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Policy Development Section

POL

Social Dialogue Segment

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Sectoral meetings held in 2024 and proposals for sectoral work in 2025

Purpose of the document

The Governing Body is invited to approve the ILO Guidelines on the medical examination of fishers and the revised code of practice on safety and health in forestry work, authorize the publication of the respective records of proceedings, including the outcome documents, and to request the Director-General to bear in mind, when drawing up proposals for future work, the recommendations made by the meetings (section I); to endorse the proposals in relation to global sectoral meetings for the fourth quarter of 2024 to the third quarter of 2025 (section II); to place an item on the agenda of its 353rd Session (March 2025) on the possible revision of the ILO–UNESCO Recommendation concerning the Status of Teachers (1966), including related procedural aspects (section IV); and to take note of the United Nations System-wide Strategy for Water and Sanitation (section V) (see the draft decision in paragraph 58).

Relevant strategic objective: Social dialogue and tripartism.

Main relevant outcome: All policy outcomes.

Policy implications: None.

Legal implications: None.

Financial implications: None.

Follow-up action required: The Office would be required to follow up as proposed.

Author unit: Sectoral Policies Department (SECTOR).

Related documents: [GB.164/18/34](#); [GB.276/LILS/9](#); [GB.328/INS/7](#); [GB.332/HL/2](#); [GB.344/POL/2\(Rev.1\)](#); [GB.348/INS/7\(Rev.1\)](#); [GB.349/POL/3](#); [GB.350/POL/3\(Rev.1\)](#); [GB.335/POL/3](#); [GB.351/INS/13\(Rev.1\)](#).

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► I. Meetings held in the first half of 2024

A. Fifth meeting of the Joint FAO-IMO-ILO Ad Hoc Working Group on Illegal, Unreported and Unregulated Fishing and Related Matters

1. At its 335th Session (March 2019), the Governing Body authorized the ILO's participation as a full member in the Joint FAO-IMO (Food and Agriculture Organization of the United Nations and the International Maritime Organization) Ad Hoc Working Group on Illegal, Unreported and Unregulated Fishing and Related Matters.¹ The objective of the Joint Working Group is for the three organizations to coordinate efforts in addressing illegal, unreported and unregulated fishing and related matters by undertaking collaborative work within the context of each member organization's mandate: FAO on fisheries in general, ILO on decent work in the fishing sector, and IMO on maritime safety and security, and the protection of the marine environment.
2. The fifth meeting of the Joint Working Group was held from 8 to 12 January 2024 in Geneva. At the meeting, discussions were held on the status and developments in international processes dealing with illegal, unreported and unregulated fishing; safety and working conditions in the fisheries sector and the protection of the marine environment; operational tools for combating illegal, unreported and unregulated fishing and related matters; and inter-agency cooperation to promote and implement internationally agreed measures on the matter.
3. An update was provided by the ILO secretariat on work undertaken to promote the ratification, implementation and enforcement of the Work in Fishing Convention, 2007 (No. 188), efforts to address forced labour and child labour in the fishing sector, cooperation with other international organizations, including with the International Criminal Police Organization (INTERPOL), and national inter-agency cooperation (labour, maritime and fisheries authorities).²
4. The Chairperson of the meeting was Mr Awudu Enusah (Government, Ghana) and the meeting adopted a set of recommendations for consideration by the governing organs of the three Organizations. The Joint Working Group recommended, in particular, Member States of the FAO, ILO and IMO who have not yet done so, to become parties to a number of international fishing-related instruments.³

¹ GB.335/PV, para. 725(f) and GB.335/POL/3.

² ILO, "Joint FAO-ILO-IMO Ad Hoc Working Group on Illegal, Unreported and Unregulated Fishing and Related Matters", JWG 5/INF.1, 2023.

³ See the [Recommendations adopted](#). The FAO Agreement on Port State Measures, the IMO Cape Town Agreement of 2012 on the Implementation of the Provisions of the Torremolinos Protocol of 1993 relating to the Torremolinos International Convention for the Safety of Fishing Vessels, 1977, the International Convention on Standards of Training, Certification and Watchkeeping for Fishing Vessel Personnel, 1995, and the International Convention for the Prevention of Pollution from Ships, and the ILO Work in Fishing Convention, 2007 (No. 188).

B. Joint ILO–IMO meeting to adopt guidelines for medical examination of fishers/fishing vessel personnel

5. In accordance with earlier decisions by the Governing Body, the tripartite Joint ILO–IMO meeting to adopt guidelines for medical examination of fishers/fishing vessel personnel was held from 12 to 16 February 2024 in Geneva.⁴
6. The Work in Fishing Convention, 2007 (No. 188) and the International Convention on Standards of Training, Certification and Watchkeeping for Fishing Vessel Personnel, 1995 (1995 STCW-F Convention) of the IMO require fishers to hold a medical certificate, detail the information to be recorded and indicate certain specific aspects of fitness that need to be assessed. The aim of the medical examination is to ensure that the fishers being examined are medically fit to perform their routine and emergency duties at sea and are not suffering from any medical condition likely to be aggravated by service at sea, to render them unfit for service or to endanger the safety and health of other persons on board or the environmental and navigational safety.
7. The draft text on which the discussions were based had been jointly prepared by the IMO and the ILO, based on the existing ILO–IMO Guidelines on the medical examinations of seafarers and employing both terms, “fishing vessel personnel/fisher” due to the use of “fishing vessel personnel” in the 1995 STCW-F Convention and “fisher” in Convention No. 188. The meeting decided to use the term “fisher”, which, for the purposes of the Guidelines, meant the same as the term “fishing vessel personnel” and subsequently adopted the Guidelines.⁵
8. The Guidelines are of particular value to States seeking to implement the provisions of Convention No. 188 and the STCW-F Convention. They provide States with an internationally recognized set of criteria for use either directly or as the basis for framing national medical examination standards that will be compatible with international requirements.
9. The Chairperson of the meeting was Mr Selwyn Bailey (Government, South Africa). The Government Vice-Chairperson was Ms Sue Stannard (United Kingdom of Great Britain and Northern Ireland), the Employer Vice-Chairperson was Mr Ment van der Zwan, and the Worker Vice-Chairperson was Mr Johnny Hansen.
10. The meeting was attended by 110 participants, including Government representatives and advisers (from 8 Member States, Argentina, Bangladesh, China, Germany, New Zealand, South Africa, Spain and United Kingdom, nominated by the IMO), together with 71 Government observers (from 32 Member States), as well as 8 employer and 8 worker representatives, and their advisers, observers and secretariats. One observer from an international non-governmental organization also attended the meeting. Women constituted 26 per cent of the participation in the Government group, 22 per cent in the Employers’ group, and 17 per cent in the Workers’ group. The record of proceedings of the meeting⁶ summarizes the discussions that took place.
11. The IMO Maritime Safety Committee (MSC 108), at its 108th session (15–24 May 2024) considered the outcome of the joint meeting. The MSC 108, having noted the agreement at the MSC 107 to keep the term “fishing vessel personnel” in the revised STCW-F Convention and

⁴ GB.349/PV(Rev.1), para. 890(d) and GB.349/POL/3, Appendix I.

⁵ ILO–IMO, *Guidelines on the Medical Examination of Fishers*, JMMEF/2024/7, 2024.

⁶ ILO–IMO, *Joint ILO–IMO Meeting to Adopt Guidelines for Medical Examination of Fishers/Fishing Vessel Personnel – Record of Proceedings*, JMMEF/2024/9, 2024.

new STCW-F Code, decided to replace the term “fisher” with “fishing vessel personnel” in the Guidelines, despite the outcome of the joint meeting, and approved the document as “Guidelines on the medication examination of fishing vessel personnel”.

12. Following further consultations with the IMO and the Officers of the meeting, the Office proposes that the Guidelines, as the outcome of the joint meeting, be produced as two separate products: “Guidelines on the medical examination of fishing vessel personnel”, as approved by the IMO MSC 108, and “ILO Guidelines on the medical examination of fishers”, with the two documents containing acknowledgement of the inter-agency collaboration in the development of the Guidelines, and identical apart from the use of the equivalent terms “fishing vessel personnel” and “fisher”.

C. Meeting of experts to revise the 1998 code of practice on safety and health in forestry work

13. As a follow-up to the *Conclusions on Promoting Decent Work and Safety and Health in Forestry*, adopted by the sectoral meeting on promoting decent work and safety and health in forestry (6–10 May 2019),⁷ and in accordance with earlier decisions by the Governing Body,⁸ the Meeting of experts to revise the 1998 code of practice on safety and health in forestry work was held from 13 to 17 May 2024 in Geneva.
14. A sustainable future for forestry work with a safe and healthy working environment requires the active participation of governments, employers and workers through a system of defined rights, responsibilities and duties, as well as through social dialogue and cooperation.
15. A draft revised code prepared by the Office served as the basis for the discussions in the meeting. The meeting of experts adopted the revised code of practice, structured into two parts: the first covering general provisions related to forestry and the second outlining technical guidelines for safety and health at the forestry worksite. It provides practical guidance for use by all those, in both the public and private sectors, who have obligations, responsibilities, duties and rights regarding safety and health in forestry. It is applicable to all forestry operations, irrespective of their nature, including the establishment and regeneration of forests, silvicultural work and forest protection, restoration, timber harvesting and transportation.⁹
16. The Chairperson of the meeting was Dr Jörg Schweinle of the Thünen Institute of Forestry – selected by the Office in accordance with article 6 of the Standing Orders for meetings of experts. The Government Vice-Chairperson was Mr Budd Philips (Canada), the Employer Vice-Chairperson was Mr John Beckett, and the Worker Vice-Chairperson was Mr Mark Ofori. It was attended by seven experts from Australia, Brazil, Canada, Finland, South Africa, Spain and the United Republic of Tanzania, nominated by the Government group of the Governing Body, eight experts nominated by the Employers’ group and eight experts nominated by the Workers’ group, advisers and the secretariat of the Employers’ and Workers’ groups. Women constituted 35 per cent of the participation in the Government group, 60 per cent in the Employers’ group and 31 per cent in the Workers’ group. In addition, 21 Member States and 2 international non-governmental organizations also attended the meeting as observers. The record of

⁷ ILO, *Conclusions on Promoting Decent Work and Safety and Health in Forestry*, SMSHF/2019/9, 2019.

⁸ GB.348/PV, para. 107(a) and GB.348/INS/7(Rev.1).

⁹ ILO, *Code of Practice on Safety and Health in Forestry Work (Revised Version of the 1998 Code of Practice)*, MESHF/2024/7, 2024.

proceedings¹⁰ of the meeting summarizes the discussions that took place. The Code will be promoted for implementation at national and global levels to help build the capacity of constituents.

► II. Meetings to be held from the fourth quarter of 2024 to the third quarter of 2025

17. At its 347th Session (March 2023), the Governing Body approved the programme of sectoral meetings for the biennium 2024–25 and at its 350th Session (March 2024), it approved the dates, duration, title, purpose and composition of the sectoral meetings to be held in the first half of 2025.
18. A list of all endorsed global sectoral meetings for the fourth quarter of 2024 and 2025 is provided in the appendix. This section contains updated information on the following three meetings.

A. Third meeting of the Joint ILO–IMO Tripartite Working Group to identify and address seafarers’ issues and the human element

19. At its 351st Session (June 2024), the Governing Body approved the details of the third meeting of the Joint ILO–IMO Tripartite Working Group to identify and address seafarers’ issues and the human element.¹¹ The Joint ILO–IMO Tripartite Working Group, to be composed of eight Government representatives nominated by the IMO, eight Shipowner representatives and eight Seafarer representatives, will be held in Geneva from 26 to 28 November 2024. At its 132nd session, the IMO Council decided to appoint the following Governments as IMO representatives to the third meeting of the Joint ILO–IMO Tripartite Working Group: Belgium, Greece, India, Liberia, Panama, the Philippines, Thailand and the United States of America. The meeting is also open to all ILO and IMO Member States to attend as observers.

B. Meeting of experts to adopt a code of practice to advance decent work in recycling

20. At its 350th Session (March 2024), the Governing Body approved the proposed dates, duration, official title, purpose and composition of the meeting of experts to adopt a code of practice to advance decent work in recycling, to take place from 5 to 9 May 2025.¹²
21. It will be the first time that constituents of the ILO discuss the topic of decent work in recycling at the global level. Recycling is a process within the circular economy that has the potential to yield wider economic, social and environmental benefits. The industry also intersects multiple sectors of the economy and may extend into the informal economy.
22. As such, a reference tool for the design and implementation of policies, strategies, legislation, administrative measures and social dialogue mechanisms to advance decent work in the

¹⁰ ILO, *Meeting of Experts to update and adopt the 1998 code of practice on safety and health in forestry work – Record of Proceedings* MESHFW/2024/9 (forthcoming).

¹¹ GB.351/PV, para. 230(c) and GB.351/INS/13(Rev.1).

¹² GB.350/PV, para. 786(d) and GB.350/POL/3(Rev.1), Appendix I.

process of recycling, which encompasses broad and diverse arrangements, should comprehensively cover all four strategic objectives of the Decent Work Agenda, as set out in the ILO Declaration on Social Justice for a Fair Globalization (2008), as amended in 2022. This would thus range from ensuring rights at work to generating green jobs and full and productive employment, promoting an environment conducive to sustainable enterprises, ensuring access to social and labour protection, facilitating transformations through the adoption of technology and innovation, as well as transitions from the informal to the formal economy while fostering social dialogue as the principal means of tripartite action. Illustrative examples from selected sectors would also capture effective legislative, administrative, industry and workplace good practices in order to guide practitioners in the application of the principles.

23. Historically, ILO codes of practices focus more narrowly on occupational safety and health, while policy guidelines stemming from sectoral meetings of experts have a broader scope and generally encompass all of the four strategic objectives of the Decent Work Agenda. The Office hence proposes that the purpose of the meeting be amended “to discuss and adopt policy guidelines for the promotion of decent work in recycling” and the title of the meeting be adjusted accordingly.

C. Technical meeting on decent work in the railways sector

24. At its 349th Session (October–November 2022), the Governing Body approved the holding of a technical meeting on decent work in the railways sector.¹³ It is proposed that the technical meeting be held from 1 to 5 September 2025. The purpose of the meeting will be to discuss current and emerging issues related to the realization of decent work in the railways sector, with an emphasis on safety and sustainability, and with the aim of adopting conclusions, including recommendations for future action by the International Labour Organization and its Members. The meeting may consider the promotion of the fundamental principles and rights at work, including equal opportunities, particularly for women and young persons, as well as the promotion of sustainable enterprises, a just transition, social dialogue frameworks and skills gap reductions.
25. The meeting will be composed of one representative of each government who wishes to attend, eight Employer representatives and eight Worker representatives, as well as advisers and observers in line with the [Standing Orders for technical meetings](#). Official international organizations and international non-governmental organizations will also be invited to the meeting as observers, the list of whom will be submitted to the Governing Body for its approval at its 353rd Session (March 2025).

► III. Follow-up to recent sectoral meetings: Selected highlights

26. Several means of action are used by the Office to follow-up to the conclusions and recommendations of sectoral meetings. This section sheds light on follow-up work encompassing knowledge development, capacity-building and policy development, technical assistance, and advocacy and partnerships.

¹³ GB.349/PV(Rev.1), para. 890(e).

Knowledge development

27. A Technical meeting on the future of work in the oil and gas industry was held from 28 November to 2 December 2022 and the ILO has collaborated with the International Renewable Energy Agency (IRENA) on the publication of the *Renewable Energy and Jobs: Annual Review 2023*.¹⁴ The review embodies the intersection of the two organizations' respective mandates – the energy transition and decent work for social justice – and discusses key opportunities and challenges for workers, employers, communities and public policymakers.
28. Further to the Technical meeting on the impact of digitalization in the finance sector, held from 24 to 28 January 2022, the ILO report, *Harnessing the Potential of Digital Technologies to Achieve Decent Work in the Financial Sector: Policies and Practices on the Impact of Digitalization in the Sector* (2024), presents an overview of the impact that digitalization has had and will likely have on the financial sector workforce in terms of employability, diversity and inclusion, conditions of work, occupational safety and health, sustainability and data protection. The report presents findings from a literature review, surveys and in-depth interviews in three regions: Asia and the Pacific, Africa and Latin America.

Capacity-building and policy development

29. As a follow-up to the Global Dialogue Forum on Decent Work in the World of Sport, held from 20 to 22 January 2020,¹⁵ the Office launched a campaign with FIFpro and the Drogba Foundation in Côte d'Ivoire to protect young footballers wishing to become professionals from the risks of ill-prepared immigration. Briefs have been published on the *COVID-19 and the Sports Sector* (2023) and on *Professional Athletes and Fundamental Principles and Rights at Work* (2024). The latter analyses particular risks encountered by professional athletes in relation to the fundamental principles and rights at work and outlines how the fundamental principles and rights at work and related Conventions and Recommendations can provide guidance on mitigating these risks.
30. *The Conclusions of the technical meeting on the future of work in aquaculture in the context of the rural economy*, held from 13 to 17 December 2021,¹⁶ have been promoted at several global events, such as the International Expert Meeting on Human Rights and Fisheries (Copenhagen, 2–3 November 2023)¹⁷ with a dedicated session on decent work in aquaculture, and the International Fishing Industry Safety and Health Conference (Rome, 8–12 January 2024) through a tripartite session on promoting social justice and decent work for all in the aquaculture sector.¹⁸
31. Further to the *Technical meeting on the future of work in the education sector in the context of lifelong learning for all, skills and the Decent Work Agenda*, held from 17 to 21 May, 2021, the *ILO Policy Guidelines on the Promotion of Decent Work for Early Childhood Education Personnel* were promoted at a regional conference entitled Investing in Early Childhood Care and Education in the Arab Region for a more gender equal world of work (Amman, May 2023). Within the framework of the project "Teaching and the Teaching Profession in a Digital world:

¹⁴ IRENA in collaboration with ILO, *Renewable Energy and Jobs: Annual Review 2023*, 2023.

¹⁵ See *Global Dialogue Forum on Decent Work in the World of Sport*.

¹⁶ ILO, *Conclusions of the Technical Meeting on the Future of Work in Aquaculture in the Context of the Rural Economy*, TMFWA/2021/7, 2021 and [website of the meeting](#).

¹⁷ Danish Institute for Human Rights, *International Expert Meeting on Human Rights and Fisheries: Meeting Outcome Report*, 2024.

¹⁸ FAO, *Proceedings of the Sixth International Fishing Industry Safety and Health Conference (IFISH 6)*, 2024.

COVID-19 and beyond”,¹⁹ five country studies have been published for [Bosnia and Herzegovina](#), [Cote d'Ivoire](#), [Kenya](#), [Rwanda](#) and [Zambia](#) (2023). The studies explore how new technologies are impacting learning environments and teachers' work, including in the context of the COVID-19 pandemic, and their findings have informed tripartite national discussions to develop actionable recommendations for inclusive and equitable approaches to digitalization in education.

Technical assistance

32. The ILO *Policy Guidelines for the Promotion of Decent Work in the Agri-food Sector*²⁰ have been disseminated and applied through ILO development cooperation initiatives in selected sectors and countries, including in the ILO project on “[Strengthening Social Compliance in Indonesia's Palm Oil Sector](#)”. Within the framework of the project, and based on the policy guidelines, a global toolkit on social compliance will be developed. The toolkit will include materials for digital and in-person training that address the unique challenges and needs of the Indonesian palm oil sector, paying attention to fundamental principles and rights at work, particularly freedom of association and collective bargaining, gender equality and non-discrimination, and the identification, reporting and remediation of forced labour. The toolkit will also address the issues of fair recruitment, conditions of employment, and social dialogue. It will be piloted before dissemination through capacity-building programmes.
33. The *Code of practice on Safety and Health in Textiles, Clothing, Leather and Footwear* adopted by the Meeting of experts held from 4 to 8 October 2021,²¹ has been translated and published in 15 languages²² to facilitate its implementation in major textiles, clothing, leather and footwear producing countries. In collaboration with the International Training Centre of the ILO, a tripartite training-of-trainers workshop was organized in November 2023. The workshop concluded with the development of plans of action to promote the Code at country level, and it is now being implemented in Cambodia, Mongolia and Pakistan with the support of ILO development cooperation activities. The Better Work programme also uses the Code when updating its compliance assessment tool, which is used by Enterprise Advisors in all Better Work country programmes to assess enterprise compliance with international labour standards and national labour laws.

Advocacy and Partnerships

34. As a follow-up to the 2021 *Resolution concerning the Implementation and Practical Application of the MLC, 2006 during the COVID-19 Pandemic* emanating from the Fourth Meeting (Part I) of the Special Tripartite Committee of the Maritime Labour Convention, 2006,²³ the UN ad hoc inter-agency task force on the impact of COVID-19 on seafarers was convened virtually on 11 April, 22 September and 12 December 2022 to examine the implementation and practical application of the MLC, 2006 during the pandemic, including its impact on seafarers' fundamental rights and on the shipping industry. The task force was co-chaired by the ILO and the IMO and

¹⁹ [GLO/20/44/DEU](#).

²⁰ ILO, *Policy Guidelines for the Promotion of Decent Work in the Agri-food Sector*, MEDWAF/2023/4, 2023 and [Website of the Meeting of Experts on decent Work in the Agri-Food: An essential Part of sustainable Food Systems](#), 8–12 May 2023.

²¹ ILO, *Safety and Health in Textiles, Clothing, Leather and Footwear*, ILO Code of Practice, 2021. See also the [meeting's website](#).

²² English, French, Spanish, Arabic, Bahasa Indonesia, Portuguese, Turkish, Vietnamese, Sinhala, Chinese, Khmer, Hindi, Tamil, Bengali and Urdu.

²³ [Fourth Meeting of the Special Tripartite Committee of the Maritime Labour Convention, 2006 \(MLC, 2006\) Part I](#).

comprised several UN entities and initiatives²⁴. It submitted a report to the UN Secretary-General's Deputies and Executive Committee in July 2023. The Executive Committee issued a decision on a set of actions to be undertaken, including further enhancement by the ILO and the IMO of the collaboration on the implementation of the MLC, 2006; efforts to ensure that seafarers are trained on their rights under the MLC, 2006; training of port State control officers on MLC, 2006 inspection to be improved, and the inclusion of appropriate text in the new World Health Organization (WHO) pandemic instrument in order to ensure that the situation of seafarers is taken into account during future public health emergencies of international concern. Furthermore, existing platforms will be used to support UN Resident Coordinators and UN Country Teams in their efforts to assist Member States in raising awareness of obligations of Member States that are members of the MLC, 2006, including in the context of public health emergencies of international concern.

35. The Office has continued to strengthen inter-agency cooperation with the International Civil Aviation Organization (ICAO) as part of the implementation of the 2022 ILO/ICAO Agreement and the outcomes of the Technical meeting on a green, sustainable and inclusive economic recovery for the civil aviation sector, held from 24 to 28 April 2023.²⁵ A tripartite panel was organized on Promoting decent work: best practices in aviation during [the ICAO second Global Aviation Gender Summit](#), held in Madrid from 5 to 7 July 2023. The conclusions and recommendations of the Technical meeting were promoted through a working paper, and technical participation at the ICAO Air Transport Regulatory Panel (Montreal, 16–18 April 2024), and were also presented to an Informal Briefing of the International Civil Aviation Organization Council on labour issues in aviation and the social dimension of sustainability (11 June 2024).

► IV. Possible revision of the ILO-UNESCO Recommendation concerning the Status of Teachers (1966)

36. In February 2024, the UN Secretary-General's High-Level Panel on the teaching profession released its Recommendations. The High-Level Panel was established as a follow-up to the UN Transforming Education Summit (2022). It was supported by a joint ILO-UNESCO secretariat, administered by the ILO. Recommendation 53 of the High-Level Panel sets out that

... the United Nations system should adopt an up-to-date international instrument, including a convention or a revision of existing instruments, on the teaching profession. Such an instrument should build on the principles set out in the ILO/UNESCO Recommendation concerning the Status of Teachers (1966), the UNESCO Recommendation concerning the Status of Higher-Education Teaching Personnel (1997) and other relevant standards and tools. The application of such an instrument should be monitored through a strengthened mandate for the Joint ILO/UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel or a similar body.²⁶

37. At its 219th session (March 2024), the Executive Board of UNESCO authorized the UNESCO Director-General to prepare a preliminary study on the technical and legal aspects relating to the desirability of revising both Recommendations. Such a study has been submitted to the

²⁴ These included the ICAO, UN Trade and Development (UNCTAD), WHO and the Global Compact.

²⁵ [Technical Meeting on a green, Sustainable and inclusive Economic Recovery for the Civil Aviation Sector](#).

²⁶ ILO, UN and UNESCO, *United Nations Secretary-General's High-Level Panel On The Teaching Profession: Recommendations And Summary Of Deliberations*, 2024, para. 53.

UNESCO Executive Board at its 220th Session (October 2024).²⁷ Any final decision to revise the 1966 Recommendation will be taken by the UNESCO General Conference in 2025.

38. The Recommendations of the High-Level Panel were submitted to the 350th Session (March 2024) of the Governing Body and the Governing Body took note of the Recommendations and “requested the Director-General to ensure appropriate follow-up action”.²⁸
39. The following sections aim to provide relevant information concerning the possible revision of the 1966 ILO–UNESCO Recommendation to facilitate an informed decision of the Governing Body regarding whether and how to follow up on such an initiative.

The ILO–UNESCO Recommendation concerning the Status of Teachers

40. The ILO–UNESCO Recommendation concerning the Status of Teachers was adopted on 5 October 1966 through a Special Intergovernmental Conference on the Status of Teachers, convened by UNESCO in Paris (21 September–5 October 1966). Its adoption was based on a text prepared by a Joint ILO–UNESCO Meeting of Experts on the Status of Teachers, convened by the ILO in Geneva, from 17 to 28 January 1966.
41. Owing to the particular procedures followed for the adoption of the Recommendation, the Governing Body, at its 167th Session (1966), decided that article 19 of the ILO Constitution was not applicable to the Recommendation.²⁹
42. In 1997, UNESCO adopted a Recommendation concerning the Status of Higher-Education Teaching Personnel, citing 28 ILO Conventions and Recommendations in the Annex. The draft Recommendation was developed with the cooperation of the ILO.³⁰
43. Both the 1966 and 1997 Recommendations are monitored by the Joint ILO–UNESCO Committee on the Application of the Recommendations concerning Teaching Personnel (CEART), which was established in 1967.³¹ The CEART’s mandate was last revised in 1999 to take account of the 1997 UNESCO Recommendation concerning the Status of Higher-Education Teaching Personnel.³² The report of the CEART is transmitted by the Governing Body to the Conference for discussion by the Committee on the Application of Standards.

The question of the revision of the 1966 Recommendation

44. In 1984, the ILO and UNESCO published a joint study, examining areas in which the Recommendation could be updated.³³ The possibility of its revision was examined in both 1985 and 1994 by the CEART. While acknowledging deficiencies in some of the language and content

²⁷ UNESCO, *Implementation of Standard-Setting Instruments, Part II: Analysis of the Recommendation concerning the Status of Teachers (1966) and the Recommendation concerning the Status of Higher Education Teaching Personnel (1997)*, 219 EX/17.II and *Preliminary study on the technical and legal aspects relating to the desirability of revising the ILO–UNESCO Recommendation concerning the Status of Teachers (1966) and the UNESCO Recommendation concerning the Status of Higher-Education Teaching Personnel (1997)*, 220 EX/9.

²⁸ GB.350/POL/3(Rev.1) and GB.350/PV, para. 786(c).

²⁹ GB.167/18/17(Rev.).

³⁰ UNESCO, *Recommendation concerning the Status of Higher-Education Teaching Personnel*, 1997.

³¹ GB.170/F.A/D.4/9, 1967.

³² GB.276/LILS/9.

³³ ILO and UNESCO, *The Status of Teachers: An Instrument for its Improvement: The International RECOMMENDATION of 1966: Joint Commentaries by the ILO and UNESCO*, 1984.

which did not reflect changes in education and teaching since 1966, the CEART at those times advised against amending the Recommendation.³⁴

45. In its Final Report of the Fourteenth Session (October 2021), the CEART found that:

Taking into account the scope and depth of societal and structural changes we have seen over the past year, and the demands and responsibilities now placed on schools and teachers in today's rapidly changing, multi-cultural societies, the Joint Committee also recommends that the Governing Body of the ILO and the Executive Board of UNESCO request their respective Secretariats to prepare an analysis of the ILO–UNESCO Recommendation concerning the Status of Teachers, 1966, and the UNESCO Recommendation concerning the Status of Higher-Education Teaching Personnel, 1997, to identify new areas related to teachers and teaching which could serve as the basis for a possible revision of these instruments. Such an analysis should also set out the procedural possibilities for revising the instruments, for future possible consideration by the Governing Body of the ILO and the Executive Board of UNESCO.³⁵

46. The Report of the CEART was submitted to the 344th Session (March 2022) of the Governing Body, which did not discuss this proposal specifically. As per usual practice, the Governing Body decided to forward the CEART report, along with any observations made by the Governing Body, to the International Labour Conference at its 110th Session (2022) for examination in the first instance by the Committee on the Application of Standards.³⁶
47. In the discussions of the report, the Employers took note of the request made to the ILO Governing Body and the Executive Board of UNESCO for their respective secretariats to prepare an analysis of the status of teaching personnel to identify new areas related to teachers and teaching, which could serve as the basis for a possible revision of these instruments. In this regard, they recalled that it was necessary to follow the procedures of the Governing Body so that suggestions could be considered following an exhaustive debate with the objective of deciding whether it was appropriate to go ahead with the requested study and, if so, to determine its scope and objectives. The Workers' group did not comment of the CEART proposal, but in closing underlined the continued relevance of the two Recommendations of 1966 and 1997. The Worker member of Uruguay noted "If it is necessary to reconsider or revise the recommendations, there is no better mechanism than the ILO itself within the framework of tripartite social dialogue, but not the imposition of economic agents from outside the education system." The worker member of Argentina noted that the 1966 Recommendation did not cover education support and administrative personnel, who also faced serious challenges. There were no comments from Governments regarding the CEART recommendation.

The way forward

48. At its 220th Session (October 2024), the Executive Board of UNESCO is set to examine a Preliminary Study on the Technical and Legal Aspects relating to the Desirability of Revising the 1966 ILO–UNESCO Recommendation concerning the Status of Teachers and the 1997

³⁴ ILO and UNESCO, *Joint ILO–UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers* CEART/VI/1994/12; *Second Special Session of the CEART*, September 1985.

³⁵ ILO and UNESCO, *Final Report: Fourteenth Session of the Joint ILO–UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel*, CEART/14/2021/10, 2021, Appendix II, para. 3.

³⁶ GB.344/POL/2(Rev.1), para. 26; see also *Record of Proceedings*, ILC.110/Record No. 4B/P.II, pp. 75–86.

UNESCO Recommendation concerning the Status of Higher-Education Teaching Personnel,³⁷ and to possibly recommend its Director-General to submit a decision to revise both instruments to the UNESCO General Conference in 2025.

49. In light of the Recommendations of the UN Secretary-General's High-Level Panel on the Teaching Profession and the Report of the Fourteenth Session of the CEART, the UNESCO preliminary study points to a number of substantive developments since the adoption of the 1966 Recommendation which have significantly changed the teaching profession and which may warrant a revision of the Recommendation. The study draws on a number of sources, including two recent ILO sectoral meetings on the education sector,³⁸ preparatory work for the UN Transforming Education Summit,³⁹ the UNESCO Commission on the Futures of Education,⁴⁰ and the adoption of various international standards since 1966 in the field of human rights, education and labour. The UNESCO study suggests that a revision of both instruments would be an important step towards strengthening their impact on and contribution towards the promotion of the 2030 Agenda for Sustainable Development.
50. At its 220th session (October 2024), the Executive Board of UNESCO will consider decision points requesting the UNESCO Director-General to develop with the ILO a joint procedural framework leading to the adoption of a revised text of the ILO–UNESCO Recommendation concerning the Status of Teachers (1966) in 2027 by a special intergovernmental conference, and to submit it to the Executive Board at its 221st session, should the Governing Body of the ILO decide to engage in the revision of this Recommendation; and to invite the UNESCO Director-General to continue cooperation with the ILO with a view to the revision of the 1966 ILO–UNESCO Recommendation. The decision points also request the UNESCO Director-General to further pursue a revision of the 1997 UNESCO Recommendation in line with UNESCO procedures.⁴¹
51. In view of the above, the Governing Body may wish to recognize the need to revise the 1966 ILO–UNESCO Recommendation concerning the Status of Teachers.
52. Should the Governing Body decide that the ILO should engage in the revision of the 1966 ILO–UNESCO Recommendation, in collaboration with UNESCO, it would be necessary to jointly develop an appropriate procedural framework that could lead to the adoption of a revised instrument. A joint procedure could be designed for consideration by the ILO Governing Body and the UNESCO Executive Board in the Spring of 2025. The procedure could include a joint ILO–UNESCO meeting of experts to draft a revised instrument and a special intergovernmental conference to adopt the instrument, as was the case in the development of the 1966 Recommendation.
53. It should be recalled that at its 164th Session (1966) the ILO Governing Body decided that the 1966 ILO–UNESCO Recommendation should be adopted through a special intergovernmental

³⁷ UNESCO, 220 EX/9: International Task Force on Teachers for Education 2030, *Preliminary Study on the Technical and Legal Aspects relating to the Desirability of Revising the 1966 ILO–UNESCO Recommendation concerning the Status of Teachers and the 1997 UNESCO Recommendation concerning the Status of Higher-Education Teaching Personnel*, 2024.

³⁸ ILO, *Technical meeting on the future of work in the education sector in the context of lifelong learning for all, skills and the Decent Work Agenda*, Geneva, 17–21 May 2021; Website of the *Global Dialogue Forum on Employment Terms and Conditions in Tertiary Education*, Geneva, 18–20 September 2018.

³⁹ United Nations Transforming Education Summit, *Thematic Action Track 3: Teachers, Teaching And The Teaching Profession*, Discussion Paper, 15 July 2022.

⁴⁰ UNESCO and the International Commission on the Futures of Education, *Reimagining our futures together: a new social contract for education*, 2021.

⁴¹ UNESCO, 220 EX/9.

conference, convened by and held under the auspices of UNESCO. It further decided that the ILO should be represented at the conference by a tripartite delegation of the Governing Body and by the Director-General himself. The final decision on the action to be taken based on the text emerging from the intergovernmental conference would be taken, in the case of the ILO, by the Governing Body.⁴²

54. A revision of the 1966 ILO–UNESCO Recommendation and of the 1997 UNESCO Recommendation would also necessarily entail a revision of the CEART’s mandate at a later stage. Such a revision could provide an opportunity for strengthening and investing in this unique inter-agency supervisory mechanism.

► V. United Nations System-wide Strategy for Water and Sanitation

55. In March 2023, the UN Conference on the Midterm Comprehensive Review of the Implementation of the Objectives of the International Decade for Action, “Water for Sustainable Development” 2018–2028 was held in New York, where the Water Action Agenda, representing voluntary commitments of nations and stakeholders to accomplish the Sustainable Development Goals and their targets relating to water, was adopted. As a follow-up to the Conference, General Assembly resolution 77/334 was adopted,⁴³ requesting the Secretary-General to present a UN system-wide Strategy for Water and Sanitation. The water and sanitation strategy was subsequently developed⁴⁴ by UN-Water, under the leadership of its Chair during that period (2017–2023), Gilbert F. Houngbo. It was approved by the UN High-Level Committee on Programmes during its 47th Session (March 2024) and endorsed by the UN System Chief Executives Board for Coordination on 2 May 2024.⁴⁵ The water and sanitation strategy was presented to Member States at a special event held on 16 July 2024⁴⁶ during the High-Level Political Forum on Sustainable Development.
56. The goal of the water and sanitation strategy is to enhance the coordination and implementation of water and sanitation priorities, accelerating progress on national plans and priorities, and on internationally agreed water-related goals and targets, including the realization of human rights. Through five entry points for collaborative action, its aim is to fully operationalize inter-agency coordination, capitalize on reforms of the UN development system, and leverage upscaled water and sanitation action of UN entities to provide more strategic, effective, coherent and efficient support to Member States. UN entities individually and collectively have committed to raise the level of ambition and step up efforts to collaborate effectively on water and sanitation, drawing on all the assets, expertise, skills and capacities of the UN.

⁴² ILO, [GB.164/18/34](#).

⁴³ UN General Assembly, [resolution 77/334](#), Follow-up to the United Nations Conference on the Midterm Comprehensive Review of the Implementation of the Objectives of the International Decade for Action, “Water for Sustainable Development”, 2018–2028, A/RES/77/334 (2023).

⁴⁴ UN, [UN-Water 2030 Strategy](#).

⁴⁵ UN, [Report of the High-level Committee on Programmes at its forty-seventh session](#), CEB/2024/4, 2024.

⁴⁶ UN-Water, [SDG 6 and Water Action Agenda Special Event](#), 2024.

- 57.** UN-Water is mandated to develop a collaborative implementation plan to guide the operationalization, localization, and monitoring of the water and sanitation strategy with time-bound activities and progress indicators.⁴⁷ The aim of the collaborative implementation plan is to support UN system-wide action and prioritization for water and sanitation, including common areas of work, joint programming, and programmes and agreed progress indicators for the implementation of the water and sanitation strategy. The collaborative implementation plan should also include activities related to the world of work, for example approaches that are community-based, promoting access to water, sanitation and hygiene in workplaces; research on water fetching by women and girls; and advocacy for decent work for sanitation workers.

► Draft decision

58. The Governing Body:

- (a) **approved the ILO Guidelines on the medical examination of fishers and the revised code of practice on safety and health in forestry work and authorised the Director-General to publish the respective notes on the proceedings, including the outcome documents;**
- (b) **requested the Director-General to bear in mind, when drawing up proposals for future work, the recommendations made by the meeting referred to in section I(A) of document GB.352/POL/2;**
- (c) **endorsed the revised purpose of the Meeting of experts to adopt a code of practice to advance decent work in recycling, amended as “to discuss and adopt policy guidelines for the promotion of decent work in recycling”, and the corresponding adjustment of the title of the meeting;**
- (d) **endorsed the proposal relating to the dates, duration, official title, purpose and composition of the Technical meeting on decent work in the railways sector as presented in paragraphs 24 and 25 of document GB.352/POL/2;**
- (e) **decided to place an item on the agenda of its 353rd Session (March 2025) on the possible revision of the ILO–UNESCO Recommendation concerning the Status of Teachers (1966), including related procedural aspects, and requested the Director-General to engage in informal consultations to prepare the discussion of the Governing Body;**
- (f) **took note of the United Nations System-wide Strategy for Water and Sanitation referred to in section V of document GB.352/POL/2 and requested the Director-General to ensure appropriate follow-up action.**

⁴⁷ UN, *United Nations System-wide Strategy for Water and Sanitation*, CEB/2024/1/Add.2, 2024.

► Appendix

Sectoral meetings endorsed by the Governing Body for the fourth quarter of 2024 and 2025 and proposed dates

Date	Title of meeting	Place
2024		
26–28 November	Third meeting of the joint ILO–IMO tripartite working group to identify and address seafarers' issues and the human element	Geneva
2025		
15–17 January	Sectoral advisory bodies	Geneva
27–31 January	Technical meeting on the promotion of decent work and a just transition, including skills and lifelong learning, in the food and beverages industry	Geneva
7–11 April	Fifth meeting of the Special Tripartite Committee of the Maritime Labour Convention, 2006, as amended ¹	Geneva
14–15 April	Subcommittee on Wages of Seafarers of the Joint Maritime Commission	Geneva
5–9 May	Meeting of experts to adopt policy guidelines for the promotion of decent work in recycling ²	Geneva
1–5 September ²	Technical meeting on decent work in the railways sector	Geneva
Fourth quarter	Meeting of experts to adopt guidelines for fair labour market services for migrant fishers in the fishing sector (including data and statistics)	Geneva
Fourth quarter	Meeting of experts to adopt a code of practice on occupational safety and health in aquaculture	Geneva

¹ Jointly organized with the International Labour Standards Department (NORMES). ² Subject to the decision of the Governing Body at its current session.