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Agenda of the International Labour Conference

Agenda of future sessions of the Conference

Purpose of the document

This document is intended to facilitate the consideration by the Governing Body of proposals for the agenda of the International Labour Conference for 2028 and beyond, including the strategic approach to be followed (see the draft decision in paragraph 35).

Relevant strategic objective: All four strategic objectives.

Main relevant outcome: Enabling outcome B: Improved governance and oversight, especially output B.1: Enhanced leadership and strategic direction to ensure organizational impact.

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

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

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

Follow-up action required: Any follow-up required will be submitted to the Governing Body for consideration at its 358th Session (November 2026).

Author unit: Departments in the Governance, Rights and Dialogue Cluster, and in the Jobs and Social Protection Cluster, and the Research and Publications Department.

Related documents: [GB.347/INS/2/1](#); [GB.347/PV\(Rev.\)](#); [GB.349/INS/2](#); [GB.349/PV\(Rev.1\)](#); [GB.350/INS/2/1](#); [GB.350/PV](#); [GB.352/INS/2](#); [GB.352/PV](#); [GB.353/INS/2/1\(Rev.1\)](#); [GB.353/PV](#); [GB.355/INS/2](#); [GB.355/PV](#).

► Contents

	Page
I. Overview of the Conference agenda-setting process	5
II. Agenda of future sessions of the Conference	9
A. Subjects placed on the Conference agenda, 2026–30	9
B. Subjects under consideration for the agenda of future sessions of the Conference	11
III. Procedural road map	15
Draft decision	16

Appendices

I. Items for the agenda of future sessions of the Conference	17
1. Follow-up to the recommendations of the Standards Review Mechanism Tripartite Working Group	17
2. Labour market implications of demographic change, intergenerational solidarity and decent work for older workers (general discussion)	20
3. Closing coverage gaps and ensuring the portability of social protection for migrant workers and their families (general discussion)	25
4. Update as regards the follow-up envisaged in relation to subjects currently under preparation	29
II. Overview of the technical items selected for the Conference agenda (2016–33)	31
III. Agenda of the ILO – Timeline (2024–29)	35

► I. Overview of the Conference agenda-setting process

1. The rules applicable to the agenda of the International Labour Conference are set out in the Constitution of the International Labour Organization, the Standing Orders of the International Labour Conference and the Standing Orders of the Governing Body.¹ The agenda of the Conference consists of standing and technical items.
2. The three standing items are set out below.
 - Reports of the Chairperson of the Governing Body and of the Director-General.
 - Financial and budgetary questions.
 - Information and reports on the application of Conventions and Recommendations.
3. In accordance with established practice, the Conference agenda also includes three technical items, generally with a view to standard-setting or to holding a general discussion or a recurrent discussion.² Standard-setting items are usually subject to a double discussion, unless the Governing Body decides to hold a single discussion.³ The Governing Body may also decide that a technical item should be considered at a preparatory tripartite technical meeting or meeting of experts, which would potentially enable the item to be handled in a single Conference discussion.⁴ Proposals to place an item on the agenda of the Conference must be considered at two successive sessions of the Governing Body, unless the members present unanimously consent when the item is discussed for the first time.⁵
4. Recurrent discussions of the four strategic objectives under the ILO Declaration on Social Justice for a Fair Globalization (2008), as amended in 2022, are held in a five-year cycle, adopted by the Governing Body at its 328th Session (October–November 2016). At its 347th Session (March 2023), the Governing Body decided to initiate a new cycle of recurrent discussions in 2026 and to place an item on the strategic objective of social dialogue on the agenda of the 114th Session (2026) of the Conference.⁶ The new cycle will conclude with a recurrent discussion on the strategic objective of fundamental principles and rights at work at the 118th Session (2030) of the Conference. A review of the modalities of the recurrent discussions is being presented to the Governing Body at its present session.⁷

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

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

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

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

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

⁶ [GB.347/PV\(Rev.\)](#), para. 58(d).

⁷ GB.356/INS/6.

Strategic and coherent approach

5. At its 322nd Session (October–November 2014), the Governing Body approved the strategic and coherent approach to the setting of the Conference agenda,⁸ for which the constituents have continued to express their support. The general elements of the approach, such as a strategic focus to the setting of the Conference agenda, institutional coherence, a balance between allowing adequate time for preparation and adequate flexibility, and full tripartite engagement through transparency and inclusiveness, therefore remain valid.
6. In accordance with the strategic and coherent approach, the Governing Body reviews the coordination between the outcomes of previous discussions of the Conference and the consideration of proposals for future sessions. It builds synergies between the setting of the Conference agenda and other institutional processes and strategic discussions, such as those concerning the ILO's Strategic Plan for 2026–29.⁹ It may also take into consideration the strategic direction of the United Nations (UN) in matters related to the ILO's mandate, as those matters emerge from major events, such as the Sustainable Development Goals Summit in 2023; the Summit of the Future in 2024; and the Second World Summit for Social Development,¹⁰ the review and appraisal of the implementation of the Beijing Declaration and Platform for Action by the Commission on the Status of Women (Beijing+30),¹¹ and the Fourth International Conference on Financing for Development in 2025.¹²

⁸ GB.322/PV, para. 17(1), and GB.322/INS/2, paras 11–19.

⁹ GB.352/PFA/1.

¹⁰ The Doha Political Declaration, adopted at the Second World Summit for Social Development in 2025, sets out, among other things, a shared commitment to:

- strengthening social protection systems and reinforcing investment in measures, including social protection floors, and integrating financing of social protection systems and policies, including floors and policies in line with International Labour Organization recommendations and intergovernmental agreed standards, into country-led plans and strategies while providing support to developing countries that aim to increase social protection coverage, including those that aim to do so by at least two percentage points per year (para. 29(g));
- upholding the fundamental principles and rights at work, namely, freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced or compulsory labour, the effective abolition of child labour, the elimination of discrimination in respect of employment and occupation, and the right to a safe and healthy working environment, including through encouraging the ratification and implementation of the International Labour Organization fundamental conventions (para. 30(q)).

¹¹ The [Political declaration on the occasion of the thirtieth anniversary of the Fourth World Conference on Women](#), adopted by the Commission on the Status of Women at its 69th session in 2025, reaffirmed a commitment to tackle existing and emerging challenges, including by:

Ensuring women's economic empowerment by promoting women's access to credit and entrepreneurship as well as capacity-building, financial inclusion and financial literacy for women and girls, and enhancing cooperation with all relevant stakeholders, and by promoting, respecting, protecting and fulfilling women's rights to work and rights at work, taking into account obligations under relevant International Labour Organization conventions, enhancing women's full access to and equal opportunities in the labour market and decent work, taking effective action against discrimination, including based on maternity, as well as violence and harassment in the world of work, enforcing labour rights, including the right to organize and bargain collectively, promoting equal pay for work of equal value, providing social security, supporting the transition from informal to formal work in all sectors, adopting all necessary measures to reduce labour market segregation, and closing the pay and pension inequality (para. 15(a)).

¹² The Sevilla Commitment, adopted by the Fourth International Conference on Financing for Development in 2025, calls for, among other matters:

- the respect, protection and promotion, without distinction or discrimination of any kind, of the pursuit and enjoyment of human rights and fundamental freedoms for all, encompassing civil, political, economic, social and cultural rights, which includes the right to development (para. 3);

7. At its 352nd Session (October–November 2024), the Governing Body adopted [tripartite key messages for the Second World Summit for Social Development](#).¹³ As proposed by the Governing Body at its 353rd Session (March 2025), the International Labour Conference adopted at its 113th Session (June 2025) a resolution calling on Member States to ensure that the outcome of the Summit takes full account of these messages and entrusting the ILO, including its tripartite constituents, to play a leading role in the implementation of the outcome of the Summit in areas pertaining to its mandate, including in respect of the creation of full, productive and freely chosen employment and decent work; the setting, promotion, ratification and supervision of international labour standards; and the progressive achievement of sustainable universal social protection.¹⁴ On this basis, at its 355th Session (November 2025), the Governing Body adopted a three-pronged strategic approach to the follow-up to the Summit, with the aim of: integrating relevant commitments into the ILO's work programme; contributing to the Summit's institutional follow-up; and contributing to a strengthened and effective multilateralism centred on social development and social justice.¹⁵
8. The development of international human rights law may also provide strategic direction for future normative action. For example:
 - in May 2024, the UN Open-ended Working Group on Ageing recommended the consideration of a legally binding international instrument to promote, protect and ensure the recognition and realization of all human rights of older persons, having noted possible normative and implementation gaps in relation to, among other areas, equality and non-discrimination, social protection and social security, education, training, lifelong learning and capacity-building, access to justice, right to work, access to the labour market, economic security and social inclusion;¹⁶
 - the UN open-ended intergovernmental working group on transnational corporations and other business enterprises with respect to human rights is continuing the negotiations of a legally binding instrument to regulate the activities of transnational corporations and other business enterprises and to complement and enhance the [UN Guiding Principles on Business and Human Rights](#) and pre-existing voluntary measures;¹⁷
 - in July 2025, the International Court of Justice upheld the right to a clean, healthy and sustainable environment as a human right, expressing the view that this right “is a precondition for the enjoyment of many human rights, such as the right to life, the right to

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- investment in productive sectors, the creation of decent jobs at scale and skills development to enable all people to benefit from inclusive, equitable and sustainable economic growth (para. 21);
 - the integration of financing of social protection systems and policies, including floors and policies in line with International Labour Organization recommendations and intergovernmentally agreed standards, into country-led plans and strategies (para. 27(i)).

¹³ [GB.352/PV](#), para. 902(a).

¹⁴ ILO, [Resolution concerning the Second World Summit for Social Development](#), International Labour Conference, 113th Session, 2025.

¹⁵ [GB.355/INS/4\(Rev.1\)](#).

¹⁶ UN General Assembly, [Report of the Open-ended Working Group on Ageing on its fourteenth session](#), A/AC.278/2024/2, Decision 14/1, paras 20 and 25(a).

¹⁷ Office of the United Nations High Commissioner for Human Rights, “[Eleventh session of the open-ended intergovernmental working group on transnational corporations and other business enterprises with respect to human rights](#)”. The 12th session of the working group is scheduled for October 2026.

health and the right to an adequate standard of living, including access to water, food and housing”.¹⁸

9. The strategic and coherent approach also requires appropriate and effective linkages to be established between recurrent discussions and the topics of the General Surveys that are prepared by the Committee of Experts on the Application of Conventions and Recommendations based on reports requested under article 19 of the Constitution.¹⁹ The current practice is for recurrent discussions on a specific strategic objective to be preceded by a discussion by the Conference the previous year of a General Survey on standards related to the same strategic objective.
10. Some members of the Governing Body have also noted the potential impact on the agenda of future sessions of the Conference of the follow-up to the standard-setting recommendations of the Standards Review Mechanism Tripartite Working Group (SRM TWG) and have called for flexibility and innovation in the strategic and coherent approach.²⁰ Some Governing Body members have expressed support for enhanced links between the Standards Review Mechanism, General Surveys and the recurrent discussions.²¹ The Employers’ group has expressed the view that the Governing Body enjoys autonomy in setting the agenda of the Conference and, in so doing, is free to consider recommendations of the SRM TWG, as well as other areas of the ILO’s mandate.²² The Workers’ group has recalled that following up on the recommendations of the SRM TWG, including in respect of standard-setting, is an institutional priority, as has been decided by the Governing Body on several occasions.²³
11. The Programme and Budget for 2026–27 provides further strategic direction to the setting of the Conference agenda. Its priority of strong, modernized normative action for social justice will be continued in 2026–27 in support of renewing the social contract.²⁴ The Global Coalition for Social Justice is, among other objectives, pursuing action under the thematic priority of “realizing human rights and related labour rights, ensuring human dignity and meeting basic needs”.²⁵ The Governing Body may wish to take into account the outcomes of discussions on the ongoing review of the ILO’s programme and operational model in the context of a changing multilateral environment, including those held at the present session,²⁶ when providing guidance on setting the agenda of future sessions of the Conference.
12. Furthermore, when considering possible items for the agenda of future sessions of the Conference, the Governing Body furthers institutional coherence by taking into account the modalities, outcomes and scheduling of the tripartite meetings called for by the Conference. The Governing Body has thus approved proposals for a Meeting of Experts on occupational safety and health in extreme weather events and changing weather patterns,²⁷ a Meeting of

¹⁸ International Court of Justice, *Obligations of States in respect of climate change*, Advisory Opinion of 23 July 2025, para. 393.

¹⁹ ILO, *Resolution on Advancing Social Justice through Decent Work*, International Labour Conference, 105th Session, 2016, para. 15.1.

²⁰ GB.341/PV, paras 25, 36 and 39.

²¹ GB.337/PV, paras 757 and 760. The link between General Surveys and recurrent discussions is discussed by the Governing Body at the present session in the context of the review of the modalities for recurrent discussions (GB.356/INS/6).

²² GB.341/PV, para. 26.

²³ GB.344/PV, para. 679, and GB.346/PV, para. 837, GB.355/PV, para. 38.

²⁴ GB.353/PFA/1, outcome 1.

²⁵ Global Coalition for Social Justice, “Key intervention: Human rights economy”.

²⁶ GB.356/INS/7.

²⁷ GB.352/PV, para. 905(b). The meeting is scheduled to be held from 2 to 6 February 2026.

Experts on the protection of personal data in the digital era,²⁸ and a Meeting of Experts on paternity and parental protection and other care leave.²⁹ Proposals for a tripartite Meeting of Experts on the organization and scheduling of working time will be presented to the Governing Body in due course.³⁰ At its 355th Session (November 2025), the Governing Body decided to reschedule some of the meetings that had already been planned, owing to the lack of resources.³¹ At the present session the Governing Body is examining further proposals for the holding of these meetings.³² At its ninth annual meeting (September 2024), the SRM TWG recommended five tripartite meetings to discuss research and surveys on: fishers; dock work; indigenous and tribal peoples; hotels and restaurants; and older workers. The timing and modalities of these meetings remain to be determined by the Governing Body.³³

13. To improve the transparency and inclusiveness of the process, an updated procedural road map for the implementation of the strategic and coherent approach has been provided to the Governing Body at each of its sessions at which possible items for inclusion on the agenda of future sessions of the Conference are discussed (see Appendix III).³⁴

► II. Agenda of future sessions of the Conference

A. Subjects placed on the Conference agenda, 2026–30

14. The table below provides an overview of items selected and items under consideration by the Governing Body for the Conference agenda up to 2030.

²⁸ GB.350/PV, para. 80(d). Any necessary adjustments to the modalities of the meeting will be presented to the Governing Body for approval in accordance with the outcome of the standard-setting process on decent work in the platform economy.

²⁹ GB.352/PV, para. 132(b).

³⁰ GB.349/PV(Rev.1), para. 148, and GB.349/INS/3/2, para. 23 (a date for the meeting remains to be set).

³¹ The Meeting of Experts on occupational safety and health in extreme weather events and changing weather patterns, planned for February 2026, and the Meeting of Experts on paternity and parental protection and other care leave, planned for May 2026, have been postponed, pending further decision-making from the Governing Body on this matter (GB.355/PV, para. 893 (b)).

³² GB.356/POL/3.

³³ GB.352/LILS/3, para. 3, table 1(2). The tripartite meetings would serve to recommend to the SRM TWG or the Governing Body, as relevant, follow-up in relation to postponed decisions on the classification and the existence of gaps in coverage, ways to improve ratification of up-to-date instruments, and/or possible next steps, including in relation to the abrogation or withdrawal of outdated instruments.

³⁴ For more details on the implementation of the strategic and coherent approach, see GB.328/INS/3, paras 7–15. An updated road map, covering the period from now up to 2030, is presented in section II below and in Appendix III.

► Overview of items selected and under consideration for the Conference agenda, 2026–30

Session	Agenda item			
	IV	V	VI	VII and VIII
114th (2026)	Recurrent discussion on the strategic objective of social dialogue and tripartism	Decent work in the platform economy – standard-setting (second discussion)	General discussion on advancing the transformative agenda for gender equality	Withdrawal of the Labour Standards (Non-Metropolitan Territories) Convention, 1947 (No. 83)
115th (2027)	Consolidation of instruments on chemical hazards – standard-setting (first discussion)	Recurrent discussion on the strategic objective of social protection (social security)	General discussion on harnessing the fullest potential of technology to foster structural transformation of the economy, higher levels of productivity and decent work for all as a pathway towards social justice	Resolution on gendered and other inappropriate terms and references in all international labour standards
116th (2028)	Consolidation of instruments on chemical hazards – standard-setting (second discussion)	Recurrent discussion on the strategic objective of employment	<i>[Item to be decided as indicated in the procedural road map below]</i>	Abrogation of Conventions Nos 10, 33, 59 and 123; withdrawal of Convention No. 5 and Recommendations Nos 41, 52 and 124
117th (2029)	<i>[Item to be identified by the Governing Body closer to the 117th Session]</i>	Recurrent discussion on the strategic objective of social protection (labour protection)	<i>[Item to be identified by the Governing Body closer to the 117th Session]</i>	
118th (2030)	<i>[Item to be identified by the Governing Body closer to the 118th Session]</i>	Recurrent discussion on the strategic objective of fundamental principles and rights at work	<i>[Item to be identified by the Governing Body closer to the 118th Session]</i>	Abrogation of Conventions Nos 96 (fee-charging employment agencies) and 112 (minimum age fishers); abrogation of Conventions Nos 22, 23, 24, 25, 55, 56, 58, 68, 69, 92, 133, 134, 146, 164 and 166 (maritime instruments); withdrawal of Recommendation No. 29

15. At its present session, the Governing Body will consider possible items to be placed on the agenda of the 116th Session (2028) of the Conference and beyond for either standard-setting or a general discussion, including possible standard-setting items on occupational safety and health arising from decisions of the Governing Body in respect of the Standards Review Mechanism Tripartite Working Group.
16. Should the Governing Body wish to include a standard-setting item on the agenda of the Conference for a double discussion, it may do so in respect of the 116th Session (2028) or later sessions of the Conference, taking into account that a standard-setting discussion is already scheduled in 2028. A decision to include a second standard-setting item in respect of the 116th Session (2028) of the Conference should be taken no later than at the present session of the Governing Body.³⁵ Similarly, a decision to include a standard-setting item on the agenda of the 117th Session (2029) of the Conference and a decision to include an item for a general discussion in respect of the 116th Session (2028) of the Conference would need to be taken no later than at its 359th Session (March 2027).³⁶
17. An overview of the technical items selected for the Conference agenda (2016–33) is provided in Appendix II to assist the Governing Body in determining the possible timing for the items currently under consideration.

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

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

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

18. At its fifth meeting (September 2019), the SRM TWG discussed the follow-up to be given to its earlier recommendations, approved by the Governing Body in 2017 and 2018, calling for standard-setting on the topics of biological hazards, ergonomics and manual handling, chemical hazards, and the guarding of machinery.³⁷ At its 337th Session (October–November 2019), the Governing Body approved the recommendations of the SRM TWG and requested the Office to prepare those standard-setting proposals at the earliest dates possible and as a matter of institutional priority.³⁸
19. At its 341st Session (March 2021), the Governing Body decided to place on the agenda of the 112th and 113th Sessions (2024–25) of the Conference an item related to occupational safety and health protection against biological hazards,³⁹ which resulted in the adoption, at the 113th

³⁵ Under the Standing Orders of the Conference, for standard-setting items, the Office needs to send, not less than 18 months before the opening of the session of the Conference at which the item is to be discussed, a report on law and practice and a questionnaire to Member States. Thus, for the 116th Session (2028) of the Conference, a report would need to be sent no later than the end of November 2026. A decision by the Governing Body in November 2026 would not provide the Office with sufficient time to prepare that document.

³⁶ The Standing Orders of the Conference provide that, when an item has been placed on the agenda for general discussion, the Office shall prepare a report on the question and make it available to governments not less than two months before the opening of the session of the Conference at which the item is to be discussed. As time is needed to prepare such a report, it is highly advisable for the Governing Body to decide by March of the preceding year at the latest.

³⁷ GB.337/LILS/1, Appendix, Annex I, para. 9.

³⁸ GB.337/PV, para. 745(a).

³⁹ GB.341/PV, para. 50(b).

Session (2025), of the Biological Hazards in the Working Environment Convention (No. 192) and Recommendation (No. 209). At its 350th Session (March 2024), the Governing Body decided to place on the agenda of the 115th Session (2027) of the Conference an item on the consolidation of instruments on chemical hazards for standard-setting on the basis of a double discussion.⁴⁰ Both items have therefore been addressed and are no longer under consideration.

20. Proposals for the remaining standard-setting items on ergonomics and manual handling, and on the guarding of machinery are set out in Appendix I, section 1. In response to a request by the Workers' group, a briefing for the constituents on the preparatory work needed in relation to normative actions on occupational safety and health will be organized by the Office the second half of 2026.⁴¹
21. **Ergonomics and manual handling.** In its discussions, the Governing Body recognized that standard-setting on protection against ergonomic hazards extending beyond matters related to manual handling would be the first of its kind. A double discussion would thus be preferable due to the amount of work required to revise the standards on manual handling and incorporate ergonomics.⁴² The views expressed at the 352nd Session (October-November 2024) and 355th Session (November 2025) of the Governing Body suggested a widely shared preference for standard-setting on ergonomics and manual handling to take place in 2029 and 2030, taking into account that standard-setting on protection against chemical hazards was likely to conclude in 2028 and that for reasons relating to the capacity of both the constituents and the Office, simultaneous standard-setting discussions on occupational safety and health should be avoided.⁴³ A tripartite Meeting of Experts on ergonomic hazards and human factors was approved for April 2027,⁴⁴ pending further decision-making by the Governing Body at its present session on the availability of funds. At its 353rd Session (March 2025), the Governing Body confirmed its preference for standard-setting after 2028 but decided to defer to its 356th Session (March 2026) a decision to place the relevant item on the agenda of the 117th Session (2029) and 118th Session (2030) of the Conference. Members generally expressed flexibility with the timing and sequencing of a double standard-setting discussion on ergonomics and manual handling. A decision by the Governing Body in that respect did not have to be taken before its 359th Session (March 2027), and the intervening time could be used to discuss possible normative and non-normative action on other items.⁴⁵ It should, however, be noted that postponing a decision until March 2027 – if this were to result in a first discussion in 2029 – would present significant challenges for the Office. The first preparatory report for the Conference – the law and practice report – must be published in the official languages 18 months prior to the first discussion, that is, by January 2028. This would leave a very limited time frame for the preparation of that report on a topic for which there are limited ILO normative references. In addition, should a standard-setting item on this topic be included for 2029 and 2030, it would be essential for the Meeting of Experts on ergonomics and human factors to take place in April 2027.
22. At its ninth meeting (September 2024), the SRM TWG reviewed normative instruments concerning dock work and recommended that research should be undertaken to assess the

⁴⁰ GB.350/PV, para. 80(a).

⁴¹ GB.355/INS/PV, para. 39.

⁴² GB.347/PV(Rev.), paras 27 and 38.

⁴³ GB.352/PV, paras 26–65.

⁴⁴ [GB.355/INS/18](#), para. 15.

⁴⁵ [GB.353/PV](#), paras 21–51.

existence of possible gaps in coverage in the body of international labour standards in relation to the marking of weight and to identify the relevance of the [Marking of Weight \(Packages Transported by Vessels\) Convention, 1929 \(No. 27\)](#). It further recommended that this research examine, for follow up if any, the possible inclusion of the marking of weight within the planned standard-setting items on ergonomics and manual handling. The SRM TWG further recommended that the research be considered by a tripartite meeting on dock work, at a time to be determined.⁴⁶ A global technical meeting on decent and sustainable work and a just transition in ports and docks, that could include within its purpose the consideration of this research, is scheduled for the biennium 2026–27, subject to the availability of the corresponding allocations in the Programme and Budget for 2026–27.⁴⁷

23. Guarding of machinery. In its discussions, the Governing Body took into account that standard-setting on the guarding of machinery would involve the revision of two existing standards.⁴⁸ Considering the views expressed at the 352nd Session (October–November 2024) and 355th Session (November 2025) of the Governing Body on other agenda items and the need to avoid a simultaneous standard-setting discussion on occupational safety and health, the earliest opportunity would be the 119th Session (2031) of the Conference. While the default format for setting standards is the double discussion procedure, standards may, exceptionally, be set based on a single discussion procedure, possibly preceded by a tripartite technical meeting or meeting of experts. A single discussion at the 119th (2031) Session or 120th (2032) Session of the Conference, possibly preceded by a tripartite meeting in 2029 or 2030, would avoid any overlap with the standard-setting on ergonomics and manual handling possibly starting in 2029. The views expressed at the 352nd Session of the Governing Body (October–November 2024) and confirmed at the 353rd Session (March 2025) suggested a preference for standard-setting to take place on the basis of a single discussion in 2031, preceded by a tripartite meeting of experts, possibly in 2030; however, some groups preferred to maintain the practice of holding a double discussion so as not to compromise the quality and effectiveness of standards by placing severe strain on the Office and constituents alike.⁴⁹

24. The Governing Body may wish to:

- (a) decide or provide guidance on the inclusion on the agenda of the Conference for 2029 and 2030 or for 2030 and 2031 of an item on ergonomics and manual handling for standard-setting on the basis of a double discussion;⁵⁰
- (b) continue providing guidance on the standard-setting modalities and timing for the revision of instruments on the guarding of machinery.

2. Other possible items pending further consideration

25. Protection of workers' personal data in the digital era. At its 350th Session (March 2024), the Governing Body endorsed proposals relating to a tripartite Meeting of Experts on the protection of personal data in the digital era and requested the Office to include the budget for this meeting in the Programme and Budget proposals for 2026–27. It further requested the Office to present for approval any necessary adjustments to the modalities of the meeting in

⁴⁶ GB.352/LILS/3, Appendix, Annex I, para. 8.3.1(a).

⁴⁷ See GB.353/POL/3, Appendix II, and GB.353/PV, para. 719(f).

⁴⁸ The Guarding of Machinery Convention (No. 119) and Recommendation (No. 118), 1963. See GB.331/LILS/2, table 1.

⁴⁹ GB.353/PV, para. 21.

⁵⁰ As indicated in paragraph 16, a decision to include a standard-setting item on the agenda of the Conference for 2029 shall be taken no later than March 2027.

accordance with the outcome of the standard-setting process on decent work in the platform economy, which is scheduled to be concluded at the 114th Session (2026) of the Conference.⁵¹

26. **Protection of whistle-blowers in the public service.** At its 353rd Session, the Governing Body kept the protection of whistle-blowers in the public service under consideration as a possible item for the agenda of future sessions of the Conference.⁵² One group requested the Office to prepare a report for discussion by the Governing Body at the earliest opportunity on possible follow-up actions, including the convening of a cross-sectoral Meeting of Experts to explore normative or non-normative actions to improve protection of whistle-blowers in the world of work.⁵³ Other groups did not favour a cross-sectoral tripartite meeting at this point but did not preclude the Governing Body considering the available research in a policy discussion.⁵⁴ The Governing Body may wish to consider scheduling a discussion in its Policy Development Section on the protection of whistle-blowers in the public service or other specific sectors at one of its forthcoming sessions with a view to determining whether holding a tripartite meeting, possibly in the biennium 2028–29, might be appropriate to develop normative or non-normative guidance in the light of rapidly evolving legislative and normative initiatives and practices in this area.⁵⁵ Alternatively, a proposal for a sectoral meeting of experts during the biennium 2028–29 could be submitted to the Sectoral Advisory Bodies in early 2027, for approval by the Governing Body at a subsequent session.

27. **Labour market implications of demographic change.** At its 353rd Session (March 2025), following the indications of the SRM TWG at its ninth meeting (September 2024),⁵⁶ the Governing Body discussed proposals for a possible general discussion on an item on the labour market implications of demographic change, intergenerational solidarity and decent work for older workers.⁵⁷ The views expressed by the constituents suggested wide support for a general discussion in due course. It was proposed that the general discussion could be preceded by research (which is already under way), information sessions and a tripartite meeting. In the light of the growing prominence of demographic change and population ageing in labour market and employment policy agendas in many countries, the Governing Body may wish to consider scheduling a possible general discussion to follow up on the recurrent discussion on employment at the 116th Session (2028) of the Conference.

28. **Decent work in supply chains.** At the present session, the Governing Body is considering possible initiatives to complement the body of international labour standards to ensure decent work in supply chains.⁵⁸ Any outcome of the discussion on this topic in the Policy Development Section that could have an impact on the agenda of the Conference would need to be reflected in the decision on the present item. As mentioned above, should the Governing Body wish to include a standard-setting item on the agenda of 116th Session (2028) of the Conference, such a decision would need to be taken at the present session. For the inclusion of a standard-setting item on the agenda of the 117th Session (2029) of the Conference, the decision would need to be taken no later than March 2027.

⁵¹ GB.350/PV, para. 80(d).

⁵² GB.353/INS/2/1(Rev.1), paras 35, 52–54.

⁵³ GB.353/PV, para. 30.

⁵⁴ GB.353/PV, paras 31 and 43.

⁵⁵ See Appendix I, section 3.

⁵⁶ GB.352/LILS/3, Appendix, para. 28.

⁵⁷ See Appendix I, section 2, for the updated proposals.

⁵⁸ GB.356/POL/1.

- 29. Closing coverage gaps and ensuring the portability of social protection for migrant workers and their families.** At the 355th Session (November 2025) of the Governing Body, certain groups ⁵⁹ emphasized that social protection remains a priority and highlighted the need to expand coverage, strengthen social security systems and ensure the portability of benefits, particularly for migrant workers. Attention was drawn to persistent systemic barriers faced by migrant workers in accessing social protection and maintaining and transferring entitlements, which resulted in significant protection gaps. ⁶⁰ At its 344th Session (March 2022), the Governing Body held a discussion on securing social protection for migrant workers and their families, ⁶¹ underscoring the need for a more in-depth understanding of the impact of the ILO standards that are relevant for migrant workers' social protection, ⁶² including reasons for their low levels of ratification and the difficulties encountered by ratifying States in applying them. In the conclusions of the second recurrent discussion on social protection (social security), adopted by the Conference at its 109th Session (2021), Members are called on to facilitate the acquisition and maintenance, including preservation and portability, of social security entitlements, and to conclude bilateral and/or multilateral social security agreements to facilitate all workers', notably migrant workers', access to social protection. ⁶³ The third recurrent discussion on social protection (social security) in 2027 could provide a basis for a subsequent, more focused, general discussion by the Conference on social protection for migrant workers and their families. The Governing Body may therefore wish to provide guidance on placing an item on extending social protection to migrant workers and their families on the agenda of a future session of the Conference beyond 2027 for a general discussion.
- 30.** Other items for future sessions of the Conference may result from the tripartite meetings approved by the Governing Body for 2026–27.

► III. Procedural road map

- 31.** An updated proposal for the procedural road map is set out below. At all sessions, the Governing Body will continue to provide guidance on the agenda of future sessions of the Conference.
- 32. At its present session, the Governing Body will:**
- (a) decide on whether to include an item on the agenda of the 116th Session (2028) of the Conference for standard-setting on the basis of a double discussion;
 - (b) decide or provide guidance on the timing and modalities for the standard-setting on ergonomics and manual handling at a Conference session beyond 2028;

⁵⁹ Notably the Asia and Pacific group and the Association of Southeast Asian Nations.

⁶⁰ GB.355/PV.

⁶¹ [GB.344/POL/1](#).

⁶² The Equality of Treatment (Social Security) Convention, 1962 (No. 118), and the Maintenance of Social Security Rights Convention, 1982 (No. 157). Both Conventions were classified as up-to-date by the Cartier Working Party of the Governing Body in 2002 and are not included in the current programme of work of the Standards Review Mechanism.

⁶³ ILO, [Resolution concerning the second recurrent discussion on social protection \(social security\)](#), International Labour Conference, 109th Session, 2021, para. 13(i).

- (c) provide guidance on the timing and modalities for the standard-setting on the guarding of machinery;
- (d) decide or provide guidance on whether a previously considered or new item should be included on the agenda of a Conference session beyond 2027 for a general discussion;
- (e) decide or provide guidance on whether a previously considered or new item should be included on the agenda of a Conference session beyond 2028.

33. At its 358th Session (November 2026), the Governing Body will:

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

34. At its 359th Session (March 2027), the Governing Body will:

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

► Draft decision

35. The Governing Body:

- (a) **decided to place on the agenda of the 117th Session (2029) and 118th Session (2030) of the International Labour Conference an item on ergonomics and manual handling for standard-setting on the basis of a double discussion;**

OR

decided to place on the agenda of the 118th Session (2030) and 119th Session (2031) of the International Labour Conference an item on ergonomics and manual handling for standard-setting on the basis of a double discussion;

- (b) **requested the Office to take into account the guidance provided in preparing the document concerning the agenda of future sessions of the Conference for its 358th Session (November 2026).**

► Appendix I

Items for the agenda of future sessions of the Conference

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

1. Upon the recommendations of the Standards Review Mechanism Tripartite Working Group (SRM TWG) the Governing Body at its 331st Session (October–November 2017) requested the Office to prepare, for consideration of inclusion at the earliest dates possible in the agenda of future sessions of the Conference, proposals for possible standard-setting items on biological hazards, ergonomics and manual handling, recognizing regulatory gaps, on the consolidation of the instruments concerning chemical hazards, and on the revision of the instruments concerning guarding of machinery.¹
2. The agenda for the Conference in 2026 and beyond regarding standard-setting items on occupational safety and health (OSH) as identified above should be guided by the need to ensure a clear, robust and up-to-date body of international labour standards with respect to certain occupational hazards. The resolution adopted by the Conference at its 110th Session to include a safe and healthy working environment in the ILO framework of fundamental principles and rights at work and designate two instruments as fundamental Conventions has increased the urgency of filling OSH regulatory gaps and ensuring that international labour standards on OSH respond to changing patterns of the world of work.
3. At its 337th Session (October–November 2019), the Governing Body requested the Office to be guided by the recommendations of the SRM TWG regarding the “thematic integration approach”. As was discussed by the SRM TWG, regulation through thematic integration would, *prima facie*, involve customized standard-setting processes for the four thematic subtopics as decided by the Governing Body. Variations could be on the basis of decisions, whether the standard-setting action should result in a Protocol, a Convention or a Recommendation, or a Convention and a Recommendation. The standard-setting process could explore combining binding and non-binding provisions into a single instrument to enhance thematic integration.
4. At its 341st Session (March 2021), the Governing Body decided to place an item on biological hazards on the agenda of the 112th Session (2024) and the 113th Session (2025) for a double discussion.² At its 350th Session (March 2024), the Governing Body decided to place on the agenda of the 115th Session (2027) of the Conference an item on the consolidation of instruments on chemical hazards for standard-setting on the basis of a double discussion. Should the Governing Body wish to follow a practice of a single standard-setting item on OSH per Conference session, the earliest opportunity for a standard-setting item on either ergonomics and manual handling or the guarding of machinery would be the 117th Session (2029) of the Conference.

¹ GB.331/LILS/2, Appendix, Annex, paras 17(i), 19(ii), 27 and 31.

² At its 113th Session (2025) the International Labour Conference adopted the Biological Hazards in the Working Environment Convention (No. 192) and Recommendation (No. 209), 2025.

A. Standard-setting item on ergonomics and manual handling

5. Human factors or ergonomics apply theory, principles, and data from many relevant disciplines to the design of products and work processes and systems, taking into account the complex interactions between the human and other humans, the environment, tools and equipment, and technology to enhance human performance and well-being in the world of work.³ Ergonomic hazards are much broader than only those involved in manual handling covered under the Maximum Weight Convention, 1967 (No. 127) and Recommendation (No. 128). Ergonomic hazards include manual materials handling causing overexertion; inappropriate lighting or selection and use of tools; continuous standing or sitting while working; slips, trips or falls; thermal discomfort; and office postures causing musculoskeletal disorders (MSDs). The wide variety of MSDs renders an accurate estimate of direct and indirect costs particularly difficult but available evidence suggests that MSDs account for around a third of all injuries and illnesses, a higher-than-average absenteeism and significant healthcare costs, informal care costs and production losses.⁴ Attention to prevention of ergonomic risks and efforts to improve comfort and well-being at work also becomes more urgent as workforces age and workers are expected to work longer.
6. A new standard could, based on the questionnaire sent to Member States in the course of the standard-setting process, clarify the defining role of human factors and ergonomics in the development of work processes and systems and help determine internationally recognized forms, challenges and opportunities with respect to human factors and ergonomics at the workplace. It could set out broad principles for addressing such challenges and for promoting health and safety through the management of high-quality human factors and ergonomics. The instrument could specify national policies and regulations on human factors and ergonomics at work, establish a defined system of rights, responsibilities and duties of governments, employers, workers and their organizations, and promote a holistic approach to the design, management and operation of work.
7. In accordance with the recommendations of the SRM TWG, the new standards would revise Convention No. 127 and Recommendation No. 128, and update the regulatory approach to manual handling. At its 331st Session (October–November 2017), the Governing Body requested the Office to prepare for consideration of inclusion in the agenda of future sessions of the Conference at the earliest possible dates, proposals for a standard-setting item on ergonomics, recognizing the regulatory gaps identified in that area.⁵ In relation to the instruments concerning maximum weight, the SRM TWG had considered that the instruments had not lost their purpose but were limited in scope, notably including a gap in coverage on ergonomics. The SRM TWG had agreed that Convention No. 127 and Recommendation No. 128 should be classified as requiring further action to ensure continued and future relevance. Follow-up action should involve their revision to take into account the need to both regulate ergonomics, and to update the regulatory approach to manual handling. The SRM TWG considered that the revision process could involve a meeting of experts on how to modernize

³ Kathleen Mosier and Juan Carlos Hiba, “[The Essential Contribution of Human Factors/Ergonomics to the Future of Work We Want](#)” (ILO, 2019).

⁴ See, for example, figures from the US Centers for Disease Control and Prevention or the European Agency for Safety and Health at Work. According to the US Bureau of Labor Statistics (BLS) in 2013, MSD cases accounted for 33 per cent of all worker injury and illness cases.

⁵ GB.331/PV, para. 723(f)(i).

the existing instruments in the context of the broader issue of ergonomics and manual handling.⁶

8. In its review of normative instruments concerning dock work, the ninth annual meeting of the SRM TWG (September 2024) recommended to the Governing Body research to assess the existence of possible gaps in coverage in the body of international labour standards in relation to marking of weight and to identify the relevance of the Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No. 27).⁷ The research should also examine the possibility of the inclusion of the marking of weight within the planned standard-setting items on ergonomics and manual handling. The SRM TWG further recommended that the research be considered by a tripartite meeting on dock work, at a time to be determined to review the classification of Convention No. 27 and examine the possibility of the inclusion of marking of weight within the planned standard-setting items on ergonomics and manual handling.⁸
9. The preparatory work for the standard-setting would be informed by a detailed law and practice report, studies of good practices and data collection, as well as broad consultations with constituents, partners across the United Nations (UN) system and with professional bodies and other stakeholders. The tripartite meeting of experts to be held in 2027 would advise the Office on the scope of the issues to be covered by standard-setting. Preparatory work could also be informed by technical guidelines published by the Office in 2021.⁹

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

10. New standards would revise the Guarding of Machinery Convention (No. 119) and Recommendation (No. 118), 1963. In 2002, the Cartier Working Party had recommended a classification of Convention No. 119 as “to be revised” and in 2017, the Governing Body approved a recommendation of the SRM TWG to revise the instruments concerning guarding of machinery “at the earliest dates possible”.¹⁰
11. At its 91st Session (2003), the Conference called for the revision of Convention No. 119 and Recommendation No. 118 in order to take into account technical difficulties in the application of the instruments, the latest developments in technology and the need to provide safety and health-related information and training in the transfer of technology. The principal aim of the early instruments to protect workers from machinery-induced accidents by using safety technologies continued to be important and valid but needed to be complemented with comprehensive approaches to promote safety and health in the use of machinery, including the consultation, information and training of workers on all relevant aspects of machinery throughout its life cycle, including emergency procedures.¹¹

⁶ GB.331/LILS/2, Appendix, paras 25 and 26.

⁷ [Marking of Weight \(Packages Transported by Vessels\) Convention, 1929 \(No. 27\)](#).

⁸ GB.352/LILS/3, Appendix, Annex I, para. 8.3.1(a).

⁹ ILO, [Principles and Guidelines for Human Factors/Ergonomics \(HFE\) Design and Management of Work Systems](#), 2021. The guidelines were prepared by a team of expert writers, reviewers, and representatives from the International Ergonomics Association, the ILO, and other institutions and organizations that recognize the critical need for human factors/ergonomics principles and guidelines in the design and management of work systems.

¹⁰ GB.283/LILS/WP/PRS/1/2 (Office information note, March 2002); GB.331/PV, para. 723(f)(iii).

¹¹ ILO, [Examination of Instruments concerning Occupational Safety and Health \(General Provisions and Specific Risks\): Technical Note 7 – Instruments concerning the Guarding of Machinery](#), Third Meeting of the SRM TWG (25–29 September 2017), 5 and 6.

12. Based on the benchmarks set in the code of practice on safety and health in the use of machinery (2013),¹² new standards could set out broad principles for addressing safety and health issues in the use of machinery.
13. New standards in the form of a Convention could outline in definitional form the nature of safety and health in the use of machinery, and define safety and health requirements and precautions applicable to governments, workers and employers, and also to designers, manufacturers and suppliers of machinery.
14. New standards in the form of a Recommendation (or non-binding provisions in a binding instrument), could provide further detailed guidance on more specific technical requirements and measures on the working environment, control systems, machinery guarding and protection against mechanical and other hazards, information and marking, and supplementary measures relating to specific machinery types.
15. A Conference discussion on safety and health in the use of machinery, possibly preceded by a tripartite meeting of experts, could be informed by a review of the code of practice published in 2013 and a detailed law and practice report and be based on the questionnaire sent to Member States in the course of the standard-setting process.

C. Updating of new instruments on occupational safety and health

16. Standard-setting in the three areas could use appropriate approaches, so that new instruments can be easily updated, in particular with respect to technical provisions to ensure the continued relevance of the standards, taking into account national circumstances.¹³ Simplified revision mechanisms used in the Maritime Labour Convention, 2006, as amended (MLC, 2006), the Seafarers' Identity Documents Convention (Revised), 2003, as amended (No. 185), and the Work in Fishing Convention, 2007 (No. 188), or the List of Occupational Diseases Recommendation, 2002 (No. 194), could serve as examples.

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

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

17. The Centenary Declaration calls on the Organization to direct its efforts to "supporting measures that help older workers to expand their choices, optimizing their opportunities to work in good-quality, productive and healthy conditions until their retirement, and to enable active ageing".¹⁴
18. In September 2024, the SRM TWG considered that the topic of older workers in the face of demographic change and in particular the need to ensure non-discrimination and equality of opportunity, was an important issue for future ILO discussions. The life course approach, recognizing the opportunities for intergenerational solidarity in light of ageing societies, is of increasing relevance to ILO constituents. In the context of examining further action required to ensure the continued and future relevance of the Older Workers Recommendation, 1980 (No. 162), the SRM TWG decided to postpone a decision on the existence of a gap in coverage in relation to the topic, pending research to be discussed at a later tripartite meeting to

¹² ILO, *Safety And Health in the Use of Machinery*, ILO code of practice, 2013.

¹³ GB.337/LILS/1, Appendix, Annex I, para. 9.1.

¹⁴ ILO Centenary Declaration for the Future of Work, Part II(A)(v).

determine next steps in this regard, which could include a general discussion at the Conference.¹⁵

19. Meanwhile, the ILO's role within the multilateral context on this topic continues to grow. For the first time, the ILO has received development funding¹⁶ to work on ageing societies and intergenerational solidarity, enabling the Organization to advance research and knowledge development in this area. Already an active member of several UN groups on this matter, the ILO has recently been invited to join the UN High-Level Committee on Programmes (HLCP) Task Team on Demographic Change. In addition, the ILO has been invited to a number of conferences and meetings on this topic organized by the private sector, workers' organizations, governments, and other UN agencies. The ILO's Regional Office for Europe and Central Asia operates a regional knowledge hub on demographic changes, bringing together ILO colleagues working on this topic. EMPLOYMENT and NORMES are progressing in the analysis of ILO instruments linked to the topic. Two courses on demographic shifts were offered in cooperation with the International Training Centre of the ILO (ITCILO) and the course will be repeated in late 2026.¹⁷
20. Understanding demographic trends is crucial for policymakers, businesses, and communities to adapt and plan for the future. One of the most recent demographic trends with huge impacts on economies, labour markets and societies is that of ageing populations. This trend is observable in most developed and emerging economies and will be the reality of all countries in the future. Globally, the population aged 65+ is set to grow by over 300 per cent by 2100 – from 703 million in 2019 to 2.4 billion – while the working-age population (15–64) will increase by less than 50 per cent over the same period. By the late 2070s, the number of persons at ages 65 years and higher globally is projected to reach 2.2 billion, surpassing the number of children (under age 18). By the mid-2030s, it is projected that there will be 265 million persons aged 80 years or older, more than the number of infants (1 year of age or less).¹⁸ This trend will be mainly driven by ageing trends in developing economies.
21. Demographic shifts are only one driver of change and none of the drivers of change identified in the Centenary Declaration should be seen in isolation. They also need to be seen embedded into economic and social contexts. The combined effects of economic instabilities, increasing inequalities, climate change, demographic shifts and digitalization are creating complex challenges for labour markets that can only be tackled through comprehensive employment policy frameworks, including adjusting labour market policies and institutions. This will enable societies to change these disruptive mega-trends into opportunities.
22. The most recent Conference discussion exploring demographic shifts in the world of work took place in 2013 under the title "Employment and social protection in the new demographic context" and a follow-up plan was approved by the Governing Body. However, since then the issue has become more urgent and prominent on policy agendas and countries are turning more and more to the ILO with the request for help to understand the impact of such trends on economies and labour markets.
23. The proposed discussion would build on the 2013 discussion, as well as on the Centenary Declaration and the recommendations of the SRM TWG and would also take into account

¹⁵ GB.352/LILS/3, Appendix, para. 28.

¹⁶ Partnership funding comes from the European Union and the Republic of Korea.

¹⁷ ITCILO, [Employment in Ageing Societies](#), 27 October–14 November 2025.

¹⁸ UN Department of Economic and Social Affairs (UN DESA), [World Population Prospects 2024 – Summary of Results](#), UN DESA/POP/2024/TR/NO. 9, X

discussions on other drivers of change that have taken place in recent years, as well as discussions on inequality, informality, climate change and other related topics.

24. All these above-mentioned topics would be discussed within the context of demographic shifts and new aspects would also be integrated to ensure the inclusion of most recent trends. These additions could include:
 - Rapid ageing observable in rural areas in developing economies, a trend that puts food security and development in general at risk. The discussion could also cover the “mirror” demographic challenge in developing countries: youth in urban areas and the high rates of NEETs.
 - The impact of demographic change on economic growth and productivity ecosystems, inequalities, informal employment, gender disparities, skills shortages, and migration.
 - The impact on social protection systems and the need to adjust them to new realities so that they can serve as a protection mechanism to ensure that demographic shifts can present opportunities.
25. As a new framework of analysis, the discussion would focus on intergenerational solidarity as a concept and a lens to identify holistic challenges and solutions.
26. It may be recalled that the Governing Body has previously considered the adoption of a Protocol to the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) that would leave the Convention itself unchanged and would allow countries ratifying it to accept formally additional grounds on which discrimination would be prohibited, including age.¹⁹

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

27. Global labour market trends continue to show the need for more decent job creation, as both the quantity and quality of jobs have not increased to an extent that it could lead to decent work for all and therefore to social justice. Although global unemployment has seen some improvements post-pandemic, it constantly stays around 5 per cent paralleled by an even larger and increasing jobs gap. This, together with high and often increasing levels of inactivity for certain groups such as women, young people, older people and other disadvantaged groups, indicates emerging and persistent vulnerabilities of workers. Finally, improvements in the quality of jobs are often not happening and informal employment is not reduced systematically. The sum of all these issues is an observable and persistent decent work deficit with a risk of becoming even larger in the context of demographic changes²⁰ – if not tackled in a comprehensive manner through employment and labour market policies and interventions. Policies to be identified in the discussion would lead to:
 - *Improved and job sensitive socio-economic trends.* Economic growth, decreasing inequality and decreasing informality through productivity increases and improved social protection would be one of the points discussed. Ignoring demographic changes and their impact on these issues can put successful structural transformation processes at risk.
 - *Informal employment.* A significant portion of the global workforce remains in informal employment, with little to no social protection. A new trend is that of older workers re-entering labour markets but often as informal workers. In rural areas because of a lack of

¹⁹ GB.288/2/1 (November 2003) and GB.289/2 (March 2004).

²⁰ ILO, *Employment and Social Trends 2026*, World of Work Series, 2026.

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

- *Gender disparities.* With women's participation in the labour market persistently being lower than men's from young ages onwards and wage discrimination continuing at the same time, this has severe consequences for chances of older women finding decent work and also for their pensions which are consistently lower than for men. This gender gap exists in the majority of countries around the world and is particularly visible in developing economies and there in rural areas.
 - *Skills shortages and migration.* Ageing societies are intensifying skills shortages across key industries, exacerbating the global "talent crunch" and driving shifts in migration patterns. By 2030, it is projected that the global shortfall of skilled workers could reach 85 million, costing the world economy up to \$8.5 trillion in lost revenue annually. In Europe alone, over 95 per cent of companies report difficulties in hiring due to labour shortages, with healthcare, construction, and technology among the hardest-hit sectors.²¹ As older workers retire, there is an urgent need to fill these gaps with both domestic and international talent. Migration has become a key lever in addressing demographic-driven shortages – the Organisation for Economic Co-operation and Development (OECD) data shows that migrant workers made up 70 per cent of the labour force growth in high-income countries over the last decade. However, restrictive migration policies and socio-political barriers often hinder this solution, creating mismatches between demand and supply. To mitigate the impact, ageing societies must not only promote lifelong learning, increase labour force participation of older workers and allow for extended working years of older workers who wish to stay in labour markets, but also adopt forward-looking migration policies to attract and retain skilled workers in sectors vital to economic resilience without causing brain drain in labour-sending countries.
 - *Social protection systems and care systems.* An ageing population has a profound impact on social protection systems and healthcare systems. Addressing the challenges posed by an ageing population requires a comprehensive approach that includes reforms of social protection and healthcare systems and investment in social protection and healthcare infrastructure.
28. These developments demonstrate the limitations of conventional economic and development strategies as they were designed against a background of growing populations and sectoral shifts towards higher-level productivity sectors, assumptions that are no longer the reality in many countries. Constituents could benefit from discussing how to include the new realities into economic thinking, taking into account not only the ageing trends but at the same time continue to deal with the challenges of young populations. They may wish to discuss how the different drivers of change can influence each other in a positive way.
29. Changing demographics require changes at all levels: societies as a whole, enterprises, workers and all other individuals. Policies, including employment policies and active labour market policies need to take such changes into account and become age sensitive. As employment policies include macro policies, sectoral policies, investment policies, and so on,

²¹ Korn Ferry, [The \\$8.5 Trillion Talent Shortage](#), May 2018.

all of these must become age sensitive and be changed in a way that ensures demographic shifts are turned into opportunities rather than being seen as a threat.

30. Intergenerational solidarity may be understood as a pillar of a new social contract that seeks to promote intergenerational justice and equity, combat ageism and prevent the intergenerational transmission of poverty and hunger, inequality and injustice. The UN Pact for the Future committed to strengthening “intergenerational partnerships and solidarity among generations by promoting opportunities for voluntary, constructive and regular interaction between young and older persons in their families, workplaces and in society at large”.²² The Conference discussion would give constituents an opportunity to consider possible measures within the world of work to strengthen intergenerational solidarity as well as the world of work dividends of intergenerational solidarity.
31. The discussion on potential comprehensive and age-sensitive employment policies, labour market policies and changes in institutions would look at the need for policies that impact the supply and demand side and how labour market institutions need to match the two sides and support demographic changes.

C. Expected outcome

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

²² UN General Assembly, Pact for the Future, Global Digital Compact and Declaration on Future Generations, [A/RES/79/1](#), 2024, Action 35, para. 61(f).

3. Closing coverage gaps and ensuring the portability of social protection for migrant workers and their families (general discussion)

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

34. Although social security is a human right and a cornerstone of the Decent Work Agenda, 3.8 billion individuals lack access to social protection.²³ Migrant workers account for 4.7 per cent of the global labour force²⁴ and make significant contributions to labour markets, social security systems and economic development in both countries of origin and destination. Nevertheless, they continue to face significant obstacles in accessing social protection owing to restrictive eligibility criteria linked to nationality or residence, fragmented contribution records, limited or absent portability mechanisms, limited contributory capacity, weak enforcement, and insufficient coordination between social protection and labour migration governance frameworks. These shortcomings undermine the principle of equality of treatment, increase income insecurity and poverty risks, and weaken the protective and stabilizing functions of social protection systems, particularly in contexts of economic shocks, health crises, climate-related disasters and conflict.
35. Advancing universal social protection has gained increasing prominence in international and regional policy debates. It is explicitly recognized in the SDGs, notably under targets 1.3 on universal social protection and 3.8 on universal health coverage, and in the UN Global Compact for Safe, Orderly and Regular Migration. In the past decade, the Conference has stressed the importance of ensuring that migrant workers and their families have access to social protection systems, including through the conclusion of bilateral or multilateral agreements, in line with relevant international labour standards.²⁵ The ILO Governing Body, at its 344th Session, mandated the Office to furthering measures aimed at securing and extending social protection for migrants and their families through all available means of action.²⁶
36. The ILO has long-standing normative instruments addressing migrant workers' social protection. However, ratification remains low for some, and the difficulties encountered by ratifying States in applying them, appears to merit additional research and analysis.²⁷ In addition, bilateral and multilateral social security agreements are a growing practice with regional disparities.²⁸ The ILO's [Maintenance of Social Security Rights Recommendation, 1983 \(No. 167\)](#), provides a model social security agreement aiming at the coordination of social security systems, including the portability of benefits across countries. At the same time, labour markets worldwide have undergone profound changes marked by demographic shifts, persistent informality and increased prevalence of temporary labour migration. This raises questions regarding the adequacy and effectiveness of existing policy and legal approaches and points to the need for further analysis of obstacles to ratification, implementation and enforcement of relevant standards.

²³ ILO, [World Social Protection Report 2024–26: Universal Social Protection for Climate Action and a Just Transition](#), 2024, 51.

²⁴ ILO, [ILO Global Estimates on International Migrant Workers: International Migrants in the Labour Force](#), 2024, 7.

²⁵ ILO, [Resolution and conclusions concerning fair and effective labour migration governance](#), International Labour Conference, 106th Session, 2017 para. 10; ILO, [Resolution and conclusions concerning the second recurrent discussion on social protection \(social security\)](#), International Labour Conference 109th Session, 2021, para. 13(i).

²⁶ GB.344/POL/1, para. 27(b).

²⁷ GB.344/POL/1, para. 12.

²⁸ International Social Security Association (ISSA), [Global Overview of International Social Security Agreements](#), 2022, 12–13.

37. At its 355th Session, Members of the Governing Body, notably the Association of Southeast Asian Nations and the Asia and Pacific group, emphasized the need to strengthen social protection systems, expand coverage and improve the portability of benefits for migrant workers, while also calling for additional research and policy dialogue to address identified knowledge gaps. The launch, in 2025, of the ILO's *Strategy on Extending Social Protection to Migrant Workers, Refugees and their Families* provides a timely policy framework which would benefit from further dissemination to support Member States' efforts to extend coverage and improve portability.
38. In this context, a general discussion at the Conference could provide an opportunity for tripartite constituents to examine emerging trends, share national and regional experiences, and identify policy, legal and implementation priorities.

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

39. The extension of social protection to migrant workers and their families is closely linked to the strategic objectives of the Decent Work Agenda, as it directly affects healthcare, income security and effective access to rights at work. Gaps in coverage, adequacy and portability of social protection contribute to significant decent work deficits for migrant workers, while also impacting labour market outcomes, income distribution, labour mobility and broader social and economic development. Migrant workers also face persistent barriers to freedom of association and collective bargaining, weakening their capacity to advocate for and claim their rights. Ensuring portability of social protection entitlements is critical to facilitating the voluntary return and sustainable reintegration of migrant workers. Addressing these challenges is therefore relevant to promoting inclusive and well-functioning labour markets in an increasingly mobile and interconnected global economy.²⁹ In this context, the discussion could focus on the following topics:
 - *Income inequality and living standards.* Migrant workers are often concentrated in low-skilled, low-paid, precarious and temporary jobs or on short-term contracts, and exposed to poorer working conditions.³⁰ This affects their access to social protection, further exacerbating their income insecurity and living standards, also for their families.³¹ Providing migrants with access to contributory and non-contributory social protection on par with nationals creates a level playing field with other workers, avoids social dumping and unfair competition while also reducing income inequalities and promoting productivity, better health outcomes and living standards.³²
 - *Access to social health protection and linkages with occupational safety and health (OSH).* Limited access to affordable and quality healthcare continues to affect health outcomes while increasing poverty risks, with migrant workers particularly exposed. Climate-related hazards, including increased heat exposure, are intensifying occupational safety and health risks, especially in sectors where migrant workers are overrepresented.³³ Strengthening

²⁹ ILO, *Extending Social Protection to Migrant Workers, Refugees, and their Families: Guide for Policymakers and Practitioners*, 2021, 31–34.

³⁰ ILO, *The Migrant Pay Gap: Understanding Wage Differences between Migrants and Nationals*, 2020, 6–8; ILO *World Employment and Social Outlook: The Value of Essential Work*, 2023, 76–78, 126 and 205.

³¹ ILO, *The Migrant Pay Gap*, 2; ILO, *Extending Social Protection to Migrant Workers, Refugees, and their Families*, 20.

³² ILO, *Combating Inequalities: What Role for Universal Social Protection?*, 2024, 29–31; ILO and ISSA, *Intervention Model: For Extending Social Protection to Migrant Workers in the Informal Economy*, ILO Brief, 2023, 5.

³³ ILO, *Ensuring Safety and Health at Work in a Changing Climate*, 2024, 5, 9 and 17–20.

social health protection systems, employment injury and disability benefits, in coordination with preventive and protective OSH measures, can help reduce vulnerabilities, support access to care and income protection, and enhance resilience in the context of growing climate and economic pressures in countries of origin and destination.

- *Linkages with employment and labour market policies.* The extension of social protection to migrant workers is closely linked to employment and labour market policies, including recruitment practices, contract design and skills recognition. Insufficient coherence between social protection, labour migration, employment and related policy frameworks can hinder labour market integration, limit effective access to decent work opportunities and labour and social protection for migrant workers.
- *Labour migration and informality.* Migrant workers are often at higher risk of informality due to their migration status, legal exclusions, discrimination and other barriers.³⁴ They are also overrepresented in sectors with high levels of informality such as agriculture, construction and domestic work.³⁵ Access to social protection based on the principle of equality of treatment, and the conclusion of social security agreements, constitute essential pathways to formality for migrant workers, with positive effects also on their families.
- *Temporary labour migration.* Temporary labour migration has become a significant feature of global labour markets, addressing skills shortages in certain sectors but also creating complexities including for the continuity and adequacy of social protection for migrant workers.³⁶ Because temporary labour migration schemes often involve short-term contracts and entail mobility across countries with diverse legal and administrative frameworks, migrant workers can face fragmented contribution histories, limited entitlements and barriers to accessing benefits; risks that can leave workers vulnerable to decent work deficits and hinder their sustainable reintegration upon return including in national social protection systems.
- *Gender equality and non-discrimination.* Migrant women often face intersecting forms of discrimination related to gender, migration status and employment sector, resulting in heightened risks of exclusion from social protection.³⁷ Both legal and practical obstacles, including restrictive eligibility criteria, gaps in maternity/paternity protection, limited access to health protection and family-related benefits, can reinforce gender inequalities and impede progress towards substantive equality and non-discrimination in the world of work.³⁸
- *Impact of multiple crises.* Migrant workers are disproportionately affected by overlapping crises, including economic downturns, pandemics,³⁹ conflicts and climate-related disasters, which undermine employment, livelihoods and working conditions and drive migration and displacement. Gaps in access to social protection during crises exacerbate decent work deficits, underscoring the importance of inclusive social protection systems as automatic

³⁴ ILO, *Innovative Approaches to Addressing Informality and Promoting the Transition to Formality for Decent Work*, ILC.113/Report VI, paras 34 and 40; GB.344/POL/1, paras 5 and 7.

³⁵ ILO, *Innovative Approaches to Addressing Informality and Promoting the Transition to Formality for Decent Work*, para. 34.

³⁶ GB.346/POL/1, para. 41; ILO, Intervention Model, 4.

³⁷ ILO, *Extending Social Protection to Migrant Workers, Refugees, and their Families*, 201, 203 and 213.

³⁸ ILO, *World Social Protection Report 2024–26*, 220–223.

³⁹ ILO and ISSA, “Social Protection for Migrant Workers: A Necessary Response to the COVID-19 Crisis”, ILO Brief, 2020, 2.

stabilizers that protect health and incomes, strengthen social cohesion and resilience, and support a just transition to greener economies.⁴⁰

- *Labour migration and social protection statistics.* Gaps in the availability, comparability and disaggregation of social protection statistics on migrant workers, hinder evidence-based policymaking. Improving data collection and analysis is essential to identify both legal and effective coverage gaps, monitor outcomes and design policies that effectively address the social protection needs of migrant workers.
- *Harnessing the potential of digitalization, AI and new technologies.* Digitalization, artificial intelligence and new technologies can facilitate the extension of social protection coverage to migrant workers through improved registration, data exchange, service delivery, and payment and portability mechanisms. At the same time, technological change may intensify labour market segmentation and precarity if not accompanied by rights-based and inclusive social protection policies that also address barriers to digital access and literacy.

C. Expected outcome

40. A general discussion by the International Labour Conference on social protection of migrant workers could contribute to advancing the ILO's mandate and the Decent Work Agenda. Such a discussion would allow constituents to collectively assess progress and challenges, provide strategic guidance on how to close coverage and portability gaps, strengthen coherence across policy domains, and inform future ILO action, including possible normative or non-normative initiatives, with a view to securing social protection for migrant workers and their families.
41. Possible outcomes of a general discussion could include conclusions and a resolution to:
 - Reaffirm the right of migrant workers and their families to social protection and call for accelerated action towards inclusive national systems, including floors, and enhanced portability through social security agreements, consistent with International Labour Standards and SDGs 1.3 and 3.8.
 - Encourage the ratification and effective implementation of relevant up-to-date ILO instruments.
 - Identify actions that may be taken to strengthen the social protection of migrant workers, including proposals for future normative or non-normative initiatives, such as an ILO meeting of experts or a General Survey, to be considered in future ILO programming.
 - Mandate the Office to enhance support for data collection and monitoring on migrant workers' access to social protection, aligned with SDG indicator 1.3.1.
 - Provide strategic guidance to the Office on priority areas for knowledge development, capacity-building, and partnerships and technical cooperation to support Member States in extending social protection to migrant workers and their families.

⁴⁰ ILO, *World Social Protection Report 2024–26*, chs 1 and 2.

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

A. Protection of whistle-blowers in the public service

42. The conclusions of the Global Dialogue Forum on Challenges to Collective Bargaining in the Public Service (Geneva, 2–3 April 2014) included references to the role of legislation, social dialogue and collective bargaining in the independence and protection of public servants, including anti-corruption legislation. The Workers' group also highlighted this issue in the Sectoral Advisory Bodies in October 2014. The Governing Body was informed in October 2015 that a proposal from Public Services International had been received for an item on the Conference agenda with a view to standard-setting to ensure the independence, impartiality and protection of certain categories of public service workers, notably through the fight against corruption.⁴¹
43. As this was an emerging topic, the document submitted to the Governing Body in October 2016 suggested that it first be examined by a meeting of experts. In the framework of their meetings from 11 to 13 January 2017, the Sectoral Advisory Bodies recommended that the Office undertake research on the topic as part of the sectoral programme 2018–19. As a result, the Office published a working paper on national law and practice on protecting whistle-blowers in the public and financial services sectors.⁴² The Sectoral Advisory Bodies, at their meeting of January 2021, decided to propose to the Governing Body a technical meeting on the protection of whistle-blowers in the public service sector, to be held during the 2022–23 biennium. The Governing Body endorsed this proposal at its 341st Session (March 2021),⁴³ and set the dates and composition of the meeting at its 343rd Session (November 2021).⁴⁴ The technical meeting on the protection of whistle-blowers in the public service sector was held from 26–30 September 2022.
44. Conclusions of the 2022 sectoral meeting called on the Office to undertake activities in relation to the promotion of the ratification and effective implementation of up-to-date international labour standards and other instruments relevant to the protection of whistle-blowers; building the capacity of constituents to develop and implement strategies and engage in effective social dialogue on the protection of whistle-blowers; and promoting international cooperation and policy coherence on the protection of whistle-blowers. The conclusions also called on the Office to conduct studies, gather statistics and research, including comparative analysis of national practices, collect data on trends, criteria, developments and case law, concerning the effective protection of whistle-blowers in the public service sector, with a view to offering guidance to ILO Members and informing decisions by the Governing Body of the ILO on the acknowledged need for future action and discussion, without excluding any action within the mandate of the ILO in furthering the protection of whistle-blowers.⁴⁵

⁴¹ GB.325/INS/2, para. 31.

⁴² Iheb Chalouat, Carlos Carrión-Crespo and Margherita Licata, *Law and Practice on Protecting Whistle-blowers in the Public and Financial Services Sectors*, ILO Working Paper No. 328, 2019.

⁴³ GB.341/PV, paras 653–662. The composition of the meeting was set at all interested Governments, eight Employer representatives, eight Worker representatives, as well as advisers, observers, official international organizations, and non-governmental international organizations as observers.

⁴⁴ GB.343/POL/2(Rev.2), Appendix I.

⁴⁵ ILO, *Technical Meeting on the Protection of Whistle-blowers in the Public Service Sector*, TMWBPS/2022/8, 2022.

45. The outcome of the meeting ⁴⁶ was discussed by the Governing Body at its 347th Session. ⁴⁷
46. Following up to the conclusions for the Meeting, the Office published a joint working paper with the United Nations Office on Drugs and Crime (UNODC), the Office of the United Nations High Commissioner for Human Rights (OHCHR) and the OECD outlining the diverse legal frameworks concerning the protection offered by Member States to public servants who report irregularities as whistleblowers and to employees of oversight bodies. The paper was published in early 2025. ⁴⁸ The study analysing whistleblower protection in 67 countries confirms that global awareness of the crucial role whistleblowers plays in exposing wrongdoing, corruption, and human rights abuses has risen significantly, and that more comprehensive legal protection is a key element in anti-corruption strategies and the promotion of good governance.
47. Accordingly, countries in all regions are enacting or strengthening national laws to protect whistleblowers. ⁴⁹
48. Recently adopted international labour standards require member States to take measures for the protection of whistleblowers in specific contexts. ⁵⁰ As such, these standards do not form a comprehensive framework covering all aspects of whistleblower protection nor do they specifically address whistleblower protection in the public sector.

⁴⁶ GB.347/POL/2.

⁴⁷ GB.347/PV(Rev.).

⁴⁸ ILO, *Protecting Whistle-Blowers in the Public Service: A Global Survey of Whistle-Blowing Laws Applicable to the Public Service Sector*, ILO Working Paper No. 135, 2025.

⁴⁹ For example, the Republic of Korea amended the [Public Interest Whistleblower Protection Act](#) in 2020 to expand protections and again in 2024 to remove the ceiling on government compensation for public whistleblowers and further expand legal protection. Saudia Arabia adopted the [Law on the Protection of Informants, Witnesses, Experts, and Victims](#) in 2024. South Africa is reviewing its Protected Disclosures Act and Witness Protection Act with a view to, among other things, ensuring whistle-blowers receive the protections afforded by the UN Convention Against Corruption. The Organization of American States (OAS) is developing [draft model law](#) to facilitate and encourage the reporting of acts of corruption and to protect whistleblowers and witnesses. In 2019, the EU adopted a Directive ([2019/1937](#)) on the protection of persons who report breaches of Union law.

⁵⁰ [Violence and Harassment Convention, 2019 \(No. 190\)](#), Art. 10(b)(iv); [Biological Hazards in the Working Environment Convention, 2025 \(No. 192\)](#), Art. 6; [Violence and Harassment Recommendation, 2019 \(No. 206\)](#), para. 7(g).

► Appendix II

Overview of the technical items selected for the Conference agenda (2016–33)

Session	Technical items			
105th (2016)	Decent work for peace, security and disaster resilience: Revision of the Employment (Transition from War to Peace) Recommendation, 1944 (No. 71) – standard-setting , double discussion (first discussion).	Decent work in global supply chains – general discussion .	Evaluation of the impact of the Social Justice Declaration.	Approval of amendments to the annexes to the Seafarers' Identity Documents Convention (Revised), 2003, as amended (No. 185); and to the Code of the Maritime Labour Convention, 2006, as adopted by the Special Tripartite Committee.
106th (2017)	Decent work for peace, security and disaster resilience: Revision of the Employment (Transition from War to Peace) Recommendation, 1944 (No. 71) – standard-setting , double discussion (second discussion).	Labour migration – general discussion .	A recurrent discussion on the strategic objective of fundamental principles and rights at work, under the follow-up to the Social Justice Declaration.	Abrogation and/or withdrawal of Conventions Nos 4, 15, 28, 41, 60 and 67.
107th (2018)	Violence and harassment against women and men in the world of work – standard-setting , double discussion (first discussion).	Effective ILO development cooperation in support of the Sustainable Development Goals – general discussion .	A recurrent discussion on the strategic objective of social dialogue and tripartism, under the follow-up to the Social Justice Declaration.	Abrogation of Conventions Nos 21, 50, 64, 65, 86 and 104 and withdrawal of Recommendations Nos 7, 61 and 62.
108th (2019)	Violence and harassment against women and men in the world of work – standard-setting , double discussion (second discussion).	Centenary Declaration for the Future of Work.	Organization of debates and events connected to the ILO's Centenary.	

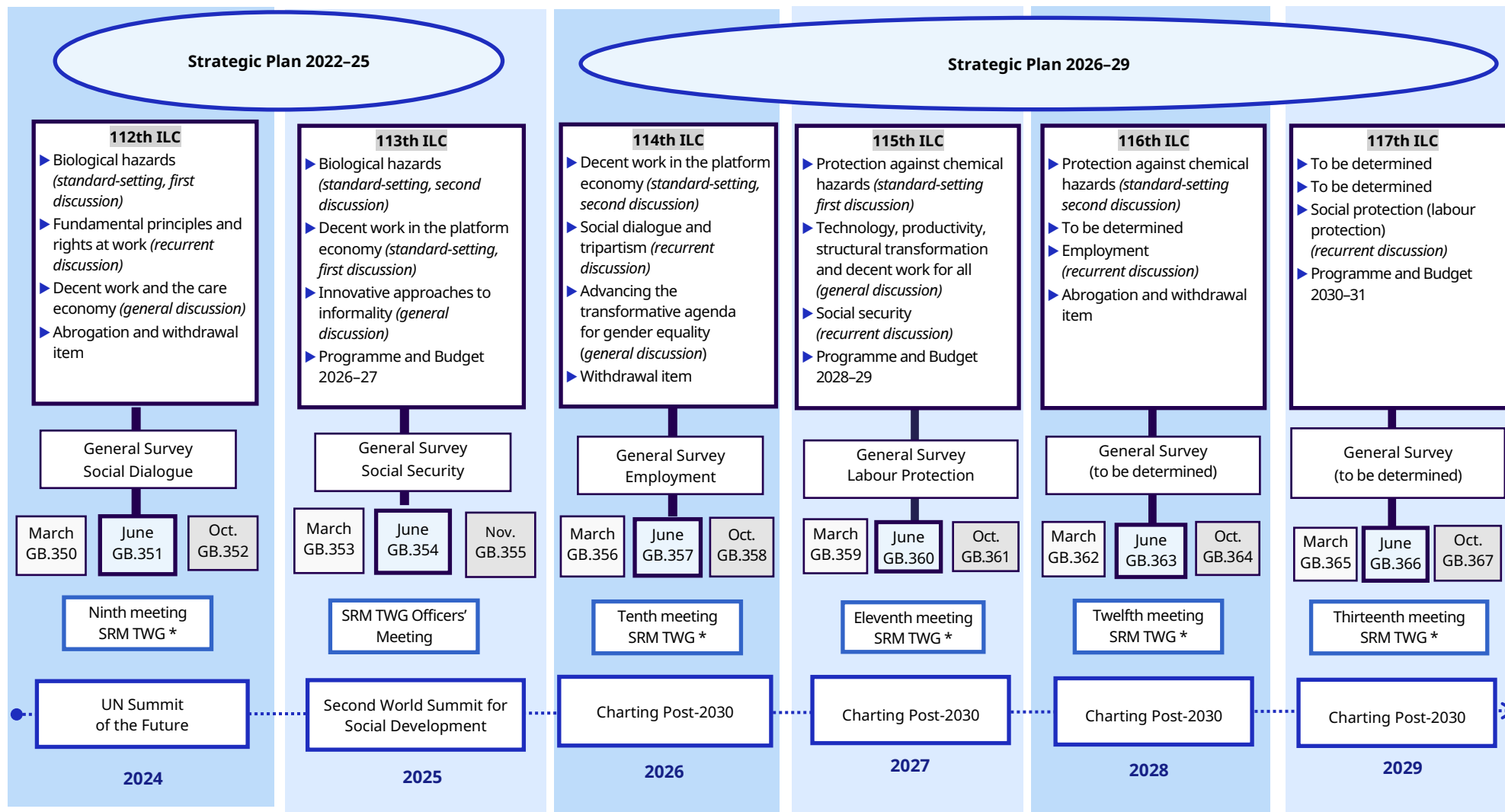
Session	Technical items			
109th (2021)	Skills and lifelong learning – general discussion.	Inequality and the world of work – general discussion.	A recurrent discussion on the strategic objective of social protection (social security), under the follow-up to the Social Justice Declaration.	Abrogation of Conventions Nos 8, 9, 16, 53, 73, 74, 91 and 145 and withdrawal of Conventions Nos 7, 54, 57, 72, 76, 93, 109, 179 and 180 as well as of Recommendations Nos 27, 31, 49, 107, 137, 139, 153, 154, 174, 186 and 187. Withdrawal of the Fee-Charging Employment Agencies Convention, 1933 (No. 34).
110th (2022)	Apprenticeships – standard-setting , double discussion (first discussion).	A recurrent discussion on the strategic objective of employment, under the follow-up to the Social Justice Declaration.	Social and solidarity economy – general discussion.	Inclusion of a safe and healthy working environment in the ILO's framework of fundamental principles and rights at work through an amendment to paragraph 2 of the ILO Declaration on Fundamental Principles and Rights at Work, 1998.
111th (2023)	Apprenticeships – standard-setting , double discussion (second discussion).	A recurrent discussion on the strategic objective of social protection (labour protection), under the follow-up to the Social Justice Declaration.	Just transition, including consideration of industrial policies and technology, towards environmentally sustainable economies and societies for all – general discussion.	Adoption of the Safe and Healthy Working Environment (Consequential Amendments) Convention (No. 191) and Recommendation (No. 207), 2023. Abrogation of Convention No. 163. Withdrawal of Conventions Nos 70, 75, 165, 178 and of the Protocol of 1996 to the Merchant Shipping (Minimum Standards) Convention, 1976, as well as of Recommendations Nos 9, 10, 20, 28, 48, 75, 76, 78, 105, 106, 108, 138, 140, 141, 142, 155, 173 and 185.

Session	Technical items			
112th (2024)	Occupational safety and health protection against biological hazards – standard-setting , double discussion (first discussion).	A recurrent discussion on the strategic objective of fundamental principles and rights at work, under the follow-up to the Social Justice Declaration.	Decent work and the care economy – general discussion .	Abrogation of Conventions Nos 45, 62, 63 and 85.
113th (2025)	Occupational safety and health protection against biological hazards – standard-setting (second discussion).	Decent work in the platform economy – standard-setting , (first discussion).	Innovative approaches to tackling informality and promoting transitions towards formality to promote decent work – general discussion .	ILO's tripartite input to the Second World Summit for Social Development in 2025. Measures under article 33 of the Constitution to secure compliance by Myanmar with the recommendations of the Commission of Inquiry.
114th (2026)	Decent work in the platform economy – standard-setting (second discussion).	A recurrent discussion on the strategic objective of social dialogue and tripartism under the follow-up to the Social Justice Declaration.	Advancing the transformative agenda for gender equality – general discussion .	Withdrawal of the Labour Standards (Non-Metropolitan Territories) Convention, 1947 (No. 83).
115th (2027)	Consolidation of instruments on chemical hazards – standard-setting (first discussion).	A recurrent discussion on the strategic objective of social protection (social security), under the follow-up to the Social Justice Declaration.	Harnessing the fullest potential of technology to foster structural transformation of the economy, higher levels of productivity and decent work for all as a pathway towards social justice – general discussion .	Resolution on gendered and other inappropriate terms and references in all international labour standards.
116th (2028) (to be completed)	Consolidation of instruments on chemical hazards – standard-setting (second discussion).	A recurrent discussion on the strategic objective of employment, under the follow-up to the Social Justice Declaration.		Abrogation of Conventions Nos 10, 33, 59 and 123. Withdrawal of Convention No. 5 and Recommendations Nos 41, 52 and 124.

Session	Technical items	
117th (2029) (to be completed)	A recurrent discussion on the strategic objective of social protection (labour protection), under the follow-up to the Social Justice Declaration.	
118th (2030) (to be completed)	A recurrent discussion on the strategic objective of fundamental principles and rights at work, under the follow-up to the Social Justice Declaration.	Abrogation of Conventions Nos 22, 23, 24, 25, 55, 56, 58, 68, 69, 92, 96, 112, 133, 134, 146, 164 and 166. Withdrawal of Recommendation No. 29.
119th (2031) (to be completed)	An evaluation of the impact of the Social Justice Declaration (to be confirmed).	
120th (2032) (to be completed)		
121st (2033) (to be completed)		Abrogation of Conventions Nos 17, 18 and 42 and Nos 35, 36, 37, 38, 39 and 40, as well as Conventions Nos 3 and 103 (subject to reconsideration following evaluation in 2028). Withdrawal of Recommendations Nos 22, 23 and 24, as well as Recommendation No. 95 (subject to reconsideration following evaluation in 2028).

► Appendix III

Agenda of the ILO – Timeline (2024–29)



* SRM TWG – Standards Review Mechanism Tripartite Working Group.