



Governing Body

321st Session, Geneva, 13 June 2014

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Institutional Section

INS

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TENTH ITEM ON THE AGENDA

Reports of the Officers of the Governing Body

Second report: Arrangements for the Meeting of Experts on Non-standard Forms of Employment

(Geneva, 16–19 February 2015)

Background

1. Providing decent work to workers in non-standard employment is a major challenge to today's world of work and the ILO itself. The working conditions of workers in atypical employment are informed by the legal coverage and governance of the employment relationships, the workers' access to social protection, and their ability to exercise their fundamental principles and rights at work. Although the Office has done work on some of these areas, particularly with regard to the employment relationship, part-time work and homework, the work is scattered and there are significant gaps especially with regard to temporary work. The Report of the Director-General to the 102nd Session of the ILC¹ supports the need for a dedicated work programme if the Office is to develop sound understanding and policy advice. This will require solid empirical work that analyses the rise in non-standard forms of employment on workers' protection, the incidence and characteristics of the rise, as well as its impact on enterprises development and overall labour market and economic performance. Data gathering and statistical analysis, both in emerging and industrialized economies, is central to this endeavour. There is also need to document measures that have been successful for regularizing employment relationships as well as for improving access of "atypical" workers to fundamental principles and rights at work and other protections, and for ensuring effective labour inspection.

¹ ILC.102/DG/I(A), paras 70–73.

2. Further to the conclusions concerning the recurrent discussion on fundamental principles and rights at work, emanating from the 101st Session of the ILC, it is proposed that a Meeting of Experts on Non-standard Forms of Employment be held. The workplan of the meeting would contribute to preparations for the recurrent item on labour protection (104th Session of the ILC, 2015) and the conclusions of the meeting would feed into the ILC debate, thus saving time during the ILC itself. It is therefore proposed that a meeting of four working days be held in the first quarter of 2015.
3. Financial arrangements for the Meeting have been secured by reprioritizing the resources available to WORKQUALITY, to cover the following expenses:

Item	Cost (US\$)
Experts' travel	133 200
Background studies	30 000
Interpretation and meeting operators	75 000
Translation and report production	53 200
Total	291 400

Composition

4. The Director-General proposes that the meeting be attended by eight experts nominated after consultation with governments, eight experts nominated after consultation with the Employers' group, and eight experts nominated after consultation with the Workers' group of the Governing Body.
5. In order to obtain the government nominations, the Director-General would approach the governments of the following countries: Algeria, Chile, France, Japan, Norway, Philippines, South Africa and United States. Should any of them fail to nominate a participant, the Director-General would approach the governments of the following countries: Canada, Indonesia, Morocco and Republic of Moldova.
6. As has been the practice in the recent past, the Director-General proposes to appoint, after consultation with the groups of the Governing Body, a knowledgeable independent chairperson.
7. Other countries that have an interest in the subject, would be able to attend as observers, at their own expense.
8. *The Officers recommend that the Governing Body approve the above composition formula.*

Agenda

9. The Director-General proposes the following agenda for the meeting:
 - Trends: Diversity of non-standard forms of employment (NSFE); growth and prevalence of the various types of NSFE around the world; main characteristics of working conditions in NSFE, as well as impacts on enterprise and labour market performance; reasons for growth of NSFE.

- NSFE and fundamental principles and rights at work (FPRW): Ability to realize the principles concerning the fundamental rights of workers in NSFE; main challenges in realizing these rights; country experiences on how to strengthen the FPRW of workers in NSFE; policy orientations for improving the realization of fundamental rights of workers in NSFE.
- Regulations for protecting workers in NSFE: degree of inclusion of NSFE in current international labour standards; national experiences, sectoral or occupational experiences in the regulation of NSFE that have been effective in promoting the quality of NSFE; features of regulations and policies that facilitate, through NSFE, the integration of hitherto excluded groups from the labour market and help the transition of workers in NSFE to standard forms of employment when workers are wishing to do so.

10. *The Officers recommend that the Governing Body approve the above agenda for the Meeting of Experts on Non-standard Forms of Employment.*