



Governing Body

312th Session, Geneva, November 2011

GB.312/LILS/5

Legal Issues and International Labour Standards Section
International Labour Standards and Human Rights Segment

LILS

FIFTH ITEM ON THE AGENDA

Improvements in the standards-related activities of the ILO

ILO standards policy: The establishment and the implementation of a standards review mechanism

Overview

Summary

This document builds on the discussion that began at the 310th Session of the Governing Body (March 2011) on the possible establishment and implementation of a Standards Review Mechanism (SRM) with the objective of ensuring that the ILO has in place a clear and robust body of up-to-date international labour standards that responds to the needs of the world of work, the protection of workers and promotion of sustainable enterprises. The document outlines and analyses in detail the nine elements that would comprise the SRM within the overarching framework of the ILO Declaration on Social Justice for a Fair Globalization and the ILO's standards policy in particular.

Policy implications

This document has broad policy implications for the Organization as it touches on one of its core mandates and unique advantages. Depending on the decisions taken by the Governing Body to implement an SRM, there are potential long-term implications for reinvigorating and raising the visibility and impact of ILO standards.

Legal implications

The decisions to be made by the Governing Body to implement an SRM must be in line with the Standing Orders of the Governing Body and the ILO Constitution.

Financial implications

The implementation of an SRM implies the establishment of one working group to review the relevant body of international labour standards. This working group may be composed of non-Governing Body members and will require additional documents to be prepared for review. The costs estimated at a maximum of US\$247,200 for 2012–13 would in the first instance be financed from savings under Part I of the budget or failing that, through the use of the Provision for Unforeseen Expenditure, Part II.

Decision required

Paragraphs 36 and 37.

Follow-up action required

Implementation of the Governing Body decisions.

Author unit

International Labour Standards Department (NORMES).

References to other Governing Body documents and ILO instruments

GB.309/LILS/4, GB.309/12/2(Rev.), GB.310/LILS/3/1(Rev.), GB.310/11/2(Rev.).

Introduction

1. At the 310th Session (March 2011) of the Governing Body, the Office submitted a document¹ under the agenda item of *Improvements in the standards-related activities of the ILO* entitled “ILO standards policy: An approach for a robust and effective international labour code”. The document focused on the ILO’s standards policy (the first component of the standards strategy)² and was based on consultations and discussions that had taken place in 2010. It contained a number of proposals for the implementation of the standards policy using the ILO Declaration on Social Justice for a Fair Globalization as an overarching framework. It made a specific proposal for the development of a standards review mechanism (SRM) in which the Committee on Legal Issues and International Labour Standards (LILS Committee) of the Governing Body would play a central role, and which would result in a clear and up-to-date body of international labour standards. The document’s proposals included the establishment of working group(s), their composition, working methods and the principles to guide the review, options for the standards to be reviewed, and possible time frames. The proposals were well received. After a rich debate, the Governing Body agreed in principle to the setting up of an SRM and invited the Office to “prepare a paper for submission to the 312th Session (November 2011) of the Governing Body, taking into account comments made during the discussion and containing concrete proposals for the establishment and the implementation of the standards review mechanism”.³
2. In order to assist the discussion, the current document is structured as follows: first, it recalls the core components of the standards policy, as already agreed to. It then provides an overview of the nine elements of the SRM. This is followed by an analysis of each of these nine elements taking fully into account the discussions that took place at the March 2011 Governing Body session. The Office hopes that, as structured, the document will enable full consideration of all the elements in order to ensure that a robust SRM is put in place with the full confidence of, and ownership by, the tripartite constituents. The Office consulted with the tripartite constituents on the draft document and thanks them for their comments.

Core components of standards policy

3. The components of the definition of standards policy were discussed during the 309th Session (November 2010) of the Governing Body⁴ and there was consensus that ILO standards policy involves the following core components:
 - the determination of the best means for keeping the body of standards up to date;

¹ GB.310/LILS/3/1(Rev.).

² The other three components are: enhancing the impact and strengthening of the ILO supervisory system; improving the impact of the standards system through technical assistance and cooperation; and enhancing the visibility of the standards system. It is important, however, to see these four components as interrelated and mutually reinforcing. The standards policy and the supervisory system deal with the substantive issues covered by international labour standards; technical assistance and cooperation and a communication strategy are the tools that support these two substantive components. See GB.310/LILS/3/1(Rev.), para. 2.

³ GB.310/11/2(Rev.), para. 39.

⁴ See GB.309/LILS/4 and GB.309/12/2(Rev.).

- the identification of standards in need of revision or other action;
- the identification of up-to-date standards, and their promotion;
- the determination of new subjects and approaches for standard setting; and
- the preparation and adoption of standards.

Overview of the standards review mechanism

4. Taking into account the discussions at the March 2011 Governing Body session, the SRM can be structured and analysed around the following nine elements:
 - Element 1: Objectives and proposed outcomes.
 - Element 2: Guiding principles.
 - Element 3: Framework.
 - Element 4: Role of the Legal Issues and International Labour Standards (LILS) Section of the Governing Body.
 - Element 5: Establishment of the tripartite working group.
 - Element 6: Composition of the tripartite working group.
 - Element 7: Working methods and terms of reference of the tripartite working group.
 - Element 8: The selection of standards to be reviewed.
 - Element 9: Time frames accompanying the reviews.
5. During the discussion in March 2011, there were aspects of some elements (elements 6 and 7) on which there remained outstanding questions, and no consensus was reached on two of the elements, namely:
 - Element 5: Establishment of the tripartite working group.
 - Element 8: The selection of standards to be reviewed.
6. While the other elements generally appeared to garner support, there may be a need for further clarification on some aspects when considered in the context of the entire proposal for an SRM.
7. In order to help ensure clarity during the considerations at this session of the Governing Body, all nine elements are outlined below with their rationale and points that appear to have been agreed upon as well as any aspects that remain unresolved. Some adjustments of the initial proposals and options under discussion were also required to take into account certain refinements of the SRM, budgetary considerations and the changes to the Governing Body structure.

Element 1: Objectives and proposed outcomes

Element 1A: Objectives

8. *Rationale:* The key objectives that the SRM seeks to achieve and the benefits to be derived from introducing this mechanism into the ILO standards policy framework are set out below.

SRM: The objectives of the SRM would be:

- determination of the status of the standards;
- determination of the best means for keeping the body of standards up to date;
- identification of the up-to-date standards, and their promotion;
- identification of the standards in need of revision or other action;
- determination of new subjects and approaches for standard setting;
- means for preparation and adoption of standards; and
- identification of the means for effective implementation of standards.

Element 1B: Outcomes

9. *Rationale:* Along with the key objectives of the SRM, it is important to clearly articulate the expected tangible outcomes, with particular emphasis on what the SRM would achieve for governments, employers and workers worldwide and for the ongoing work of the Office. The outcomes detail the benefits and advantages of the SRM process and demonstrate that this mechanism would have an impact on increasing the relevance, scope and impact of international labour standards in the future.

SRM: The SRM would result in the following outcomes:

- ensure that ILO standards provide effective protection for all workers in the workplace of today and take into account the need for sustainable enterprises;
- ensure that, in light of the major challenges that have transformed or are transforming the world of work, the body of international labour standards remains capable of responding to present-day needs and conditions whilst also being sufficiently flexible to address future challenges;
- strengthen support for up-to-date international labour standards and the ILO supervisory bodies, increase the number of ratifications and improve the implementation of ratified Conventions;
- recognition that labour standards are central to meeting the needs of sustainable enterprises and modern-day workers; and
- firmly establish the maintenance of the body of international labour standards as a necessary aspect in achieving the ILO's strategic goals.

Element 2: Guiding principles

10. *Rationale:* The constituents have expressed various views on the guiding principles of the SRM. For example, the Workers' group expressed a concern that a comprehensive review of existing international labour standards and any potential revision or consolidation of those standards could result in a reduction of protection for workers. The Employers' group for its part wished to ensure that international labour standards more effectively

safeguard the needs of sustainable enterprises and contain maximum flexibility to ensure that they can be applied to the full range of national economic and labour market conditions. Governments take a range of positions between those of the employers and workers, coupled with their wish to ensure that the ILO undertakes work that will be of full benefit to governments and their stakeholders.

11. In light of this, the Office recalls the set of principles to guide the discussions under the SRM which were reviewed in March 2011. The Office also recalls that a similar set of principles guided the discussions on the development of the Maritime Labour Convention, 2006 (MLC, 2006) and proved successful. The guiding principles that should govern the discussions under the SRM are, therefore, set out below.

SRM: Discussions under the SRM would be guided by the following principles: ¹

- proposals made should not have the effect of reducing the protection afforded to workers by ratified Conventions;
- the capital consisting of existing rights, updated where necessary, should be faithfully preserved without prejudice to the need for innovation;
- decisions should be responsive and relevant to the needs of the world of work;
- the approach should be holistic, taking into account for each strategic objective the need for standards on new items, the need for revision of existing standards, the need for consideration of abrogation of standards that have been agreed as being out of date and meet the constitutional requirements and the need to promote up-to-date standards and means to assist in their ratification and implementation;
- decisions should be based on in-depth analyses;
- decisions should be adopted by consensus; and
- constituents should strive to come to a decision on matters as quickly as possible.

These guiding principles will be underpinned by the principles of good faith and a commitment by all constituents to effectively implement the recommendations adopted. It is also a clear legal principle that, in the absence of a new decision resulting from the consensus approach, the pre-existing decision taken in respect of any instrument would remain valid until replaced.

¹ The majority of these are taken from GB.310/LILS/3/1, para. 14.

Element 3: Framework

12. *Rationale:* There is consensus among constituents that the ILO Declaration on Social Justice for a Fair Globalization provides a well-defined framework for the SRM.

SRM: The framework for the SRM would be the principles contained within the ILO Declaration on Social Justice for a Fair Globalization and the recurrent discussions of the four strategic objectives of employment, social protection, fundamental principles and rights at work, and social dialogue under that Declaration.

Element 4: Role of the LILS Section of the Governing Body

13. *Rationale:* Based on the discussions in March 2011, a consensus emerged among constituents for LILS to establish and oversee the SRM process and act as the responsible forum to follow-up on the recommendations of the tripartite working group.

14. The effectiveness of the SRM hinges on the capacity for LILS to flexibly consider, monitor and implement the recommendations of each review, while at the same time being able to review the SRM's functioning to address emerging issues and take account of lessons learnt.
15. It is important for the SRM that the relationship between LILS and the tripartite working group is clearly set out. This will ensure that constituents have a clear understanding of the division of roles between the two entities and at which point they may be involved in the SRM.

SRM: The SRM would operate under the auspices of the LILS Section of the Governing Body, which would be responsible for:

- deciding on the strategic objective under which the standards will be reviewed;
- creating a tripartite working group to undertake the reviews;
- setting the terms of reference and accompanying timelines for each review;
- monitoring the progress of each review, including any interim recommendation, providing direction and solving issues where there is lack of tripartite consensus, where necessary;
- receiving and considering the recommendations of the tripartite working group and taking the necessary decisions;
- promptly giving effect to the recommendations that it has accepted and monitoring them regularly; and
- monitoring the effectiveness of the SRM and amending it as appropriate.

Element 5: Establishment of the tripartite working group

Element 5A: Purpose of the tripartite working group

16. *Rationale:* In order to implement the SRM, LILS should establish a tripartite working group, subject to adequate budgetary allocations, to undertake the review of the standards determined by it. This will ensure clarity of the process. The functions, governance and terms of reference of the tripartite working group are set out under element 7.

SRM: Under the SRM, LILS would establish a tripartite working group with a mandate to review the body of standards as determined by it and that fall within each of the four strategic objectives.

Element 5B: Number of tripartite working groups

17. *Rationale:* Two options were presented at the March 2011 Governing Body session on the number of tripartite working groups that should be established:
- (1) One tripartite working group to work sequentially through all of the standards, grouped by strategic objective.
 - (2) Four or more separate tripartite working groups to work in parallel, but with differing starting dates and work programmes, to each review the standards falling under one of the four strategic objectives.

18. Many constituents have expressed the view that a single tripartite working group would be the preferred option in the first instance to lower costs and ensure consistency in representation and recommendations. After examination of the budgetary implications, the Office proposes to retain this first option.

SRM: The SRM would involve the establishment of one tripartite working group under the auspices of LILS to work sequentially through all of the standards agreed upon, grouped by strategic objective.

Element 6: Composition of the tripartite working group

19. *Rationale:* The composition of the tripartite working group is a fundamental aspect of the SRM and its ability to achieve the outcomes listed under element 1. Taking into account the discussions at the March 2011 session of the Governing Body, it is proposed that the tripartite working group be composed of [16] [24] members to allow for appropriate regional representation from governments and workers' and employers' groups as well as sufficient perspectives to ensure an informed and representative decision-making process. The tripartite working group should operate under the following conditions:

- representation of governments, workers and employers according to the formula [8:4:4] [8:8:8];
- appropriate balanced regional representation;
- a good balance as between developed and developing countries to accurately reflect the conditions of the world of work today;
- Governing Body and non-Governing Body members as appropriate; and
- collectively have the necessary expertise in the subject matter and at least a general understanding of the ILO and its standards to ensure that the reviews are as comprehensive and informed as possible.

20. It may be advisable for tripartite working group members to have the capacity, at no cost to the Office, to consult out-of-session with others. This will ensure that the consultation process is as inclusive as possible and will enable constituents who are not members of the working group to be involved in the review processes. This would be practical given that it is likely that tripartite working group meetings will be held during Governing Body sessions and the times between sessions could be used for such consultation.

SRM: The tripartite working group established under the SRM should be composed of [16] [24] members under the following conditions:

- representation of governments, workers and employers according to the formula [8:4:4] [8:8:8];
- appropriate regional representation;
- balance of developed and developing countries;
- inclusion of Governing Body and non-Governing Body members as appropriate; and
- collectively have the necessary expertise in the subject matter and at least a general understanding of the ILO and its standards.

Element 7: Working methods and terms of reference of the tripartite working group

Element 7A: Procedural matters

21. *Rationale:* In March 2011 constituents expressed the need for clarification of specific procedural matters regarding the operation of the tripartite working group. Therefore, it is necessary to clarify the mandate and how the tripartite working group would undertake its work. This is set out under element 7B.

22. The following three key procedural matters should be decided by the Governing Body:

- Timing and frequency of meetings:
 - It is proposed that the tripartite working group will meet once during the March and November Governing Body sessions, this being the most cost-effective option.
- Costs of the SRM:
 - If meetings of the tripartite working group are held during the March and November sessions of the Governing Body, the only additional costs to be provided for concern the costs for employers' and workers' participants who are not members of the Governing Body – if the Governing Body decides to bear this cost – and the cost for the reports submitted to the working group and for the report of its proceedings.
 - In this scenario, the estimated cost⁵ for travel and DSA of one working group member who is not a member of the Governing Body would be US\$7,200. A provision for up to four non-member participants could be foreseen (US\$28,800). For translation and editing of the document submitted to the working group and of the report, the cost has been estimated at US\$33,000 per meeting. The total for travel, DSA and translation/editing would be US\$61,800 per meeting or US\$247,200 for the full biennium. The possibility to recruit an associate expert to assist with the in-depth reviews would be explored.

⁵ The figures have been rounded.

- The Programme and Budget for 2012–13 contains no provision to cover these costs. It is proposed that the costs expected to be incurred for the meetings of the tripartite working group would in the first instance be financed from savings that might arise under Part I of the budget or, failing that, through the use of the Provision for Unforeseen Expenditure, Part II.
- In 2012–13, the cost and the funding would be re-examined in conjunction with the preparation of the Programme and Budget proposals for 2014–15.
- ILO support (organization, secretariat, research and analysis):
 - The Office will:
 - oversee the SRM;
 - provide the secretarial support to the tripartite working group;
 - undertake preparatory work (including research and analysis) at the direction of LILS and the tripartite working group, as appropriate;
 - prepare papers for consideration by LILS; and
 - undertake the follow-up to the recommendations adopted by the Governing Body.
 - With respect to research and analysis, the Office could draw on a wide range of documents, materials, ILO supervisory body reports and sectoral meeting conclusions that are already available. The Office would conduct additional research and analysis only to address identified gaps or respond to requests of LILS, the tripartite working group or the Conference as a follow-up to the recurrent discussions.

SRM: In accordance with the decisions of the Governing Body, the tripartite working group would operate under the following procedural framework:

- The tripartite working group will meet once during the March and November Governing Body sessions.
 - The Office will provide the following support to the tripartite working group and LILS:
 - provide secretarial support to the tripartite working group;
 - undertake preparatory work (including research and analysis) at the direction of LILS, the tripartite working group and the Conference, as appropriate;
 - prepare papers for consideration by LILS; and
 - undertake the follow-up to the recommendations adopted by the Governing Body.
- As at November 2011, the costs associated with the work of the tripartite working group under the SRM are estimated at US\$7,200 per non-GB member (US\$28,800 for four non-GB members) and US\$33,000 per meeting for the additional documents:
- support from the Office will be funded through its established budget for 2012–13. In 2012–13, the cost and the funding would be re-examined in conjunction with the preparation of the Programme and Budget proposals for 2014–15.
 - the cost of holding one meeting of a tripartite working group during Governing Body sessions is approximately US\$61,800 (US\$247,200 for the biennium).
- The possibility of recruiting an associate expert to assist with the in-depth reviews would be explored.

Element 7B: Terms of reference and working methods

23. *Rationale:* The tripartite working group would review the group of instruments referred to it by LILS. Each review should be governed by eight key factors which are detailed below. These factors are based on elements outlined in the paper submitted to the Governing Body in March 2011.

SRM: LILS would set the terms of reference for the tripartite working group undertaking the review of the body of standards that fall within a strategic objective. The terms of reference would at a minimum include the following:

- a tentative programme of work, with projected completion dates for identified stages, should accompany each review;
- discussions and recommendations should be governed by the guiding principles articulated under element 2;
- the tripartite working group should operate on the basis of tripartite consensus. Where consensus cannot be found, the decision should be referred to LILS for final decision;
- the tripartite working group may submit interim recommendations to LILS for guidance, where appropriate;
- standards to be reviewed should be considered within the context of the broader group of relevant standards rather than on a case-by-case basis (as was done by the Cartier Working Party);
- the tripartite working group should take the recommendations of the Cartier Working Party (where available) as the basis upon which they undertake their work;
- the tripartite working group should evaluate whether the aspect of the international labour standard being reviewed is consistent with, and effectively supports, the ILO Declaration on Social Justice for a Fair Globalization; and
- as a guide, the types of recommendations for consideration by LILS could include:
 - the status of the standards examined;
 - the standards in need of revision and the follow-up action, including amending or consolidating standards to remove duplication, make standards more relevant to the world of work today or make their language gender inclusive;
 - the specific actions to be taken for the effective promotion and implementation of up-to-date standards, including plans of action and ILO assistance;
 - the topics which require new standards to address current gaps in coverage; and
 - the appropriate time frames for the implementation of interim and final recommendations.

Element 8: The selection of standards to be reviewed

Element 8A: Review of standards by strategic objective

24. *Rationale:* From the March 2011 discussions, there appears to be consensus among constituents that the SRM would be structured around reviews of standards falling under each of the four strategic objectives. In relation to the standards covering specific categories of workers, it is proposed that these should be distributed appropriately among the four strategic objectives.

SRM: The standards reviewed under the SRM should be categorized under each strategic objective and reviewed taking into account the entire body of relevant standards. Where a high number of standards fall under a strategic objective, it may be appropriate for these instruments to be divided into subgroups and reviewed separately. The standards covering specific categories of workers should be distributed appropriately among the four strategic objectives.

Element 8B: Selection of standards to be reviewed

- 25.** *Rationale:* The document submitted in March 2011 identified four options for selection of the standards for review. These were:
- (a) all standards, except for outdated, withdrawn, replaced or recently consolidated standards;⁶
 - (b) standards not reviewed by the Cartier Working Party and adopted between 1985 and 2000, with the exception of the Worst Forms of Child Labour Convention, 1999 (No. 182) and its accompanying Recommendation (No. 190), and the recently consolidated standards, those that had been classified by the Cartier Working Party as having an interim status, those in need of revision and those for which further information was to be requested;⁷
 - (c) option (a), with the exception of the fundamental Conventions and their accompanying Recommendations;
 - (d) option (a), with the exception of the fundamental and governance Conventions and their accompanying Recommendations.
- 26.** During the discussions in March 2011, a number of speakers recognized that for the SRM to have its full effect, it should be as wide-ranging as possible (i.e. option (a)). However, a number of speakers also noted that the complexity and cost of the task increased when the number of standards under review rose. Therefore, many speakers expressed a preference for option (b).
- 27.** Having had the opportunity to refine the SRM design, including examining costs, the Office proposes two options to the Governing Body for further consideration:
- (1) all standards with the exception of: the fundamental and governance Conventions and their accompanying Recommendations, as well as the withdrawn, replaced and recently consolidated instruments; or
 - (2) standards not reviewed by the Cartier Working Party and adopted between 1985 and 2000 – with the exception of the Worst Forms of Child Labour Convention, 1999 (No. 182) and its accompanying Recommendation (No. 190), and the recently consolidated standards – standards that have been classified by the Cartier Working Party as having an interim status, those in need of revision and those for which further information was to be requested.

⁶ One hundred Conventions, four Protocols and 107 Recommendations (these figures have been updated to take account of the standards adopted in June 2011).

⁷ Forty-eight Conventions, one Protocol and 51 Recommendations.

Option 1: All standards, with the exception of the fundamental and governance Conventions and their accompanying Recommendations, the withdrawn, replaced and recently consolidated instruments⁸

28. *Rationale:* As discussed above, it is widely accepted that the SRM would be of most value if it were to review as many standards falling under each strategic objective as possible. This would subject all standards to the entire SRM process and provide the tripartite working group and the Governing Body with a complete picture on the standards-related activities and priorities under each strategic objective.

SRM: Under each strategic objective, the tripartite working group would be responsible for reviewing all standards, with the exception of the fundamental and governance Conventions¹ and their accompanying Recommendations, including the instruments withdrawn, replaced and recently consolidated (see Appendix I).²

¹ Although no consensus was reached, the discussions in March 2011 seemed to support the idea that the fundamental and governance Conventions should still be a reference point in view of the special emphasis placed by the ILO Declaration on Social Justice for a Fair Globalization and to ensure that the recommendations of the tripartite working group are as complete as possible. ² A total of 130 Conventions, three Protocols and 105 Recommendations.

Option 2: Standards not reviewed by the Cartier Working Party and adopted between 1985 and 2000, with the exception of the Worst Forms of Child Labour Convention, 1999 (No. 182) and its accompanying Recommendation (No. 190) and the recently consolidated standards, standards which had interim status, those in need of revision and those for which further information was to be requested

29. *Rationale:* As indicated above, many constituents have cited this as their preferred option to reduce the workload and cost pressures associated with the SRM and thus meet the need to prioritize its work. This would be an appropriate option in a staged approach to the SRM, where the tripartite working group could review these standards and then progress to the remaining standards.
30. Option 2, as presented in March 2011, includes the standards not reviewed by the Cartier Working Party and adopted between 1985 and 2000, with the exception of the Worst Forms of Child Labour Convention, 1999 (No. 182) and its accompanying Recommendation (No. 190), and the recently consolidated standards, those that have been classified by the Cartier Working Party as having an interim status, those in need of revision and those for which further information was to be requested.⁹

⁸ As outdated instruments (42 Conventions and nine Recommendations) have been added and the fundamental and governance Conventions, their accompanying Recommendations and the Protocol of 1995 to the Labour Inspection Convention, 1947 (No. 81) (closely linked to the governance Convention No. 81) have been excluded, the total would be of 130 Conventions, three Protocols and 105 Recommendations.

⁹ The total would be 49 Conventions, one Protocol and 52 Recommendations (the following instruments have been added to the previous list: the Termination of Employment Convention, 1982 (No. 158) and its accompanying Recommendation (No. 166).

SRM: Under each strategic objective, the tripartite working group would be responsible for reviewing the standards that have not been reviewed by the Cartier Working Party and have been adopted between 1985 and 2000 – with the exception of the Worst Forms of Child Labour Convention, 1999 (No. 182) and its accompanying Recommendation (No. 190), and the recently consolidated standards – those that had been classified by the Cartier Working Party as having an interim status, those in need of revision, and those for which further information was to be requested (see Appendix II).¹

¹ Forty-nine Conventions, one Protocol and 52 Recommendations.

Element 9: Time frames accompanying the reviews

- 31. *Rationale:*** The document submitted in March 2011 proposed that, in order to ensure the effectiveness and timeliness of the process, time frames would need to be agreed upon¹⁰ and would be linked to the recurrent discussions cycle.¹¹
- 32.** One option would be a review that would follow the respective recurrent discussion. In this case, and if the review starts in March 2012, the first strategic objective to be examined would be social protection (social security). A second option would be a review that will precede the recurrent discussion. In this case, the review could start for example with the strategic objective of social dialogue or employment.
- 33.** The tripartite working group would then be responsible for submitting its recommendations to LILS at the November Governing Body session prior to the next recurrent discussion on that strategic objective. LILS would then consider the tripartite working group recommendations in time for the Office to incorporate them in the report for the recurrent discussion.
- 34.** It is vital that appropriate time frames accompany each review to ensure that the recommendations made by the tripartite working group and their implementation by LILS remain current. Nevertheless, LILS should have autonomy to regularly review the time frames and amend them as necessary to ensure a comprehensive and complete review process.

SRM: The time frame for each review would be linked to the timing and cycle of the recurrent discussions, where the strategic objectives on employment, social protection and fundamental principles and rights at work will be discussed twice in the seven-year cycle, and social dialogue once.

A tripartite working group would review the body of standards under a strategic objective following (option 1) or before (option 2) the recurrent discussion on that strategic objective. In the case of option 1, the review would begin with social protection (social security) – if it starts in March 2012; in the case of option 2, the review would begin with social dialogue or employment.

Unless otherwise determined by LILS, the tripartite working group would be required to submit its final recommendations prior to the next recurrent discussion on the same objective.

LILS will be responsible for adopting appropriate time frames to accompany the implementation of the tripartite working group's recommendations adopted by the Governing Body.

¹⁰ See GB.310/LILS/3/1, paras 36–38.

¹¹ The strategic objectives of employment and social protection (social security) were discussed in 2010 and 2011, respectively. They will be followed by the fundamental principles and rights at work in 2012, and social dialogue in 2013. By 2013, the four strategic objectives will have been either totally or partially reviewed. Thus, for the purpose of a balanced cycle, the order of the themes for the three subsequent recurrent discussions should be as follows: employment (2014); social protection (labour protection) (2015); and fundamental principles and rights at work (2016).

Conclusion

35. The above elements have sought to refine the framework and design of the SRM in order to enable a full discussion and taking into account budgetary limitations. The action of an SRM will strengthen international labour standards – a core mandate of the ILO – and increase the relevance, scope and impact of the Organization.
36. *The Governing Body may wish to review the above proposals and to take the appropriate decisions concerning:*
- (a) the setting up of a standards review mechanism as of 2012;*
 - (b) the objectives and proposed outcomes of the SRM (paragraphs 8 and 9);*
 - (c) the guiding principles of the SRM (paragraphs 10 and 11);*
 - (d) the framework for the SRM (paragraph 12);*
 - (e) the role of the LILS Section of the Governing Body (paragraphs 13 to 15);*
 - (f) the establishment of a tripartite working group (paragraphs 16 to 18);*
 - (g) the composition of the tripartite working group (paragraphs 19 and 20);*
 - (h) the working methods (procedural matters) of the tripartite working group (paragraphs 21 and 22);*
 - (i) the terms of reference of the tripartite working group (paragraph 23);*
 - (j) the review of the standards by strategic objective (paragraph 24);*
 - (k) the selection of standards to be reviewed under the SRM: option 1 (paragraph 28) or option 2 (paragraphs 29 and 30); and*
 - (l) the time frames accompanying the reviews under the SRM (paragraphs 31 to 34) option 1 or option 2.*
37. *Subject to decisions taken under paragraph 36(f) and (g) above, the Governing Body may wish to decide that the cost of the tripartite working group, estimated at US\$247,200 for 2012–13, be financed in the first instance from savings that might arise under Part I of the budget or, failing that, through the use of the Provision for Unforeseen Expenditure, Part II.*

Geneva, 24 October 2011

Points for decision: Paragraph 36
Paragraph 37

Appendix I

Option 1 – List of instruments by strategic objective

Option 1 includes the entire body of standards with the exception of:

- the eight fundamental and the four governance Conventions with their accompanying Recommendations;
- the maritime standards that have been consolidated by the Maritime Labour Convention, 2006, and the standards consolidated in the Work in Fishing Convention, 2007 (No. 188);
- the Maritime Labour Convention, 2006, and the Work in Fishing Convention, 2007 (No. 188) with its accompanying Recommendation (No. 199);
- the instruments that have been withdrawn or replaced.

1. ***Related instruments to fundamental principles and rights at work***

1.1. Freedom of association and collective bargaining

Up-to-date instruments

- Workers' Representatives Convention, 1971 (No. 135)
- Workers' Representatives Recommendation, 1971 (No. 143)
- Rural Workers' Organisations Convention, 1975 (No. 141)
- Rural Workers' Organisations Recommendation, 1975 (No. 149)
- Labour Relations (Public Service) Convention, 1978 (No. 151)
- Labour Relations (Public Service) Recommendation, 1978 (No. 159)
- Collective Bargaining Convention, 1981 (No. 154)
- Collective Bargaining Recommendation, 1981 (No. 163)

Instruments with interim status

- Right of Association (Agriculture) Convention, 1921 (No. 11)
- Right of Association (Non-Metropolitan Territories) Convention, 1947 (No. 84)

1.2. Child labour

Protection of children and young persons

Up-to-date instruments

- Medical Examination of Young Persons (Industry) Convention, 1946 (No. 77)
- Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946 (No. 78)
- Medical Examination of Young Persons (Underground Work) Convention, 1965 (No. 124)
- Conditions of Employment of Young Persons (Underground Work) Recommendation, 1965 (No. 125)

Instruments with interim status

Minimum Age (Non-Industrial Employment) Recommendation, 1932 (No. 41)

Minimum Age (Family Undertakings) Recommendation, 1937 (No. 52)

Instruments to be revised

Night Work of Young Persons (Industry) Convention, 1919 (No. 6)

Night Work of Children and Young Persons (Agriculture) Recommendation, 1921 (No. 14)

Night Work of Young Persons (Non-Industrial Occupations) Convention, 1946 (No. 79)

Night Work of Young Persons (Non-Industrial Occupations) Recommendation, 1946 (No. 80)

Night Work of Young Persons (Industry) Convention (Revised), 1948 (No. 90)

Outdated instruments

Minimum Age (Industry) Convention, 1919 (No. 5)

Minimum Age (Agriculture) Convention, 1921 (No. 10)

Minimum Age (Non-Industrial Employment) Convention, 1932 (No. 33)

Minimum Age (Industry) Convention (Revised), 1937 (No. 59)

Minimum Age (Underground Work) Convention, 1965 (No. 123)

Minimum Age (Underground Work) Recommendation, 1965 (No. 124)

Shelved Conventions

Minimum Age (Trimmers and Stokers) Convention, 1921 (No. 15)

Minimum Age (Non-Industrial Employment) Convention (Revised), 1937 (No. 60)

1.3. Equality of opportunity and treatment

Workers with family responsibilities

Up-to-date instruments

Workers with Family Responsibilities Convention, 1981 (No. 156)

Workers with Family Responsibilities Recommendation, 1981 (No. 165)

2. Employment

2.1. Employment policy

Up-to-date instruments

Vocational Rehabilitation (Disabled) Recommendation, 1955 (No. 99)

Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)

Vocational Rehabilitation and Employment (Disabled Persons) Recommendation, 1983 (No. 168)

Private Employment Agencies Convention, 1997 (No. 181)

Private Employment Agencies Recommendation, 1997 (No. 188)

Job Creation in Small and Medium-Sized Enterprises Recommendation, 1998 (No. 189)

Promotion of Cooperatives Recommendation, 2002 (No. 193)

Employment Relationship Recommendation, 2006 (No. 198)

Instruments with interim status

Unemployment Convention, 1919 (No. 2)

Employment Service Convention, 1948 (No. 88)

Employment Service Recommendation, 1948 (No. 83)

Fee-Charging Employment Agencies Convention (Revised), 1949 (No. 96)

Request for information

Employment (Transition from War to Peace) Recommendation, 1944 (No. 71)

Outdated instrument

Shelved Convention

Fee-Charging Employment Agencies Convention, 1933 (No. 34)

2.2. Skills

Up-to-date instruments

Paid Educational Leave Convention, 1974 (No. 140)

Human Resources Development Convention, 1975 (No. 142)

Human Resources Development Recommendation, 2004 (No. 195)

Instruments with interim status

Special Youth Schemes Recommendation, 1970 (No. 136)

Paid Educational Leave Recommendation, 1974 (No. 148)

2.3. Employment security

Termination of Employment Convention, 1982 (No. 158)

Termination of Employment Recommendation, 1982 (No. 166)

3. Social protection

3A. Social protection (social security)

3A.1. Comprehensive standards

Up-to-date instruments

Income Security Recommendation, 1944 (No. 67)

Social Security (Minimum Standards) Convention, 1952 (No. 102)

Instruments with interim status

Social Insurance (Agriculture) Recommendation, 1921 (No. 17)

Social Security (Armed Forces) Recommendation, 1944 (No. 68)

3A.2. Protection provided in the different
branches of social security

Medical care and sickness benefit

Up-to-date instruments

Medical Care and Sickness Benefits Convention, 1969 (No. 130)

Medical Care and Sickness Benefits Recommendation, 1969 (No. 134)

Instrument with interim status

Medical Care Recommendation, 1944 (No. 69)

Outdated instruments

Sickness Insurance (Industry) Convention, 1927 (No. 24)

Sickness Insurance (Agriculture) Convention, 1927 (No. 25)

Sickness Insurance Recommendation, 1927 (No. 29)

Old-age, invalidity and survivors' benefit

Up-to-date instruments

Invalidity, Old Age and Survivors' Benefits Convention, 1967 (No. 128)

Invalidity, Old-Age and Survivors' Benefits Recommendation, 1967 (No. 131)

Outdated instruments

Shelved Conventions

Old-Age Insurance (Industry, etc.) Convention, 1933 (No. 35)

Old-Age Insurance (Agriculture) Convention, 1933 (No. 36)

Invalidity Insurance (Industry, etc.) Convention, 1933 (No. 37)

Invalidity Insurance (Agriculture) Convention, 1933 (No. 38)

Survivors' Insurance (Industry, etc.) Convention, 1933 (No. 39)

Survivors' Insurance (Agriculture) Convention, 1933 (No. 40)

Employment injury benefit

Up-to-date instruments

Employment Injury Benefits Convention, 1964 (No. 121)

Employment Injury Benefits Recommendation, 1964 (No. 121)

Instrument with interim status

Workmen's Compensation (Agriculture) Convention, 1921 (No. 12)

Outdated instruments

Workmen's Compensation (Accidents) Convention, 1925 (No. 17)

Workmen's Compensation (Occupational Diseases) Convention, 1925 (No. 18)

Workmen's Compensation (Occupational Diseases) Recommendation, 1925 (No. 24)

Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934 (No. 42)

Workmen's Compensation (Minimum Scale) Recommendation, 1925 (No. 22)

Workmen's Compensation (Jurisdiction) Recommendation, 1925 (No. 23)

Unemployment benefit

Up-to-date instruments

Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168)

Employment Promotion and Protection against Unemployment Recommendation, 1988 (No. 176)

Outdated instruments

Unemployment Provision Recommendation, 1934 (No. 44)

Shelved Convention

Unemployment Provision Convention, 1934 (No. 44)

3A.3. Social security for migrant workers

Up-to-date instruments

Equality of Treatment (Social Security) Convention, 1962 (No. 118)

Maintenance of Social Security Rights Convention, 1982 (No. 157)

Maintenance of Social Security Rights Recommendation, 1983 (No. 167)

Instruments with interim status

Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)

Equality of Treatment (Accident Compensation) Recommendation, 1925 (No. 25)

Outdated instrument

Shelved Convention

Maintenance of Migrants' Pension Rights Convention, 1935 (No. 48)

3B. Social protection (labour protection)

3B.1. Occupational safety and health

General provisions

Up-to-date instruments

Protection of Workers' Health Recommendation, 1953 (No. 97)

Welfare Facilities Recommendation, 1956 (No. 102)

Occupational Safety and Health Convention, 1981 (No. 155)

Protocol of 2002 to the Occupational Safety and Health Convention, 1981 (No. 155)

Occupational Safety and Health Recommendation, 1981 (No. 164)

Occupational Health Services Convention, 1985 (No. 161)

Occupational Health Services Recommendation, 1985 (No. 171)

List of Occupational Diseases Recommendation, 2002 (No. 194)

Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)

Promotional Framework for Occupational Safety and Health Recommendation, 2006 (No. 197)

Instrument with interim status

Prevention of Industrial Accidents Recommendation, 1929 (No. 31)

Protection against specific risks

Up-to-date instruments

Radiation Protection Convention, 1960 (No. 115)

Radiation Protection Recommendation, 1960 (No. 114)

Occupational Cancer Convention, 1974 (No. 139)

Occupational Cancer Recommendation, 1974 (No. 147)

Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148)

Working Environment (Air Pollution, Noise and Vibration) Recommendation, 1977 (No. 156)

Asbestos Convention, 1986 (No. 162)

Asbestos Recommendation, 1986 (No. 172)

Chemicals Convention, 1990 (No. 170)

Chemicals Recommendation, 1990 (No. 177)

Instruments to be revised

Anthrax Prevention Recommendation, 1919 (No. 3)

Lead Poisoning (Women and Children) Recommendation, 1919 (No. 4)

White Phosphorus Recommendation, 1919 (No. 6)

White Lead (Painting) Convention, 1921 (No. 13)

Guarding of Machinery Convention, 1963 (No. 119)

Guarding of Machinery Recommendation, 1963 (No. 118)

Maximum Weight Convention, 1967 (No. 127)

Maximum Weight Recommendation, 1967 (No. 128)

Benzene Convention, 1971 (No. 136)

Benzene Recommendation, 1971 (No. 144)

Protection in specific branches of activity

Up-to-date instruments

Hygiene (Commerce and Offices) Convention, 1964 (No. 120)

Hygiene (Commerce and Offices) Recommendation, 1964 (No. 120)

Safety and Health in Construction Convention, 1988 (No. 167)

Safety and Health in Construction Recommendation, 1988 (No. 175)

Prevention of Major Industrial Accidents Convention, 1993 (No. 174)

Prevention of Major Industrial Accidents Recommendation, 1993 (No. 181)

Safety and Health in Mines Convention, 1995 (No. 176)

- Safety and Health in Mines Recommendation, 1995 (No. 183)
- Safety and Health in Agriculture Convention, 2001 (No. 184)
- Safety and Health in Agriculture Recommendation, 2001 (No. 192)

Instrument with interim status

- Underground Work (Women) Convention, 1935 (No. 45)

Outdated instrument

- Safety Provisions (Building) Convention, 1937 (No. 62)

3B.2. Wages

Up-to-date instruments

- Labour Clauses (Public Contracts) Convention, 1949 (No. 94)
- Labour Clauses (Public Contracts) Recommendation, 1949 (No. 84)
- Protection of Wages Convention, 1949 (No. 95)
- Protection of Wages Recommendation, 1949 (No. 85)
- Minimum Wage Fixing Convention, 1970 (No. 131)
- Minimum Wage Fixing Recommendation, 1970 (No. 135)
- Protection of Workers' Claims (Employer's Insolvency) Convention, 1992 (No. 173)
- Protection of Workers' Claims (Employer's Insolvency) Recommendation, 1992 (No. 180)

Instruments with interim status

- Minimum Wage-Fixing Machinery Convention, 1928 (No. 26)
- Minimum Wage-Fixing Machinery Recommendation, 1928 (No. 30)
- Minimum Wage Fixing Machinery (Agriculture) Convention, 1951 (No. 99)
- Minimum Wage-Fixing Machinery (Agriculture) Recommendation, 1951 (No. 89)

3B.3. Working time

Hours of work, weekly rest and paid leave

Up-to-date instruments

- Weekly Rest (Industry) Convention, 1921 (No. 14)
- Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)
- Weekly Rest (Commerce and Offices) Recommendation, 1957 (No. 103)
- Reduction of Hours of Work Recommendation, 1962 (No. 116)
- Part-Time Work Convention, 1994 (No. 175)
- Part-Time Work Recommendation, 1994 (No. 182)

Instruments with interim status

- Hours of Work (Industry) Convention, 1919 (No. 1)
- Hours of Work (Commerce and Offices) Convention, 1930 (No. 30)
- Forty-Hour Week Convention, 1935 (No. 47)
- Holidays with Pay Recommendation, 1954 (No. 98)

Holidays with Pay Convention (Revised), 1970 (No. 132)

Instruments to be revised

Hours of Work and Rest Periods (Road Transport) Convention, 1979 (No. 153)

Hours of Work and Rest Periods (Road Transport) Recommendation, 1979 (No. 161)

Outdated instruments

Holidays with Pay Convention, 1936 (No. 52)

Holidays with Pay Recommendation, 1936 (No. 47)

Holidays with Pay (Agriculture) Convention, 1952 (No. 101)

Holidays with Pay (Agriculture) Recommendation, 1952 (No. 93)

Shelved Conventions

Sheet-Glass Works Convention, 1934 (No. 43)

Reduction of Hours of Work (Glass-Bottle Works) Convention, 1935 (No. 49)

Hours of Work and Rest Periods (Road Transport) Convention, 1939 (No. 67)

Night work

Up-to-date instruments

Protocol of 1990 to the Night Work (Women) Convention (Revised), 1948 (No. 89)

Night Work Convention, 1990 (No. 171)

Night Work Recommendation, 1990 (No. 178)

Instrument with interim status

Night Work (Women) Convention (Revised), 1948 (No. 89)

Request for information

Night Work of Women (Agriculture) Recommendation, 1921 (No. 13)

Outdated instruments

Shelved Conventions

Night Work (Women) Convention, 1919 (No. 4)

Night Work (Bakeries) Convention, 1925 (No. 20)

Night Work (Women) Convention (Revised), 1934 (No. 41)

3B.4. Maternity protection

Up-to-date instruments

Maternity Protection Convention, 2000 (No. 183)

Maternity Protection Recommendation, 2000 (No. 191)

Instrument with interim status

Maternity Protection Convention, 1919 (No. 3)

Outdated instrument

Maternity Protection Convention (Revised), 1952 (No. 103)

3B.5. Social policy

Up-to-date instrument

Workers' Housing Recommendation, 1961 (No. 115)

Instrument with interim status

Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117)

Request for information

Social Policy (Non-Metropolitan Territories) Convention, 1947 (No. 82)

4. Social dialogue

4.1. Labour administration and inspection

Labour inspection

Instruments with interim status

Labour Inspection Recommendation, 1923 (No. 20)

Labour Inspectorates (Non-Metropolitan Territories) Convention, 1947 (No. 85)

Labour administration

Up-to-date instruments

Labour Administration Convention, 1978 (No. 150)

Labour Administration Recommendation, 1978 (No. 158)

Labour Statistics Convention, 1985 (No. 160)

Labour Statistics Recommendation, 1985 (No. 170)

Outdated instrument

Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63)

4.2. Industrial relations

Up-to-date instruments

Collective Agreements Recommendation, 1951 (No. 91)

Consultation (Industrial and National Levels) Recommendation, 1960 (No. 113)

Requests for information

Voluntary Conciliation and Arbitration Recommendation, 1951 (No. 92)

Co-operation at the Level of the Undertaking Recommendation, 1952 (No. 94)

Communications within the Undertaking Recommendation, 1967 (No. 129)

Examination of Grievances Recommendation, 1967 (No. 130)

Instruments cutting across strategic objectives and specific categories of workers

A. Indigenous and tribal peoples

Up-to-date instruments

Indigenous and Tribal Populations Recommendation, 1957 (No. 104)

Indigenous and Tribal Peoples Convention, 1989 (No. 169)

Outdated instruments

Indigenous and Tribal Populations Convention, 1957 (No. 107)

Shelved Conventions

Recruiting of Indigenous Workers Convention, 1936 (No. 50)

Contracts of Employment (Indigenous Workers) Convention, 1939 (No. 64)

Penal Sanctions (Indigenous Workers) Convention, 1939 (No. 65)

Contracts of Employment (Indigenous Workers) Convention, 1947 (No. 86)

Abolition of Penal Sanctions (Indigenous Workers) Convention, 1955 (No. 104)

B. Migrant workers

Up-to-date instruments

Migration for Employment Convention (Revised), 1949 (No. 97)

Migration for Employment Recommendation (Revised), 1949 (No. 86)

Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)

Migrant Workers Recommendation, 1975 (No. 151)

Instrument with interim status

Protection of Migrant Workers (Underdeveloped Countries) Recommendation, 1955 (No. 100)

Request for information

Migration Statistics Recommendation, 1922 (No. 19)

Outdated instrument

Shelved Convention

Inspection of Emigrants Convention, 1926 (No. 21)

C. HIV and AIDS

Up-to-date instrument

HIV and AIDS Recommendation, 2010 (No. 200)

D. Non-metropolitan territories

Request for information

Labour Standards (Non-Metropolitan Territories) Convention, 1947 (No. 83)

E. Seafarers

General provisions

Up-to-date instrument

Seafarers' Identity Documents Convention (Revised), 2003 (No. 185)

Outdated instrument

Seafarers' Identity Documents Convention, 1958 (No. 108)

Social security

Instrument to be revised

Seafarers' Pensions Convention, 1946 (No. 71)

F. Dockworkers

Up-to-date instruments

Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152)

Occupational Safety and Health (Dock Work) Recommendation, 1979 (No. 160)

Instruments with interim status

Dock Work Convention, 1973 (No. 137)

Dock Work Recommendation, 1973 (No. 145)

Instrument to be revised

Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No. 27)

Outdated instruments

Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32)

Protection against Accidents (Dockers) Reciprocity Recommendation, 1932 (No. 40)

Shelved Convention

Protection against Accidents (Dockers) Convention, 1929 (No. 28)

G. Fishers

Instruments to be revised

Fishermen's Competency Certificates Convention, 1966 (No. 125)

Vocational Training (Fishermen) Recommendation, 1966 (No. 126)

H. Other specific categories of workers

Up-to-date instruments

Plantations Convention, 1958 (No. 110)

Protocol of 1982 to the Plantations Convention, 1958 (No. 110)

Plantations Recommendation, 1958 (No. 110)

Tenants and Share-croppers Recommendation, 1968 (No. 132)

Nursing Personnel Convention, 1977 (No. 149)

Nursing Personnel Recommendation, 1977 (No. 157)

Working Conditions (Hotels and Restaurants) Convention, 1991 (No. 172)

Working Conditions (Hotels and Restaurants) Recommendation, 1991 (No. 179)

Home Work Convention, 1996 (No. 177)

Home Work Recommendation, 1996 (No. 184)

Domestic Workers Convention, 2011 (No. 189)

Domestic Workers Recommendation, 2011 (No. 201)

Instrument with interim status

Older Workers Recommendation, 1980 (No. 162)

Request for information

Hours of Work (Inland Navigation) Recommendation, 1920 (No. 8)

Final Articles Conventions

Final Articles Revision Convention, 1946 (No. 80)

Final Articles Revision Convention, 1961 (No. 116)

Appendix II

Option 2 – List of instruments by strategic objective

Option 2 includes:

- the instruments adopted between 1985 and 2000 with the exception of the Worst Forms of Child Labour Convention, 1999 (No. 182) with its accompanying Recommendation (No. 190), and the recently consolidated standards;
- the instruments that have an interim status;
- the instruments that are in need of revision;
- the instruments for which further information was to be requested.

1. **Related instruments to fundamental principles and rights at work**

1.1. Freedom of association and collective bargaining

Instruments with interim status

Right of Association (Agriculture) Convention, 1921 (No. 11)

Right of Association (Non-Metropolitan Territories) Convention, 1947 (No. 84)

1.2. Child labour

Protection of children and young persons

Instruments with interim status

Minimum Age (Non-Industrial Employment) Recommendation, 1932 (No. 41)

Minimum Age (Family Undertakings) Recommendation, 1937 (No. 52)

Instruments to be revised

Night Work of Young Persons (Industry) Convention, 1919 (No. 6)

Night Work of Children and Young Persons (Agriculture) Recommendation, 1921 (No. 14)

Night Work of Young Persons (Non-Industrial Occupations) Convention, 1946 (No. 79)

Night Work of Young Persons (Non-Industrial Occupations) Recommendation, 1946 (No. 80)

Night Work of Young Persons (Industry) Convention (Revised), 1948 (No. 90)

2. **Employment**

2.1. Employment policy

Instruments adopted between 1985 and 2000

Private Employment Agencies Convention, 1997 (No. 181)

Private Employment Agencies Recommendation, 1997 (No. 188)

Job Creation in Small and Medium-Sized Enterprises Recommendation, 1998 (No. 189)

Instruments with interim status

- Unemployment Convention, 1919 (No. 2)
- Employment Service Convention, 1948 (No. 88)
- Employment Service Recommendation, 1948 (No. 83)
- Fee-Charging Employment Agencies Convention (Revised), 1949 (No. 96)

Request for information

- Employment (Transition from War to Peace) Recommendation, 1944 (No. 71)

2.2. Skills

Instruments with interim status

- Special Youth Schemes Recommendation, 1970 (No. 136)
- Paid Educational Leave Recommendation, 1974 (No. 148)

2.3. Employment security

- Termination of Employment Convention, 1982 (No. 158)
- Termination of Employment Recommendation, 1982 (No. 166)

3. Social protection

3A. Social protection (social security)

3A.1. Comprehensive standards

Instruments with interim status

- Social Insurance (Agriculture) Recommendation, 1921 (No. 17)
- Social Security (Armed Forces) Recommendation, 1944 (No. 68)

3A.2. Protection provided in the different branches of social security

Medical care and sickness benefit

Instrument with interim status

- Medical Care Recommendation, 1944 (No. 69)

Employment injury benefit

Instrument with interim status

- Workmen's Compensation (Agriculture) Convention, 1921 (No. 12)

Unemployment benefit

Instruments adopted between 1985 and 2000

- Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168)
- Employment Promotion and Protection against Unemployment Recommendation, 1988 (No. 176)

3A.3. Social security for migrant workers

Instruments with interim status

Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)

Equality of Treatment (Accident Compensation) Recommendation, 1925 (No. 25)

3B. Social protection (labour protection)

3B.1. Occupational safety and health

General provisions

Instruments adopted between 1985 and 2000

Occupational Health Services Convention, 1985 (No. 161)

Occupational Health Services Recommendation, 1985 (No. 171)

Instrument with interim status

Prevention of Industrial Accidents Recommendation, 1929 (No. 31)

Protection against specific risks

Instruments adopted between 1985 and 2000

Asbestos Convention, 1986 (No. 162)

Asbestos Recommendation, 1986 (No. 172)

Chemicals Convention, 1990 (No. 170)

Chemicals Recommendation, 1990 (No. 177)

Instruments to be revised

Anthrax Prevention Recommendation, 1919 (No. 3)

Lead Poisoning (Women and Children) Recommendation, 1919 (No. 4)

White Phosphorus Recommendation, 1919 (No. 6)

White Lead (Painting) Convention, 1921 (No. 13)

Guarding of Machinery Convention, 1963 (No. 119)

Guarding of Machinery Recommendation, 1963 (No. 118)

Maximum Weight Convention, 1967 (No. 127)

Maximum Weight Recommendation, 1967 (No. 128)

Benzene Convention, 1971 (No. 136)

Benzene Recommendation, 1971 (No. 144)

Protection in specific branches of activity

Instruments adopted between 1985 and 2000

Safety and Health in Construction Convention, 1988 (No. 167)

Safety and Health in Construction Recommendation, 1988 (No. 175)

Prevention of Major Industrial Accidents Convention, 1993 (No. 174)

Prevention of Major Industrial Accidents Recommendation, 1993 (No. 181)

Safety and Health in Mines Convention, 1995 (No. 176)

Safety and Health in Mines Recommendation, 1995 (No. 183)

Instrument with interim status

Underground Work (Women) Convention, 1935 (No. 45)

3B.2. Wages

Instruments adopted between 1985 and 2000

Protection of Workers' Claims (Employer's Insolvency) Convention, 1992 (No. 173)

Protection of Workers' Claims (Employer's Insolvency) Recommendation, 1992 (No. 180)

Instruments with interim status

Minimum Wage-Fixing Machinery Convention, 1928 (No. 26)

Minimum Wage-Fixing Machinery Recommendation, 1928 (No. 30)

Minimum Wage Fixing Machinery (Agriculture) Convention, 1951 (No. 99)

Minimum Wage-Fixing Machinery (Agriculture) Recommendation, 1951 (No. 89)

3B.3. Working time

Hours of work, weekly rest and paid leave

Instruments adopted between 1985 and 2000

Part-Time Work Convention, 1994 (No. 175)

Part-Time Work Recommendation, 1994 (No. 182)

Instruments with interim status

Hours of Work (Industry) Convention, 1919 (No. 1)

Hours of Work (Commerce and Offices) Convention, 1930 (No. 30)

Forty-Hour Week Convention, 1935 (No. 47)

Holidays with Pay Recommendation, 1954 (No. 98)

Holidays with Pay Convention (Revised), 1970 (No. 132)

Instruments to be revised

Hours of Work and Rest Periods (Road Transport) Convention, 1979 (No. 153)

Hours of Work and Rest Periods (Road Transport) Recommendation, 1979 (No. 161)

Night work

Instruments adopted between 1985 and 2000

Protocol of 1990 to the Night Work (Women) Convention (Revised), 1948 (No. 89)

Night Work Convention, 1990 (No. 171)

Night Work Recommendation, 1990 (No. 178)

Instrument with interim status

Night Work (Women) Convention (Revised), 1948 (No. 89)

Request for information

Night Work of Women (Agriculture) Recommendation, 1921 (No. 13)

3B.4. Maternity protection

Instruments adopted between 1985 and 2000

Maternity Protection Convention, 2000 (No. 183)

Maternity Protection Recommendation, 2000 (No. 191)

Instrument with interim status

Maternity Protection Convention, 1919 (No. 3)

3B.5. Social policy

Instrument with interim status

Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117)

Request for information

Social Policy (Non-Metropolitan Territories) Convention, 1947 (No. 82)

4. Social dialogue

4.1. Labour administration and inspection

Labour inspection

Instruments with interim status

Labour Inspection Recommendation, 1923 (No. 20)

Labour Inspectorates (Non-Metropolitan Territories) Convention, 1947 (No. 85)

Labour administration

Instruments adopted between 1985 and 2000

Labour Statistics Convention, 1985 (No. 160)

Labour Statistics Recommendation, 1985 (No. 170)

4.2. Industrial relations

Requests for information

Voluntary Conciliation and Arbitration Recommendation, 1951 (No. 92)

Co-operation at the Level of the Undertaking Recommendation, 1952 (No. 94)

Communications within the Undertaking Recommendation, 1967 (No. 129)

Examination of Grievances Recommendation, 1967 (No. 130)

Instruments cutting across strategic objectives and specific categories of workers

A. Indigenous and tribal peoples

Instrument adopted between 1985 and 2000

Indigenous and Tribal Peoples Convention, 1989 (No. 169)

B. Migrant workers

Instrument with interim status

Protection of Migrant Workers (Underdeveloped Countries) Recommendation, 1955 (No. 100)

Request for information

Migration Statistics Recommendation, 1922 (No. 19)

C. Non-metropolitan territories

Request for information

Labour Standards (Non-Metropolitan Territories) Convention, 1947 (No. 83)

D. Seafarers

Social security

Instrument to be revised

Seafarers' Pensions Convention, 1946 (No. 71)

E. Dockworkers

Instruments with interim status

Dock Work Convention, 1973 (No. 137)

Dock Work Recommendation, 1973 (No. 145)

Instrument to be revised

Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No. 27)

F. Fishers

Instruments to be revised

Fishermen's Competency Certificates Convention, 1966 (No. 125)

Vocational Training (Fishermen) Recommendation, 1966 (No. 126)

G. Other specific categories of workers

Instruments adopted between 1985 and 2000

Working Conditions (Hotels and Restaurants) Convention, 1991 (No. 172)

Working Conditions (Hotels and Restaurants) Recommendation, 1991 (No. 179)

Home Work Convention, 1996 (No. 177)

Home Work Recommendation, 1996 (No. 184)

Instrument with interim status

Older Workers Recommendation, 1980 (No. 162)

Request for information

Hours of Work (Inland Navigation) Recommendation, 1920 (No. 8)