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Agenda of the International Labour Conference

Agenda of future sessions of the Conference

Purpose of the document

This document is intended to facilitate consideration by the Governing Body of proposals for the agenda of the International Labour Conference for 2028 and beyond, including the strategic approach to be followed (see the draft decision in paragraph 46).

Relevant strategic objective: All four strategic objectives.

Main relevant outcome: Enabler B: Output B.1. Enhanced leadership and strategic direction to ensure organizational impact.

Policy implications: Implications for the Conference agenda for 2028 and beyond.

Legal implications: Those arising from the application of the Standing Orders of the International Labour Conference and the Standing Orders of the Governing Body.

Financial implications: Those arising from convening the International Labour Conference.

Follow-up action required: Any follow-up required will be submitted to the Governing Body for consideration at its 355th Session (November 2025).

Author unit: Departments in the Governance, Rights and Dialogue Cluster, departments in the Jobs and Social Protection Cluster and Research and Publications (RESEARCH).

Related documents: [GB.347/INS/2/1](#); [GB.347/PV\(Rev.\)](#); [GB.349/PV\(Rev.1\)](#); [GB.350/PV](#); [GB.352/INS/2](#); [GB.352/PV](#).

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► I. Overview of the Conference agenda-setting process

1. The rules applicable to the agenda of the International Labour Conference are set out in the Constitution of the International Labour Organization, the Standing Orders of the International Labour Conference and the Standing Orders of the Governing Body.¹ The agenda of the Conference consists of standing and technical items.
2. The three standing items are:
 - reports of the Chairperson of the Governing Body and of the Director-General;
 - financial and budgetary questions;
 - information and reports on the application of Conventions and Recommendations.
3. In accordance with established practice, the Conference agenda also includes three technical items, generally with a view to standard-setting or to holding a general discussion or a recurrent discussion.² Standard-setting items are usually subject to a double discussion, unless the Governing Body decides to hold a single discussion.³ The Governing Body may also decide that a technical item should be considered at a preparatory tripartite technical meeting or meeting of experts, which would potentially enable the item to be handled in a single Conference discussion.⁴ Proposals to place an item on the agenda of the Conference must be considered at two successive sessions of the Governing Body, unless the members present unanimously consent when it is discussed for the first time.⁵
4. Recurrent discussions of the four strategic objectives under the ILO Declaration on Social Justice for a Fair Globalization (2008), as amended in 2022, are held in a five-year cycle, adopted by the Governing Body at its 328th Session (October–November 2016). At its 347th Session (March 2023), the Governing Body decided to initiate a new cycle of recurrent discussions in 2026 and to place an item on the strategic objective of social dialogue on the agenda of the 114th Session (2026) of the Conference.

Strategic and coherent approach

5. At its 322nd Session (October–November 2014), the Governing Body approved the strategic and coherent approach to the setting of the Conference agenda,⁶ for which constituents have continued to express their support. The general elements of the approach, such as a strategic focus to the setting of the Conference agenda, institutional coherence, a balance between allowing adequate time for preparation and adequate flexibility, and full tripartite engagement through transparency and inclusiveness, therefore remain valid.

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

² Other items that may be included by the Governing Body are items that can usually be dealt with either in a plenary sitting, by the General Affairs Committee or by other technical committees holding a limited number of sittings.

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

⁴ Standing Orders of the International Labour Conference, art. 45(5).

⁵ Standing Orders of the Governing Body, art. 5.1.1.

⁶ [GB.322/PV](#), para. 17(1), and [GB.322/INS/2](#), paras 11–19.

6. In accordance with the strategic and coherent approach, the Governing Body reviews the coordination between the outcomes of previous discussions at the Conference and the consideration of proposals for future sessions. It builds synergies between the setting of the Conference agenda and other institutional processes and strategic discussions, such as those concerning the ILO's Strategic Plan for 2026–29.⁷ It may also take into consideration the strategic direction of the United Nations (UN) in matters related to the ILO's mandate, as have been or may be provided by major events such as the 2023 Sustainable Development Goals Summit held in September 2023, the Pact for the Future adopted in 2024, the Second World Summit for Social Development in 2025, the review and appraisal of the implementation of the Beijing Declaration and Platform for Action by the Commission on the Status of Women in March 2025 (Beijing+30),⁸ and the Fourth International Conference on Financing for Development.⁹
7. At its 350th Session (March 2024), the Governing Body decided to place on the agenda of the 113th Session (2025) of the International Labour Conference an item on the ILO's tripartite input to the Second World Summit for Social Development and adopted a road map for the preparation of that tripartite input by the Working Party on the New Social Contract for Our Common Agenda.¹⁰ At its 352nd Session (October–November 2024), the Governing Body adopted the key messages of the tripartite input¹¹ and at its 353rd Session (March 2025) it will examine a draft resolution to be submitted for approval to the International Labour Conference at its 113th Session (2025).
8. The development of international human rights law may equally provide strategic direction for future normative action. In May 2024, the UN Open-ended Working Group on Ageing recommended the consideration of an international legally binding instrument to promote, protect and ensure all human rights of older persons, noting possible normative and implementation gaps, inter alia, in areas related to equality and non-discrimination, social protection and social security, education, training, lifelong learning and capacity-building, access to justice, right to work, access to the labour market, economic security and social inclusion.¹²
9. The UN open-ended intergovernmental working group on transnational corporations and other business enterprises with respect to human rights is continuing the negotiations of a legally binding instrument to regulate the activities of transnational corporations and other

⁷ GB.352/PFA/1.

⁸ The sixty-ninth session of the Commission on the Status of Women will take place at United Nations headquarters in New York from 10 to 21 March 2025. The main focus of the sixty-ninth session will be on the review and appraisal of the implementation of the [Beijing Declaration and Platform for Action](#) and the outcomes of the [23rd special session of the General Assembly](#). The review, which will be based on comprehensive national-level and regional-level reviews of the progress made to date, will include an assessment of current challenges that affect the implementation of the Beijing Declaration and Platform for Action and the achievement of gender equality and the empowerment of women and its contribution towards the full realization of the 2030 Agenda for Sustainable Development. See UN-Women, "[CSW69 / Beijing+30 \(2025\)](#)".

⁹ The [conference](#) will be held from 30 June to 3 July 2025 in Spain and address the funding gaps of the Sustainable Development Goals as well as the reform of the international financial architecture.

¹⁰ GB.350/PV, para. 232(c) and (d) and GB.350/INS/6(Add.1).

¹¹ GB.352/PV, para. 902(a).

¹² UN General Assembly, [Report of the Open-ended Working Group on Ageing on its fourteenth session](#), A/AC.278/2024/2, Decision 14/1, paras 20 and 25(a).

business enterprises and to complement and enhance the [UN Guiding Principles on Business and Human Rights](#) and pre-existing voluntary measures.¹³

10. The strategic and coherent approach also requires appropriate and effective linkages to be established between recurrent discussions and the topics of the General Surveys that are prepared by the Committee of Experts on the Application of Conventions and Recommendations based on reports requested under article 19 of the Constitution.¹⁴ The current practice is for recurrent discussions on a specific strategic objective to be preceded by a discussion by the Conference the previous year of a General Survey on standards related to the same strategic objective. As the Governing Body decided, exceptionally, not to include a recurrent discussion on the agenda of the 113th Session (2025) of the Conference, from 2026 onwards recurrent discussions will be held two years after the Conference has discussed a General Survey on standards related to the same strategic objective.
11. Some members of the Governing Body have also noted the potential impact on the agenda of future sessions of the Conference of the follow-up to the standard-setting recommendations of the Standards Review Mechanism Tripartite Working Group (SRM TWG), and have called for flexibility and innovation in the strategic and coherent approach.¹⁵ Some Governing Body members have expressed support for enhanced links between the Standards Review Mechanism, General Surveys and the recurrent discussions.¹⁶ The Employers' group has expressed the view that the Governing Body enjoys autonomy in setting the agenda of the Conference and, in so doing, is free to consider recommendations of the SRM TWG, as well as other areas of the ILO's mandate. The Workers' group has recalled that following up on the recommendations of the SRM TWG, including in respect of standard-setting, is an institutional priority, as has been decided by the Governing Body on several occasions.¹⁷
12. The Programme and Budget for 2024–25 provides further strategic direction to the setting of the Conference agenda. Its priority of strong, modernized normative action for social justice is proposed to be continued in 2026–27 in support of renewing the social contract.¹⁸ The Global Coalition for Social Justice is, among other objectives, pursuing action under the thematic priority of “realizing labour rights as human rights, ensuring human dignity and meeting basic needs”.¹⁹
13. Finally, when it considers possible items for the agenda of future sessions of the Conference, the Governing Body furthers institutional coherence by taking into account the modalities and

¹³ Office of the United Nations High Commissioner for Human Rights, “[Tenth session of the open-ended intergovernmental working group on transnational corporations and other business enterprises with respect to human rights](#)”. At its tenth session, the Chair-Rapporteur of the working group recommended that the eleventh session of the working group should be held from 20 to 24 October 2025.

¹⁴ ILO, [Resolution on advancing social justice through decent work](#), International Labour Conference, 105th Session, 2016, para. 15.1.

¹⁵ [GB.341/PV](#), paras 25, 36 and 39.

¹⁶ [GB.337/PV](#), paras 757 and 760. At its 346th Session (October–November 2022), following the review of instruments covering employment injury benefits by the SRM TWG at its seventh meeting (September 2022), the Governing Body selected a number of up-to-date instruments for a General Survey to be prepared by the Committee of Experts on the Application of Conventions and Recommendations in 2024 for discussion by the Conference Committee on the Application of Standards in 2025. The report and the discussion should be taken into account in the recurrent discussion on social protection (social security) at the 115th Session (2027) of the Conference. See [GB.346/PV](#), para. 877.

¹⁷ [GB.344/PV](#), para. 679 and [GB.346/PV](#), para. 837.

¹⁸ ILO, [Programme and budget for 2024–25](#), outcome 1. The Programme and Budget proposals for 2026–27 are set out in [GB.353/PFA/1](#).

¹⁹ Global Coalition for Social Justice, “[Thematic priorities](#)”.

scheduling of tripartite meetings called for by the Conference. The Governing Body has thus approved proposals for a meeting of experts on occupational safety and health in extreme weather events and changing weather patterns²⁰ and for a meeting of experts on the protection of personal data in the digital era.²¹ A Technical meeting on access to labour justice for all: Prevention and resolution of labour disputes has been held from 17 to 21 February 2025, and proposals for a tripartite meeting of experts on the organization and scheduling of working time will be presented to the Governing Body in due course.²² Proposals for a meeting of experts on paternity and parental protection, and other care leave have been approved by the Governing Body, to be held in 2026 on a date to be determined by the Governing Body at its present session.²³

14. To improve the transparency and inclusiveness of the process, an updated procedural road map for the implementation of the strategic and coherent approach has been provided to the Governing Body at each of its sessions at which possible items for inclusion on the agenda of future sessions of the Conference are discussed.²⁴

► II. Agenda of future sessions of the Conference

A. Subjects placed on the Conference agenda, 2025–28

15. The table below provides an overview of items selected and items under consideration by the Governing Body for the Conference agenda up to 2028.

► Overview of items selected and under consideration for the Conference agenda, 2025–28

Session	Agenda item			
	IV	V	VI	VII and VIII
113th (2025)	Protection against biological hazards in the working environment – standard-setting (second discussion).	Decent work in the platform economy – standard-setting (first discussion).	General discussion on innovative approaches to tackling informality and promoting transitions towards formality to promote decent work.	ILO's tripartite input to the Second World Summit for Social Development in 2025. Measures under article 33 of the Constitution to secure compliance by Myanmar with the recommendations of the Commission of Inquiry.

²⁰ GB.352/PV, para. 905(b). The meeting will be held from 2 to 6 February 2026.

²¹ GB.350/PV, para. 80(d). Any necessary adjustments to the modalities of the meeting will be presented to the Governing Body for approval in accordance with the outcome of the standard-setting process on decent work in the platform economy.

²² GB.349/PV(Rev.1), para. 76(d), [Programme of ILO official meetings](#) and GB.349/INS/3/2, para. 23 (a date for the meeting remains to be fixed but funding for the meeting will be included in the Programme and Budget proposals for 2026–27).

²³ GB.352/PV, para. 132(b).

²⁴ For more details on the implementation of the strategic and coherent approach, see [GB.328/INS/3](#), paras 7–15. An updated road map, covering the period from now up to 2026, is presented in section IV below and in Appendix IV.

Session	Agenda item			
	IV	V	VI	VII and VIII
114th (2026)	Recurrent discussion on the strategic objective of social dialogue and tripartism.	Decent work in the platform economy – standard-setting (second discussion).	General discussion on advancing the transformative agenda for gender equality.	Withdrawal of the Labour Standards (Non-Metropolitan Territories) Convention, 1947 (No. 83).
115th (2027)	Consolidation of instruments on chemical hazards – standard-setting (first discussion).	Recurrent discussion on the strategic objective of social protection (social security).	General discussion merging the item on harnessing the fullest potential of technology to achieve decent work with the item on structural transformation of the economy towards higher levels of productivity	
116th (2028)	Consolidation of instruments on chemical hazards – standard-setting (second discussion).	Recurrent discussion on the strategic objective of employment.	<i>[Item to be identified by the Governing Body closer to the 116th Session].</i>	Abrogation of Conventions Nos 10, 33, 59 and 123. Withdrawal of Convention No. 5 and Recommendations Nos 41, 52 and 124.

16. At its current Session, the Governing Body will consider possible items to be placed on the agenda of the 116th Session (2028) of the Conference and beyond for either a standard-setting or a general discussion, including possible standard-setting items on occupational safety and health arising from decisions of the Governing Body in respect of the Standards Review Mechanism.
17. Should the Governing Body wish to include a standard-setting item on the agenda of the Conference for a double discussion, it may only do so in respect of the 116th Session (2028) or later sessions of the Conference, noting that a standard-setting discussion is already scheduled in 2028. A decision to include a standard-setting item in respect of the 116th Session (2028) of the Conference may be taken no later than at its 356th Session (March 2026).²⁵ A decision to include an item for a general discussion in respect of the 116th Session (2028) of the Conference may be taken no later than at its 359th Session (March 2027).²⁶

²⁵ Under the Standing Orders of the Conference, for standard-setting items, the Office needs to send, not less than 18 months before the opening of the session of the Conference at which the item is to be discussed, a report on law and practice and a questionnaire to Member States. Thus, for the 116th Session (2028) of the Conference, a report would need to be sent no later than by the end of November 2026. A decision by the Governing Body in October–November 2026 would not provide the Office with sufficient time to prepare that document.

²⁶ The Standing Orders of the Conference provide that, when an item has been placed on the agenda for general discussion, the Office shall prepare a report on the question and make it available to governments not less than two months before the opening of the session of the Conference at which the item is to be discussed. As time is needed to prepare such a report, it is highly advisable for the Governing Body to make a decision by March of the preceding year at the latest.

18. An overview of the technical items selected for the Conference agenda (2015–33) is provided in Appendix III to assist the Governing Body in determining the possible timing for the items currently under consideration.

B. Subjects under consideration for the agenda of future sessions of the Conference

1. Finalizing the general discussion item for the agenda of the 115th Session (2027)

19. At its 352nd Session (October–November 2024), the Governing Body decided to place on the agenda of the 115th Session (2027) of the Conference an item for a general discussion merging the proposed item on harnessing the fullest potential of technology to achieve decent work with the proposed item on structural transformation of the economy towards higher levels of productivity, and requested the Office to provide a proposal for such an item taking into account the Governing Body's guidance, including the inputs jointly provided by the Employers' and Workers' groups, for consideration at its 353rd Session (March 2025).²⁷
20. Proposals for a general discussion merging the item on harnessing the fullest potential of technology to achieve decent work with the item on structural transformation of the economy towards higher levels of productivity are included in Appendix I, section 1, under the provisional title "Harnessing the fullest potential of technology to foster structural transformation of the economy, higher levels of productivity and decent work for all as a pathway towards social justice". The proposals envisage a general discussion focused on technology as a key driver of structural transformation towards higher levels of productivity within and across economic sectors in pursuit of decent work, just transition and social justice.

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

Standard-setting on ergonomics and manual handling and on guarding of machinery

21. At its fifth meeting (September 2019), the SRM TWG discussed the follow-up to be given to its earlier recommendations, approved by the Governing Body in 2017 and 2018, calling for standard-setting on the topics of biological hazards, ergonomics and manual handling, chemical hazards, and the guarding of machinery.²⁸ At its 337th Session (October–November 2019), the Governing Body approved the recommendations of the SRM TWG and requested the Office to prepare those standard-setting proposals at the earliest dates possible and as a matter of institutional priority.²⁹
22. At its 341st Session (March 2021), the Governing Body decided to place on the agenda of the 112th Session (2024) and 113th Session (2025) of the Conference an item related to occupational safety and health protection against biological hazards (standard-setting – double discussion).³⁰

²⁷ GB.352/PV, para. 75(a).

²⁸ GB.337/LILS/1, Appendix, Annex I, para. 9.

²⁹ GB.337/PV, para. 745(a).

³⁰ GB.341/PV, para. 50(b).

23. At its 350th Session (March 2024), the Governing Body decided to place on the agenda of the 115th Session (2027) of the Conference an item on the consolidation of instruments on chemical hazards for standard-setting on the basis of a double discussion.³¹
24. Proposals for the remaining standard-setting items on ergonomics and manual handling, and on the guarding of machinery are set out in Appendix I, section 2.
25. At its eight most recent sessions, the Governing Body provided guidance on options for potentially innovative and efficient modalities of standard-setting.
26. *Ergonomics and manual handling.* The discussions took into account that standard-setting on protection against ergonomic hazards that extends beyond matters related to manual handling would be the first of its kind. A double discussion would thus be preferable due to the amount of work required to revise the standards on manual handling and incorporate ergonomics.³² The views expressed at the 352nd Session of the Governing Body (October–November 2024) suggested a widely shared preference for standard-setting on ergonomics and manual handling to take place in 2029 and 2030, taking into account that standard-setting on protection against chemical hazards was likely to conclude in 2028 and that for reasons relating to the capacity of both constituents and the Office, simultaneous standard-setting discussions on occupational safety and health should be avoided.³³ The views expressed during the discussion also suggested substantial support for convening a tripartite meeting prior to standard-setting by the Conference.³⁴
27. At its ninth meeting (September 2024), the SRM TWG reviewed normative instruments concerning dock work and recommended that the Governing Body undertake research to assess the existence of possible gaps in coverage in the body of international labour standards in relation to the marking of weight and to identify the relevance of the Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No. 27). The SRM TWG further recommended that the research should be considered by a tripartite meeting on dock work, at a time to be determined. The tripartite meeting would be tasked with reviewing the classification of Convention No. 27 and examining the possibility of the inclusion of marking of weight within the planned standard-setting items on ergonomics and manual handling.³⁵
28. *Guarding of machinery.* The discussions of the Governing Body took into account that standard-setting on the guarding of machinery would involve the revision of two existing standards.³⁶ Considering the views expressed at the 352nd Session of the Governing Body (October–November 2024) on other agenda items and the need to avoid a simultaneous standard-setting discussion on occupational safety and health, the earliest opportunity would be the 119th Session (2031) of the Conference. While the default format for setting standards is the double discussion procedure, standards could, exceptionally, be set based on a single discussion procedure, possibly preceded by a tripartite technical meeting or meeting of experts. A single discussion at the 119th (2031) or 120th (2032) Sessions of the Conference, possibly preceded by a tripartite meeting in 2029 or 2030, would avoid any overlap with standard-setting on ergonomics and manual handling possibly starting in 2029. The views

³¹ GB.350/PV, para. 80(a).

³² GB.347/PV(Rev.), paras 27 and 38.

³³ GB.352/PV, paras 26–65.

³⁴ GB.352/PV, paras 29, 36 and 59.

³⁵ GB.352/LILS/3, Appendix, Annex I, para. 8.3.1(a)

³⁶ Notably the Guarding of Machinery Convention (No. 119) and Recommendation (No. 118), 1963. See GB.331/LILS/2, para. 3.

expressed at the 352nd Session of the Governing Body (October–November 2024) suggested a preference for standard-setting to take place on the basis of a single discussion in 2031, preceded by a tripartite meeting of experts, possibly in 2029, while some groups preferred to maintain the established practice of holding a double discussion or did not express a clear position.

29. The Governing Body may wish to:

- (a) consider placing a standard-setting item on ergonomics and manual handling on the agenda of the 117th Session (2029) of the Conference for a double discussion, and to indicate support for convening a tripartite meeting of experts prior to standard-setting, possibly in 2027;
- (b) consider scheduling a tripartite meeting on dock work prior to standard-setting on ergonomics and manual handling, possibly in 2027;
- (c) continue providing guidance on the standard-setting modalities for the revision of instruments on the guarding of machinery.

Abrogation of an international labour Convention

- 30.** At its ninth meeting (September 2024), the SRM TWG recommended to the Governing Body the abrogation of the Minimum Age (Fishermen) Convention, 1959 (No. 112), which is in force in four countries,³⁷ by placing an item on the agenda of the 118th Session (2030) of the Conference. Appendix II provides summary information on Convention No. 112 for the consideration of the Governing Body.

3. New possible item for guidance: Labour market implications of demographic change, intergenerational solidarity and decent work for older workers

- 31.** The ILO Centenary Declaration for the Future of Work (2019) calls on the Organization to direct its efforts to “supporting measures that help older workers to expand their choices, optimizing their opportunities to work in good-quality, productive and healthy conditions until their retirement, and to enable active ageing”.³⁸
- 32.** On the basis of relevant guidance provided by the SRM TWG at its ninth meeting (September 2024) and the Governing Body at its 352nd Session (October–November 2024), Appendix I presents proposals for a possible general discussion on an item on the labour market implications of demographic change, intergenerational solidarity and decent work for older workers.³⁹
- 33.** In scheduling a possible general discussion, the Governing Body may wish to keep in mind that the agenda for the 114th Session (2026) and 115th Session (2027) of the Conference has been completed and that the agenda for the 116th Session (2028) of the Conference includes a recurrent discussion on employment. The Governing Body may wish to consider scheduling a possible general discussion on the labour market implications of demographic change, intergenerational solidarity and decent work for older workers after 2028. This would provide the Governing Body with sufficient time to convene the tripartite meeting recommended by the SRM TWG in relation to the implications of the ageing population on the labour market,

³⁷ Guatemala, Liberia, Mauritania and Peru.

³⁸ ILO, *ILO Centenary Declaration for the Future of Work*, Part II(A)(v).

³⁹ See Appendix I, section 3.

taking into account regional specificities, the opportunities offered by intergenerational solidarity and demographic change,⁴⁰ and to take into consideration the recommendations of the tripartite meeting.

4. Other possible items pending further consideration

34. At its 350th Session (March 2024), the Governing Body endorsed proposals relating to a tripartite meeting of experts on the protection of personal data in the digital era and requested the Office to include the budget for this meeting in the Programme and Budget proposals for 2026–27. It further requested to present for approval any necessary adjustments to the modalities of the meeting in accordance with the outcome of the standard-setting process on decent work in the platform economy, which is scheduled to be concluded at the 114th Session (2026) of the Conference.⁴¹
35. As a follow-up to the conclusions of the Technical meeting on the protection of whistle-blowers in the public service sector,⁴² the Office is advancing research in collaboration with the United Nations Office on Drugs and Crime, the Office of the United Nations High Commissioner for Human Rights and the Organisation for Economic Co-operation and Development. A joint working paper on the diverse legal frameworks concerning the protection offered by Member States to public servants who report irregularities as whistle-blowers and to employees of oversight bodies has been published and the follow-up to its conclusions will be reported to the Governing Body at its 355th Session (November 2025).
36. The guidance provided by the Governing Body at its previous sessions confirmed the position of some members of the Governing Body to maintain the option of scheduling a standard-setting discussion on decent work in supply chains in the near future.⁴³ Views on this possible item continue to diverge. The earliest opportunity to include a standard-setting item would be the 116th Session (2028) of the Conference. The Governing Body will consider a progress report on the implementation of the ILO strategy on decent work in supply chains at its present session.⁴⁴ Options for initiatives that complement the body of international labour standards to take into account the changing world of work, the challenges of cross-border supply chains, implementation gaps and national circumstances, whether through new normative measures, the revisions of existing measures, or supplementary guidelines and tools, will be presented to the Governing Body for consideration at its 355th Session (November 2025).
37. It may be recalled that the Governing Body at its 352nd Session (October–November 2024) discussed the implications of gendered and other inappropriate terms and references in all international labour standards,⁴⁵ and decided to request the Office, among other follow-up actions, to propose the placement of an item concerning the adoption of a resolution on outmoded and inappropriate language in international labour standards on the agenda of a future session of the International Labour Conference. In order to allow for sufficient time for consultations prior to a Conference discussion of a draft resolution, the Office proposes the placement of an item concerning the adoption of a resolution at the 114th Session (2026) or

⁴⁰ GB.352/LILS/3, Appendix, Annex I, para. 12.3.2.

⁴¹ GB.350/PV, para. 80(d).

⁴² See Appendix I, section 4(A), and GB.349/INS/2, paras 35–37.

⁴³ GB.347/PV(Rev.), paras 22 and 35; GB.349/PV(Rev.1), para. 47; GB.350/PV, paras 24, 39 and 60.

⁴⁴ GB.353/INS/4.

⁴⁵ GB.352/LILS/5.

115th Session (2027) of the Conference. The Governing Body may wish to provide guidance in this respect.

38. Other items for future sessions of the Conference may result from the tripartite meetings approved by the Governing Body for 2025–27.

► III. Possible addition of an item on maritime matters on the agenda of the 113th Session (2025) of the Conference

39. At its 346th Session (October–November 2022), the Governing Body decided to convene the fifth meeting of the Special Tripartite Committee (STC) established under Article XIII of the Maritime Labour Convention, 2006, as amended (MLC, 2006) from 7 to 11 April 2025.⁴⁶ At its fifth meeting, the STC will consider 16 proposals for amendments to the Code of the MLC, 2006, concerning a number of provisions of the MLC, 2006. Five of these proposals were submitted by the group of Seafarer representatives and the group of Shipowner representatives appointed to the STC, five by the Seafarers' group, one by the Shipowners' group and five by a number of governments.⁴⁷
40. The STC fulfils a central role under Article XV of the MLC, 2006, in the simplified process for the amendment of the Code of the MLC, 2006. Article XV provides that proposed amendments, together with a summary of any related observations or suggestions presented by any Member of the Organization, shall be transmitted to the STC for consideration. If adopted by the STC, the amendments must be submitted "to the next session of the Conference for approval". As with the first, second, third and fourth sets of proposed amendments to the Code, submitted to the STC in April 2014, February 2016, April 2018 and May 2022 and approved by the Conference at its 103rd Session (2014), 105th Session (2016), 107th Session (2018) and 110th Session (2022) respectively, only a short sitting would be necessary, as the Conference can only decide either to approve the amendments, or to refer them back to the STC for reconsideration.
41. In the light of the above and in accordance with the established practice in this matter, it is proposed that the Governing Body provisionally place the approval of proposed amendments to the Code of the MLC, 2006, on the agenda of the 113th Session (2025) of the Conference, subject to the adoption of any amendments by the STC at its fifth meeting to be held in April 2025. In accordance with past practice, the adoption of amendments to the Code of the MLC, 2006, may be discussed by the General Affairs Committee.

► IV. Procedural road map

42. An updated proposal for the procedural road map is set out below. At all sessions, the Governing Body will continue to provide guidance on the agenda of future sessions of the Conference.

⁴⁶ GB.346/PV, para. 885(e).

⁴⁷ See ILO, *Proposals for Amendment to the Code of the Maritime Labour Convention, 2006, as Amended, in Accordance with Article XV*, STCM/LC/2025/1, 2025.

43. At its present session, the Governing Body will:

- (a) decide on the title of the general discussion item merging the item on harnessing the fullest potential of technology to achieve decent work with the item on structural transformation of the economy towards higher levels of productivity to be placed on the agenda of the 115th Session (2027) of the Conference, and provide guidance on the contents of the general discussion;
- (b) decide or provide guidance on the timing and modalities for the standard-setting on ergonomics and manual handling and on the guarding of machinery;
- (c) decide on the sessions at which the Conference will consider the abrogation of an international labour Convention;
- (d) decide on the provisional placement of an item concerning the approval of proposed amendments to the Code of the MLC, 2006, subject to the outcome of the fifth meeting of the STC;
- (e) provide guidance or decide on whether a new item should be included on the agenda of a Conference session beyond 2027.

44. At its 355th Session (November 2025), the Governing Body will:

- (a) decide or provide guidance on whether to include an item on the agenda of the 116th Session (2028) of the Conference for standard-setting on the basis of a double discussion;
- (b) provide guidance or decide on whether a previously considered item should be included on the agenda of a Conference session beyond 2027 for a general discussion;
- (c) if it has not yet taken a decision, decide or provide guidance on the timing and modalities for the standard-setting on ergonomics and manual handling and on the guarding of machinery.

45. At its 356th Session (March 2026), the Governing Body will:

- (a) decide on whether to include an item on the agenda of the 116th Session (2028) of the Conference for standard-setting on the basis of a double discussion;
- (b) provide guidance or decide on whether a previously considered item should be included on the agenda of a Conference session beyond 2027 for a general discussion;
- (c) if it has not yet taken a decision, decide or provide guidance on the timing and modalities for the standard-setting on ergonomics and manual handling and on the guarding of machinery.

► Draft decision

46. The Governing Body:

- (a) approved an item with a view to a general discussion on the agenda of the 115th Session (2027) of the International Labour Conference entitled “Harnessing the fullest potential of technology to foster structural transformation of the economy, higher levels of productivity and decent work for all as a pathway towards social justice” and requested the Office to take into account the guidance provided in preparing the relevant report to be considered by the Conference at its 115th Session (2027);**
- (b) decided to place on the agenda of the 117th Session (2029) and 118th Session (2030) of the Conference an item on ergonomics and manual handling for standard-setting on the basis of a double discussion and requested the Office to present to its 355th Session (November 2025) proposals for a tripartite meeting of experts prior to standard-setting;**
- (c) decided to place on the agenda of the 113th Session (2025) of the Conference the approval of proposed amendments to the Code of the Maritime Labour Convention, 2006, as amended, subject to the adoption of any amendments by the Special Tripartite Committee established under Article XIII of the Maritime Labour Convention, 2006, as amended, at its fifth meeting to be held in April 2025;**
- (d) decided to place an item concerning the abrogation of the Minimum Age (Fishermen) Convention, 1959 (No. 112), on the agenda of the 118th Session (2030) of the Conference and invited the four Member States in which Convention No. 112 is still in force to effectively implement the Minimum Age Convention, 1973 (No. 138), and the Worst Forms of Child Labour Convention, 1999 (No. 182), with the technical assistance of the Office;**
- (e) requested the Office to take into account the guidance provided in preparing the document concerning the agenda of future sessions of the Conference for its 355th Session (November 2025).**

► Appendix I

Items for the agenda of future sessions of the Conference

1. **Harnessing the fullest potential of technology to foster structural transformation of the economy, higher levels of productivity and decent work for all as a pathway towards social justice (general discussion)**

A. **Nature and context of the general discussion merging the item on harnessing the fullest potential of technology to achieve decent work with the item on structural transformation of the economy towards higher levels of productivity**

1. The ILO Centenary Declaration for the Future of Work (Centenary Declaration) directs the Office to harness “the fullest potential of technological progress and productivity growth, including through social dialogue, to achieve decent work and sustainable development, which ensure dignity, self-fulfilment and a just sharing of the benefits for all”.¹ This requires economies going through structural transformation to remain focused on inclusion, sustainability, resilience and ensuring that no one is left behind. Technologies can help facilitate this process and drive structural transformation in this way, as it is one of the most important drivers in reshaping the world of work.²
2. In this context, technology may be understood broadly as the tools, processes and methods applied to augment human capabilities in achieving specific objectives. As such, technological development encompasses the invention and introduction of new materials (for example, chemicals), new manufacturing machinery (for example, robots), new methods for processing, storing and transmitting data and their related products and new processes such as automation or digitalization. As such, the introduction of new technologies can be positive and enhance efficiencies and productivity, but also merits a discussion from a regulatory standpoint, as it alters the relationship between employers and workers. The introduction of new technologies can also lead to the displacement of workers
3. Structural transformation involves reallocation of human resources with the desired objective of moving an economy towards higher productivity sectors where the likelihood of decent jobs is higher while at the same time increasing decent work opportunities and productivity within sectors. Such a structural transformation process would be a core pillar of the renewed social contract that – as expressed in the recent Report of the Director General to the Conference – calls for reconfiguring policies and strategies that create full, productive and freely chosen employment.³ The third recurrent discussion on employment discussed how comprehensive employment policies can bring together such efforts and can ensure that policy choices are

¹ ILO, *ILO Centenary Declaration for the Future of Work*, Part II(A)(ii).

² Already in 1984 when the Employment Policy (Supplementary Provisions) Recommendation (No. 169) was adopted, constituents identified “the development of technology as a means of increasing productive potential and achieving the major development objectives of creation of employment opportunities and the satisfaction of basic needs” and frames its facilitation as “one of the major elements of national development policy”.

³ ILO, *Towards a Renewed Social Contract*, Report of the Director-General, International Labour Conference, 112th Session, 2024.

made in favour of structural transformation processes that are inclusive, gender-responsive, sustainable and comprehensive.

4. The general discussion included in the agenda of the 115th Session (2027) of the Conference could take the discussion one step further by providing guidance for constituents and the Office on the “why” and the “how” of structural transformation processes.
5. The general discussion could consider pathways to structural transformation of the economy, higher levels of productivity and decent work, including the role of institutional strengthening, securing property rights, improving multilevel governance to improve policy coherence, enforcing the rule of law, fostering sustainable enterprises (including productive development policies for micro, small and medium-sized enterprises (MSMEs)), entrepreneurship and investment, and methods for aligning education systems and vocational training programmes with market demands to improve workers’ employability.
6. Linking the discussions on technologies to structural transformation processes would help to understand how technologies and the digital economy drive transformation process as well as how technologies can help to make the transformation process inclusive and sustainable. New technologies such as artificial intelligence (AI), machine learning and robotics can provide opportunities to accelerate productivity growth and promote resource efficiency, essential for countries to successfully achieve a just transition. Some consensus seems to have emerged regarding the type of jobs that are likely to be affected by AI; however, expected productivity gains vary widely, depending on the type of occupation and sector where digital tools are being introduced, the regulatory framework under which companies that use these tools are operating, and the safeguards and support that labour market and skills policies are offering for a successful transition.
7. Adapting to these changes necessitates a profound transformation of sectors through the implementation of strategies that ensure just transition processes and outcomes. The general discussion could focus on identifying challenges and opportunities to stimulate the sound introduction of technology and productivity growth across regions and sectors, production and investment. This would also require looking at sectoral and inter-sectoral transformation processes, the interaction of macroeconomic, trade, investment, labour, employment, social protection and development policies and the creation of a productivity ecosystem for structural transformation.
8. While taking into account the macro-, meso- and micro impacts on such transformations, it would also debate on how to ensure that no one is left behind, including through the integration of social protection policies and how to ensure that all strategic objectives of the International Labour Organization (ILO) are considered within one framework for structural transformation. It would identify policy actions to support full employment, productivity and sustainability through structural changes towards higher value-added economic activities that promote sustainable economic growth and decent work, including at community levels. It would look at the need for policies that impact the supply and the demand side and how labour market institutions need to match the two sides and support structural transformation more generally. It would also discuss how all government departments and social partners need to be involved in pro-government macro-economic policies, processes and implementation efforts as structural transformation goes far beyond the responsibilities of labour administrations.

B. Relevance in the light of the strategic objectives of the Decent Work Agenda

9. The general discussion could consider a number of observed decent work trends:

- *Productivity and technological advances.* Despite technological advancements and increased investments, productivity growth has slowed and the difference in productivity between high and low-income countries is closing at a much slower pace. In addition, productivity growth is too often not translated into wage growth.
- *Promotion of MSME development.* Given that jobs and livelihoods depend – primarily – on and created in enterprises and entrepreneurial activities there is a need to improve the business environment to ensure that MSMEs can effectively act as decent job creators. MSMEs create the bulk of employment globally, yet most micro and small enterprises (MSEs), particularly in developing countries, face significant challenges in achieving a minimum level of efficiency and economic viability. These enterprises often operate with limited capital, small-scale operations, and low-value-added activities, which hinder their ability to escape the low productivity trap, compete in the formal economy, and create decent jobs. Addressing these constraints is crucial for enabling MSEs to transition from survival-driven activities to sustainable enterprises capable of driving economic growth and formalization.
- The decades-long *stagnation in productivity growth* and premature deindustrialization in some regions and its role in hindering economic growth, income per capita, employment outcomes, and standards of living.
- *Global labour market trends* continue to show the need for more decent job creation, as both the quantity and quality of jobs have not been increasing to an extent that could lead to decent work for all and therefore to social justice. For example, although global unemployment has seen some improvements post-pandemic, it constantly stays around 5 per cent. This, together with high and often increasing levels of inactivity for certain groups such as women, young people, older people and other disadvantaged groups, indicates emerging and persistent vulnerabilities of workers. Finally, the fact that informality continues to be the reality for the majority of workers in developing countries and that there are still millions of workers that have to live in poverty despite the fact that they work, is another indication of the lack of decent jobs in the world.
- *Income inequality and living standards.* Income inequality is widening, exacerbated by stagnant productivity and persistent inflation. Many workers, including in G20 countries, have seen their real incomes eroded, which undermines living standards and slows economic recovery. This is particularly problematic as the erosion of disposable income impacts aggregate demand and thereby sustainable growth. Observed weakening of bargaining power of organized labour and declining trade union density make it harder for workers to raise their voice to ensure income equality and an increase in living standards.
- *Informal economy.* In 2024, 58 per cent of the global workforce was estimated to work in the informal economy, with little to no social protection and lower incomes. This situation persists despite various policy efforts to foster a transition of workers to the formal economy.
- *Gender disparities.* While women's participation in the labour market has rebounded after the COVID-19 pandemic, a notable gender gap remains, especially in emerging and developing countries. This gap presents a barrier to achieving equitable employment opportunities and economic participation.

- *Young people not in employment, education, or training (NEET)*. Youth unemployment and inactivity continues to be a critical issue, with consistently high rates of NEETs. This problem is particularly pronounced among young women, posing long-term challenges for their career prospects and economic stability.
 - *Impact of multiple crises*. The combined effects of economic and geopolitical instabilities, climate change, demographic shifts and digitalization are creating complex challenges for labour markets. Only in very few cases, these disruptive mega-trends have been turned into opportunities.
10. These persistent realities clearly show that conventional economic and development strategies do not always produce the desired decent work outcomes and may have to be rethought. Constituents may wish to discuss which type of structural transformation processes ensure increased productivity, decent work outcomes and living standards, what role the digital economy needs to play, how technology can be used to foster structural transformation, why structural transformation does not automatically lead to decent work, and how successful structural transformation processes would help to achieve the desired goal. All these discussions would dovetail with the most recent discussions at the International Labour Conference.
 11. The acceleration in recent technological developments, while in principle a source of higher productivity, innovation and jobs, can have a disruptive impact on decent work in the absence of guardrails for a just transition. The Employment Policy (Supplementary Provisions) Recommendation (No. 169) highlights the vast potential of technology for decent work including higher productivity, expansion of the volume and structure of employment, improvement of working conditions, reduction of working time, opportunities to use existing and future skills and improved linkages between large-scale and small-scale undertakings. A Conference discussion could take stock of the extent to which existing and new technologies have realized that potential and whether policies have succeeded in eliminating negative effects, for example on occupational safety and health (OSH).
 12. As the use of new technologies becomes more widespread, identifying the right skills and preparing the workforce for new task profiles become more important. There is no systematic evidence as to the type of skills and competencies needed as the transformation process is highly country- and sector-specific. Skills anticipation and career guidance systems, which make use of big data and AI are well placed to tackle the complexity of the adjustment process and to smooth the transition path for individual workers.⁴
 13. Sector-wide applications can also help in other areas to improve resource efficiency and thereby contribute to an equitable transition. The management of electricity grids, multi-modal mobility systems or circular economy recycling networks can be greatly enhanced through AI, thereby offering new employment opportunities in areas strategic to a successful green transition. Other applications of AI in construction, health or agriculture would yield significant productivity gains and improvements in working conditions to the benefit of a large global workforce.
 14. Technologies can be effectively harnessed to provide decent work to all workers. For instance, governments in a number of countries have started to utilize digital technologies to promote formalization through the registration of both economic units and of employment, digital payments or electronic payroll, the provision of social protection and other benefits, filing and

⁴ Karlis Kanders et al., *Mapping Career Causeways: Supporting Workers at Risk* (Nesta, 2020).

payment of taxes, among others.⁵ This strategy could be replicated and scaled up in a variety of different contexts, including platform work. Technologies can also help in increasing compliance through maintenance of digital records, which are transparent and using targeted inspection and enforcement. Similarly, with increasing work intensification, working-time records can be digitally maintained to ensure protection of wages and social protection benefits for hours worked, as well as to ensure compliance with working-time regulations.

15. Social dialogue, including collective bargaining and workplace cooperation, is crucial in guiding successful transformation.
16. The labour protection resolution calls on the ILO to strengthen its support to governments, and employers' and workers' organizations to harness digital technologies for improving working conditions, enhancing workers' OSH and enabling compliance, in particular for MSMEs,⁶ as well as to enhance capacity to better respond to any psychosocial risks and work-related stress that may result from new forms of work organization, including in workplaces with high use of information and communication technologies.⁷

C. Expected outcome

17. Possible outcomes of a general discussion would be conclusions and a resolution which could cover the following:
 - A consensual validation in the light of rapid technological progress of the basic assumptions in respect of the social implications of technology on the world of work adopted more than 50 years ago.⁸
 - An agreed framework on structural transformation that would give constituents clear guidance in the form of a detailed set of conclusions, to be supported by the Office and adjustable to national circumstances as a basis for country-specific and regional policy dialogues on structural transformation processes that are decent-work sensitive and driven, as well as supported by technological progress. This framework would provide guidance for macro and sectoral policy debates as well as give clear indications about what this approach means for workers and enterprises.
 - A clear mandate for social dialogue in economic and development debates and convincing arguments that no policy is employment-neutral and that improved employment outcomes of policies can be ensured through social dialogue.
 - Guidance on action to be taken by Member States to enhance the protection of workers in light of new technologies in terms of their impact on job quantity and quality, as well as fundamental changes to the organization of workplaces and labour relations; and proposals for normative or non-normative initiatives to be supported in future programming by the

⁵ Juan Chacaltana, Vicky Leung and Miso Lee, "[New Technologies and the Transition to Formality: The Trend Towards E-Formality](#)", ILO Employment Working Paper No. 247, 2018.

⁶ ILO, [Resolution concerning the Second recurrent Discussion on Labour Protection](#), Resolutions Adopted by the International Labour Conference at its 111th Session, Geneva, 2023, para. 23(e).

⁷ ILO, [Resolution concerning the Second Recurrent Discussion on Labour Protection](#), para. 23(g).

⁸ ILO, [Resolution on Labour and Social Implications of Automation and Other Technological Developments](#), Resolutions Adopted by the International Labour Conference at its 57th Session, Geneva, 1972, 10. At the time, the Conference expressed concern "that the advantages of new technology should not be overshadowed by harmful effects which would arise from ill-planned introduction and application" as well as the conviction "that the benefits of advanced technology should be widely shared by all members of society rather than accrue only to the workers and employers directly involved, and that hardships resulting from technological change should not affect a few heavily but should be shared by the community as a whole."

ILO to ensure that the digital economy becomes a positive source of job creation and structural transformation.

- Linkages to the standard-setting discussion on decent work in the platform economy and the imperatives, principles and roles elucidated in the Conference resolution concerning a just transition towards environmentally sustainable economies and societies for all.⁹
- An opportunity for the ILO to present a tripartite perspective on the UN Secretary-General's Roadmap for Digital Cooperation,¹⁰ his Call to Action on Human Rights¹¹ and the Global Digital Compact, while contributing to the acceleration of Sustainable Development Goals (SDGs) 8 and 9.¹² It would take into account the conclusions of the Summit of the Future, as well as the Second World Summit for Social Development.

D. Preparation of the Conference discussion

18. Preparations could include:

- policy briefs linked to several issues to be discussed in connection with the topics of structural transformation, productivity, the impact of new technologies, and decent work, as well as the linkages between the four topics;
- consultations with constituents to be held under the leadership of RESEARCH, EMPLOYMENT, and ENTERPRISES, through the Bureau for Workers' Activities and the Bureau for Employers' Activities and in cooperation with all other departments;
- capacity-building events to be organized in cooperation with the International Training Centre of the ILO (Turin Centre);
- report to be written by RESEARCH, EMPLOYMENT, and ENTERPRISES with Office-wide support.

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

19. Upon the recommendations of the Standards Review Mechanism Tripartite Working Group (SRM TWG) the Governing Body at its 331st Session (October–November 2017) requested the Office to prepare, for consideration of inclusion at the earliest dates possible in the agenda of future sessions of the Conference, proposals for possible standard-setting items on biological hazards, ergonomics and manual handling, recognizing regulatory gaps, on the consolidation of the instruments concerning chemical hazards, and on the revision of the instruments concerning guarding of machinery.¹³

⁹ ILO, [Resolution concerning a Just Transition Towards Environmentally Sustainable Economies and Societies For All](#), International Labour Conference, 111th Session, 2023.

¹⁰ United Nations, [Roadmap for Digital Cooperation](#), Report of the Secretary-General, June 2020.

¹¹ United Nations, [The Highest Aspiration: A Call to Action for Human Rights](#), 2020, notably the workstream on new frontiers of human rights.

¹² In particular, SDG target 9.c aims to significantly increase access to information and communication technologies and ensure that all people in the least developed countries have access to the internet at an affordable cost by 2020. SDG 9 is the Goal that requires accelerated action more than any other, see UN, [Progress Towards The Sustainable Development Goals: Towards A Rescue Plan For People And Planet](#), Report of the Secretary-General (Special Edition), para. 27.

¹³ GB.331/LILS/2, Appendix, Annex, paras 17(i), 19(ii), 27 and 31.

20. The agenda for the Conference in 2025 and beyond regarding standard-setting items on OSH as identified above should be guided by the need to ensure a clear, robust and up-to-date body of international labour standards with respect to certain occupational hazards. The resolution adopted by the Conference at its 110th Session to include a safe and healthy working environment in the ILO framework of fundamental principles and rights at work and designate two instruments as fundamental Conventions has increased the urgency of filling OSH regulatory gaps and ensuring that international labour standards on OSH respond to changing patterns of the world of work.
21. At its 337th Session (October–November 2019), the Governing Body requested the Office to be guided by the recommendations of the SRM TWG regarding the “thematic integration approach”. As was discussed by the SRM TWG, regulation through thematic integration would, *prima facie*, involve customized standard-setting processes for the four thematic subtopics as decided by the Governing Body. Variations could be on the basis of decisions, whether the standard-setting action should result in a Protocol, a Convention or a Recommendation, or a Convention and a Recommendation. The standard-setting process could explore combining binding and non-binding provisions into a single instrument to enhance thematic integration.
22. At its 341st Session (March 2021), the Governing Body decided to place an item on biological hazards on the agenda of the 112th Session (2024) and the 113th Session (2025) for a double discussion. At its 350th Session (March 2024), the Governing Body decided to place on the agenda of the 115th Session (2027) of the Conference an item on the consolidation of instruments on chemical hazards for standard-setting on the basis of a double discussion. Should the Governing Body wish to follow a practice of a single standard-setting item on OSH per Conference session, the earliest opportunity for a standard-setting item on either ergonomics and manual handling or the guarding of machinery would be the 117th Session (2029) of the Conference.

A. Standard-setting item on ergonomics and manual handling

23. Human factors or ergonomics apply theory, principles, and data from many relevant disciplines to the design of products and work processes and systems, taking into account the complex interactions between the human and other humans, the environment, tools and equipment, and technology to enhance human performance and well-being in the world of work.¹⁴ Ergonomic hazards are much broader than only those involved in manual handling. Ergonomic hazards include manual materials handling causing overexertion; inappropriate lighting or selection and use of tools; continuous standing or sitting while working; slips, trips or falls; thermal discomfort; and office postures causing musculoskeletal disorders (MSDs). The wide variety of MSDs renders an accurate estimate of direct and indirect costs particularly difficult but available evidence suggests that MSDs account for around a third of all injuries and illnesses, a higher-than-average absenteeism and significant healthcare costs, informal care costs and production losses.¹⁵ Attention to prevention of ergonomic risks and efforts to improve comfort and well-being at work also becomes more urgent as workforces age and workers are expected to work longer.

¹⁴ Kathleen Mosier and Juan Carlos Hiba, “[The Essential Contribution of Human Factors/Ergonomics to the Future of Work We Want](#)” (ILO, 2019).

¹⁵ See, for example, figures from the US Centers for Disease Control and Prevention or the European Agency for Safety and Health at Work. According to the US Bureau of Labor Statistics (BLS) in 2013, MSD cases accounted for 33 per cent of all worker injury and illness cases.

24. A new standard could, based on the questionnaire sent to Member States in the course of the standard-setting process, clarify the defining role of human factors and ergonomics in the development of work processes and systems and help determine internationally recognized forms, challenges and opportunities with respect to human factors and ergonomics at the workplace. It could set out broad principles for addressing such challenges and for promoting health and safety through the management of high-quality human factors and ergonomics. The instrument could specify national policies and regulations on human factors and ergonomics at work, establish a defined system of rights, responsibilities and duties of governments, employers, workers and their organizations, and promote a holistic approach to the design, management and operation of work.
25. In accordance with the recommendations of the SRM TWG, the new standards would revise the Maximum Weight Convention (No. 127) and Recommendation (No. 128), 1967 and update the regulatory approach to manual handling. At its 331st Session (October–November 2017), the Governing Body requested the Office to prepare for consideration of inclusion in the agenda of future sessions of the Conference at the earliest possible dates, proposals for a standard-setting item on ergonomics, recognizing the regulatory gaps identified in that area.¹⁶ In relation to the instruments concerning maximum weight, the SRM TWG had considered that the instruments had not lost their purpose but were limited in scope, notably including a gap in coverage on ergonomics. The SRM TWG had agreed that Convention No. 127 and Recommendation No. 128 should be classified as requiring further action to ensure continued and future relevance. Follow-up action should involve their revision to take into account the need to both regulate ergonomics, and to update the regulatory approach to manual handling. The SRM TWG considered that the revision process could involve a meeting of experts on how to modernize the existing instruments in the context of the broader issue of ergonomics and manual handling.¹⁷
26. In its review of normative instruments concerning dock work, the ninth annual meeting of the SRM TWG (September 2024) recommended to the Governing Body research to assess the existence of possible gaps in coverage in the body of international labour standards in relation to marking of weight and to identify the relevance of the Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No. 27).¹⁸ The SRM TWG recommended that the research be considered by a tripartite meeting on dock work at a time to be determined. The tripartite meeting would then review the classification of Convention No. 27 and examine the possibility of the inclusion of marking of weight within the planned standard-setting items on ergonomics and manual handling.¹⁹
27. The preparatory work would be informed by a detailed law and practice report, studies of good practices and data collection, as well as broad consultations with constituents, partners across the UN system and with professional bodies and other stakeholders. It is proposed that a tripartite meeting of experts be held possibly in 2027 to advise the Office on the scope of the issues to be covered by standard-setting. Preparatory work could also be informed by technical guidelines published by the Office in 2021.²⁰

¹⁶ GB.331/PV, para. 723(f)(i).

¹⁷ GB.331/LILS/2, Appendix, paras 25 and 26.

¹⁸ [Marking of Weight \(Packages Transported by Vessels\) Convention, 1929 \(No. 27\)](#).

¹⁹ GB.352/LILS/3, Appendix, Annex I, para. 8.3.1(a)

²⁰ ILO, *Principles and Guidelines for Human Factors/Ergonomics (HFE) Design and Management of Work Systems*, 2021. The guidelines were prepared by a team of expert writers, reviewers, and representatives from the International Ergonomics

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

28. New standards would revise the Guarding of Machinery Convention (No. 119) and Recommendation (No. 118), 1963. In 2002, the Cartier Working Party had recommended a classification of Convention No. 119 as “to be revised” and in 2017, the Governing Body approved a recommendation of the SRM TWG to revise the instruments concerning guarding of machinery “at the earliest dates possible”.²¹
29. At its 91st Session (2003), the Conference called for the revision of Convention No. 119 and Recommendation No. 118 in order to take into account technical difficulties in the application of the instruments, the latest developments in technology and the need to provide safety and health-related information and training in the transfer of technology. The principal aim of the early instruments to protect workers from machinery-induced accidents by using safety technologies continued to be important and valid but needed to be complemented with comprehensive approaches to promote safety and health in the use of machinery, including the consultation, information and training of workers on all relevant aspects of machinery throughout its life cycle, including emergency procedures.²²
30. Based on the benchmarks set in the code of practice on safety and health in the use of machinery (2013),²³ new standards could set out broad principles for addressing safety and health issues in the use of machinery.
31. New standards in the form of a Convention could outline in definitional form the nature of safety and health in the use of machinery, and define safety and health requirements and precautions applicable to governments, workers and employers, and also to designers, manufacturers and suppliers of machinery.
32. New standards in the form of a Recommendation (or non-binding provisions in a binding instrument), could provide further detailed guidance on more specific technical requirements and measures on the working environment, control systems, machinery guarding and protection against mechanical and other hazards, information and marking, and supplementary measures relating to specific machinery types.
33. A Conference discussion on safety and health in the use of machinery would be informed by a review of the code of practice published in 2013 and a detailed law and practice report and be based on the questionnaire sent to Member States in the course of the standard-setting process.

C. Updating of new instruments on occupational safety and health

34. Standard-setting in the three areas could use appropriate approaches, so that new instruments can be easily updated, in particular with respect to technical provisions to ensure the continued relevance of the standards, taking into account national circumstances. Simplified revision mechanisms used in the Maritime Labour Convention, 2006, as amended (MLC, 2006), the Seafarers’ Identity Documents Convention (Revised), 2003, as amended

Association, the ILO, and other institutions and organizations that recognize the critical need for human factors/ergonomics principles and guidelines in the design and management of work systems.

²¹ GB.283/LILS/WP/PRS/1/2 (Office information note, March 2002); GB.331/PV, para. 723(f)(iii).

²² ILO, *Examination of Instruments concerning Occupational Safety and Health (General Provisions and Specific Risks): Technical Note 7 – Instruments concerning the Guarding of Machinery*, Third Meeting of the SRM TWG (25–29 September 2017), 5 and 6.

²³ ILO, *Safety And Health in the Use of Machinery*, ILO code of practice, 2013.

(No. 185), and the Work in Fishing Convention, 2007 (No. 188), or the List of Occupational Diseases Recommendation, 2002 (No. 194), could serve as examples.

3. Labour market implications of demographic change, intergenerational solidarity and decent work for older workers (general discussion)

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

35. The Centenary Declaration calls on the Organization to direct its efforts to “supporting measures that help older workers to expand their choices, optimizing their opportunities to work in good-quality, productive and healthy conditions until their retirement, and to enable active ageing”.²⁴
36. In September 2024, The SRM TWG considered that the topic of older workers in the face of demographic change and in particular the need to ensure non-discrimination and equality of opportunity, was an important issue for future ILO discussions. The life course approach, recognizing the opportunities for intergenerational solidarity in light of ageing societies, is of increasing relevance to ILO constituents. In the context of examining further action required to ensure the continued and future relevance of the Older Workers Recommendation, 1980 (No. 162), the SRM TWG decided to postpone a decision on the existence of a gap in coverage in relation to the topic, pending research to be discussed at a later tripartite meeting to determine next steps in this regard, which could include a general discussion at the Conference.²⁵
37. Understanding demographic trends is crucial for policymakers, businesses, and communities to adapt and plan for the future. One of the most recent demographic trends with huge impacts on economies, labour markets and societies is that of ageing populations. This trend is observable in most developed and emerging economies and will be the reality of all countries in the near future. Globally, the population aged 65+ is set to grow by over 300 per cent by 2100 – from 703 million in 2019 to 2.4 billion – while the working-age population (15–64) will increase by less than 50 per cent over the same period. This trend will be mainly driven by ageing trends in developing economies.
38. Demographic shifts are only one driver of change and none of the drivers of change identified in the Centenary Declaration should be seen in isolation. They also need to be seen embedded into economic and social contexts. The combined effects of economic instabilities, increasing inequalities, climate change, demographic shifts and digitalization are creating complex challenges for labour markets that can only be tackled through comprehensive employment policy frameworks, including adjusting labour market policies and institutions. This will enable societies to change these disruptive mega-trends into opportunities.
39. The most recent Conference discussion exploring demographic shifts in the world of work took place in 2013 under the title “Employment and social protection in the new demographic context” and a follow-up plan was approved by the Governing Body. However, since then the issue has become more urgent and prominent on policy agendas and countries are turning more and more to the ILO with the request for help to understand the impact of such trends on economies and labour markets.

²⁴ ILO, Centenary Declaration, Part II(A)(v).

²⁵ GB.352/LILS/3, Appendix, para. 28.

40. The proposed discussion would build on the 2013 discussion, as well as on the Centenary Declaration and the recommendations of the SRM TWG and would also take into account discussions on other drivers of change that have taken place in recent years, as well as discussions on inequality, informality, climate change and other related topics.
41. All these above-mentioned topics would be discussed within the context of demographic shifts and new aspects would also be integrated to ensure the inclusion of most recent trends. These additions could include:
 - Rapid ageing observable in rural areas in developing economies, a trend that puts food security and development in general at risk. The discussion could also cover the “mirror” demographic challenge in developing countries: youth in urban areas and the high rates of NEETs.
 - The impact of demographic change on economic growth and productivity ecosystems, inequalities, informal employment, gender disparities, skills shortages, and migration.
 - The impact on social protection systems and the need to adjust them to new realities so that they can serve as a protection mechanism to ensure that demographic shifts can present opportunities.
42. As a new framework of analysis, the discussion would focus on intergenerational solidarity as a concept and a lens to identify holistic challenges and solutions.
43. It may be recalled that the Governing Body has previously considered the adoption of a Protocol to the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) that would leave the Convention itself unchanged and would allow countries ratifying it to accept formally additional grounds on which discrimination would be prohibited, including age.²⁶

B. Relevance in the light of the strategic objectives of the Decent Work Agenda

44. Global labour market trends continue to show the need for more decent job creation, as both the quantity and quality of jobs have not increased to an extent that it could lead to decent work for all and therefore to social justice. Although global unemployment has seen some improvements post-pandemic, it constantly stays around 5 per cent paralleled by an even larger and increasing jobs gap. This, together with high and often increasing levels of inactivity for certain groups such as women, young people, older people and other disadvantaged groups, indicates emerging and persistent vulnerabilities of workers. Finally, improvements in the quality of jobs are often not happening and informal employment is not reduced systematically. The sum of all these issues is an observable and persistent decent work deficit with a risk of becoming even larger in the context of demographic changes – if not tackled in a comprehensive manner through employment and labour market policies and interventions. Policies to be identified in the discussion would lead to:
 - *Improved and job sensitive socio-economic trends.* Economic growth, decreasing inequality and decreasing informality through productivity increases and improved social protection would be one of the points discussed. Ignoring demographic changes and their impact on these issues can put successful structural transformation processes at risk.
 - *Informal employment.* A significant portion of the global workforce remains in informal employment, with little to no social protection. A new trend is that of older workers re-

²⁶ GB.288/2/1 (November 2003) and GB.289/2 (March 2004).

entering labour markets but often as informal workers. In rural areas because of a lack of young people and as a means to survive, older people continue their work lives to the maximum, and very often as informal workers. While, in general, efforts are made through various policy efforts to formalize work, older workers and especially those in rural areas are not included in such efforts, while at the same time social security systems often do not include people in rural areas especially in developing economies.

- *Gender disparities.* With women's participation in the labour market persistently being lower than men's from young ages onwards and wage discrimination continuing at the same time, this has severe consequences for chances of older women finding decent work and also for their pensions which are consistently lower than for men. This gender gap exists in the majority of countries around the world and is particularly visible in developing economies and there in rural areas.
 - *Skills shortages and migration.* Ageing societies are intensifying skills shortages across key industries, exacerbating the global "talent crunch" and driving shifts in migration patterns. By 2030, it is projected that the global shortfall of skilled workers could reach 85 million, costing the world economy up to \$8.5 trillion in lost revenue annually. In Europe alone, over 95 per cent of companies report difficulties in hiring due to labour shortages, with healthcare, construction, and technology among the hardest-hit sectors. As older workers retire, there is an urgent need to fill these gaps with both domestic and international talent. Migration has become a key lever in addressing demographic-driven shortages – the Organisation for Economic Co-operation and Development (OECD) data shows that migrant workers made up 70 per cent of the labour force growth in high-income countries over the last decade. However, restrictive migration policies and socio-political barriers often hinder this solution, creating mismatches between demand and supply. To mitigate the impact, ageing societies must not only promote lifelong learning, increase labour force participation of older workers and allow for extended working years of older workers who wish to stay in labour markets, but also adopt forward-looking migration policies to attract and retain skilled workers in sectors vital to economic resilience without causing brain drain in labour-sending countries.
 - *Social protection systems and care systems.* An ageing population has a profound impact on social protection systems and healthcare systems. Addressing the challenges posed by an ageing population requires a comprehensive approach that includes reforms of social protection and healthcare systems and investment in social protection and healthcare infrastructure.
45. These developments demonstrate the limitations of conventional economic and development strategies as they were designed against a background of growing populations and sectoral shifts towards higher-level productivity sectors, assumptions that are no longer the reality in many countries. Constituents could benefit from discussing how to include the new realities into economic thinking, taking into account not only the ageing trends but at the same time continue to deal with the challenges of young populations. They may wish to discuss how the different drivers of change can influence each other in a positive way.
 46. Changing demographics require changes at all levels: societies as a whole, enterprises, workers and all other individuals. Policies, including employment policies and active labour market policies need to take such changes into account and become age sensitive. As employment policies include macro policies, sectoral policies, investment policies, etc. all of these must become age sensitive and be changed in a way that ensures demographic shifts are turned into opportunities rather than being seen as a threat.

47. Intergenerational solidarity may be understood as a pillar of a new social contract that seeks to promote intergenerational justice and equity, combat ageism and prevent the intergenerational transmission of poverty and hunger, inequality and injustice. The UN Pact for the Future committed to strengthening “intergenerational partnerships and solidarity among generations by promoting opportunities for voluntary, constructive and regular interaction between young and older persons in their families, workplaces and in society at large”.²⁷ The Conference discussion would give constituents an opportunity to consider possible measures within the world of work to strengthen intergenerational solidarity as well as the world of work dividends of intergenerational solidarity.
48. The discussion on potential comprehensive and age-sensitive employment policies, labour market policies and changes in institutions would look at the need for policies that impact the supply and demand side and how labour market institutions need to match the two sides and support demographic changes.

C. Expected outcome

49. Possible outcomes of a general discussion would be conclusions and a resolution which could cover the following:
 - (a) A common understanding of the impact of demographic shifts on economies and societies and its consequences for employment policies and labour market institutions.
 - (b) A common understanding of the interaction between the main drivers transforming the world of work (for example, demographics, climate, technology, globalization, migration).
 - (c) Consensus on the relevance of intergenerational solidarity for solutions to development challenges.
 - (d) A specific mandate for social dialogue in economic and development debates based on the argument that no policy is age-neutral and that improved age-sensitive employment outcomes of policies can be ensured through social dialogue.
 - (e) Guidance on action to be taken by Member States to adopt age-sensitive comprehensive employment policies (including migration policies, skills policies, macro policies, sectoral policies, investment policies and other relevant policies) in the light of demographic shifts, with a special focus in developed economies on ageing societies and in developing economies on ageing in rural areas and youth bulges in urban areas and proposals for normative or non-normative initiatives to be supported in future programming by the ILO to ensure that the demographic shifts become a positive source of decent job opportunities for all ages.
50. A general discussion would provide an opportunity for the ILO to present a tripartite perspective on the UN Secretary-General's Report on ageing and would support current efforts to develop international law protecting the human rights of older people while contributing to the acceleration of the SDGs.

²⁷ UN General Assembly, Pact for the Future, Global Digital Compact and Declaration on Future Generations, [A/RES/79/1](#), 2024, Action 35, para. 61(f).

D. Preparation of the Conference discussion

51. Preparations could include:

- policy briefs linked to several issues to be discussed in connection with the topic of demographic changes, the concept of intergenerational solidarity and decent work for older persons;
- consultations with constituents to be held under the leadership of EMPLOYMENT and SOCIAL PROTECTION and in cooperation with all other departments;
- Capacity-building events to be organized in cooperation the Turin Centre ;
- report to be written by EMPLOYMENT and SOCIAL PROTECTION with Office-wide support.

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

A. Protection of whistle-blowers in the public service

52. The conclusions of the Global Dialogue Forum on Challenges in Collective Bargaining in the Public Service (Geneva, 2–3 April 2014) included references to the role of legislation, social dialogue and collective bargaining in the independence and protection of public servants, including anti-corruption legislation. The Workers' group also highlighted this issue in the Sectoral Advisory Bodies in October 2014. The Governing Body was informed in October 2015 that a proposal from Public Services International had been received for an item on the Conference agenda with a view to standard-setting to ensure the independence, impartiality and protection of certain categories of public service workers, notably through the fight against corruption.²⁸
53. As this was an emerging topic, the document submitted to the Governing Body in October 2016 suggested that it first be examined by a meeting of experts. In the framework of their meetings from 11 to 13 January 2017, the Sectoral Advisory Bodies recommended that the Office undertake research on the topic as part of the sectoral programme 2018–19. As a result, the Office published a working paper on national law and practice on protecting whistle-blowers in the public and financial services sectors.²⁹ The Sectoral Advisory Bodies, at their meeting of January 2021, decided to propose to the Governing Body a technical meeting on the protection of whistle-blowers in the public service sector, to be held during the 2022–23 biennium. The Governing Body endorsed this proposal at its 341st Session (March 2021),³⁰ and set the dates and composition of the meeting at its 343rd Session (November 2021).³¹ The technical meeting on the protection of whistle-blowers in the public service sector was held from 26–30 September 2022, at which it adopted conclusions.³² The

²⁸ GB.325/INS/2, para. 31.

²⁹ Iheb Chalouat, Carlos Carrión-Crespo and Margherita Licata, *Law and Practice on Protecting Whistle-blowers in the Public and Financial Services Sectors*, ILO Working Paper No. 328, 2019.

³⁰ GB.341/PV, paras 653–662. The composition of the meeting was set at all interested Governments, eight Employer representatives, eight Worker representatives, as well as advisers, observers, official international organizations, and non-governmental international organizations as observers.

³¹ GB.343/POL/2(Rev.2), Appendix I.

³² ILO, *Technical Meeting on the Protection of Whistle-blowers in the Public Service Sector*, TMWBPS/2022/8, 2022.

results of this meeting were submitted to the Governing Body at its 347th Session³³ and discussed.³⁴

54. As a follow-up to the conclusions for the Meeting, the Office is drafting a working paper together with the United Nations Office on Drugs and Crime (UNODC), the Office of the United Nations High Commissioner for Human Rights (OHCHR) and the OECD on the diverse legal frameworks concerning the protection offered by Member States to public servants who report irregularities as whistle-blowers and to employees of oversight bodies. The paper was published in early 2025.³⁵

³³ GB.347/POL/2.

³⁴ GB.347/PV(Rev.).

³⁵ ILO, *Protecting Whistle-Blowers in the Public Service: A Global Survey of Whistle-Blowing Laws Applicable to the Public Service Sector*, ILO Working paper No. 135, 2025 (available in English only).

► Appendix II

Abrogation of the Minimum Age (Fishermen) Convention, 1959 (No. 112)

1. [Convention No. 112](#) was adopted in 1959 and came into force in 1961. The Convention was ratified by 29 Member States and subsequently automatically denounced by 25 Member States as a result of the ratification of the [Minimum Age Convention, 1973 \(No. 138\)](#) (24 Member States) or the [Work in Fishing Convention, 2007 \(No. 188\)](#) (1 member State). The Convention remains in force in four countries (Guatemala, Liberia, Mauritania and Peru). It prohibits employment or work of children under the age of 15 years on fishing vessels, with certain exceptions.
2. The regulatory approach has evolved towards clearer, more systematic and more up-to-date standards regarding the minimum age for admission to employment or work (enshrined in Convention No. 138) and a comprehensive standard on work in the fishing sector (Convention No. 188), revising earlier instruments and reflecting changes in the sector. ¹
3. In November 2000, the Cartier Working Party examined Convention No. 112, noting its relationship with Convention No. 138. Following the recommendations of the Cartier Working Party, the Governing Body decided to classify Convention No. 112 as outdated and invite States parties to Convention No. 112 to contemplate ratifying Convention No. 138. A ratification of Convention No. 138 by a State party to Convention No. 112, specifying a minimum age of not less than 15 years in pursuance of Article 2 of this Convention or a specification that Article 3 of this Convention applies to employment in maritime fishing entails the automatic denunciation of Convention No. 112. ²
4. Convention No. 112 was revised by Convention No. 188 in 2007 and has been closed to further ratifications since it entered into force in November 2017. A ratification of Convention No. 188 by a State party to Convention No. 112 entails the automatic denunciation of the latter.

¹ ILO, [Technical Note 1.5: Instruments concerning Minimum Age \(fishers\)](#), Ninth Meeting of the SRM TWG (16–20 September 2024), 3.

² Art. 10(4)(e) of Convention No. 138.

► Appendix III

Overview of the technical items selected for the Conference agenda (2015–33)

Session	Technical items			
104th (2015)	Facilitating transitions from the informal to the formal economy – standard-setting , double discussion (second discussion).	Small and medium-sized enterprises and decent and productive employment creation – general discussion .	A recurrent discussion on the strategic objective of social protection (labour protection), under the follow-up to the Social Justice Declaration.	
105th (2016)	Decent work for peace, security and disaster resilience: Revision of the Employment (Transition from War to Peace) Recommendation, 1944 (No. 71) – standard-setting , double discussion (first discussion).	Decent work in global supply chains – general discussion .	Evaluation of the impact of the Social Justice Declaration.	Approval of amendments to the annexes to the Seafarers' Identity Documents Convention (Revised), 2003, as amended (No. 185); and to the Code of the Maritime Labour Convention, 2006, as adopted by the Special Tripartite Committee.
106th (2017)	Decent work for peace, security and disaster resilience: Revision of the Employment (Transition from War to Peace) Recommendation, 1944 (No. 71) – standard-setting , double discussion (second discussion).	Labour migration – general discussion .	A recurrent discussion on the strategic objective of fundamental principles and rights at work, under the follow-up to the Social Justice Declaration.	Abrogation and/or withdrawal of Conventions Nos 4, 15, 28, 41, 60 and 67.
107th (2018)	Violence and harassment against women and men in the world of work – standard-setting , double discussion (first discussion).	Effective ILO development cooperation in support of the Sustainable Development Goals – general discussion .	A recurrent discussion on the strategic objective of social dialogue and tripartism, under the follow-up to the Social Justice Declaration.	Abrogation of Conventions Nos 21, 50, 64, 65, 86 and 104 and withdrawal of Recommendations Nos 7, 61 and 62.

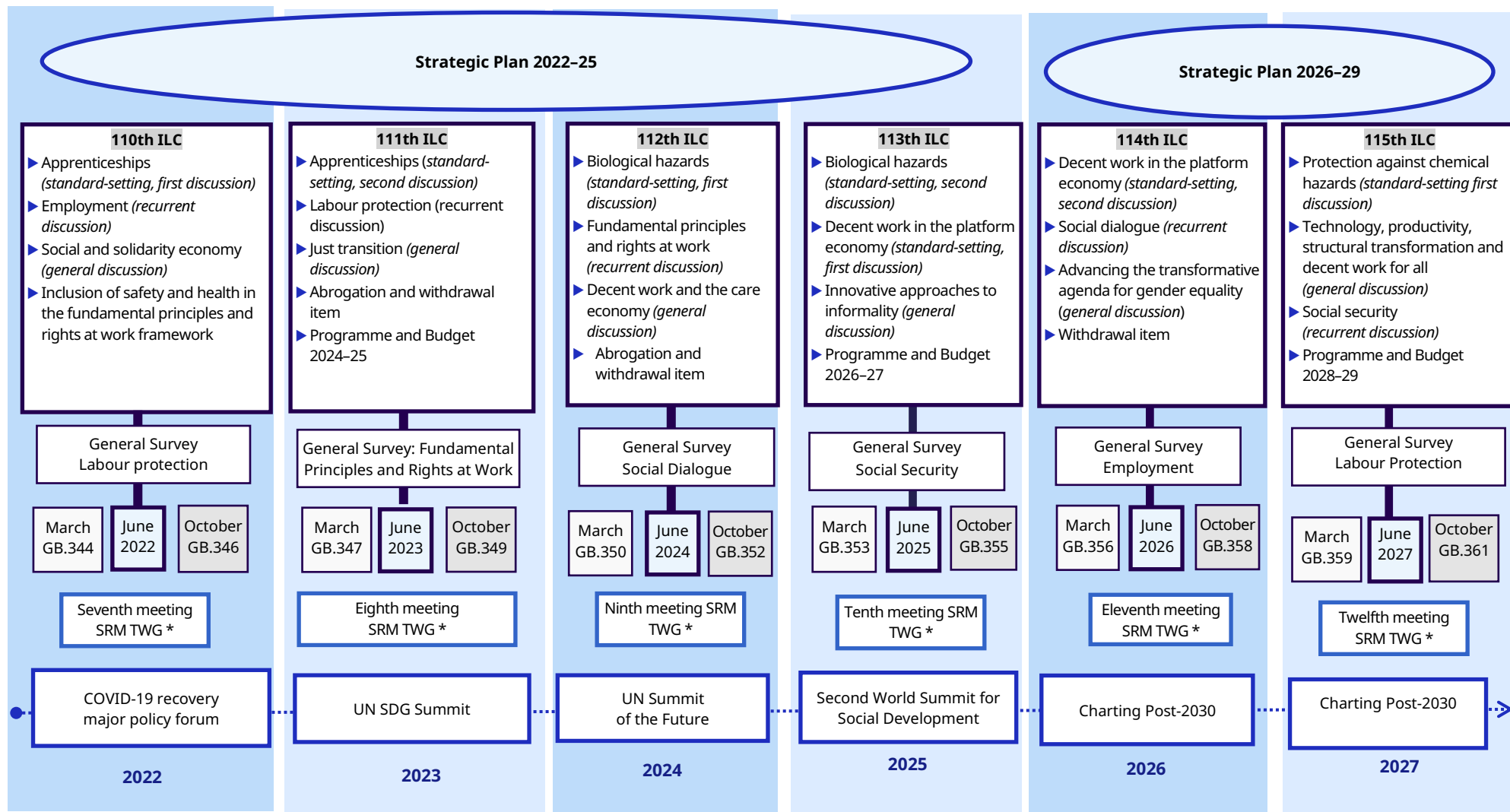
Session	Technical items			
108th (2019)	Violence and harassment against women and men in the world of work – standard-setting , double discussion (second discussion).	Centenary Declaration for the Future of Work.	Organization of debates and events connected to the ILO's Centenary.	
109th (2021)	Skills and lifelong learning – general discussion .	Inequality and the world of work – general discussion .	A recurrent discussion on the strategic objective of social protection (social security), under the follow-up to the Social Justice Declaration.	Abrogation of Conventions Nos 8, 9, 16, 53, 73, 74, 91 and 145 and withdrawal of Conventions Nos 7, 54, 57, 72, 76, 93, 109, 179 and 180 as well as of Recommendations Nos 27, 31, 49, 107, 137, 139, 153, 154, 174, 186 and 187. Withdrawal of the Fee-Charging Employment Agencies Convention, 1933 (No. 34).
110th (2022)	Apprenticeships – standard-setting , double discussion (first discussion).	A recurrent discussion on the strategic objective of employment, under the follow-up to the Social Justice Declaration.	Social and solidarity economy – general discussion .	Inclusion of a safe and healthy working environment in the ILO's framework of fundamental principles and rights at work through an amendment to paragraph 2 of the ILO Declaration on Fundamental Principles and Rights at Work, 1998.
111th (2023)	Apprenticeships – standard-setting , double discussion (second discussion).	A recurrent discussion on the strategic objective of social protection (labour protection), under the follow-up to the Social Justice Declaration.	Just transition, including consideration of industrial policies and technology, towards environmentally sustainable economies and societies for all – general discussion .	Adoption of the Safe and Healthy Working Environment (Consequential Amendments) Convention (No. 191) and Recommendation (No. 207), 2023. Abrogation of Convention No. 163. Withdrawal of Conventions Nos 70, 75, 165, 178 and of the Protocol of 1996 to the Merchant Shipping (Minimum Standards) Convention, 1976, as well as of Recommendations Nos 9, 10, 20, 28,

Session	Technical items			
				48, 75, 76, 78, 105, 106, 108, 138, 140, 141, 142, 155, 173 and 185.
112th (2024)	Occupational safety and health protection against biological hazards – standard-setting , double discussion (first discussion).	A recurrent discussion on the strategic objective of fundamental principles and rights at work, under the follow-up to the Social Justice Declaration.	Decent work and the care economy – general discussion .	Abrogation of Conventions Nos 45, 62, 63 and 85.
113th (2025)	Occupational safety and health protection against biological hazards – standard-setting (second discussion).	Decent work in the platform economy – standard-setting , (first discussion).	Innovative approaches to tackling informality and promoting transitions towards formality to promote decent work – general discussion .	ILO's tripartite input to the Second World Summit for Social Development in 2025. Measures under article 33 of the Constitution to secure compliance by Myanmar with the recommendations of the Commission of Inquiry.
114th (2026)	Decent work in the platform economy – standard-setting (second discussion).	A recurrent discussion on the strategic objective of social dialogue and tripartism under the follow-up to the Social Justice Declaration.	Advancing the transformative agenda for gender equality – general discussion .	Withdrawal of the Labour Standards (Non-Metropolitan Territories) Convention, 1947 (No. 83)
115th (2027)	Consolidation of instruments on chemical hazards – standard-setting (first discussion).	A recurrent discussion on the strategic objective of social protection (social security), under the follow-up to the Social Justice Declaration.	Item merging the item on harnessing the fullest potential of technology to achieve decent work with the item on structural transformation of the economy towards higher levels of productivity – general discussion .	
116th (2028) (to be completed)	Consolidation of instruments on chemical hazards – standard-setting (second discussion).	A recurrent discussion on the strategic objective of employment, under the follow-up to the Social Justice Declaration.		Abrogation of Conventions Nos 10, 33, 59 and 123. Withdrawal of Convention No. 5 and Recommendations Nos 41, 52 and 124.

Session	Technical items	
117th (2029) (to be completed)	A recurrent discussion on the strategic objective of social protection (labour protection), under the follow-up to the Social Justice Declaration.	
118th (2030) (to be completed)	A recurrent discussion on the strategic objective of fundamental principles and rights at work, under the follow-up to the Social Justice Declaration.	Abrogation of Conventions Nos 22, 23, 24, 25, 55, 56, 58, 68, 69, 92, 96, 133, 134, 146, 164 and 166. Withdrawal of Recommendation No. 29.
119th (2031) (to be completed)	An evaluation of the impact of the Social Justice Declaration (to be confirmed).	
120th (2032) (to be completed)		
121st (2033) (to be completed)		Abrogation of Conventions Nos 17, 18 and 42 and Nos 35, 36, 37, 38, 39 and 40, as well as Conventions Nos 3 and 103 (subject to reconsideration following evaluation in 2028). Withdrawal of Recommendations Nos 22, 23 and 24, as well as Recommendation No. 95 (subject to reconsideration following evaluation in 2028).

► Appendix IV

Agenda of the ILO – Timeline (2022–27)



* SRM TWG – Standards Review Mechanism Tripartite Working Group.

