution of technology to and its impact on the promotion of full, productive and freely chosen employment; guidance on action to be taken by Member States to enhance the protection of workers in light of new technologies; and proposals for normative or non-normative initiatives to be supported in future programming by the ILO. It would take into account the report of the Meeting of Experts on Decent Work in the Platform Economy held in October 2022 submitted to the Governing Body at its 346th Session (October–November 2022) and its discussion, as well as the discussion of the present proposal by the Governing Body at its 347th Session. A general discussion would provide an opportunity for the ILO to present a tripartite view on the UN Secretary-General's *Roadmap for Digital Cooperation*⁴² and *The Highest Aspiration: A Call to Action on Human Rights*⁴³ and contribute to the achievement of Sustainable Development Goals (SDGs) 8 and 9.⁴⁴

5. Update as regards the follow-up envisaged in relation to subjects currently under preparation

A. Access to labour justice: Prevention and resolution of labour disputes⁴⁵

52. The Conference 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. They further called on the Office to expand its assistance to strengthen and improve the performance of labour dispute prevention and resolution systems

⁴² United Nations, *Roadmap for Digital Cooperation*, Report of the Secretary-General, June 2020.

⁴³ United Nations, *The Highest Aspiration: A Call to Action for Human Rights*, 2020, notably the workstream on new frontiers of human rights.

⁴⁴ Particularly SDG target 9.c, which aims to “significantly increase access to information and communications technology and strive to provide universal and affordable access to the internet in least developed countries by 2020”.

⁴⁵ Office research has been realigned with the Programme and Budget for 2022–23 with the objective of supporting constituents in “revising legal frameworks in relation to dispute prevention and resolution to extend and protect rights for all, streamlining procedures and reinforcing the qualifications and capacity of personnel”. See [GB.341/PFA/1](#), para. 81.

and mechanisms, including for the effective handling of individual labour complaints. In turn, the Conference conclusions from the 2018 recurrent discussion on social dialogue and tripartism called on Members to establish, where appropriate, and develop with social partners dispute prevention and resolution mechanisms that are effective, accessible and transparent. 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.⁴⁶ More recently, with the view to improving inclusive access to labour justice, the Office has stepped up technical assistance in support of reforming regulatory frameworks and enhancing institutional capacity of Member States in the area of prevention and resolution of both individual and collective disputes, including judicial and non-judicial mechanisms.

53. Following an increasing number of requests for policy and technical advice for improving the effectiveness of labour dispute prevention and resolution systems, the Office has developed a self-diagnostic tool for judicial and non-judicial dispute resolution institutions. In 2022, the Office piloted the tool in Barbados, Bangladesh, Lesotho and Mexico (at federal and state level) in a tripartite participatory format. In addition to national tripartite validations, the piloting offered the opportunity to collect at source comparative practical information concerning the challenges faced by dispute resolution institutions in the above-mentioned countries, as well as to identify areas for improvement.⁴⁷ Constituents in the pilot countries revealed challenges such as access to labour justice for new categories of workers, including the vulnerable ones, or delivering services amid economic, social or health crises. Evidence collected so far point to the critical importance of the effective functioning of independent, accessible, and inclusive dispute prevention and resolution mechanisms for sound and productive labour and industrial relations in the workplace.
54. The tool will be published in English, French and Spanish in 2023 after having gone through an internal consultation process. In 2023, the Office plans to support use of the tool in ten countries that have already requested it and will closely follow up on the implementation of tripartite action plans adopted as result of its use.
55. Office research⁴⁸ finds that individual labour disputes have been increasing overall. Causes include growing labour forces, particularly in regions experiencing high inward labour migration; 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 is compounding challenges that can limit access to labour justice for all workers. Such challenges include high costs and delays; a lack of independence and impartiality; insufficient capacity to address evolving forms of labour disputes; and reduced scope for social dialogue, including collective mechanisms. Member States are responding in a variety of ways including: the establishment of new or additional dispute resolution mechanisms and bodies; modified procedural rules and institutional structures; strengthening the capacity of dispute resolution practitioners; establishing specialized dispute resolution mechanisms for vulnerable groups of workers; and increased dispute prevention measures, including through the promotion of workplace mechanisms. The COVID-19 pandemic forced labour dispute prevention and

⁴⁶ The Governing Body has had the opportunity to discuss regular progress reports on the research undertaken since 2013 in the context of considering items for future sessions of the Conference. See most recently GB.341/PV, [GB.343/PV](#) and [GB.344/PV](#).

⁴⁷ See section 7, "Labour disputes and their resolution" of the ILO Comparative Legal Database on Industrial Relations [IRLex](#).

⁴⁸ See Minawa Ebisui, Sean Cooney and Colin Fenwick, eds, *Resolving Individual Labour Disputes: A Comparative Overview* (Geneva, ILO, 2016).

resolution systems around the world to adjust to the crisis in various ways. Coping measures included both developing the use of information and communication technologies and enhancing reliance on alternative dispute resolution mechanisms, as shown by recent Office research.⁴⁹ The pandemic inevitably revealed uneven adjustment capacity of national labour dispute resolution systems and the need for further support and guidance in this area.

56. The impact of the COVID-19 pandemic on labour dispute resolution institutions is likely to last longer than initially expected, affecting opportunities and challenges in respect of digitalization of proceedings, uneven access to technological tools and lack of statistical data.⁵⁰ Furthermore, labour market transformations, including digitalization, are showing increasing demand for effective labour dispute mechanisms and institutions.⁵¹
57. SDG 16.3 targets promotion of the rule of law and access to justice for all. It is thought that as many as two thirds of the world's population have no meaningful access to justice.⁵² *Our Common Agenda* identifies justice as an essential dimension of the social contract and failure by states to provide access as a key factor in fuelling distrust and inequality.⁵³ Access to rights at work provides a pathway out of informality and is a key component of social justice. Extensive guidance is provided by UN agencies on access to justice under SDG 16 emphasizing that conflict, insecurity, weak institutions and limited access to justice remain a great threat to sustainable development. However, this guidance lacks addressing the specificities of dispute prevention and resolution in the world of work. Further normative guidance and multilateral action on access to labour justice for employers and workers is needed to meet the target set under SDG 16.3.
58. Office preliminary research suggests that the existing body of international labour standards needs to be further strengthened in this area. The majority of relevant normative instruments was adopted over 50 years ago and remain to be reviewed by the Standards Review Mechanism. No single standard addresses issues related to labour dispute prevention and resolution in an integrated and holistic manner. Aspects in respect of which new normative guidance could add value include: the role of the State in ensuring inclusive and effective access to labour justice; the complementary role of courts, including specialist labour courts and of non-judicial mechanisms in preventing and resolving labour disputes; and the role of the social partners in the designing, reforming, and functioning of effective labour dispute prevention and resolution mechanisms. New guidance could also include key principles for effective dispute prevention and resolution and cover consensus-based solutions to address common legal and implementation challenges.
59. ILO tripartite constituents have stressed the importance of delivering access to labour justice for all, as reflected in several recent ILO instruments. Thus, references to legal principles relevant to access to justice were increasingly included in instruments adopted in the last decade. This was the case with respect to instruments related to the informal economy, to

⁴⁹ See ILO, *Report on the Rapid Assessment Survey: The Response of Labour Dispute Resolution Mechanisms to the COVID-19 Pandemic*, 2021.

⁵⁰ ILO, *Report on the Rapid Assessment Survey*, 33.

⁵¹ See *World Employment and Social Outlook 2021*, 255.

⁵² SDG Knowledge Hub, "SDG 16 and the 2021 Voluntary National Reviews: An Opportunity to Advance Justice for All", April 2021.

⁵³ United Nations, *Our Common Agenda: Report of the Secretary-General*, 2021, para. 23.

domestic workers and in the area of violence and harassment in the world of work.⁵⁴ However, a holistic approach of access to labour justice is still missing from the body of international labour standards.

60. Existing standards are set to be reviewed by the Standards Review Mechanism: four of the eight instruments in the relevant set to be reviewed relate to dispute resolution.⁵⁵ This, together with continued research should enable the Governing Body to consider an appropriate course of action. During the 2020–21 biennium, the Office published: (1) a series of regional studies on access to justice and the role of labour courts;⁵⁶ (2) a number of related working papers;⁵⁷ and (3) the results of a rapid assessment survey.⁵⁸ In 2023, the Office plans to publish: (1) a factsheet on “Access to labour justice in collective labour disputes: Evidence from the updated IRLex database”; (2) an issue brief on “Collective labour disputes and mechanisms for their resolution: A comparative legal analysis” and (3) a report on “Comparative practices on prevention and resolution of labour disputes”.
61. Strengthening access to labour justice would typically require revising regulatory frameworks, streamlining procedures and reducing costs, and reinforcing the qualifications and capacity of professionals and institutions engaged in dispute prevention and resolution. Most importantly, it means ensuring equal opportunities for all to have an impartial, speedy, and affordable hearing with a view to exercising their rights at work.

B. Protection of workers’ personal data in the digital era⁵⁹

62. Workers’ personal data are collected and processed for a number of often legitimate reasons, including selection for employment, contractual obligations, personal administration and human resources management, OSH and protection of the employer. However, data collection and processing may also entail the risk of breaching the right of workers to privacy and, in certain cases, even result in their being discriminated against. These concerns are intensifying with the increasing use of information and communication technology for work-related purposes. Algorithmic management, which heavily relies on the processing of personal data, is an important feature of the platform economy that progressively came to encompass other workplaces across the socio-economic spectrum. Further, the massive shift to telework during the ongoing COVID-19 pandemic, to counter the spread of the contagion, has raised concerns

⁵⁴ This includes the [Domestic Workers Convention, 2011 \(No. 189\)](#) and [Recommendation \(No. 201\)](#); the [Violence and Harassment Convention, 2019 \(No. 190\)](#) and [Recommendation \(No. 206\)](#); and the [Transition from the Informal to the Formal Economy Recommendation, 2015 \(No. 204\)](#).

⁵⁵ See 7th Meeting of the Standards Review Mechanism Tripartite Working Group, [Information document 1: Internal work plan for the SRM TWG’s initial programme of work \(2022\)](#), Set of Instruments 12 (Labour Inspection, Labour Administration and Industrial Relations).

⁵⁶ The regional studies consider separate publications for Europe, Asia and the Pacific, Arab States, Africa and Latin America. The publications are: *Access to Labour Justice: Judicial Institutions and Procedures in Selected European Countries*; *Access to Labour Justice: Judicial Institutions and Procedures in Selected African Countries*; *Access to Labour Justice: Judicial Institutions and Procedures in Selected Asian & Pacific Countries*; *Access to Labour Justice: Judicial Institutions and Procedures in Selected South American Countries*; and *Access to Labour Justice: Judicial Institutions and Procedures in Selected Arab countries*.

⁵⁷ Related publications including: Eusebi Colàs-Neila and Estela Yélamos-Bayarri, “[Access to Justice: A Literature Review on Labour Courts in Europe and Latin America](#)”, ILO Working Paper 6, 2020; Michael Gay and Craig Bosch, [Report on Review of Malaysia’s Labour Dispute Resolution System](#) (ILO, 2020); César Arese, “[Acceso a la tutela judicial efectiva laboral en países de América del Sur](#)”, Documento de Trabajo de la OIT 10, 2020.

⁵⁸ ILO, [Report on the Rapid Assessment Survey](#).

⁵⁹ See GB.343/PV and GB.344/PV for previous discussions of the item by the Governing Body.

regarding the potential implications for workers' surveillance and the processing of their health data.

63. Therefore, it is of the utmost importance to devise a clear and strong governance on the use of workers' personal data, including their use in the context of algorithm-based management. The Centenary Declaration calls upon ILO Member States to adopt "policies and measures that ensure appropriate privacy and personal data protection, and respond to challenges and opportunities in the world of work relating to the digital transformation of work, including platform work". In June 2021, the Conference adopted the Global Call to Action in which the ILO's constituents commit to "introduce, utilize and adapt teleworking and other new work arrangements so as to retain jobs and expand decent work opportunities through, among other means, regulation, social dialogue, collective bargaining, workplace cooperation and efforts to reduce disparities in digital access, respecting international labour standards and privacy and promoting data protection and work-life balance".
64. Already in 1996, an ILO meeting of experts adopted a code of practice on the protection of workers' personal data. Several international labour standards also refer to the need to protect workers' personal data, including the Private Employment Agencies Convention (No. 181) and Recommendation (No. 188), 1997, and the Occupational Health Services Recommendation, 1985 (No. 171). Further, the HIV and AIDS Recommendation, 2010 (No. 200), and the Domestic Workers Recommendation, 2011 (No. 201), expressly call for the adoption of measures consistent with the above-mentioned code of practice. The code of practice, complemented by a commentary prepared by the ILO, regulates the collection, security and storage of personal data, as well as their use and communication to third parties. It also enumerates workers' individual and collective rights, and addresses the automated processing of data as well as electronic monitoring. There is nonetheless a need to assess its continuing relevance in light of the steady development of information and communications technologies. A growing number of countries throughout the world seek to protect workers' rights in relation to the collection, processing and use of personal data. In the European Union, the European General Data Protection Regulation applies also to workers' personal data, while the Committee of Ministers of the Council of Europe adopted in 2015 a new Recommendation on the processing of personal data in the employment context, which takes into consideration the impact of the use of new information and communication technologies.

C. Protection of whistle-blowers in the public service

65. 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 also highlighted this issue in the Sectoral Advisory Bodies in October 2014. The Governing Body was informed in October 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.⁶⁰
66. As this was an emerging topic, the document submitted to the Governing Body in October 2016 suggested that it be first examined by a meeting of experts. In the framework of their meetings from 11 to 13 January 2017, the Sectoral Advisory Bodies recommended that the

⁶⁰ GB.325/INS/2, para. 31.

Office undertake research on the topic as part of the sectoral programme 2018–19. As a result, the Office published a working paper on national law and practice on protecting whistle-blowers in the public and financial services sectors.⁶¹ The Sectoral Advisory Bodies, at their meeting of January 2021, decided to propose to the Governing Body a technical meeting on the protection of whistle-blowers in the public service sector, to be held during the 2022–23 biennium. The Governing Body endorsed this proposal at its 341st Session (March 2021),⁶² and set the dates and composition of the meeting at its 343rd Session (November 2021).⁶³ The Technical meeting on the protection of whistle-blowers in the public service sector was held from 26–30 September 2022, at which it adopted conclusions.⁶⁴ The results of this meeting are submitted to the Governing Body at its present 347th Session.⁶⁵

⁶¹ Iheb Chalouat, Carlos Carrión-Crespo and Margherita Licata, “[Law and Practice on Protecting Whistle-blowers in the Public and Financial Services Sectors](#)”, ILO Working Paper No. 328, 2019.

⁶² GB.341/PV, paras 653–662. The composition of the meeting was set at all interested Governments, eight Employer representatives, eight Worker representatives, as well as advisers, observers, official international organizations, and non-governmental international organizations as observers.

⁶³ [GB.343/POL/2\(Rev.2\)](#), Appendix I.

⁶⁴ [TMWBPS/2022/8](#).

⁶⁵ [GB.347/POL/2](#).

▶ Appendix II

Excerpt from the follow-up to the ILO Declaration on Social Justice for a Fair Globalization (2008)

- III. Evaluation by the Conference
 - A. The impact of the Declaration, in particular the extent to which it has contributed to promoting, among Members, the aims and purposes of the Organization through the integrated pursuit of the strategic objectives, will be the subject of evaluation by the Conference, which may be repeated from time to time, within the framework of an item placed on its agenda.
 - B. The Office will prepare a report to the Conference for evaluation of the impact of the Declaration, which will contain information on:
 - (i) actions or steps taken as a result of the present Declaration, which may be provided by tripartite constituents through the services of the ILO, notably in the regions, and by any other reliable source;
 - (ii) steps taken by the Governing Body and the Office to follow up on relevant governance, capacity and knowledge-based issues relating to the pursuit of the strategic objectives, including programmes and activities of the ILO and their impact; and
 - (iii) the possible impact of the Declaration in relation to other interested international organizations.
 - C. Interested multilateral organizations will be given the opportunity to participate in the evaluation of the impact and in the discussion. Other interested entities may attend and participate in the discussion at the invitation of the Governing Body.
 - D. In the light of its evaluation, the Conference will draw conclusions regarding the desirability of further evaluations or the opportunity of engaging in any appropriate course of action.

▶ Appendix III

Overview of the technical items selected for the Conference agenda (2010–33)

Session	Technical items			
99th (2010)	Decent work for domestic workers – standard-setting , double discussion (first discussion).	Elaboration of an autonomous Recommendation on HIV/AIDS in the world of work – standard-setting , double discussion (second discussion).	A recurrent discussion 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 – standard-setting , double discussion (second discussion).	Labour administration and labour inspection – general discussion .	A recurrent discussion 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 Social Protection Floors – standard-setting , single discussion.	Youth employment crisis – general discussion .	A recurrent discussion 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 – general discussion .	Sustainable development, decent work and green jobs – general discussion .	A recurrent discussion 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.

Session	Technical items			
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 – standard-setting , single discussion.	Facilitating transitions from the informal to the formal economy – standard-setting , double discussion (first discussion).	Second recurrent discussion 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)	Facilitating transitions from the informal to the formal economy – standard-setting , double discussion (second discussion).	Small and medium-sized enterprises and decent and productive employment creation – general discussion .	A recurrent discussion on the strategic objective of social protection (labour protection), under the follow-up to the Social Justice Declaration.	
105th (2016)	Decent work for peace, security and disaster resilience: Revision of the Employment (Transition from War to Peace) Recommendation, 1944 (No. 71) – standard-setting , double discussion (first discussion).	Decent work in global supply chains – general discussion .	Evaluation of the impact of the Social Justice Declaration.	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 the Employment (Transition from War to Peace) Recommendation, 1944 (No. 71) – standard-setting , double discussion (second discussion).	Labour migration – general discussion .	A recurrent discussion 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 – standard-setting , double discussion (first discussion).	Effective ILO development cooperation in support of the Sustainable Development Goals – general discussion .	A recurrent discussion 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.

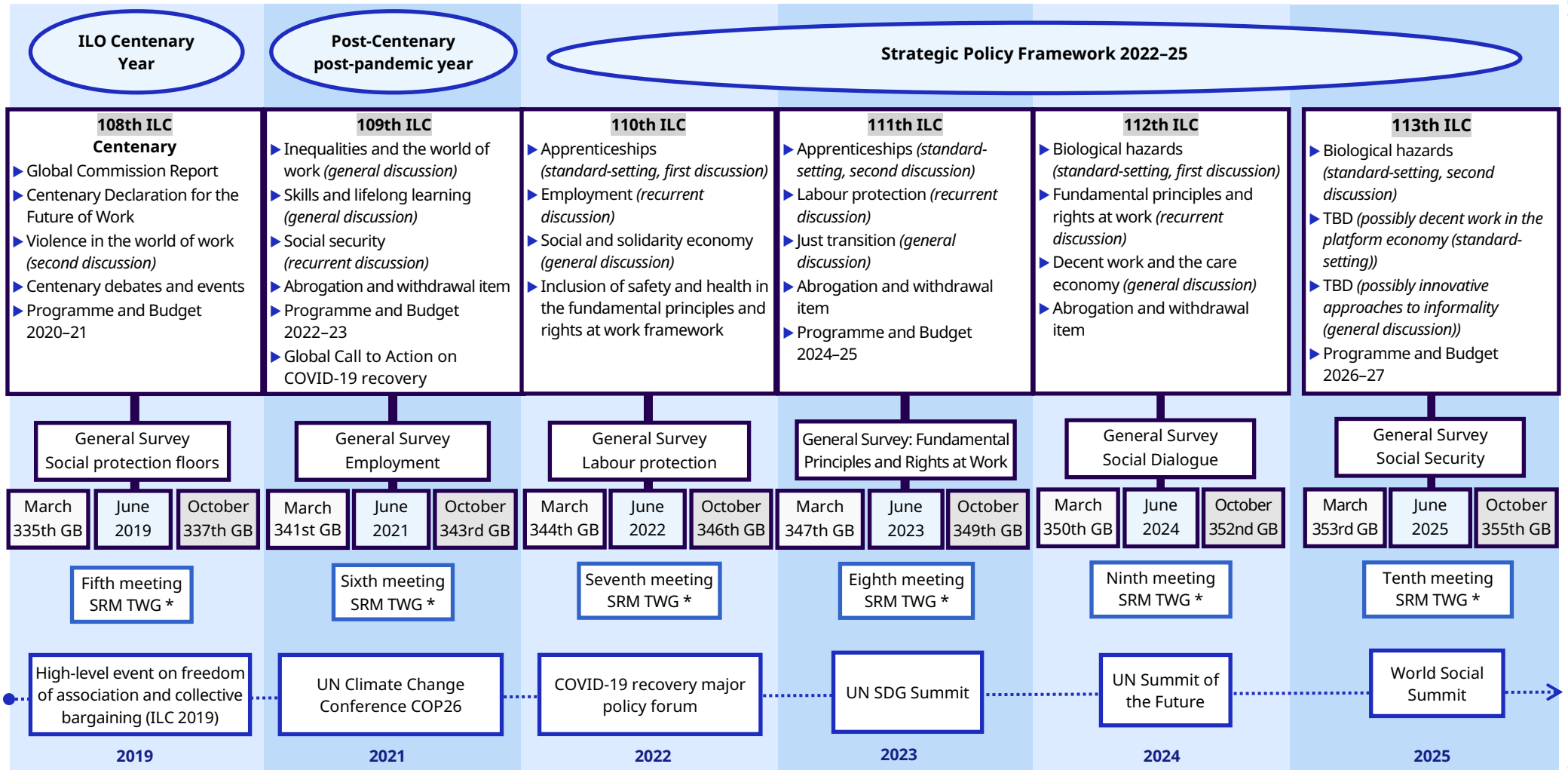
Session	Technical items			
108th (2019)	Violence and harassment against women and men in the world of work – standard-setting , double discussion (second discussion).	Centenary Declaration for the Future of Work.	Organization of debates and events connected to the ILO's Centenary.	
109th (2021)	Skills and lifelong learning – general discussion .	Inequality and the world of work – general discussion .	A recurrent discussion on the strategic objective of social protection (social security), under the follow-up to the Social Justice Declaration.	Abrogation of Conventions Nos 8, 9, 16, 53, 73, 74, 91 and 145 and withdrawal of Conventions Nos 7, 54, 57, 72, 76, 93, 109, 179 and 180 as well as of Recommendations Nos 27, 31, 49, 107, 137, 139, 153, 154, 174, 186 and 187. Withdrawal of the Fee-Charging Employment Agencies Convention, 1933 (No. 34).
110th (2022)	Apprenticeships – standard-setting , double discussion (first discussion).	A recurrent discussion on the strategic objective of employment, under the follow-up to the Social Justice Declaration.	Social and solidarity economy – general discussion .	Inclusion of a safe and healthy working environment in the ILO's framework of fundamental principles and rights at work through an amendment to paragraph 2 of the ILO Declaration on Fundamental Principles and Rights at Work, 1998.
111th (2023)	Apprenticeships – standard-setting , double discussion (second discussion).	A recurrent discussion on the strategic objective of social protection (labour protection), under the follow-up to the Social Justice Declaration.	Just transition, including consideration of industrial policies and technology, towards environmentally sustainable economies and societies for all – general discussion .	Abrogation of Convention No. 163. Withdrawal of Conventions Nos 70, 75, 165, 178 and of the Protocol of 1996 to the Merchant Shipping (Minimum Standards) Convention, 1976, as well as of Recommendations Nos 9, 10, 20, 28, 48, 75, 76, 78, 105, 106, 108, 138, 140, 141, 142, 155, 173 and 185.

Session	Technical items			
112th (2024)	Occupational safety and health protection against biological hazards – standard-setting , double discussion (first discussion).	A recurrent discussion on the strategic objective of fundamental principles and rights at work, under the follow-up to the Social Justice Declaration.	Decent work and the care economy – general discussion .	Abrogation of Conventions Nos 45, 62, 63 and 85.
113th (2025) (to be completed)	Occupational safety and health protection against biological hazards – standard-setting , double discussion (second discussion).	Innovative approaches to tackling informality and promoting transitions towards formality to promote decent work – general discussion ; or Recurrent discussion on the strategic objective of social dialogue and tripartism; or Evaluation of the Social Justice Declaration (to be confirmed).	Decent work in the platform economy – standard-setting or general discussion (to be decided) at the: 347th Session (March 2023) of the Governing Body if standard-setting (first discussion); or 347th (March 2023), 349th (October–November 2023) or 350th (March 2024) Session if general discussion.	
114th (2026) (to be completed)	Occupational safety and health protection against chemical hazards – standard-setting , double discussion (first discussion) (to be confirmed).	A recurrent discussion on the strategic objective of social dialogue and tripartism ; or Innovative approaches to tackling informality and promoting transitions towards formality to promote decent work – general discussion ; (to be confirmed).	Decent work in the platform economy – standard-setting , double discussion (second discussion) (to be confirmed).	

Session	Technical items		
115th (2027) (to be completed)	Occupational safety and health protection against chemical hazards – standard-setting , double discussion (first or second discussion) (to be confirmed).	A recurrent discussion on the strategic objective of social protection (social security), under the follow-up to the Social Justice Declaration (to be confirmed).	
116th (2028) (to be completed)	Occupational safety and health protection against chemical hazards – standard-setting , double discussion (second discussion) (to be confirmed).	A recurrent discussion on the strategic objective of employment, under the follow-up to the Social Justice Declaration (to be confirmed).	
117th (2029) (to be completed)		A recurrent discussion on the strategic objective of social protection (labour protection), under the follow-up to the Social Justice Declaration (to be confirmed).	
118th (2030) (to be completed)		A recurrent discussion on the strategic objective of fundamental principles and rights at work, under the follow-up to the Social Justice Declaration (to be confirmed).	Abrogation of Conventions Nos 22, 23, 24, 25, 55, 56, 58, 68, 69, 92, 96, 133, 134, 146, 164 and 166. Withdrawal of Recommendation No. 29.
119th (2031) (to be completed)		An evaluation of the impact of the Social Justice Declaration (to be confirmed).	
120th (2032) (to be completed)			
121st (2033) (to be completed)			Abrogation of Conventions Nos 17, 18 and 42. Withdrawal of Recommendations Nos 22, 23 and 24.

Appendix IV

Agenda of the ILO – Timeline (2019–25)



* SRM TWG – Standards Review Mechanism Tripartite Working Group.