



## Governing Body

320th Session, Geneva, 13–27 March 2014

GB.320/LILS/6

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

**LILS**

**Date:** 25 February 2014

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### SIXTH ITEM ON THE AGENDA

## Choice of Conventions and Recommendations on which reports should be requested under article 19 of the Constitution in 2015

#### Purpose of the document

In the present document, the Governing Body is invited to provide guidance on the theme of the General Survey that should be prepared by the Committee of Experts on the Application of Conventions and Recommendations in 2015 and discussed at the International Labour Conference in the Conference Committee on the Application of Standards in 2016, and the instruments that would be covered in this General Survey (see the draft decision in paragraph 30).

**Relevant strategic objective:** To be determined.

**Policy implications:** None.

**Legal implications:** None.

**Financial implications:** The usual implications related to the preparation of a General Survey.

**Follow-up action required:** Implementation of Governing Body decisions.

**Author unit:** International Labour Standards Department (NORMES).

**Related documents:** Constitution of the International Labour Organisation; ILO Declaration on Social Justice for a Fair Globalization; ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up (1998, annex revised 2010); GB.312/INS/2/2; GB.312/LILS/5; GB.310/11/2(Rev.); GB.309/10; GB.304/PV; GB.268/LILS/5(Rev.1).



## I. Introduction

1. According to established practice, the Governing Body is regularly invited to examine and approve proposals regarding the choice of Conventions and Recommendations on which governments might be requested to submit reports under article 19(5)(e), (6)(d) and (7)(b), of the Constitution, with a view to the preparation of the annual General Surveys by the Committee of Experts on the Application of Conventions and Recommendations (CEACR).
2. General Surveys allow the CEACR, in addition to reviewing national law and practice in member States, to examine difficulties raised by governments as standing in the way of application of instruments, clarify their scope and indicate possible means of overcoming obstacles to their implementation.
3. The ILO Declaration on Social Justice for a Fair Globalization, 2008 (the Social Justice Declaration), and its Follow-up introduced a scheme of recurrent discussions by the Conference. In March 2009, the Governing Body decided that the cycle of recurrent discussions to be held by the International Labour Conference (ILC) under this follow-up would be seven years in length, with employment, social protection and fundamental principles and rights at work being discussed twice in the cycle.<sup>1</sup> As a result of this decision, the Governing Body has included a recurrent discussion as an item on the Conference agenda according to the following sequence: employment (2010), social protection (social security) (2011), fundamental principles and rights at work (2012), social dialogue (2013), employment (second recurrent discussion, 2014), social protection (labour protection) (second recurrent discussion, 2015), fundamental principles and rights at work (second recurrent discussion, 2016). In the context of the follow-up to the Social Justice Declaration, General Surveys of the CEACR, together with the related discussion of the Committee on the Application of Standards (CAS) of the Conference, have been acknowledged to be an important source of information on the law and practice of member States, from which recurrent discussion reports should benefit. Thus, the topics of the General Surveys of the CEACR have been aligned as much as possible with the strategic objective examined in the framework of the recurrent item.
4. At the 309th Session of the Governing Body (November 2010), the Steering Group on the Follow-up to the Social Justice Declaration examined, inter alia, the interaction between General Surveys and recurrent discussion reports. The Steering Group was of the view that the review of the General Survey by the CAS should take place one year in advance of the recurrent discussion by the Conference as this would facilitate better consideration and integration of the standards-related aspects into the recurrent discussion, and this view was supported by the Governing Body.<sup>2</sup>
5. The implementation of this decision required a shift from the arrangement under which the General Survey and the recurrent discussion report on the same theme were submitted to the Conference in the same year. In March 2011, the Governing Body decided that no General Survey on instruments related to employment would be prepared for the purpose of the second recurrent discussion on employment that will take place at the 103rd Session (2014) of the Conference. Accordingly, the General Survey prepared by the Committee of Experts on minimum wage fixing instruments at its 2013 session will be discussed by

<sup>1</sup> GB.304/7 and GB.304/PV, para. 183.

<sup>2</sup> GB.309/10, para. 8 and GB.309/PV, para. 288.

the CAS at the 103rd Session (2014) of the Conference.<sup>3</sup> The General Survey and related discussion by the CAS in June 2014 will contribute to the preparation of the second recurrent discussion on the strategic objective of social protection (labour protection) to be held at the 104th Session (2015) of the Conference.

6. The next General Survey to be prepared by the CEACR at its 2014 session on the right of association and rural workers' organizations instruments<sup>4</sup> will be discussed by the CAS at the 104th Session (2015) of the Conference. This General Survey and the related discussions by the CAS will contribute to the preparation of the second recurrent discussion on the strategic objective of fundamental principles and rights at work to be held at the 105th Session (2016) of the Conference.
7. In this context, the purpose of the present document is to submit to the Governing Body a choice of instruments for the General Survey of the CEACR to be prepared at its 2015 session and discussed by the CAS at the 105th Session (2016) of the Conference.<sup>5</sup> In doing so, the Office is mindful that the topic of the recurrent discussion to be held in 2017 is not yet known as the Governing Body is still to discuss and decide on the future cycle of recurrent discussions. This decision is part of the broader question of the evaluation of the impact of the Social Justice Declaration, which will be discussed in the Institutional Section of the present session of the Governing Body.<sup>6</sup> In this light, the Governing Body may wish to consider for the next General Survey one or a combination of the instruments set out below, which are, to varying degrees, relevant to a number of the strategic objectives, or any other instrument(s) that it may wish to consider.

## II. Selection of instruments

8. Taking into account the background information contained in the appendix, which includes the years in which a General Survey was conducted, the Governing Body may wish to consider one or more of the following proposed instruments, in chronological order, for the next General Survey, or provide guidance to the Office on other instruments that should be considered.

### **The Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159), and its corresponding Recommendation (No. 168), 1983**

9. Convention No. 159 has been ratified by 82 member States. The Convention defines the term "disabled person" and the concept of vocational rehabilitation. It sets out the principles that should be contained in a national policy on vocational rehabilitation and employment of persons with disabilities, as well as the action to be taken to develop vocational rehabilitation and employment services for persons with disabilities.

<sup>3</sup> Report III (Part 1B), International Labour Conference, 103rd Session, Geneva, 2014, already available.

<sup>4</sup> The Right of Association (Agriculture) Convention, 1921 (No. 11), and the Rural Workers' Organisations Convention, 1975 (No. 141), and Recommendation (No. 149).

<sup>5</sup> The timing of the submission of the current proposal is consistent with the standard time frame for the preparation of General Surveys which, among other things, enables member States to have the necessary time to provide the information in response to the questionnaires sent out by the Office.

<sup>6</sup> GB.320/INS/2, paras 24–26.

10. Governments were invited to reply to an article 19 questionnaire on Convention No. 159 and Recommendation No. 168 in 1997. In the tripartite discussion that took place in June 1998, the Worker members indicated that the General Survey submitted by the CEACR confirmed the relevance of Convention No. 159 and Recommendation No. 168, which constituted a solid basis for the action to be taken by member States. The Employer members emphasized the noble role played by the ILO in working to improve the situation of persons with disabilities, who constitute a particularly vulnerable category of the population. During the tripartite discussion, some concerns about the terminology used in Convention No. 159 and Recommendation No. 168 were raised, and it was suggested that the expression “disabled persons” be replaced by “persons with disabilities”.
11. At the international level, a rapid evolution of thinking on the rights of persons with disabilities has occurred over the last decade and a new approach to this issue was confirmed by the adoption of the United Nations Convention on the Rights of Persons with Disabilities and its Optional Protocol in December 2006, which has received 141 ratifications. A General Survey on Convention No. 159 and Recommendation No. 168 would update the information available on law and practice for each Member on rights at work for persons with disabilities and the extent to which an evolution has occurred since the last General Survey as regards the effect given or that is proposed to be given to the matters covered by the ILO instruments.

### **The Labour Statistics Convention, 1985 (No. 160), and its corresponding Recommendation (No. 170), 1985**

12. In June 1985 the Conference adopted the Labour Statistics Convention, 1985 (No. 160), and its corresponding Recommendation (No. 170). The Convention revised the Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63), which is closed to ratification. Convention No. 160 has a total of 49 ratifications, while Convention No. 63 is still in force for 14 countries. The Governing Body has never requested reports under article 19 of the ILO Constitution in relation to the application of the labour statistics instruments.
13. Under Convention No. 160, countries are required to regularly collect, compile and publish basic labour statistics, which are to be progressively expanded in accordance with their resources, on the economically active population, employment, unemployment and, where possible, visible underemployment; the structure and distribution of the economically active population; average earnings and hours of work (hours actually worked or hours paid for) and, where appropriate, time rates of wages and normal hours of work; wage structure and distribution; labour cost; consumer price indices; household expenditure or, where appropriate, family expenditure and, where possible, household income or, where appropriate, family income; occupational injuries and, as far as possible, occupational diseases; and industrial disputes.
14. Convention No. 160 is divided into Parts and includes flexibility clauses allowing separate acceptance of obligations. Members are invited to specify, when submitting their instruments of ratification, the Article or Articles of Part II in respect of which the obligations of the Convention are accepted. As stated in Article 2 of Convention No. 160, Members shall take into consideration the latest standards and guidelines established under the auspices of the ILO when designing or revising the compilation and publication of the statistics required by the Convention.

15. In October 2013, the 19th International Conference of Labour Statisticians adopted the resolution concerning statistics of work, employment and labour underutilization, which expands the notion of work, allowing for better measurement of different forms of work. A General Survey on Convention No. 160 could take into account the outcomes, as appropriate, of the Conference. In this respect, consideration could also be given to including, in this General Survey, some provisions of the Employment Relationship Recommendation, 2006 (No. 198), related to “disguised employment relationships” (Paragraph 4(b) of Recommendation No. 198).
16. In view of the foregoing, a General Survey reviewing the state of law and practice, with respect to labour statistics, could be a timely theme to promote the resolution concerning statistics of work, employment and labour underutilization and to provide guidance to the Office and constituents in their efforts to establish strong labour statistics systems.

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

17. In June 1989, the Conference adopted the Indigenous and Tribal Peoples Convention, 1989 (No. 169). With the entry into force of Convention No. 169, the Indigenous and Tribal Populations Convention, 1957 (No. 107), was closed to further ratification. Convention No. 169 has a total of 22 ratifications, while Convention No. 107 is still in force in 17 countries. The Governing Body has never requested reports under article 19 of the ILO Constitution in relation to the application of Convention No. 169.
18. Convention No. 169 provides for consultation and participation of indigenous and tribal peoples with regard to policies and programmes that may affect them. It provides for the enjoyment of fundamental rights and establishes general policies regarding indigenous and tribal peoples’ customs and traditions, land rights, the use of natural resources found on traditional lands, employment, vocational training, handicrafts and rural industries, social security and health, education, and cross-border contacts and communication.
19. Article 2 of Convention No. 169 provides that governments are responsible for taking measures to, among other things, ensure “the full realization of the social, economic and cultural rights” and assist indigenous peoples in eliminating “socio-economic gaps that may exist between indigenous and other members of the national community”. Public and private sector actors may be interested in demonstrating the positive impact of their projects in terms of the generation of productive employment for the entire community, and more specifically for the indigenous and tribal peoples concerned, in conformity with the Convention.
20. In a recently published *Handbook for ILO Tripartite Constituents* on Convention No. 169, it was stressed that “Convention No. 169 is an instrument for good governance and a tool for conflict resolution and reconciliation of diverse interests”. In many countries, it has also been recognized that there are still considerable challenges in terms of applying Convention No. 169 in law and practice, particularly with regard to the right to consultation. A General Survey on Convention No. 169 would allow for an examination of the extent to which effect has been given to its provisions and to assess the difficulties that prevent or delay the ratification of the Convention.

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## **The Private Employment Agencies Convention, 1997 (No. 181), and its corresponding Recommendation (No. 188), 1997**

21. Convention No. 181 has been ratified by 28 member States, including seven ratifications since the discussion of the 2010 General Survey concerning employment instruments by the CAS in June 2010. Convention No. 181 revised the Fee-Charging Employment Agencies Convention (Revised), 1949 (No. 96), which is still in force in 24 countries, and the Fee-Charging Employment Agencies Convention, 1933 (No. 34), which is still in force for one country.
22. In the questionnaire established by the Governing Body for the preparation of the 2010 General Survey concerning employment instruments, information was requested on the manner in which governments ensure coordination among key labour market institutions, such as public employment services and private agencies (Article 13 of Convention No. 181). The questionnaire also requested information on the effect given to Article 3 of the Convention with respect to the legal status of private employment agencies.
23. Some provisions of Convention No. 181, and Recommendation No. 188, were not fully covered by the 2010 General Survey. Consequently, further consideration may be given to the examination of Article 4 (which concerns the right of freedom of association and the right to collective bargaining), Article 5 (equality of opportunity and treatment), and Article 9 (child labour) of Convention No. 181. Private employment agencies should not make workers available to a user enterprise to replace workers of that enterprise who are on strike (Paragraph 6 of Recommendation No. 188). In the areas enumerated under Articles 11 and 12 of Convention No. 181, there is a constant need to have a clear legal framework in place to secure adequate protection for workers.
24. When concluding the Global Dialogue Forum on the Role of Private Employment Agencies in Promoting Decent Work and Improving the Functioning of Labour Markets in Private Services Sectors,<sup>7</sup> held in October 2011, the Chairperson indicated that greater understanding was needed on the role of private employment agencies in the observance of fundamental principles and rights at work and in triangular employment relationships. In this regard, the Chairperson also indicated that further dialogue was needed to reconcile the views of stakeholders on temporary agency work and triangular relationships.
25. A General Survey on Convention No. 181, and its corresponding Recommendation No. 188, could help clarify the understanding of these aspects relevant to the Convention and allow for an in-depth examination of the application of all the provisions of the instruments on private employment agencies.

<sup>7</sup> ILO: *Private employment agencies, promotion of decent work and improving the functioning of labour markets in private services sectors*, Issues paper for discussion at the Global Dialogue Forum on the Role of Private Employment Agencies in Promoting Decent Work and Improving the Functioning of Labour Markets in Private Services Sectors, GDFPSS/2011, and *Final report of the discussion*, GDFPSS/2011/10. As a follow-up to the discussions in October 2011 and March 2012, the Sectoral Activities Department (SECTOR) carried out country studies on the framework for the operation of private employment agencies; employment conditions; and treatment as regards issues such as pay, social protection, leave and pensions in selected countries, and providing sectoral information as appropriate.

## The Employment Relationship Recommendation (No. 198), 2006

26. The Employment Relationship Recommendation, 2006 (No. 198), has never been discussed in a General Survey. Recommendation No. 198 covers:<sup>8</sup>
- the formulation and application of a national policy for reviewing, at appropriate intervals, and, if necessary, clarifying and adapting the scope of relevant laws and regulations, in order to guarantee effective protection for workers who perform work in the context of an employment relationship;
  - the determination – via a listing of pertinent criteria – of the existence of such a relationship, relying on the facts relating to the performance of work and the remuneration of the worker, notwithstanding how the relationship is characterized in any contrary arrangement that may have been agreed between the parties; and
  - the establishment of an appropriate mechanism – or the use of an existing one – for monitoring developments in the labour market and the organization of work, and for formulating advice on the adoption and implementation of measures concerning the employment relationship.
27. In relation to the proposals made above, the final Paragraph of Recommendation No. 198 reads as follows: “This Recommendation does not revise the Private Employment Agencies Recommendation, 1997 (No. 188), nor can it revise the Private Employment Agencies Convention, 1997 (No. 181)”. This provision was introduced following tripartite discussion at the International Labour Conference in June 2006 in the Committee on the Employment Relationship, as a proposal of the Employer Vice-Chairperson who was concerned that Recommendation No. 198 “might have adverse effects on Convention No. 181 and breach the careful balance that had been achieved”<sup>9</sup> with respect to the instruments on private employment agencies.
28. Consideration could therefore be given to the preparation of a General Survey on Recommendation No. 198, or to the inclusion of certain of its provisions, in a General Survey on either Convention Nos 181 or 160 referred to above.
29. In light of the discussion and the guidance received from the Governing Body on the instrument, or combination of instruments, on which it wishes governments to be requested to submit reports for 2015 under article 19 of the Constitution for the next General Survey, the Office will prepare a report form for consideration and approval by the Governing Body at its 321st Session in June 2014. Electronic consultations will be undertaken with tripartite constituents of the Governing Body prior to the submission of the proposed report form to the Governing Body.

<sup>8</sup> *The Employment Relationship: An annotated guide to ILO Recommendation No. 198*, published in October 2007, available at [http://www.ilo.org/ifpdial/areas-of-work/labour-law/WCMS\\_172417/lang--en/index.htm](http://www.ilo.org/ifpdial/areas-of-work/labour-law/WCMS_172417/lang--en/index.htm).

<sup>9</sup> ILO: Report of the Committee on the Employment Relationship, *Provisional Record* No. 21, para. 537, International Labour Conference, 95th Session, Geneva, 2006, p. 21/67.



**Draft decision**

30. *On the basis of the guidance received from the constituents on the instrument, or combination of instruments, for the next General Survey, the Governing Body requests the Office to prepare the corresponding article 19 questionnaire for consideration at its 321st Session in June 2014.*



## Appendix

### List of Conventions and Recommendations on which the Governing Body has decided to request reports from governments under article 19 of the Constitution <sup>1</sup>

#### 1949

- C. 29 Forced Labour Convention, 1930
- C. 68 Food and Catering (Ships' Crews) Convention, 1946
- C. 69 Certification of Ships' Cooks Convention, 1946
- C. 71 Seafarers' Pensions Convention, 1946
- C. 73 Medical Examination (Seafarers) Convention, 1946
- C. 74 Certification of Able Seamen Convention, 1946
- R. 35 Forced Labour (Indirect Compulsion) Recommendation, 1930
- R. 36 Forced Labour (Regulation) Recommendation, 1930
- R. 67 Income Security Recommendation, 1944
- R. 68 Social Security (Armed Forces) Recommendation, 1944
- R. 69 Medical Care Recommendation, 1944
- R. 77 Vocational Training (Seafarers) Recommendation, 1946

#### 1950

- C. 32 Protection against Accidents (Dockers) Convention (Revised), 1932
- C. 81 Labour Inspection Convention, 1947
- C. 85 Labour Inspectorates (Non-Metropolitan Territories) Convention, 1947
- R. 40 Protection against Accidents (Dockers) Reciprocity Recommendation, 1932
- R. 57 Vocational Training Recommendation, 1939
- R. 60 Apprenticeship Recommendation, 1939
- R. 81 Labour Inspection Recommendation, 1947
- R. 82 Labour Inspection (Mining and Transport) Recommendation, 1947

#### 1951

- C. 44 Unemployment Provision Convention, 1934
- C. 88 Employment Service Convention, 1948
- R. 44 Unemployment Provision Recommendation, 1934
- R. 45 Unemployment (Young Persons) Recommendation, 1935
- R. 51 Public Works (National Planning) Recommendation, 1937
- R. 71 Employment (Transition from War to Peace) Recommendation, 1944
- R. 73 Public Works (National Planning) Recommendation, 1944
- R. 83 Employment Service Recommendation, 1948

<sup>1</sup> The dates indicated correspond to the year for which the reports under article 19 of the Constitution were requested from the member States. The General Surveys are published and discussed at the International Labour Conference the following year.

**1952**

- C. 87 Freedom of Association and Protection of the Right to Organise Convention, 1948
- C. 84 Right of Association (Non-Metropolitan Territories) Convention, 1947
- C. 97 Migration for Employment Convention (Revised), 1949
- R. 86 Migration for Employment Recommendation (Revised), 1949

**1953**

- C. 94 Labour Clauses (Public Contracts) Convention, 1949
- C. 95 Protection of Wages Convention, 1949
- R. 84 Labour Clauses (Public Contracts) Recommendation, 1949
- R. 85 Protection of Wages Recommendation, 1949

**1954**

- C. 60 Minimum Age (Non-Industrial Employment) Convention (Revised), 1937
- C. 78 Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946
- C. 79 Night Work of Young Persons (Non-Industrial Occupations) Convention, 1946
- R. 79 Medical Examination of Young Persons Recommendation, 1946
- R. 80 Night Work of Young Persons (Non-Industrial Occupations) Recommendation, 1946

**1955**

- C. 98 Right to Organise and Collective Bargaining Convention, 1949
- C. 100 Equal Remuneration Convention, 1951
- R. 91 Collective Agreements Recommendation, 1951
- R. 90 Equal Remuneration Recommendation, 1951

**1956**

- C. 81 Labour Inspection Convention, 1947
- C. 87 Freedom of Association and Protection of the Right to Organise Convention, 1948
- R. 81 Labour Inspection Recommendation, 1947
- R. 82 Labour Inspection (Mining and Transport) Recommendation, 1947

**1957**

- C. 26 Minimum Wage-Fixing Machinery Convention, 1928
- C. 99 Minimum Wage Fixing Machinery (Agriculture) Convention, 1951
- R. 30 Minimum Wage-Fixing Machinery Recommendation, 1928
- R. 89 Minimum Wage-Fixing Machinery (Agriculture) Recommendation, 1951

**1958**

- C. 84 Right of Association (Non-Metropolitan Territories) Convention, 1947
- C. 87 Freedom of Association and Protection of the Right to Organise Convention, 1948
- C. 98 Right to Organise and Collective Bargaining Convention, 1949
- R. 91 Collective Agreements Recommendation, 1951
- R. 94 Co-operation at the Level of the Undertaking Recommendation, 1952

**1959**

- C. 5 Minimum Age (Industry) Convention, 1919
- C. 59 Minimum Age (Industry) Convention (Revised), 1937
- C. 6 Night Work of Young Persons (Industry) Convention, 1919
- C. 90 Night Work of Young Persons (Industry) Convention (Revised), 1948
- C. 77 Medical Examination of Young Persons (Industry) Convention, 1946

**1960**

- C. 102 Social Security (Minimum Standards) Convention, 1952

(Reports have also been requested under Article 76 of the Convention)

**1961**

- C. 29 Forced Labour Convention, 1930
- C. 105 Abolition of Forced Labour Convention, 1957
- R. 35 Forced Labour (Indirect Compulsion) Recommendation, 1930
- R. 36 Forced Labour (Regulation) Recommendation, 1930

**1962**

- C. 111 Discrimination (Employment and Occupation) Convention, 1958
- R. 111 Discrimination (Employment and Occupation) Recommendation, 1958

**1963**

- C. 52 Holidays with Pay Convention, 1936
- C. 101 Holidays with Pay (Agriculture) Convention, 1952
- R. 47 Holidays with Pay Recommendation, 1936
- R. 98 Holidays with Pay Recommendation, 1954
- C. 14 Weekly Rest (Industry) Convention, 1921
- C. 106 Weekly Rest (Commerce and Offices) Convention, 1957
- R. 103 Weekly Rest (Commerce and Offices) Recommendation, 1957

**1964**

- C. 3 Maternity Protection Convention, 1919
- C. 103 Maternity Protection Convention (Revised), 1952
- R. 12 Maternity Protection (Agriculture) Recommendation, 1921
- R. 95 Maternity Protection Recommendation, 1952

**1965**

- C. 81 Labour Inspection Convention, 1947
- R. 81 Labour Inspection Recommendation, 1947
- R. 82 Labour Inspection (Mining and Transport) Recommendation, 1947

**1966**

- C. 1 Hours of Work (Industry) Convention, 1919
- C. 30 Hours of Work (Commerce and Offices) Convention, 1930
- C. 47 Forty-Hour Week Convention, 1935
- R. 116 Reduction of Hours of Work Recommendation, 1962

**1967**

- C. 29 Forced Labour Convention, 1930
- C. 105 Abolition of Forced Labour Convention, 1957

**1968**

17 key Conventions

**1969**

- R. 97 Protection of Workers' Health Recommendation, 1953
- R. 102 Welfare Facilities Recommendation, 1956
- R. 112 Occupational Health Services Recommendation, 1959
- R. 115 Workers' Housing Recommendation, 1961

**1970**

- C. 111 Discrimination (Employment and Occupation) Convention, 1958
- R. 111 Discrimination (Employment and Occupation) Recommendation, 1958

**1971**

- C. 122 Employment Policy Convention, 1964
- R. 122 Employment Policy Recommendation, 1964
- R. 107 Seafarers' Engagement (Foreign Vessels) Recommendation, 1958
- R. 108 Social Conditions and Safety (Seafarers) Recommendation, 1958

**1972**

- C. 87 Freedom of Association and Protection of the Right to Organise Convention, 1948
- C. 98 Right to Organise and Collective Bargaining Convention, 1949

**1973**

- R. 119 Termination of Employment Recommendation, 1963

**1974**

- C. 100 Equal Remuneration Convention, 1951
- R. 90 Equal Remuneration Recommendation, 1951

**1975**

- R. 113 Consultation (Industrial and National Levels) Recommendation, 1960

**1976**

- C. 118 Equality of Treatment (Social Security) Convention, 1962

**1977**

- R. 123 Employment (Women with Family Responsibilities) Recommendation, 1965

**1978**

- C. 29 Forced Labour Convention, 1930
- C. 105 Abolition of Forced Labour Convention, 1957

**1979**

- C. 97 Migration for Employment Convention (Revised), 1949
- C. 143 Migrant Workers (Supplementary Provisions) Convention, 1975
- R. 86 Migration for Employment Recommendation (Revised), 1949
- R. 151 Migrant Workers Recommendation, 1975

**1980**

- C. 138 Minimum Age Convention, 1973
- R. 146 Minimum Age Recommendation, 1973

**1981**

- C. 144 Tripartite Consultation (International Labour Standards) Convention, 1976  
 R. 152 Tripartite Consultation (Activities of the International Labour Organisation) Recommendation, 1976

**1982**

- C. 87 Freedom of Association and Protection of the Right to Organise Convention, 1948  
 C. 98 Right to Organise and Collective Bargaining Convention, 1949  
 C. 141 Rural Workers' Organisations Convention, 1975  
 R. 149 Rural Workers' Organisations Recommendation, 1975

**1983**

- C. 14 Weekly Rest (Industry) Convention, 1921  
 C. 106 Weekly Rest (Commerce and Offices) Convention, 1957  
 C. 132 Holidays with Pay Convention (Revised), 1970  
 R. 116 Reduction of Hours of Work Recommendation, 1962

**1984**

- C. 81 Labour Inspection Convention, 1947  
 C. 129 Labour Inspection (Agriculture) Convention, 1969  
 R. 81 Labour Inspection Recommendation, 1947  
 R. 82 Labour Inspection (Mining and Transport) Recommendation, 1947

**1985**

- C. 100 Equal Remuneration Convention, 1951  
 R. 90 Equal Remuneration Recommendation, 1951

**1986**

- C. 119 Guarding of Machinery Convention, 1963  
 R. 118 Guarding of Machinery Recommendation, 1963  
 C. 148 Working Environment (Air Pollution, Noise and Vibration) Convention, 1977  
 R. 156 Working Environment (Air Pollution, Noise and Vibration) Recommendation, 1977

**1987**

- C. 111 Discrimination (Employment and Occupation) Convention, 1958  
 R. 111 Discrimination (Employment and Occupation) Recommendation, 1958

**1988**

- C. 102 Social Security (Minimum Standards) Convention, 1952  
 C. 128 Invalidity, Old-Age and Survivors' Benefits Convention, 1967  
 R. 131 Invalidity, Old-Age and Survivors' Benefits Recommendation, 1967

(In all cases in so far as the provisions of these instruments apply to old-age benefits)

**1989**

- C. 147 Merchant Shipping (Minimum Standards) Convention, 1976  
 R. 155 Merchant Shipping (Improvement of Standards) Recommendation, 1976

**1990**

- C. 140 Paid Educational Leave Convention, 1974  
 R. 148 Paid Educational Leave Recommendation, 1974  
 C. 142 Human Resources Development Convention, 1975  
 R. 150 Human Resources Development Recommendation, 1975

**1991**

- C. 26 Minimum Wage-Fixing Machinery Convention, 1928
- R. 30 Minimum Wage-Fixing Machinery Recommendation, 1928
- C. 99 Minimum Wage Fixing Machinery (Agriculture) Convention, 1951
- R. 89 Minimum Wage-Fixing Machinery (Agriculture) Recommendation, 1951
- C. 131 Minimum Wage Fixing Convention, 1970
- R. 135 Minimum Wage Fixing Recommendation, 1970

**1992**

- C. 156 Workers with Family Responsibilities Convention, 1981
- R. 165 Workers with Family Responsibilities Recommendation, 1981

**1993**

- C. 87 Freedom of Association and Protection of the Right to Organise Convention, 1948
- C. 98 Right to Organise and Collective Bargaining Convention, 1949

**1994**

- C. 158 Termination of Employment Convention, 1982
- R. 166 Termination of Employment Recommendation, 1982

**1995**

- C. 111 Discrimination (Employment and Occupation) Convention, 1958  
(Special Survey)

**1996**

- C. 150 Labour Administration Convention, 1978
- R. 158 Labour Administration Recommendation, 1978

**1997**

- C. 159 Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983
- R. 168 Vocational Rehabilitation and Employment (Disabled Persons) Recommendation, 1983

**1998**

- C. 97 Migration for Employment Convention (Revised), 1949
- R. 86 Migration for Employment Recommendation (Revised), 1949
- C. 143 Migrant Workers (Supplementary Provisions) Convention, 1975
- R. 151 Migrant Workers Recommendation, 1975

**1999**

- C. 144 Tripartite Consultation (International Labour Standards) Convention, 1976
- R. 152 Tripartite Consultation (Activities of the International Labour Organisation) Recommendation, 1976

**2000**

- C. 4 Night Work (Women) Convention, 1919
- C. 41 Night Work (Women) Convention (Revised), 1934
- C. 89 Night Work (Women) Convention (Revised), 1948
- Protocol of 1990 to the Night Work (Women) Convention (Revised), 1948

**2001**

- C. 137 Dock Work Convention, 1973
- R. 145 Dock Work Recommendation, 1973



**2002**

- C. 95 Protection of Wages Convention, 1949  
R. 85 Protection of Wages Recommendation, 1949

**2003**

- C. 122 Employment Policy Convention, 1964  
R. 169 Employment Policy (Supplementary Provisions) Recommendation, 1984  
C. 142 Human Resources Development Convention, 1975  
R. 189 Job Creation in Small and Medium-Sized Enterprises Recommendation, 1998

**2004**

- C. 1 Hours of Work (Industry) Convention, 1919  
C. 30 Hours of Work (Commerce and Offices) Convention, 1930

**2005**

- C. 81 Labour Inspection Convention, 1947  
Protocol of 1995 to the Labour Inspection Convention, 1947  
R. 81 Labour Inspection Recommendation, 1947  
R. 82 Labour Inspection (Mining and Transport) Recommendation, 1947  
C. 129 Labour Inspection (Agriculture) Convention, 1969  
R. 133 Labour Inspection (Agriculture) Recommendation, 1969

**2006**

- C. 29 Forced Labour Convention, 1930  
C. 105 Abolition of Forced Labour Convention, 1957

**2007**

- C. 94 Labour Clauses (Public Contracts) Convention, 1949  
R. 84 Labour Clauses (Public Contracts) Recommendation, 1949

**2008**

- C. 155 Occupational Safety and Health Convention, 1981  
Protocol of 2002 to the Occupational Safety and Health Convention, 1981  
R. 164 Occupational Safety and Health Recommendation, 1981

**2009**

- C. 88 Employment Service Convention, 1948  
C. 122 Employment Policy Convention, 1964  
C. 142 Human Resources Development Convention, 1975  
C. 181 Private Employment Agencies Convention, 1997  
R. 189 Job Creation in Small and Medium-Sized Enterprises Recommendation, 1998  
R. 193 Promotion of Cooperatives Recommendation, 2002

**2010**

- C. 102 Social Security (Minimum Standards) Convention, 1952  
C. 168 Employment Promotion and Protection against Unemployment Convention, 1988  
R. 67 Income Security Recommendation, 1944  
R. 69 Medical Care Recommendation, 1944

**2011**

- C. 29 Forced Labour Convention, 1930
- C. 105 Abolition of Forced Labour Convention, 1957
- C. 87 Freedom of Association and Protection of the Right to Organise Convention, 1948
- C. 98 Right to Organise and Collective Bargaining Convention, 1949
- C. 100 Equal Remuneration Convention, 1951
- C. 111 Discrimination (Employment and Occupation) Convention, 1958
- C. 138 Minimum Age Convention, 1973
- C.182 Worst Forms of Child Labour Convention, 1999

**2012**

- C. 151 Labour Relations (Public Service) Convention, 1978
- C. 154 Collective Bargaining Convention, 1981
- R. 159 Labour Relations (Public Service) Recommendation, 1978
- R. 163 Collective Bargaining Recommendation, 1981

**2013**

- C. 131 Minimum Wage Fixing Convention, 1970
- R. 135 Minimum Wage Fixing Recommendation, 1970

**2014**

- C. 11 Right of Association (Agriculture) Convention, 1921
- C. 141 Rural Workers' Organisations Convention, 1975
- R. 149 Rural Workers' Organisations Recommendation, 1975