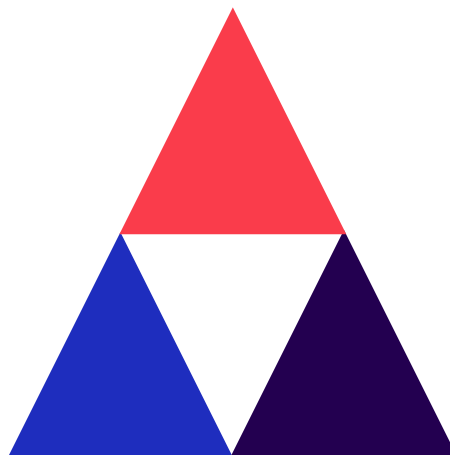




► Note on the proceedings

Technical meeting on the promotion of decent work and a just transition in the building materials industry, including cement
(Geneva, 23–27 September 2024)



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► Introduction

The Technical meeting on the promotion of decent work and a just transition in the building materials industry, including cement was held from 23 to 27 September 2024. The Governing Body of the International Labour Organization (ILO) decided at its 347th Session (March 2023) to convene the meeting, the purpose of which would be to discuss opportunities and challenges for the promotion of decent work and a just transition in the building materials industry, including cement, with the aim of adopting conclusions, including recommendations, for future action.

At its first sitting, the meeting adopted the timetable and the [points for discussion](#). The meeting held seven plenary sittings, including three devoted to the discussion of the points for discussion.

In accordance with article 6 of the [Standing orders for technical meetings](#), the Chairperson of the meeting was Ms Toni Moore (Worker member of the ILO's Governing Body). At its first sitting, the meeting elected three Vice-Chairpersons as follows:

Government group

Vice-Chairperson Ms M. V. Hanga (Zimbabwe)

Employers' group

Vice-Chairperson Ms M. J. Leguina (Confederación Española de Organizaciones Empresariales (CEOE), Spain)

Workers' group

Vice-Chairperson Mr P. Cuppens (Building, Industry and Energy Union (ACV CSC BIE), Belgium)

The Secretary-General of the meeting was Mr F. Hagemann (Director of the Sectoral Policies Department), and the Deputy Secretary-General of the meeting was Ms Y. Arai (Deputy Director of the Sectoral Policies Department). The Executive Secretary was Ms E. Estruch Puertas. Ms M. Fortuny (Head of the Forestry, Agriculture, Construction and Tourism Unit) provided overall guidance and support during the meeting. The Coordinator of secretariat services was Ms M. M. Than Tun. The representative of the Office of the Legal Adviser was Mr T. Geckeler.

The meeting was attended by 101 participants ([TMBMI/2024/5](#)), including 43 Government representatives and advisers (from 26 Member States), together with 11 Government observers (from 10 Member States), as well as 7 Employer representatives and their 2 advisers, and 8 Worker representatives and their 8 advisers and 8 observers. Seven observers from intergovernmental organizations and invited international non-governmental organizations also attended the meeting. Women represented 40 per cent of the participants.

► Consideration of the agenda items

I. Opening speeches

1. The Chairperson welcomed participants to the Technical meeting on promoting decent work and a just transition in the building materials industry, including cement. She expressed honour in chairing the meeting as a member of the ILO Governing Body and anticipated a productive week. The meeting aimed to explore opportunities and challenges in the industry, focusing on sustainable growth, decarbonization, and social dialogue. The Chairperson introduced the Vice-Chairpersons and emphasized the importance of consensus and collaboration for adopting recommendations for future actions.
2. The Secretary-General of the meeting welcomed all participants to the Technical meeting on the promotion of decent work and a just transition in the building materials industry, including cement. He highlighted that this was the first technical meeting to bring together the building materials industry in a tripartite setting. This focus reflected the industry's importance in global economic development, the world of work and the pressing need to adopt environmentally sustainable practices. It also demonstrated the commitment of ILO constituents to come together and, through social dialogue, work towards the adoption of a set of recommendations and conclusions that would guide future actions to promote decent work and ensure a just transition within the industry.
3. The Secretary-General noted that the industry was strategic for the global economy, employing over 55 million people worldwide, and ensuring that the supply of building materials reach the construction sector, to fulfil the growing demand for housing and infrastructure development. The industry was undergoing significant transformations, driven by advances in technology and shifts in workforce dynamics. Importantly, the building materials industry had a profound environmental impact. The production of materials such as cement, steel and aluminium, contributed quite significantly to global greenhouse gas emissions, with the buildings and construction sector accounting for 37 per cent of these emissions.
4. The Secretary-General stressed that social dialogue was the cornerstone for promoting decent work in the building materials industry. Through social dialogue, governments and social partners could advance a future of work in the industry that not only supported economic growth but also created decent jobs, protected workers and advanced towards a just transition and social justice for all. The meeting was described as an opportunity to examine the building materials industry through the lens of the ILO's Decent Work Agenda, underpinned by international labour standards, and based on social dialogue.
5. The Executive Secretary of the meeting provided an overview of the content of the report (TMBMI/2024) prepared by the Office as a basis for discussion. The report was structured in four chapters. Chapter 1 introduced the building materials industry, acknowledging its diversity and links to other sectors, particularly construction. The selection of building materials was noted to have significant implications for occupational safety and health (OSH), skills, environmental concerns and cost considerations. Chapter 2 provided an overview of recent trends in production, employment and industry structure. The industry contributed significantly to the global economy, with cement alone accounting for 5.4 per cent of global GDP. ILO estimates indicated that more than 55 million people were working in this industry globally, representing 1.6 per cent of the global workforce. Chapter 3 examined megatrends affecting the industry, including technological advancements, climate change, demographics and urbanization. The substantial influence of demographic shifts and evolving urbanization dynamics on the demand for building materials

and the composition of the workforce was emphasized. Chapter 4 focused on opportunities and challenges for promoting decent work and a just transition. This included discussions on sectoral policies, green job creation, skills development, the enabling environment for sustainable enterprises and the transition to formality. The importance of strong social protection systems was underscored, given the structural changes occurring in the industry. The Executive Secretary also highlighted the crucial role of sound industrial relations and effective social dialogue. By gathering at this meeting, participants demonstrated the importance of social dialogue in finding solutions to help the industry navigate an increasingly complex and uncertain future. The Executive Secretary concluded by stressing that putting the promotion of social justice through decent work at the centre was critical for the industry to advance a just transition.

6. The Employer Vice-Chairperson thanked the Office for the background report prepared for the discussion. This meeting was the first on this industry and was particularly timely given the expected economic development in the industry in coming years, driven by population growth, and the urgent need for a transition towards greener and decarbonized production. Several observations on the background report were highlighted. There was a significant lack of data, likely necessitating extrapolations or reliance on data from other sectors. Reliable, comparable, and disaggregated data were essential for evidence-based policymaking and for monitoring key transformations in job creation, OSH, productivity, sustainability, and skills development. While the industry encompassed a wide range of materials, as mentioned in paragraphs 4 and 5 of the report, the background document focused mainly on the cement industry.
7. Promoting an enabling environment for sustainable enterprises was key to creating decent work and achieving a just transition in the industry. Skills development was deemed essential to successfully leverage opportunities and overcome challenges. Social partners had an opportunity to collaborate with governments and training institutions to develop adequate curricula to address skills gaps. The building materials industry was described as a diverse ecosystem, with enterprises of all sizes, in different regions and types of economies. A one-size-fits-all approach was not appropriate and the conclusions should address this diversity while leaving room for regional or national regulation. The importance of clearly defining the industry's scope in the conclusions was underscored to provide clear recommendations for both the Office and constituents.
8. The importance of quality information and data for drafting and implementing coherent and adequate policies was highlighted. Data specific to the industry was noted to be scarce and deserving improvement. Basing strategies on statistically unrepresentative estimates could result in negative outcomes for businesses and workers, undermining the industry potential to contribute to growth and development.
9. The Worker Vice-Chairperson thanked the Office for organizing the technical meeting and noted that workers and their trade unions in the building materials industry were among those most affected by the adverse impacts of climate change and workplace transformations related to decarbonization. The importance of trade union participation in developing strategies for large-scale transformation of the built environment was emphasized. Most cement companies were neither committed to, nor planning, a low-carbon transition that was just, and few companies included their value chains in these plans.
10. The Worker Vice-Chairperson stressed that the environmental, social, and economic dimensions of climate change processes should be addressed simultaneously, as recommended in the *ILO Guidelines for a just transition towards environmentally sustainable economies and societies for all* (2015) (Just Transition Guidelines). It was hoped that after this meeting, more companies would embrace a just transition plan integrating workforce well-being while reducing CO₂ emissions.

11. Concerns were raised about the lack of reliable statistics on working conditions in the industry, which impeded effective monitoring and action. The increasing reliance on global value chains was noted to make tracking and reporting on working conditions more difficult.
12. The interdependence of decent work and decarbonization was highlighted. Decisions on restructuring, divestments and acquisitions had to be taken in consultation with workers, within the framework of a just transition. The Worker Vice-Chairperson noted that the ILO report had overlooked the issue of social dialogue within the framework of just transition, considering there were positive examples of transition through social dialogue in the industry.
13. Concerns were raised about OSH issues in the industry, including respiratory diseases, excessive noise and musculoskeletal problems. The importance of joint health and safety committees with worker representation was stressed. Finally, the Worker Vice-Chairperson expressed the desire to engage in effective social dialogue on the needed just transition in these industries. The main goals for the meeting were outlined as engaging in effective social dialogue, strengthening OSH management systems, and ensuring full respect for freedom of association and collective bargaining rights. The Worker Vice-Chairperson submitted an appendix to his speech with relevant ILO references for the use by the Working Party for Conclusions for drafting the conclusions of the meeting.
14. The Government Vice-Chairperson thanked the Office for organizing the meeting and emphasized its timely nature, given the urgent need to advance a just transition in industries such as building materials. Shifting to environmentally sustainable economies offered opportunities for decent work and social justice but also posed challenges such as skills needs, job losses and increased inequalities. The importance of the industry to both social and economic development in all countries was highlighted.
15. Several key issues were identified as priorities for discussion. The promotion of fundamental principles and rights at work was emphasized, with particular importance placed on OSH and collective bargaining. The strengthening of labour inspectorate systems to enforce legislation was underscored. The importance of transitioning from informality to formality, especially in developing countries, was stressed to ensure adequate social security coverage for workers.
16. The Government Vice-Chairperson highlighted the need to promote decent work in supply chains and protect women workers who often undertake hazardous work in the industry. The development of skills aligned with technological developments was deemed crucial. Demographic changes should be considered in policy formulation to ensure access to decent work.
17. Concerns were raised about the safety of workers with respect to potentially hazardous building materials. The increase in subcontracting in the industry was noted, with a call for subcontractors to take responsibility for OSH measures.
18. The Government Vice-Chairperson expressed the group's eagerness to participate actively in the meeting, share country experiences, and learn from other constituents about supporting quality jobs and sustainable enterprises in a more environmentally sustainable building materials industry. The importance of constructive social dialogue in reaching consensus was pointed out, despite potentially differing perspectives.
19. The Government representative of Nigeria emphasized that the building materials industry was key to emerging and developing countries such as Nigeria. He stressed the need for close attention to be paid to the industry's informal sector, where employment was uncertain, with little collective bargaining and negotiation capacity for workers. This was noted to be particularly true in multinational companies. The industry faced challenges including a lack of labour inspection

and limited global or regional standards. He questioned the emphasis on cement at the meeting, noting that there were many other key materials to be discussed.

20. The Government representative of Albania highlighted her country's commitment to promote a just transition in the construction sector, with enforcement of regulations and workers' protection. She outlined several challenges in the industry, including OSH, limited social dialogue, high informality, gender inequality, youth unemployment, low wages and labour rights issues. Her Government had begun working on a new OSH strategy. A national labour council was also in place to promote social dialogue. She mentioned that attention was being placed on collective bargaining agreements, and an employment programme was being developed.
21. The Government representative of Algeria stated that her country was committed to promoting rights at work and had ratified many ILO Conventions, including nine out of ten fundamental Conventions. She emphasized that a strong OSH environment was key. Algeria had made major progress on OSH over recent years by strengthening legal measures. She highlighted that her country had recently drawn up the Algerian Profile for Occupational Safety and Health, in collaboration with the ILO Office in Algiers, which outlined the organization and functioning of the national occupational health and safety system, as well as the related legal framework. The Constitution was said to guarantee the individual rights of citizens and workers in line with ILO standards. Legal bodies were further enforcing the respect of labour rights. The representative stressed that social dialogue was key to addressing the challenges faced by the industry.
22. The Worker Vice-Chairperson noted the importance of a just transition and expressed agreement with aspects of the Employers' group's general statement, particularly their recommendation for a holistic, integrated and pragmatic focus with an inclusive approach. He concurred that skills development and training were crucial to ensure no one was left behind.
23. He disagreed with the assertion that no numbers or data existed, pointing out that good data was available for Europe regarding all categories of workers in the building materials industry, including cement. The importance of focusing on key solutions rather than getting bogged down by statistics was stressed.
24. The Worker Vice-Chairperson aligned himself with many of the Government group's priorities, including the key role of labour inspectorates in different countries and the need to strengthen them globally. He emphasized that subcontracting practices should entail clear responsibility and hierarchy, recognizing shared responsibilities.
25. The significant contribution of the cement industry to global GDP and its role in the global building materials industry was highlighted. While acknowledging that cement production posed environmental challenges, the Worker Vice-Chairperson emphasized the need for a careful and reasonable approach to consider solutions. He cautioned that hastily embracing alternatives could prove more environmentally harmful in the long run, underscoring the importance of a measured approach.
26. The Employer Vice-Chairperson clarified a point from her earlier statement, emphasizing that while the meeting's recommendations should be both holistic and sustainable, it was paramount to focus the discussions specifically on the building materials industry as a whole. Citing the lack of reliable data for this industry, she insisted on the need to clearly define the scope of debate for the week in order to ensure the adoption of effective and relevant conclusions specific to the building materials industry.

II. High-level panel

27. The Secretary-General of the meeting convened a high-level panel with representatives from the United Nations Industrial Development Organization (UNIDO), the United Nations Environment Programme (UNEP) and the Organisation for Economic Co-operation and Development (OECD) with the aim of further informing the discussions of the technical meeting. The engagement in the organization of the panel underscored the Office's goal of strengthening partnerships across the broader multilateral system. The Secretary-General asked each representative to share the main trends that would shape the building materials industry as well as examples of transformations that could drive environmental sustainability while generating positive social and economic outcomes, such as job creation, community development and economic resilience. Each organization provided insights from their unique perspective.
28. The representative of UNEP highlighted that building materials significantly contributed to climate change, representing over a quarter of energy-related CO₂ emissions from building construction. She noted that if the current business model continued, emissions from the sector would double by mid-century. Three key strategies for transformation were emphasized: promoting circular economy practices, which focus on designing systems that minimize waste through the reuse of materials; shifting toward regenerative materials, which are sustainably sourced and enhance ecological health; and improving conventional building materials through better processes, advocating for innovative manufacturing techniques. Examples of government initiatives to encourage the reuse of existing building materials were provided, including incentives for consumers to use secondary materials, educating consumers about sustainable practices, and establishing standards for secondary materials to enhance social acceptance and legal compliance.
29. The representative of the OECD observed that the construction sector was vital for delivering the green transition. He emphasized the need to widen the analysis beyond just high-skilled green jobs, pointing out that many traditional jobs, while not classified as "green", played a critical role in the transition. For example, construction workers involved in retrofitting buildings to improve energy efficiency were essential to achieving sustainability goals. He explained that labour shortages in essential roles, including construction workers, could hinder progress. The sector's importance had to be highlighted more prominently in discussions about the green transition, as it was crucial for achieving broader sustainability goals.
30. The representative of UNIDO noted that the demand for sustainable and low-carbon building materials would increase as part of global net-zero ambitions. She explained that the production of building materials accounted for about 15 per cent of global emissions. The importance of decarbonizing cement, concrete and steel to reduce carbon footprints was emphasized. Additionally, she noted the need for the adoption of circular economy practices, which promote the reuse and recycling of materials. The rise of sustainable and regenerative materials was also mentioned, as increasing the use of materials with a lower environmental impact was essential. She stressed the role of digitalization and advanced technologies in optimizing processes and improving efficiency within the construction and materials sectors. The importance of localizing supply chains and developing local manufacturing and production to enhance job creation and add local value was also highlighted.
31. The Secretary-General of the meeting asked the panellists specific questions revolving around policy measures, challenges and opportunities, and coordination.
32. The representative of the OECD emphasized the need to focus not only on green jobs, but also on those jobs relevant for the transition, particularly in building materials. He raised three main points: firstly, the need for anticipating and stress-testing existing instruments and policies for

the sector, to ensure they were fit-for-purpose in the context of green transition. Secondly, he addressed skills development, noting that while skills gaps were narrower for high-skilled workers, they could be more difficult to fill for low-skilled workers who already trained less in normal times. Lastly, he highlighted the geographical dimension, explaining that while the green transition would not create or destroy many jobs, it would result in a reallocation of jobs among sectors and geographical locations, making it important to anticipate local risks.

33. The representative of UNEP highlighted challenges in shifting to green, regenerative building materials. These included engaging all stakeholders across the life cycle of building materials, who often were not involved. She noted the high cost of imported carbon and shifting to green materials, partly due to lack of infrastructure. A gap between supply and demand for recycling materials was also mentioned. Opportunities included pushing consumer demand at the local level, fostering standards and fair labour practices, ensuring profitability of circular models through diverse financial incentives for eco-manufacturing enterprises, and prioritizing renovation and use of existing materials, which was still very expensive.
34. The representative of UNIDO stressed that achieving a sustainable transformation in the building materials industry required global coordination. She highlighted the Industrial Deep Decarbonization Initiative's work on creating principle-based definitions for low-carbon and net-zero materials, including cement and steel. The Initiative was working closely with industry, industry associations and governments to ensure a common understanding and consistency. She also mentioned the Initiative's efforts in harmonizing emission accounting methodologies across borders and stimulating demand for low-carbon products through public procurement.
35. The Secretary-General of the meeting asked the panellists how diverse perspectives and expertise could be leveraged to enhance collaborative efforts in tackling environmental challenges and to foster equitable economic growth and social justice within the industry.
36. The representative of the OECD focused on the need for more and better data, highlighting the limited knowledge and understanding of the green transition at the industry level. Analyses tended to rely on aggregate data that did not allow for a more granular level of sectoral and occupational disaggregation. He also emphasized the need to work more closely with social partners, explaining that national ministries face had knowledge gaps about what was happening at the country level, and social partners could help as they were already putting in place instruments to manage transitions.
37. The representative of UNIDO reiterated the potential for collaboration through the Industrial Deep Decarbonization Initiative. She emphasized that adequate housing was a basic human right and that collaboration around the low carbon transformation of the housing industry should have the overall ambition to contribute to enhanced access to housing and avoid market barriers, including challenges in the labour market. She called for stronger integrated policy planning, stressing the need for better integration between climate policy, industrial policy and energy policy, ensuring consistency between climate targets and regional and national industrialization strategies around manufacturing of building materials, particularly in developing countries.
38. The representative of UNEP focused on the importance of collaboration to ensure a just transition in the industry, bringing the example of the informal economy in developing countries, where building codes were extremely difficult to enforce, and of vulnerable communities, where it was very difficult to develop all the standards and processes to ensure such a transition. She stressed that collaboration was also important to combine socio-economic priorities and environmental justice, for example, ensuring that labelling and certification processes effectively addressed the connection between socio-economic and environmental topics. In that regard, she emphasized

the importance of international cooperation on standards and labelling to ensure that social, economic, environmental and climate change aspects were considered.

III. Point by point discussion

Discussion of point 1

What challenges and opportunities related to decent work have emerged in the industry? How are transformations within the industry managed through social dialogue to promote decent work and the realization of fundamental principles and rights at work?

39. The Worker Vice-Chairperson emphasized the need to address the just transition impacts on workers. While large companies were expanding into recycling and new building solutions, small and medium-sized enterprises (SMEs) faced funding challenges and inconsistent government support, raising job security concerns. A just transition required commitment from both private and public sectors, but some companies had yet to clearly commit to this. Industry road maps for CO₂ reduction often overlooked workers' roles and the impact of structural changes on job stability and decent work. In some cases, dismissals were communicated to workers at the last moment, contrary to the principles established by the Termination of Employment Convention, 1982 (No. 158).
40. Climate and just transition discussions had often excluded workers from key consultations. The inclusion of workers and trade unions at all levels was crucial to ensure adequate upskilling, retraining, safety and adjustments to employment. Regular communication with vulnerable groups was necessary to build trust and address concerns. In line with the Just Transition Guidelines, environmental impact assessments had to be conducted within the framework of social dialogue.
41. The ILO estimated that shifting to a circular economy could create up to 6 million new jobs globally. The Employment Policy Convention, 1964 (No. 122), and the Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169), emphasized that technology should increase productivity and job creation, improve working conditions and prevent job losses. Additional job opportunities requiring new skills would emerge for the development of alternative materials.
42. Good practices existed where social partners had worked together on identifying new skills needed in the industry. Examples were provided from Spain and India, where agreements had been signed to address labour issues and promote environmental sustainability.
43. Challenges included the increasing use of automation and robotics, which enhanced efficiency and safety but posed risks for less-skilled workers. Persistent issues in the industry included exploitative practices, poor working conditions, and the denial of fundamental principles and rights at work, particularly in subcontracted operations or indirect employment arrangements. For example, subcontracted workers in Egypt's cement sector face excessive hours and poor working conditions, while in Mauritius, workers laid off under "structural reforms" have been rehired by subcontractors under less favourable terms. Another example is from the trucking segment of the cement industry in Canada, which is increasingly using brokers or agents to misclassify workers, undermining labour protections and eliminating employee benefits to reduce costs.
44. The Worker Vice-Chairperson stressed that governments played a crucial role in ensuring a just transition by creating funds, enforcing labour laws, and ensuring transparency. Effectively addressing the social and labour dimensions of a just transition could ensure the sustainability of

the building materials industry and that no worker was left behind. A holistic approach incorporating just transition principles was advocated to foster a future in which workers would be empowered to thrive in a rapidly evolving economic landscape.

45. The Employer Vice-Chairperson emphasized that one of the biggest challenges for moving towards a just transition was the scarcity of data on the building materials industry. The industry was undergoing transformations due to changing market needs, new technologies, environmental standards and labour shortages. Cement production alone accounted for around 8 per cent of global CO₂ emissions, which was expected to increase due to urbanization in Asia and Africa.
46. It was highlighted that at the EU level, an estimated 6,000 large companies and 1.7 million SMEs made up the cement and related sectors, directly employing 23 million people (approximately 5.1 per cent of the EU workforce). In India, micro, small and medium-sized enterprises (MSMEs) comprised about 63 million enterprises in the cement industry, contributing 30 per cent to India's GDP. SMEs constituted 33–35 per cent of India's crude steel production capacity.
47. The Employer Vice-Chairperson stressed that many businesses, particularly SMEs, lacked resources to invest in advanced technologies such as carbon capture and storage or alternative fuels. Governments had to provide specific support through mechanisms such as subsidies, funding from national development banks and public-private partnerships. An ecosystem fostering innovation and sustainable practices should be developed and scaled up at all levels.
48. Skills development and lifelong learning were highlighted as vital for facilitating a just transition. The harmonization of skills and training was crucial for a successful transition to an environmentally sustainable industry providing decent work. Employers were best placed to identify skills gaps and provide forward-looking information on sectoral trends.
49. The Employer Vice-Chairperson noted that there were promising opportunities, such as the creation of green jobs. The demand for workers in areas such as sustainable building materials, energy-efficient construction methods and recycling had increased. Sustainable innovation and market expansion were also highlighted as opportunities. Investment in green technologies was needed, along with support to reduce the financial burden on companies and improve the business environment, especially for MSMEs.
50. Tripartite social dialogue at all levels was deemed essential to leverage the opportunities and ensure that the transition to a greener and more formalized sector successfully fostered sustainable economic growth and decent work.
51. The Government Vice-Chairperson stated that the building materials industry provided opportunities for stimulating economic development and investment. It significantly contributed to national GDPs, decent work and improvement of living conditions. Investment in decarbonization was an opportunity, citing Morocco's investment in renewable energy, which lowered the cost of electricity and made cement affordable.
52. Opportunities such as supportive legislation, the creation of green jobs, skills development and the strengthening of social dialogue were highlighted. The establishment of social security schemes was also mentioned, with Indonesia's introduction of unemployment benefits through cash disbursements cited as an example.
53. Challenges identified included rapid informalization, occupational hazards, gender stereotyping, and the impact of some building materials on workers' health and safety. Australia had been the first country to ban the use, supply and manufacture of engineered stone benchtops, panels and slabs, based on recommendations by the national OSH policy body and expert advice.

54. The Government representative of Malawi emphasized the importance of enforcement and strengthening of labour inspectorate services in the industry to achieve decent work and adequate protection. Member States had to help ensure adequate transition from the informal to the formal economy, enabling the extension of OSH coverage.
55. The Government representative of Morocco clarified her country's position on the transformation of the industry and decarbonization. Many challenges had become opportunities to invest in energy efficiency. Morocco had solar and wind energy, benefiting the cement industry through low-cost renewable energy provision. The country's nationally determined contributions had been redefined, with an updated target showing a 45.7 per cent reduction in greenhouse gas emissions by 2030. The cement industry contributed to achieving greenhouse gas emission targets through waste management systems and had significantly reduced water usage through recycling.
56. The Government representative of Spain emphasized two points. First, subcontracting was a challenge across sectors. In Spain, there was a subcontracting law for construction, which regulated the whole subcontracting chain, including the number of companies that could be subcontracted. Each company in the subcontracting chain had to be accountable, with clearly established guarantees and responsibilities. Second, there was a need for formal training programmes for labour inspectors on concrete and technical aspects of the cement industry.
57. The Government representative of Mauritania emphasized the crucial role of social dialogue, particularly in countries where appropriate legislation was not in place. Another key point raised was the need for training for labour inspectorates. In Mauritania, while good laws existed, they were not always carried out in practice as they should be.
58. The Worker Vice-Chairperson requested clarification from the Employers on the definitions of the industry as a whole and on the issue of data constraints. The lack of data should not be an obstacle to reaching good conclusions. On challenges and opportunities, social dialogue was highlighted as fundamental. Just transition had to include social dialogue at the global level. While such dialogue existed in some places, it was lacking in others.

Discussion of point 2

What specific policies, measures, and practices could contribute to promoting (a) decent work, including in supply chains, (b) an enabling environment for sustainable enterprises and (c) a just transition in the industry in line with the ILO Guidelines for a Just Transition towards Environmentally Sustainable Economies and Societies for All (2015)?

59. The Employer Vice-Chairperson recognized opportunities for sustainability in the industry, but emphasized that coordinated action through targeted policies and best practices was required to support sustainable enterprises, drive productivity, and ensure a just transition to a low-carbon economy, particularly for MSMEs. The industry was not monolithic, comprising several different subsectors with varying operating systems, challenges, infrastructures and products, which called for a comprehensive approach to policy frameworks rather than a one-size-fits-all approach.
60. The importance of data collection to ensure evidence-based policies and inform decision making was highlighted. The promotion of effective social dialogue at all levels was crucial for shaping effective policies for decent work and a just transition in the building materials industry. Reference was made to the Just Transition Guidelines, and the Conclusions concerning the promotion of sustainable enterprises of the International Labour Conference (2007), as important tools.
61. Several policy recommendations were put forward, including: financial support through fiscal incentives, subsidies, and green financing options for companies, especially MSMEs; fostering

ecosystems for collaboration on clean technologies; using public–private partnerships to mobilize resources for innovation; supporting entrepreneurship; and aligning technology, policies and educational programmes with industry needs. The need to align regulatory frameworks with international labour standards was also stressed.

62. The Worker Vice-Chairperson highlighted the crucial role of the building materials industry in global infrastructure development, while noting its significant environmental and labour challenges. The importance of decent work for sustainable enterprises was emphasized, with businesses needing to be rooted in social inclusion and environmental responsibility.
63. The complexity and extension of supply chains in the sector were addressed, with millions of workers often facing violations of rights, precarious employment and inadequate wages. The need for strengthening labour rights and social dialogue was highlighted, with calls for governments to rigorously enforce labour laws and conduct public procurement in accordance with the Labour Clauses (Public Contracts) Convention, 1949 (No. 94).
64. The importance of corporate due diligence guided by international guidelines and principles was emphasized. The need for creating a just transition action plan with social partners was encouraged, along with skills development and upskilling programmes. Targeted recruitment practices, flexible work arrangements, and measures to address workplace discrimination and violence were emphasized to foster an inclusive workforce. Lastly, the need for worker involvement in decision-making about environmental practices and for strengthened social protection measures was highlighted.
65. The Government Vice-Chairperson noted that many countries had national legislations in place to protect workers. Decent work country programmes, negotiated with social partners, were in place in several countries. At the regional level, the decent work agenda was very relevant. Several countries faced similar challenges and experiences. Examples were shared, such as Burkina Faso's industry-specific training on OSH and upskilling of labour inspectors, and Indonesia's formulation of an adaptable road map.
66. Social partners were generally involved in policy development. Technical guidelines were deemed useful for adapting international standards to the national context. Issues related to social protection, work injuries and compensation were discussed. The Government group believed that subcontracting had advantages and disadvantages, with some companies using it to avoid legal obligations. Recommendations on subcontracting were considered useful. The importance of industry-specific collective bargaining was raised.
67. The Government group discussed encouraging governments that perform well, implementing online inspection systems and stimulating self-inspection. Joint inspections involving labour inspectors and workers (unions) were suggested as helpful. The need for women to work in safe and healthy environments, maternity protection and hazards faced by pregnant women were highlighted.
68. The Government representative of Morocco underlined the need for collective bargaining in the industry, particularly due to the diversity of subsectors. A national programme to promote collective bargaining had been developed in her country in line with ILO Conventions. Partnership agreements with cement professionals to promote OSH in the industry were highlighted, along with yearly campaigns to raise awareness of OSH issues.
69. The Government representative of Indonesia stressed the importance of technical policy frameworks to guarantee the sustainable transformation of the industry. A structured road map, aligned with the country's development plan, was needed. Indonesia supported the Just Transition Guidelines and had developed a national policy based on a multistakeholder approach.

Training and skills programmes aimed to equip workers with necessary skills. Social dialogue was essential in shaping strategies and policies. International cooperation, particularly with advanced economies experienced in just transition, was considered essential for sharing best practices. A multifaceted approach was needed to develop road maps and promote cooperation.

70. The Government representative of Spain highlighted three points. Firstly, subcontracting was becoming more frequent, with potentially damaging effects on workers. He suggested that Spain's law on subcontracting in the construction sector could be a good reference to draw lessons for regulating or limiting the process of subcontracting in the building materials industry. Measures were proposed to limit the number of enterprises in the production chain and ensure their registration with competent bodies. Secondly, he stressed the importance of enterprises being accountable for their workers' health and safety, particularly when using hazardous products. Lastly, he noted the existence of legislation in Spain that protected pregnant or breastfeeding workers from exposure to hazardous materials.
71. The Government representative of Algeria shared experiences regarding the promotion of decent work. While there were no specific provisions on subcontracting companies, measures existed to protect workers in the sector, including mandatory social security declarations and worker training. Legal provisions were in place to protect pregnant women, providing maternity leave and breastfeeding opportunities. Algeria had established a standardization institute and attached great importance to social protection. The national social security system provided coverage to over 80 per cent of the population and was consistent with the Social Security (Minimum Standards) Convention, 1952 (No. 102). Collective bargaining complemented existing laws, with agreements covering various aspects of working conditions.
72. The Government representative of Belgium highlighted two specific policies. Firstly, a joint committee for the cement industry and three subcommittees had been established to discuss issues such as pensions and retirement. Secondly, at the enterprise level, health and safety committees were in place where all related issues could be discussed. Labour inspectors could be, or could be required to be, present in these committees to provide advice and monitor compliance. Regarding subcontracting, an electronic declaration was mandatory for the use of foreign subcontractors, enabling better monitoring.
73. The Government representative of Mali emphasized that promoting decent work required a social security system and health and safety at work. A national health and safety at work policy had been enacted as the framework for all state measures. The importance of social dialogue was highlighted, with several initiatives in place, including a tripartite National Social Dialogue Council with rotating presidencies.
74. The Government representative of Mauritania stated that the efforts made to promote a decent work policy included managing subcontracting to prevent it from impeding decent work. Regarding social dialogue, they were in the process of electing representatives from the most representative trade unions to improve working conditions.
75. The Government representative of Nigeria added to the earlier presentation regarding the triangular nature of employment created by subcontracting. He noted the industry's specificities, including both multinationals and small and medium-scale enterprises.
76. The Government representative of Malawi noted that high urbanization rates had translated into a 6.3 per cent demand for urban housing. The sector relied on local building materials production, often carried out by informal workers. A new Sustainable Building Materials Act had been enacted in 2018, requiring new public buildings to use sustainable materials. Steps had been taken to develop new and more sustainable building materials, including limestone calcined clay cement

(LC3), which had the potential to boost technology for cement production while reducing its environmental impact.

77. The Employer Vice-Chairperson clarified that, for her group, the effective recognition of collective bargaining was a fundamental challenge. She stressed the importance of promoting both bipartite and tripartite social dialogue.
78. The Worker Vice-Chairperson welcomed recommendations made by government representatives regarding social security coverage, supply chain responsibility, limits to subcontracting, and equality. He noted that while SMEs needed separate consideration, numerous SMEs were part of cement production and supply chains.
79. A Worker representative from Canada expressed concern that focusing on the lack of data and specific materials might stall negotiations. He called for focusing on areas of common concern and emphasizing tripartite cooperation and dialogue.
80. A Worker representative from the United States of America stressed the importance of addressing issues related to larger players, noting that in his country, five cement producers held 50 per cent of all production.
81. A Worker representative from Mauritius emphasized that social dialogue could only take place with trade unions and agreements. He questioned practices where experienced workers had been made redundant or replaced by subcontractors or migrant workers without social security protection in the name of “just transition”.
82. The Employer Vice-Chairperson assured the meeting that her group’s constructive spirit pervaded their participation in the meeting. She insisted that the broader scope of building materials and SMEs needed to be taken into account in the recommendations to be adopted. She recalled that these recommendations were non-binding and should include good practices that could be adopted by consensus.
83. The Government Vice-Chairperson emphasized that her group had recognized and highlighted the importance of social dialogue.

Discussion of point 3

What recommendations can be made for future action by the ILO and its Members (governments, employers’ and workers’ organizations) regarding the promotion of decent work and a just transition in the building materials industry, including cement?

84. The Worker Vice-Chairperson reaffirmed the critical role of the building materials industry in the global shift towards a sustainable economy. He emphasized that this transition had to follow the principles of decent work and ensure fairness for all workers and communities impacted by these changes. Reference was made to the Just Transition Guidelines, stressing that the shift to an environmentally sustainable economy had to be well-managed and contribute to decent work, social inclusion and poverty eradication.
85. The four objectives of the Decent Work Agenda should guide efforts to ensure that the transition to sustainability supported, rather than competed with, decent work. The importance of tripartite dialogue and action in implementing these guidelines was highlighted.
86. The Worker Vice-Chairperson emphasized that industry decarbonization and restructuring should be accompanied by just transition measures, with any job impacts negotiated with workers’ representatives to minimize losses. He called for the development of reintegration programmes, in consultation with workers, to facilitate their re-entry into the labour market.

87. Skills development, education, and training were highlighted as crucial for equipping workers to succeed in a sustainable future in the industry. The opportunity to address gender imbalances in the industry was noted, including increasing women's representation and closing the gender pay gap.
88. Health and safety were equally as important in the transition, with the right to a safe and healthy working environment now part of the fundamental principles and rights at work. Reference was made to the Occupational Safety and Health Convention, 1981 (No. 155), which required employers to ensure safe workplaces and processes. The need for strict regulation when handling hazardous materials was stressed, citing the banning of certain artificial stones due to their harmful health effects.
89. The Worker Vice-Chairperson called for the development of ILO guidelines on the promotion of decent work and just transition in the building materials industry, including cement. He also proposed the creation of a Building Materials Just Transition Task Force to monitor developments in the industry and promote decent work and just transition strategies. Additionally, he recommended that the ILO organize regional tripartite meetings on just transition and decent work in this industry.
90. He emphasized the need for reliable statistics on employment, working environment and industry trends to enable effective monitoring and action. The importance of addressing subcontracting and outsourcing in accordance with national legislation was stressed, along with the need to integrate the informal economy into the formal economy during the transition, particularly in emerging markets.
91. The Employer Vice-Chairperson acknowledged the industry's potential for creating decent jobs, despite its relatively small global scale. She highlighted that data collection, innovation and investment were key to ensuring sustainable economic growth and resilience. The need for the ILO to provide technical support to develop sustainable sectoral policies was emphasized.
92. It was stated that governments, with ILO support, should promote an enabling environment for sustainable enterprises and measures to promote SME sector resilience, following the 2007 International Labour Conference conclusions.
93. The Office was called upon to assist Member States in data collection and enhance evidence-based research in the industry. This would serve as a basis to develop guidance tools for inclusive, gender-responsive macroeconomic policies and ensure coherence with sectoral policies for inclusive economic growth and job creation. Data had to be monitored to ensure the effectiveness of policies in both the short and long term.
94. The importance of skills development and lifelong learning was stressed, with a call for governments to provide support and funding for industry-led initiatives, vocational training and apprenticeships. Special support for SMEs was suggested to enhance employment, productivity, workers' skills, safety and health and respect for workers' rights, including through local content policies.
95. The ILO was urged to support its Members and social partners in assessing skills needs and labour market demands in the industry, as well as in designing and implementing skills, reskilling, apprenticeships and lifelong learning schemes. Workers' representatives were encouraged to promote a culture of lifelong learning among their affiliates.
96. The need for governments to create an enabling environment for sustainable enterprises and support the private sector as a principal source of economic growth and job creation was emphasized. Public investments to promote a just transition, such as decarbonization efforts,

were suggested. Support for access to credit and other financial services to develop business resilience was also recommended.

97. The Government Vice-Chairperson affirmed the importance of ratifying relevant ILO Conventions to promote decent work and ensure just transitions in the industry. She recommended the development of gender-responsive laws, with a particular focus on maternity protection and equal pay for equal work. The extension of social protection policies, particularly in response to potential layoffs from decarbonization, was urged, referencing the ILO Social Protection Floors Recommendation, 2012 (No. 202).
98. The importance of promoting the advancement of effective social dialogue at all levels was emphasized for a just transition and the promotion of decent work. The importance of involving social partners in the design and implementation of policies and programmes was stressed, aligning them with environmentally sustainable objectives in accordance with the Decent Work Agenda.
99. Recommendations were made regarding collective bargaining coverage, providing an adequate framework for collective bargaining, promoting the transition from informality to formality, investing in research on new materials and technologies, and strengthening labour inspection systems. The need for awareness-raising campaigns and incentives for companies to excel in promoting a safe and healthy working environment within the industry was also highlighted.
100. The Government Vice-Chairperson proposed that the Office should encourage Member States to ratify and implement relevant Conventions and Recommendations, assist in improving data collection, develop robust labour market policies and strengthen social dialogue institutions at the national level. The need for collaboration with relevant UN agencies towards a just transition was also reiterated.
101. The Worker Vice-Chairperson emphasized that OSH had to be a priority for all, not just SMEs. He addressed the issue of defining “building materials”, suggesting that a broad definition including non-metallic raw materials used in architectural structures could be acceptable. However, he cautioned against attempting to define every possible scenario, as this could impede progress on promoting decent work, achieving a just transition, and reducing CO₂ emissions.
102. He stressed the need for immediate action, rather than using the lack of data as a reason for delay. Issues such as worker training, supply chains, workers’ rights and labour standards required immediate attention. The importance of meaningful social dialogue in addressing both current issues and future developments was underscored.
103. The Worker Vice-Chairperson emphasized the role of the ILO and all participants in advocating for the conclusions reached and ensuring their wide and rapid implementation.
104. The Employer Vice-Chairperson stated that the Employers’ group had listened closely over the past two days and hoped that, with the document from the Office, they could continue the discussion and reach agreement.
105. The Government Vice-Chairperson noted that the Government group had also listened attentively to the submissions from both social partners and looked forward to further discussions.

► Consideration and adoption of the draft conclusions and recommendations

- 106.** At its third sitting, and in accordance with the provisions of article 13 of the Standing Orders for technical meetings, the meeting set up a working party to prepare draft conclusions taking into account the various views, proposals and suggestions made during the discussion in the meeting.
- 107.** The working party was chaired by the Chairperson, Ms Toni Moore (Worker member of the ILO's Governing Body), and was composed of the following members:

Government members

Zimbabwe	Ms M. Hanga (Vice-Chairperson)
Adviser	Mr J. Kanengoni
Algeria	Ms H. Mokadem
Belgium	Ms M. Ribas y Ribas
Indonesia	Mr R. Kuncoro
Adviser	Mr A. Yunivar

Employer members

Vice-Chairpersons	Ms M. J. Leguina Mr S. Silini Mr F. González Muñoz Mr G. González Salinas
Advisers	Ms N. Privee Boudeguer Mr L. R. Morales

Worker members

Vice-Chairpersons	Mr P. Cuppens Mr M. Chuttoo T. Mast Ms L. Yuliana Mr S. Kirchhofer
Advisers	Mr J. Redzepovic Mr A. Ivanou Ms M. T. Llanos

Draft conclusions and recommendations

Opportunities and challenges for the promotion of decent work and a just transition in the building materials industry, including cement

Proposed paragraphs 1 to 3

- 108.** The paragraphs were approved.

Proposed paragraph 4

- 109.** The Office had made a proposal following extensive discussion in the working party.

- 110. The Employer Vice-Chairperson expressed concern that the new text described the industry in a more negative light, contrary to their original intention which was to reflect the opportunity side of the discussion.
- 111. The Secretary-General of the meeting explained that highlighting issues in the industry was in line with the structure and purpose of the meeting, which was to first identify challenges and then find ways to address those challenges.
- 112. The Employer Vice-Chairperson proposed deleting the paragraph, as they could not accept either the originally proposed text or the revised Office proposal that was presented in the plenary.
- 113. The Government Vice-Chairperson supported the Office proposal, noting that the paragraph should not be read in isolation from the entire section on challenges and opportunities. The Worker Vice-Chairperson also supported the Office text.
- 114. An Employer representative from Spain expressed concern that the description was not representative of the industry and lacked statistical evidence for some claims.
- 115. Following these discussions, a small group held informal consultations. The Government representative from Spain presented the new text from the informal group.
- 116. The paragraph was approved as amended.

Proposed paragraphs 5 and 6

- 117. Paragraphs 5 and 6 were approved.

Proposed paragraph 7

- 118. It was presented in the plenary that the working party had suggested to move paragraph 7 after paragraph 3.
- 119. Paragraph 7 was approved.

What needs to be done to promote decent work and ensure a just transition in the building materials industry, including cement

Proposed paragraphs 8 to 10, new paragraph 10 *bis*, and 11 to 13, and new paragraph 13 *bis*

- 120. Paragraphs 8, 9, 10, new paragraph 10 *bis*, 11, 12, 13 and new paragraph 13 *bis* were approved.

Proposed paragraph 14

- 121. The Office was asked to provide clarifications regarding the paragraph during the working party. With amendments from the Office, the paragraph read:

The effective implementation and application of international labour standards in national law is crucial for ensuring rights at work for all workers in the building materials industry including in supply chains. Furthermore, governments should develop and implement appropriate regulatory frameworks to ensure correct classification of employment relationships and develop strategies for a successful transition from the informal to the formal economy and addressing decent work deficits within the sector.

- 122. The Employer Vice-Chairperson proposed replacing “correct” with “legal certainty in” when referring to classifications of employment relationships. In this regard, the Government Vice-Chairperson requested further explanation from the Office regarding classifications. The Secretary-General provided clarification on the issue of subcontracting and worker classification, referencing ILO documents where the term “correct” was used.

- 123. The Government Vice-Chairperson expressed agreement with the Office proposal. The Employer Vice-Chairperson agreed with the Office proposal.
- 124. The Worker Vice-Chairperson proposed adding “by the industry” at the end of the clause on employment relationships. After discussion, the Chairperson proposed replacing “by the industry” with “within the industry”. The Employer Vice-Chairperson suggested changing “in the industry” to “in the sector”. The Worker Vice-Chairperson accepted this subamendment.
- 125. The paragraph was approved as amended.

Recommendations for future action by the International Labour Organization and its Members

Proposed paragraph 16

- 126. The proposed paragraph was approved.

Proposed paragraph 17

Proposed paragraph 17 chapeau

- 127. The Office proposed: “In addition, governments, in cooperation with employers’ and workers’ organizations, where appropriate should:”.
- 128. The Government Vice-Chairperson requested clarity on responsibilities for each party. The Employer Vice-Chairperson agreed with the Government proposal.
- 129. The Worker Vice-Chairperson agreed with the Office proposal.
- 130. The Coordinator of the meeting noted that in past technical meetings, when consensus was difficult to reach, the meeting could revert to the proposed Office text with any notable differences recorded.
- 131. The chapeau as proposed was approved.

Proposed clauses (a) and (b)

- 132. The proposed clauses (a) and (b) were approved.

Proposed clause (c)

- 133. A new subparagraph after subparagraph (c) was proposed: “promote a safe and healthy working environment ...”.
- 134. The Worker Vice-Chairperson suggested moving part of the text to subparagraph (c) as it related to labour inspection.
- 135. The Employer Vice-Chairperson and Government Vice-Chairperson said that they did not understand the intention of the proposed wording.
- 136. The Worker Vice-Chairperson explained the reasoning behind the proposed text, relating it to subcontracting risks in the sector.
- 137. The Employer Vice-Chairperson suggested reverting to the original proposal if two of the three parties did not understand the amendment.
- 138. The proposed clause was approved.

Proposed clause (c) *bis*

139. The proposed new clause was approved.

Proposed clause (d)

140. The proposed clause was approved.

Proposed clause (e)

141. The Worker Vice-Chairperson stated their preference for the original text from the Office.

142. The Employer Vice-Chairperson expressed concerns about including references to living wages at a tripartite sectoral level globally.

143. The Government Vice-Chairperson supported the original text but requested clarification on certain points.

144. The Secretary-General of the meeting provided clarification on the ILO's mandate regarding living wages. Extensive discussion ensued, with various proposals and subamendments suggested by all parties.

145. The Worker Vice-Chairperson proposed a simplified text based on previous conclusions. The Government Vice-Chairperson supported the Workers' proposal. The Employers' group secretariat expressed concerns about discussing wage setting at this technical meeting.

146. After prolonged discussion and inability to reach consensus, the text proposed by the Office was ultimately approved, in accordance with the Standing Orders for technical meetings relating to consensus.

147. The proposed clause was approved.

Proposed clause (f)

148. The proposed clause was approved.

Proposed clause (g)

149. The Worker Vice-Chairperson proposed to delete the words "eliminating gender bias" and to begin the clause with "Promote equality of opportunity for all workers, ensure equal pay for work of equal value and work-life balance ...".

150. The Employer Vice-Chairperson and Government Vice-Chairperson agreed to the proposed amendment.

151. The proposed clause was approved as amended.

Proposed clause (h)

152. The Employer Vice-Chairperson proposed to remove the words "in consultation with social partners" as this was redundant, having already been mentioned in the chapeau of the paragraph. They indicated that they could agree to the Workers' amendments from the working party after this change.

153. The Secretary-General of the Meeting noted that the proposed sentence did not read well, as it was uncommon to develop strategies on policies, but rather develop strategies or policies and integrate the industry needs in such strategies and policies. He suggested that the intended

meaning was that industry needs should be taken into account in developing new or existing policies.

154. The Worker Vice-Chairperson withdrew their amendment and accepted to return to the text proposed by the Office.

155. The proposed clause was approved.

Proposed clause (i)

156. The Chairperson clarified that the language used in the proposed Office text was taken from the resolution concerning the second recurrent discussion on social protection (social security) adopted at the 109th Session of the International Labour Conference in 2021. The Worker Vice-Chairperson had proposed to replace the word “also” with “support”.

157. The Employer Vice-Chairperson stated that they had not changed their opinion from the working party on conclusions.

158. The Government Vice-Chairperson noted that, in view of the explanation given earlier by the experts from the Office, they could support the Office proposal with the Workers’ amendment, which addressed the Workers’ concerns regarding social protection.

159. The proposed clause was approved as amended.

Proposed clause (j)

160. The proposed clause was approved.

Proposed clause (j) bis

161. The Chairperson indicated that a new subparagraph had been proposed by the Workers and supported by the Governments, and read it as follows: “improve the collection and analysis of survey and administrative data specific to building materials, including comparable data on employment, occupational accidents and work-related illnesses”.

162. The Employer Vice-Chairperson suggested adding “productive” before “employment”. The Worker Vice-Chairperson expressed concern about the term “productive employment”. The Government Vice-Chairperson supported the Employers’ proposal. The Secretary-General of the meeting explained that “employment” was more encompassing, while “productive employment” was a narrower subcategory.

163. After discussion, the Employer Vice-Chairperson proposed including “labour productivity” instead. The Worker Vice-Chairperson suggested using “total factor productivity” instead of “labour productivity”. The Secretary-General proposed incorporating both terms. The Worker and Employer Vice-Chairpersons agreed to this suggestion.

164. The Government Vice-Chairperson requested clarification on “administrative data”, which the Secretary-General provided. The Government Vice-Chairperson then accepted the proposed clause.

165. The proposed new clause was approved as amended.

Proposed paragraph 18

166. The Worker Vice-Chairperson proposed replacing the word “sustainable” with “just” transition.

167. The Employer Vice-Chairperson suggested replacing “collaborate” with “support”. The Worker Vice-Chairperson expressed preference for keeping “collaborate”.

168. The Chairperson clarified that the recommendations were directed at social partners, not specifically governments. The Employer Vice-Chairperson withdrew their proposed amendments in the interest of reaching consensus.

169. Proposed paragraph 18 was approved as amended.

Proposed paragraph 18 *bis*

170. Proposed paragraph 18 *bis* was approved.

Proposed paragraph 19

171. The proposed clauses (a) and (b) were approved.

Proposed clause (c)

172. The Chairperson read out the paragraph proposed by the Workers: “strengthen the capacity of constituents to engage in effective social dialogue at all levels, including cross border social dialogue through international framework agreements, and collective bargaining to promote decent work and ensure a just transition in the industry, in collaboration with the ILO International Training Centre, as appropriate”.

173. The Employer Vice-Chairperson did not accept the Workers’ proposal, preferring the original language. The Government Vice-Chairperson supported the Workers’ proposal.

174. The Employer Vice-Chairperson explained their rejection, stating that international framework agreements were European and not universally applicable. The Worker Vice-Chairperson countered that international agreements existed beyond Europe and were essential for just transition in multinational enterprises. The Employer Vice-Chairperson maintained their objection to including cross-border social dialogue, including international framework agreements.

175. The Worker Vice-Chairperson argued for the importance of framework agreements in various contexts. A Worker representative provided an example of a successful framework agreement in Honduras. The Employer Vice-Chairperson reiterated their objection.

176. The Worker Vice-Chairperson requested to keep “at all levels” after “social dialogue”. The Employer Vice-Chairperson insisted on the original text.

177. As consensus could not be reached, the Office text was approved.

178. The proposed clause was approved.

Proposed clause (e)

179. The Government Vice-Chairperson proposed to amend the text by adding the phrase “and research on the impacts of transformations towards environmentally sustainable building materials for enterprises and workers”.

180. The Employer Vice-Chairperson and the Worker Vice-Chairperson accepted the amendment.

181. The proposed clause was approved as amended.

Proposed clause (f)

182. The Employer Vice-Chairperson proposed removing the phrase “particularly on living wages”.

183. The Worker Vice-Chairperson requested additional explanations regarding this proposal.

- 184. The Employer Vice-Chairperson explained that the ILO's mandate on living wages required a methodology not yet established, making it premature to include it in the text.
- 185. The Government Vice-Chairperson supported the original text, citing the conclusions from the Meeting of Experts on wage policies, including living wages, in February 2024. The Employer Vice-Chairperson requested clarification from the Office on paragraph 15(c) of the conclusions from the February meeting. The Secretary-General noted that the methodology had been developed and technical assistance provided.
- 186. The Employer Vice-Chairperson proposed using the drafting of paragraph 15(c) from the February 2024 Meeting of Experts' conclusions. The Worker Vice-Chairperson suggested including both paragraphs 15(a) and 15(c). After further discussion, the Worker Vice-Chairperson accepted the Employers' proposal to include only paragraph 15(c). The Government Vice-Chairperson accepted the amendment.
- 187. The proposed clause was approved as amended.

Proposed clause (g)

- 188. The Worker Vice-Chairperson proposed adding the phrase "primary contractor responsibility".
- 189. The Employer Vice-Chairperson rejected the proposal, stating it would increase costs and limit job creation. The Government Vice-Chairperson supported the proposed subparagraph but remained flexible for a compromise between Employers and Workers.
- 190. The Employer Vice-Chairperson introduced an amendment to reflect the promotion and application of the Just Transition Guidelines in subcontracted operations. The Worker Vice-Chairperson expressed dissatisfaction with the new amendment. The Government Vice-Chairperson proposed separating the new Employers' group amendment into a new subparagraph. The Employer Vice-Chairperson withdrew their amendment. The Employer Vice-Chairperson then proposed replacing "develop" with "consider the development".
- 191. After further discussion, the Office text was ultimately adopted.
- 192. The proposed clause was approved.

Proposed clause (h)

- 193. The Government Vice-Chairperson, with support from the Workers' group, introduced an amendment to add "in line with Decent Work Country Programmes" after "Member States". The Employer Vice-Chairperson agreed with the amendment.
- 194. The proposed clause was approved as amended.

Proposed clause (i)

- 195. The proposed clause was approved.

Proposed new clause (i) bis

- 196. The Worker Vice-Chairperson proposed adding a new subparagraph: "Actively promote the ILO [Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, as amended in 2022] MNE Declaration and include the sector within the ILO strategy on supply chains".
- 197. The Employer Vice-Chairperson suggested accepting only the first part of the sentence, ending at "Declaration". The Government Vice-Chairperson initially supported the Workers but expressed

flexibility. The Worker Vice-Chairperson proposed a revised version: “actively promote the ILO MNE Declaration in the industry”.

198. The Employer Vice-Chairperson suggested: “actively promote the ILO MNE Declaration in the sector as appropriate”. The Government Vice-Chairperson questioned the necessity of “as appropriate” and ultimately did not support its inclusion. The Employer Vice-Chairperson accepted the removal of “as appropriate”. The new subparagraph was approved as: “actively promote the ILO MNE Declaration in the industry”.
199. The proposed new clause was approved as amended.

Proposed new clause (i) *ter*

200. The Worker Vice-Chairperson proposed adding a new subparagraph: “identify and monitor the health effects of new materials and production processes used in the industry, and provide guidance to the constituents regarding appropriate risk elimination measures. Where data is insufficient or not available to make an assessment, a precautionary approach should be taken.”
201. The Employer Vice-Chairperson agreed to the proposal.
202. The Government Vice-Chairperson proposed subamendments, including replacing “health effects” with “occupational diseases” and “of new materials” with “associated with new building materials” and adding “in collaboration with relevant UN agencies and partners” after “industry”, as well as “building on the experience of the ILO/WHO Global Programme on the elimination of silicosis” after “measures”.
203. The Secretary-General of the meeting suggested clarifications to ensure the text accurately reflected the ILO’s mandate and asked for clarification on the precautionary approach.
204. The Employer Vice-Chairperson suggested using “caused by” instead of “associated with” new materials and proposed deleting “and partners”.
205. The Worker Vice-Chairperson agreed with the proposed changes, noting some grammatical corrections, including changing the first line to read “assist in identifying and monitoring ...”.
206. The proposed new clause was approved as amended.

Appendix

207. The Employer Vice-Chairperson proposed a more concise appendix, including only documents and instruments referred to in the draft conclusions and relevant to building materials. The Government Vice-Chairperson disagreed with deleting parts of the appendix, stating it provided necessary guidance and functioned as a reference point.
208. The Employer Vice-Chairperson reaffirmed their position but expressed flexibility to include an appendix with only documents mentioned in the conclusions and relevant to the building materials industry. The Worker Vice-Chairperson initially proposed a compromise to remove certain sections from the appendix.
209. The Government Vice-Chairperson did not support the Workers’ compromise proposal, preferring to keep the appendix as it was. The Worker Vice-Chairperson then supported the Government position and withdrew their suggestion.
210. The Employer Vice-Chairperson wished to emphasize their group’s disagreement to retaining the appendix in the conclusions despite its approval.
211. The appendix as a whole was approved.

Conclusions and recommendations

- 212.** The Technical meeting on the promotion of decent work and a just transition in building materials, including cement unanimously adopted the conclusions and recommendations, as amended, as a whole.

► Closure of the meeting

The Secretary-General of the meeting congratulated all participants for the constructive dialogue maintained throughout the week and thanked the Chairperson for her leadership. The adopted conclusions provided clear guidance for action.

The Chairperson, expressing thanks to the Office for its support and to all participants for the good spirit of the deliberations during the meeting, declared the Technical meeting on the promotion of decent work and a just transition in building materials, including cement, closed.

► Conclusions and recommendations

Opportunities and challenges for the promotion of decent work and a just transition in the building materials industry, including cement

1. The building materials industry plays a crucial role in economic growth, enterprise development and job creation. It is a diverse industry comprising the production of numerous types of building materials, including cement, and different business sizes. It holds significant potential to create decent job opportunities, including in supply chains, and to offer business opportunities to all enterprises, including multinational enterprises (MNEs) and micro, small and medium-sized enterprises (MSMEs). Moreover, the industry provides opportunities for innovation and market expansion, particularly through the development of low-carbon materials and other practices that drive economic, social, and environmental progress. Given its sensitivity to geopolitical crises, economic cycles, and price volatility in the raw materials and energy markets, both enterprises and workers in the industry may face heightened vulnerability.
2. The industry includes subsectors with a considerable carbon footprint, and the structural transformations towards environmentally sustainable building materials have major implications for both enterprises and workers. Efforts to transition away from high carbon production processes include the use of new technology, efficient energy sources, minimizing the impact of raw material extraction, embracing green material practices, local sourcing, the circular economy and investing in methods to reduce the carbon footprint of traditional materials. This transition can pose challenges, including skills mismatches and job transitions and, in some cases, job losses, and constraints for sustainable enterprise development, particularly amongst the MSMEs.
3. Regional demographic shifts and urbanization patterns are driving changes in the demand for built environments and infrastructure and are shaping the future of work in the industry. Furthermore, rapid technological changes are transforming the industry and hold great potential for increasing skills development, productivity and catalysing environmental sustainability. These technological advances can drive the transition towards greener materials, foster more environmentally sustainable practices, and promote decent work.
4. Improved primary data and official statistics specific to the building materials industry are essential for effective policymaking. Informality in parts of the industry hampers the availability and reliability of comparable employment data, and occupational accidents and work-related illnesses often remain insufficiently documented.
5. While there are important differences across countries and regions, overall the building materials industry has a unique opportunity to address decent work challenges, including in supply chains, improve working conditions and create a more inclusive and equitable work environment. As in other industries, the challenges in the building materials industry within the perspective of a just transition could include among others, informality, inadequate levels of quality skills and productivity, wage disparities, long working hours and gender-based and other forms of discrimination, inadequate labour and social protection, and low collective bargaining coverage. Certain subcontracting and other business practices and contractual arrangements may lead to the misclassification of workers in the industry with regards to employment relationships and leave them with protection gaps. Special attention should be

paid to youth, women as well as older and migrant workers who are particularly affected by these decent work challenges. Appropriate regulatory frameworks are important to address these challenges.

6. The identification, evaluation, elimination, minimization, adequate monitoring and control of occupational safety and health (OSH) related hazards and risks in the industry are a priority. The risks associated with some building materials, including new materials, and production processes, could impact on the safety and health of workers and has not been fully ascertained. Other increasing risks include exposure to extreme weather events and high temperatures as a consequence of climate change. While there are legal and policy frameworks and social protection measures in place, there are some legislative and implementation gaps in some contexts; limited resources and capacity constraints in labour administrations and inspectorates further exacerbate these challenges.
7. Retention rates in the industry and its attractiveness are a challenge especially in view of demographic changes across regions. While there is increased demand for high-skilled workers to drive innovation, productivity and sustainability in the industry, efforts are needed to attract and retain talent and support lifelong learning, upskilling and reskilling of all workers. Despite progress made, gender bias and occupational segregation continue to persist, creating barriers for women to enter and remain in the industry.

What needs to be done to promote decent work and ensure a just transition in the building materials industry, including cement

8. The ILO *Guidelines for a just transition towards environmentally sustainable economies and societies for all* (Guidelines for a just transition) provide the central reference for policymaking and a basis for action.
9. Social dialogue, at all levels, based on the respect of freedom of association and the effective recognition of the right to collective bargaining, as enshrined in the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, adopted in 1998 and amended in 2022, has a pivotal role in shaping and effectively implementing policies and legislation that promote decent work and supports a just transition in the industry that leaves no one behind.
10. The continued demand for building materials and increasingly green building materials requires investments to facilitate a just transition towards environmental sustainability and a more circular economy. A well-balanced policy mix tailored to different countries and regions is essential. Investments that hold significant potential for creating decent green jobs should be prioritized, in line with industrial policies to advance a just transition. Furthermore, an enabling environment for sustainable enterprises to promote green initiatives that aim to mitigate the environmental impact of building materials should be created.
11. There is a need to ensure that public procurement rules foster strict adherence to labour rights, including OSH, and support effective labour protection for workers in the industry. When state support to enterprises is considered, it needs to be progressive and responsible and should strengthen and improve social dialogue, labour rights and protection of workers in the industry.
12. Adequate policy, legislative and regulatory frameworks are needed to promote an enabling environment for sustainable enterprises in the industry, in particular MSMEs, to increase productivity and decent job creation. An innovation ecosystem would support and incentivize start-ups to develop and optimize technologies to reduce the industry's carbon footprint.

13. Skills development and lifelong learning strategies, including quality apprenticeships, developed by governments and employers' and workers' organizations, are key to enable enterprises and workers to better respond to the evolving requirements of the industry. Anticipating skills needs and identifying skills mismatches are crucial for the industry's transition to more sustainable practices. Integrating education and training strategies into active labour market policies is key to facilitate skilling, reskilling, recognition of prior learning or previous experiences, and necessary labour market transitions. This is important to guarantee access to training for all workers, particularly women, youth, older persons, persons with disabilities, migrant workers and those in vulnerable situations.
14. Universal access to comprehensive, adequate and sustainable social protection systems must be strengthened to support all workers, including migrant workers and those vulnerable to the effects of climate change and the ongoing transition to greener economies. Social protection systems should provide healthcare, income security and social services to all workers with a view to increasing resilience against the impacts of economic and environmental vulnerabilities and shocks. There is a need to ensure access to social protection and portability of social security rights and benefits for migrant workers. It will be critical to effectively ensure policy coherence between climate action in the industry and efforts to advance the respect, promotion and realization of the fundamental principles and rights at work, including non-discrimination, elimination of child and forced labour, and promoting a safe and healthy working environment.
15. OSH risks and hazards in the industry including exposure to hazardous substances and manual handling injuries need to be addressed. Pre-employment and regular work-related medical examinations should be provided for all workers to enable monitoring of adverse health effects on workers in the industry and improved data collection. Furthermore, in the context of advancing towards a just transition in the industry with new materials and new production processes, it will be necessary to anticipate new OSH risks and proactively conduct risk assessments and re-evaluate existing legislation or create new regulations and guidance on OSH hazards associated with newly emerging green and other materials, as well as new technologies. The capacity of labour inspectorates needs to be strengthened accordingly.
16. The effective implementation and application of international labour standards in national law is crucial for ensuring rights at work for all workers in the building materials industry, including in supply chains. Furthermore, governments should develop and implement appropriate regulatory frameworks to ensure correct classification of employment relationships in the industry and develop strategies for a successful transition from the informal to the formal economy and addressing decent work deficits within the industry.
17. Ensuring equal opportunities and treatment between women and men is essential for the future of the industry. This includes respecting the principle of equal remuneration for work of equal value, eliminating gender bias, advancing maternity protection, and promoting a work environment that is free from violence and harassment.

Recommendations for future action by the International Labour Organization and its Members

18. Governments have the duty to adopt, implement and effectively enforce national laws and regulations to ensure that fundamental principles and rights at work, as set out in the ILO Declaration on Fundamental Principles and Rights at Work (1998) as amended in 2022, and ratified international labour Conventions are applied to all workers in the building materials industry, taking into account their obligations under the ILO Constitution. They should also

promote responsible and progressive public procurement to advance environmental sustainability and decent work, in line with relevant international labour standards.

19. In addition, governments, in cooperation with employers' and workers' organizations, where appropriate, should:

- (a) actively promote freedom of association and inclusive and effective social dialogue, including collective bargaining and tripartite cooperation, at all levels to forge social consensus for ambitious policies and measures for a just transition;
- (b) provide for adequate policy and regulatory frameworks, invest, and cooperate to enable the industry to effectively address climate change and promote a just transition;
- (c) strengthen labour administration, including labour inspection, to ensure compliance with laws and regulations;
- (d) address violence and harassment at work, promote a safe and healthy working environment and develop effective OSH management systems;
- (e) promote an enabling environment for sustainable enterprises, with targeted measures to enhance productivity, innovation and entrepreneurship, including improved access to finance; strengthen business resilience and pursue environmentally sustainable business and production models, especially for MSMEs;
- (f) develop sustainable strategies to strengthen social dialogue and operationalize living wages, based on the Conclusions of the ILO Meeting of experts on wage policies, including living wages (February 2024) and ensure that all workers enjoy decent working conditions, taking into account respect for fundamental rights and international labour standards on working time;
- (g) cooperate to address skills needs in the industry through provision of skills development and lifelong learning opportunities, encompassing reskilling and upskilling, technical and vocational education and training systems, and through digitalization of education systems; as well as facilitate recognition of prior learning and previous experience;
- (h) promote equality of opportunity for all workers, ensure equal pay for work of equal value and work-life balance, and address gender-based occupational segregation and the unequal division of care responsibilities, including through maternity protection as well as parental leave;
- (i) integrate the industry needs in national strategies on employment and industrial and sectoral policies;
- (j) provide universal access to comprehensive, adequate and sustainable social protection systems, including social protection floors, that can reduce vulnerability to life-cycle risks, emerging needs and global risks; protect all workers and support enterprises in the industry from the adverse impact of the environmental transition and strengthen resilience to facilitate a just transition;
- (k) enforce measures to ensure that all enterprises, including multinational enterprises, in the building materials industry respect human and labour rights, in line with the United Nations Guiding Principles on Business and Human Rights and the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration), and to comply with national law wherever they operate; and

- (l) improve the collection and analysis of survey and administrative data specific to the building materials industry, including comparable data on employment, labour and total factor productivity, occupational accidents and work-related illnesses.

20. Employers' and workers' organizations should:

- (a) collaborate to develop and implement just transition plans at the sectoral and enterprise levels through collective bargaining and workplace cooperation, in line with national legislation and the ILO Guidelines for a just transition; and
- (b) raise awareness and share information, as well as provide training to their members about advancing a just transition in the industry.

21. The Office should:

- (a) promote the ratification and effective implementation of international labour standards, ILO declarations, instruments and tools relevant to the building materials industry, and strengthen the capacity of constituents to respect, promote and realize the fundamental principles and rights at work;
- (b) provide technical support and assistance to constituents to formulate and implement sectoral policies and initiatives on formalization and a just transition, fostering innovation and new technologies that promote decent work in the industry;
- (c) strengthen the capacity of constituents to engage in effective social dialogue to promote decent work and ensure a just transition in the industry, in collaboration with the International Training Centre of the ILO, as appropriate;
- (d) support Member States in collecting reliable, comparable and disaggregated data on work in the industry with a view to enhancing empirically based policy development;
- (e) undertake industry-specific labour market assessments, including normative gap analysis, and research on the impacts of transformations towards environmentally sustainable building materials for enterprises and workers;
- (f) provide upon request, technical assistance to constituents on the methodology developed by the ILO to estimate the needs of workers and their families for the purpose of a living wage;
- (g) develop guidelines and tools for the promotion of decent work and a just transition in the industry, including on subcontracting;
- (h) design and implement development cooperation projects taking into account the diverse circumstances and priorities of its Member States, in line with Decent Work Country Programmes, and organize regional meetings and workshops on labour issues in the buildings materials industry;
- (i) develop and strengthen partnerships to promote policy coherence through inter-agency initiatives;
- (j) actively promote the ILO MNE Declaration in the industry; and
- (k) assist in identifying and monitoring occupational diseases caused by new building materials and production processes used in the industry, in collaboration with relevant UN agencies, and provide guidance to constituents regarding appropriate risk elimination measures, building on the experience of the ILO/WHO Global Programme for the Elimination of Silicosis. Where data is insufficient or not available to make an assessment, a precautionary approach should be taken.

Appendix

Non-exhaustive list of ILO declarations, instruments and guidance and other international instruments to promote decent work and a just transition in the building materials industry, including cement

International labour standards

Fundamental Conventions (and related Recommendations)

- Forced Labour Convention, 1930 (No. 29), its Protocol of 2014, and the Forced Labour (Supplementary Measures) Recommendation, 2014 (No. 203)
- Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
- Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
- Equal Remuneration Convention (No. 100), and Recommendation (No. 90), 1951
- Abolition of Forced Labour Convention, 1957 (No. 105)
- Discrimination (Employment and Occupation) Convention (No. 111) and Recommendation (No. 111), 1958
- Minimum Age Convention (No. 138) and Recommendation (No. 146), 1973
- Occupational Safety and Health Convention (No. 155) and Recommendation (No. 164), 1981
- Worst Forms of Child Labour Convention (No. 182) and Recommendation (No. 190), 1999
- Promotional Framework for Occupational Safety and Health Convention (No. 187), and Recommendation (No. 197), 2006

Governance Conventions (and related Recommendations)

- Labour Inspection Convention (No. 81) and Recommendation (No. 81), 1947
- Employment Policy Convention (No. 122) and Recommendation (No. 122), 1964, and the Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169)
- Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), and the Tripartite Consultation (Activities of the International Labour Organisation) Recommendation, 1976 (No. 152)

Technical Conventions (and related Recommendations)

- Labour Clauses (Public Contracts) Convention (No. 94) and Recommendation (No. 84), 1949
- Migration for Employment Convention (Revised) (No. 97) and Recommendation (No. 86), 1949
- Social Security (Minimum Standards) Convention, 1952 (No. 102)
- Radiation Protection Convention (No. 115) and Recommendation (No. 114), 1960
- Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117)

- Employment Injury Benefits Convention, 1964 [Schedule I amended in 1980] (No. 121), and the Employment Injury Benefits Recommendation, 1964 (No. 121)
- Maximum Weight Convention (No. 127) and Recommendation (No. 128), 1967
- Minimum Wage Fixing Convention (No. 131) and Recommendation (No. 135), 1970
- Holidays with Pay Convention (Revised), 1970 (No. 132), and the Holidays with Pay Recommendation, 1936 (No. 47)
- Workers' Representatives Convention (No. 135) and Recommendation (No. 143), 1971
- Labour Administration Convention (No. 150) and Recommendation (No. 158), 1978
- Human Resources Development Convention, 1975 (No. 142), and the Human Resources Development Recommendation, 2004 (No. 195)
- Paid Educational Leave Convention (No. 140) and Recommendation (No. 148), 1974
- Occupational Cancer Convention (No. 139) and Recommendation (No. 147), 1974
- Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)
- Working Environment (Air Pollution, Noise and Vibration) Convention (No. 148) and Recommendation (No. 156), 1977
- Collective Bargaining Convention (No. 154) and Recommendation (No. 163), 1981
- Protocol of 2002 (recording and notification of occupational accidents and diseases) to the Occupational Safety and Health Convention, 1981
- Workers with Family Responsibilities Convention (No 156) and Recommendation (No. 165), 1981
- Termination of Employment Convention (No 158) and Recommendation (No. 166), 1982
- Labour Statistics Convention (No. 160) and Recommendation (No. 170), 1985
- Occupational Health Services Convention (No. 161) and Recommendation (No. 171), 1985
- Asbestos Convention (No. 162) and Recommendation (No. 172), 1986
- Employment Promotion and Protection against Unemployment Convention (No. 168) and Recommendation (No. 176), 1988
- Safety and Health in Construction Convention (No. 167) and Recommendation (No. 175), 1988
- Chemicals Convention (No. 170) and Recommendation (No. 177), 1990
- Night Work Convention (No. 171) and Recommendation (No. 178), 1990
- Prevention of Major Industrial Accidents Convention (No. 174) and Recommendation (No. 181), 1993
- Private Employment Agencies Convention (No. 181) and Recommendation (No. 188), 1997
- Maternity Protection Convention (No. 183) and Recommendation (No. 191), 2000
- Violence and Harassment Convention (No. 190) and Recommendation (No. 206), 2019

Technical recommendations

- Job Creation in Small and Medium-Sized Enterprises Recommendation, 1998 (No. 189)
- List of Occupational Diseases Recommendation, 2002 (No. 194)
- Employment Relationship Recommendation, 2006 (No. 198)
- Social Protection Floors Recommendation, 2012 (No. 202)
- Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204)
- Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205)
- Quality Apprenticeships Recommendation, 2023 (No. 208)

Conclusions, declarations and resolutions

- ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, 1998, as amended in 2022
- ILO Declaration on Social Justice for a Fair Globalization, 2008, as amended in 2022
- ILO Centenary Declaration for the Future of Work, 2019
- Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, sixth edition, 2022
- Resolution concerning the third recurrent discussion on fundamental principles and rights at work, 2024
- Resolution concerning a just transition towards environmentally sustainable economies and societies for all, 2023
- Resolution concerning the second recurrent discussion on labour protection, 2023
- Resolution concerning the second recurrent discussion on social protection (social security), 2021
- Resolution concerning skills and lifelong learning, 2021
- Resolution concerning decent work in global supply chains, 2016
- Resolution concerning small and medium-sized enterprises and decent and productive employment creation, 2015
- Conclusions concerning the promotion of sustainable enterprises, 2007

ILO guidance

- Code of practice on safety and health in forestry work, 2024 ¹
- Conclusions of the ILO Meeting of experts on wage policies, including living wages, 2024
- *Technical guidelines on biological hazards in the working environment*, 2023

¹ In accordance with established procedures, the code of practice will be submitted to the 352nd Session (October–November 2024) of the Governing Body of the ILO for its consideration.

- *Guidelines on general principles of labour inspection*, 2022
- ILO code of practice on safety and health in construction, 2022
- *General principles and operational guidelines for fair recruitment and Definition of recruitment fees and related costs*, 2019
- *Guidelines for a just transition towards environmentally sustainable economies and societies for all*, 2015
- ILO code of practice on safety and health in the use of machinery, 2013
- ILO code of practice on safety in the use of chemicals at work, 2013
- *Guidelines on occupational safety and health management systems: ILO-OSH 2001*, 2001
- ILO code of practice on safety in the use of asbestos, 1984

Other international instruments and processes

- ILO/WHO Global Programme for the Elimination of Silicosis (GPES), 2007
- ILO/WHO *Outline for the Development of National Programmes for Elimination of Asbestos-Related Diseases*, 2007
- United Nations Framework Convention on Climate Change (UNFCCC) [Paris Agreement](#), 2015
- UN Guiding Principles on Business and Human Rights, 2011
- UN Global Framework on Chemicals, 2023
- *OECD Guidelines for Multinational Enterprises on Responsible Business Conduct*, 2011 and revised 2023