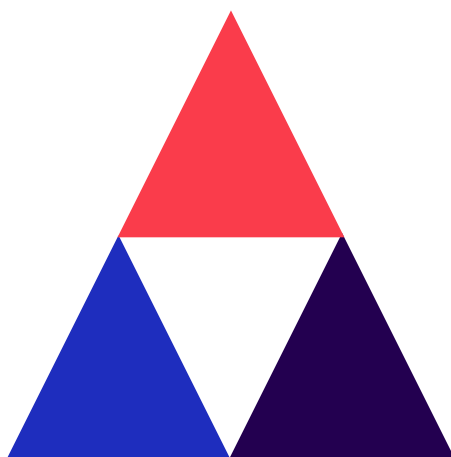




► Record of proceedings

**Meeting of Experts on Decent Work in the Agri-food Sector:
An Essential Part of Sustainable Food Systems**
(Geneva, 8–12 May 2023)



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► Introduction and general remarks

1. The Meeting of Experts on Decent Work in the Agri-food Sector: An Essential Part of Sustainable Food Systems was held in Geneva from 8 to 12 May 2023 with the purpose of adopting guidelines on the promotion of decent work in the agri-food sector.
2. The Meeting was attended by 8 experts from the Governments, 8 experts from the Employers' group and 8 experts from the Workers' group, as well as 25 Government observers. There were 8 observers from intergovernmental organizations and international non-governmental organizations. Women constituted 47 per cent of overall participants.
3. The Officers of the Meeting were:

Chairperson: Ms Christine Campeau (Global Advocacy Director, Food and Nutrition Systems, Policy and Advisory Department, CARE International)

Vice-Chairpersons: Ms Nara Masista Rakhmatia (Government, Indonesia)
 Ms Marlene Mazariegos (Employers, Legal and Labour Management, CACIF/Camara del Agro, Guatemala)
 Ms Beverly Clarkson (Workers, National Officer, Unite the Union)
4. The Chairperson acknowledged that while this was her first time chairing an ILO meeting, she had experience on decent work issues, in particular as the Chair of the 2021 United Nations Food Systems Summit Action Track 4. She recalled that the purpose of the Meeting was to produce a set of guidelines for promoting decent work in the agri-food sector which was key to ensuring equitable food systems. With hundreds of millions depending on this sector for their livelihoods, it was difficult to overestimate its importance for inclusive economic growth and sustainable development.
5. The Secretary-General of the Meeting highlighted the long-standing commitment of the ILO to promoting decent work in the agri-food sector which was critical to addressing global challenges of rising inequalities, food insecurity, poverty, particularly among agri-food workers, and the detrimental effects of climate change and environmental degradation. Placing decent work at the core of the agri-food sector's development was essential to building sustainable food systems that ensured food security for everyone without compromising the economic, social and environmental foundations for present and for future generations. The UN Secretary-General's Statement of Action on the 2021 UN Food Systems Summit identified "Advancing Equitable Livelihoods, Decent Work and Empowered Communities" as one for the five critical areas for achieving the 2030 Agenda. Responding to requests from Member States and stakeholders, the ILO, IFAD, and CARE International launched the Coalition of Action on "Decent work for equitable food systems", whose priorities were based on the four pillars of the Decent Work Agenda.
6. The Executive Secretary of the Meeting provided an overview of the [Draft policy guidelines for the promotion of decent work in the agri-food sector](#). The Draft guidelines outlined common principles and a policy framework to guide action to achieve decent work in the agri-food sector. Recognizing the broad scope and complexity of the subject they emphasized the necessity of an integrated and coordinated approach involving diverse stakeholders at various levels.
7. The Draft guidelines consisted of five chapters. Chapter 1 set out the scope of the guidelines and identified the intended users. Chapters 2–5 were organized around the four pillars of the Decent

Work Agenda and addressed namely the rights at work; decent jobs and productive employment; social and labour protection; and social dialogue and tripartism.

8. The Employer Vice-Chairperson emphasized the importance of a constructive dialogue during to achieve consensus. She hoped that her group's contributions, informed by evidence-based guidance, would contribute to reaching an agreement on the guidelines, free from bias or anecdotal approaches. While acknowledging the draft's foundation on the ILO Declaration on Fundamental Principles and Rights at Work, she highlighted the need for considering nuances and striking a balance. Some of her group's suggestions aimed to better align the guidelines with national contexts. Transitioning to formality and advancing sustainable social protection systems in line with the Social Protection Floors Recommendation, 2012 (No. 202), was a crucial driver of change. It was vital to consider the sectors diversity, encompassing various industries. The COVID-19 pandemic had highlighted the critical importance of food access and the necessity of fostering conducive environments for sustainable operations and protection of enterprises in this sector. She raised apprehension about the inclusion of concepts such as "living wage" that lacked an internationally agreed definition or common approach and stressed the importance of adopting balanced and relevant guidelines that all constituents could embrace and implement effectively in the future.
9. The Worker Vice-Chairperson commemorated the recent 100th anniversary of the ILO's [Right of Association \(Agriculture\) Convention, 1921 \(No. 11\)](#). The Convention, ratified by 123 Members, championed equal treatment for agricultural workers. It aimed to ensure that those working in agriculture enjoyed the same rights of association and collective bargaining as industrial workers, advocating for the repeal of any laws or provisions restricting these rights. She lamented that significant barriers remained to freedom of association for agriculture workers, a majority of whom were not covered by collective bargaining agreements and lacked access to labour rights. The General Survey 2015 (Right of Association and Rural Workers' Organizations instruments) highlighted the persistent dismal living and working conditions in the rural sector. Forced labour and child labour were being used to produce food, even today. This was avoidable by addressing their root causes. Child labour resulted from parents' poverty and precarious employment conditions and deprived children of their right to a childhood and basic needs such as food and education. Ensuring minimum living wages for agriculture workers and minimum living income for small-scale farmers was crucial. Food security and right to food for all could not be guaranteed without ensuring the rights of agri-food workers. Noting the equal representation of women and men in her group, she called for the guidelines to promote women's rights and adequately address gender-based violence and harassment, including sexual harassment, which were endemic in the sector. Many workers were still invisible, and it was important to give them a voices.
10. The Government Vice-Chairperson underscored the importance of the Meeting, considering that the world's multiple pressing challenges such as feeding the population, reducing greenhouse gas emissions, protecting the environment, advancing rural development, and providing the necessary skills could only be solved through collective action. Promoting decent work in the agri-food sector could contribute to addressing these challenges by creating green job opportunities for youth, upholding the rights of agri-food workers, empowering vulnerable groups, fostering an enabling environment for sustainable enterprises, and addressing climate change, among others, while considering the roles of women, indigenous and tribal peoples, local communities, rural workers and farmers. In the post-pandemic recovery, issues such as food sovereignty, supply chains, employers' responsibility, due diligence, production and marketing in the agri-food sector, food sustainability, informality and just transition had gained further importance. The adoption

of the Draft guidelines was important, as the agri-food sector was crucial for lifting people out of poverty.

11. The Government representative of Brazil emphasized the importance of this discussion, particularly for his country where the agri-food sector accounted for 25 per cent of gross domestic product and employed over 20 million workers. The new Government in Brazil had been promoting social dialogue and institutional action in the sector, with a view to guaranteeing rights at work. The Government launched the sustainable work programme to promote responsible business conduct and decent work by facilitating social, sectoral and institutional level dialogue. The programme, with its focus on the agri-food sector, was still in early stages, but showed promise. While the Draft guidelines were not legally binding, they could serve as an important tool, particularly, by integrating issues such as supply chains, due diligence and outsourcing, which were also highlighted in the 5th Global Conference on the Elimination of Child Labour.
12. The representative of the International Fund for Agricultural Development (IFAD) noted the importance of achieving decent work for agri-food workers to achieve IFAD's vision of inclusive and sustainable rural transformation. While food systems workers played a critical role in feeding the world, they faced several challenges, including high incidence of poverty, food insecurity and inadequate social and labour protection. Promoting human and labour rights and increasing opportunities for decent, and productive employment was important for reversing this trend. The Coalition of Action on Decent work for equitable food systems had an important role in changing that. The Coalition had been formed due to the demand from Member States in the World Food Summit, and it worked with governments, multilateral organizations, civil society, academic, labour organizations, private sector and other stakeholders to advance equitable livelihoods and decent work in food systems. He invited the Meeting participants to advance the agenda by joining and supporting the Coalition.
13. The representative of the Food and Agriculture Organization of the United Nations (FAO) noted the importance of agri-food systems as a major employer worldwide, and in particular in the lower income economies. According to a recent FAO report, in addition to the 1.23 billion people employed in those systems, about 3.83 billion lived in households linked to them. With widespread poverty, informality, high child labour rates and poor working conditions, it was essential to promote decent work in the sector. The Guidelines could benefit from a definition of "agri-food systems" and information on employment trends. References could be added to the Durban Call to Action on the Elimination of Child Labour, to decent work in the context of responsible business conduct, and to internal migration alongside international migration. Furthermore, the importance of a gender transformative approach could be further highlighted. She also recommended adhering to agreed UN language throughout the document, including in reference to clean water, productive land, and adequate food.
14. The representative of CARE International emphasized the challenges faced by agricultural workers, who, despite comprising over 1 billion people globally, were often excluded from labour protection legislations and faced several other challenges. The Coalition of Action on Decent work for equitable food systems aimed to promote labour and human rights and opportunities for decent work in the agri-food sector. Key initiatives included supporting women and youth in skills development, market access and strengthening their voice. Gender transformative processes were integral to these efforts. He stressed on the crucial role of the business community in advancing human rights and driving transformation in the sector. CARE International was committed to the implementation of the Guidelines at the national level, including by actively engaging with governments and corporations.

► Consideration of the draft guidelines

15. The following account of the discussion follows the structure of the Draft guidelines, not the chronological consideration of its sections.

► Background

Paragraphs 1-2

16. The paragraphs were adopted as drafted.

► 1. Scope of the guidelines and intended users

Paragraph 3

17. The paragraph was adopted as drafted.

Paragraph 4

18. The Worker Vice-Chairperson proposed to extend the last bullet point with: “and the outcome of the discussion by the Committee on the Application of Standards of the General Survey concerning the right of association and rural workers’ organization’s instrument 2015”. She further proposed to add “the *ILO Code of Practice in Safety and Health in Agriculture* (2011)” in the list of instruments and documents the Draft guidelines were based on. The Government Vice-Chairperson preferred the original text. The Employer Vice-Chairperson believed that the relevant instruments and documents were adequately included in the draft Guidelines. As it was not possible to include an exhaustive list of instruments and documents, the additions proposed by the Workers’ group were not essential. The proposal was withdrawn.
19. The Government Vice-Chairperson proposed to add a footnote to “relevant Conventions, Recommendations and Protocols”: “as listed in the Appendix”. The proposal was accepted.
20. The Employer Vice-Chairperson proposed to remove “principles derived from”, as the phrase expanded the scope of the Guidelines beyond the negotiated text of the ILO instruments and the Meeting did not have the mandate to interpret the instruments. The Secretary-General drew attention to the standard introductory text explaining Sectoral guidelines: “Sectoral guidelines draw their principles from”. She clarified that the Guidelines were based on principles derived from the ILO instruments and documents and proposed to replace “derived” with “drawn” to address Employer group’s concerns. The proposal was accepted.
21. The paragraph was adopted as amended.

Paragraph 5

22. The Employer Vice-Chairperson to add “respective” after “guidelines suggest” and add “and complementary” before “actor’s roles”. The proposal was accepted.
23. The Employer Vice-Chairperson proposed to move the sentence “Governments have the duty...standards” after the first sentence in the paragraph with the following changes: insert “those who work in the agri-food sector” after “applied to all” to avoid repetition and insert “along

with state duties, to protect each enterprise, including” after “standards”. Following the Secretary-General’s remark that “state duties” could lead to confusion, “state duties” was changed to “government duties” in the proposal. In the next sentence, she proposed to replace “human and labour rights” with “internationally recognized human rights” as labour rights were covered within the ambit of human rights, insert “2011” before “Organisation of Economic Co-operation and Development Guidelines” and delete “in their supply chains” as it had already been covered by the United Nations’ Guiding Principles on Business and Human Rights. Overall, the proposal was in line with the United Nations’ Guiding Principles on Business and Human Rights and did not add any additional obligations. The subparagraph with the proposed amendments read as follows:

The Guidelines suggest respective different and complementary actors’ roles in the process of designing and implementing such interventions. Governments have the duty to adopt, implement and effectively enforce national laws and regulations and to ensure that the fundamental principles and rights at work and ratified international labour Conventions protect and are applied to all those who work in the agri-food sector, taking into account their obligations under other international labour standards. Along with government duties to protect, each enterprise, including international and national agri-food enterprises have a responsibility to respect internationally recognized human rights, consistent with the United Nations Guiding Principles on Business and Human Rights, the ILO MNE Declaration and the 2011 Organisation of Economic Co-operation and Development Guidelines for Multinational Enterprises. They also have a responsibility to comply with national laws wherever they operate. Workers’ organizations should provide information and support to workers, in particular regarding the respect of workers’ rights and improvements in working conditions.

24. The Worker Vice-Chairperson, while agreeing with moving the sentence as proposed, objected to the deletion of “labour rights in the supply chain” as it was important to clarify the duties of the employers.
25. The Government Vice-Chairperson agreed with moving the sentence as well but rejected the Employers’ group’s proposal to delete “human and labour rights” as labour rights were an important part of human rights. She additionally proposed to add “and economic units”, immediately after “international and national agri-food enterprises” in the Office’s proposed text, to include smaller informal and formal industries that did not fall within the definition of ‘enterprises’. The Worker Vice-Chairperson wondered if “economic units” would refer to cooperatives. The Secretary-General clarified that the United Nations’ Guiding Principles on Business and Human Rights were applicable to all enterprises, including social solidarity enterprises and those in the informal economy. The Worker Vice-Chairperson rejected the Governments’ proposal as the paragraph did not concern addressing informality.
26. The matter was referred to the working group, which proposed the following:

Governments have the duty to adopt, implement and enforce national laws and regulations, and to ensure that the fundamental principles and rights at work and ratified international labour Conventions protect and are applied to all workers in the agri-food sector taking into account other international labour standards. All enterprises have a responsibility to respect human rights including fundamental principles and rights at work, throughout their operations, consistent with the United Nations Guiding Principles on Business and Human Rights, the ILO MNE Declaration and the 2011 Organisation of Economic Co-operation and Development Guidelines for Multinational Enterprises. They also have a responsibility to comply with national laws and regulations wherever they operate.
27. The Employer Vice-Chairperson proposed to add the following at the end of the proposed text and before “Workers’ organizations...conditions”: “Employers organizations can play an important role in providing information and support to enterprises, in particular micro, small and medium-

sized enterprises and contributing to promoting responsible business conduct” as it was important that employers’ organizations provided this kind of support.

28. The Worker Vice-Chairperson proposed a subamendment to include “and advancing decent work agenda” after “promoting responsible business conduct”. She made it clear that her group’s acceptance of “promotion of responsible business conduct” was contingent on the Employers’ group agreeing to the proposed inclusion of “advancing decent work agenda”. The proposal was adopted as subamended.
29. The paragraph was adopted as amended.

Paragraph 6

30. In subsection (i), the Government Vice-Chairperson proposed to add “and implementing standards” after “devising”. The Employer Vice-Chairperson instead proposed to include “effectively” before “implementing”. She further proposed to delete “in devising policy and practice on promoting decent work in the agri-food sector” and insert “international labour standards, national policy and regulations” after “engaged in” instead. The Worker Vice-Chairperson opposed the deletion. The Government Vice-Chairperson supported the Employers’ group’s first proposal but objected to the deletion. The Employer Vice-Chairperson proposed as compromise retaining “promoting decent work” as long as “practice” was deleted as practices could not be implemented. The Secretary-General explained that the paragraph addressed the implementation of the guidelines at national level and the proposed amendments could change the original intention. The proposals were withdrawn.
31. The Government Vice-Chairperson proposed to add in subsection (iv) “social and solidarity economy organizations” after “cooperatives”. The proposal was accepted.
32. The Government Vice-Chairperson proposed to add a new subsection “buyers, processors and suppliers in the agri-food sectors”. The proposal was withdrawn.
33. The paragraph was adopted as amended.

► 2. Rights at work

Paragraph 7

34. The Employer Vice-Chairperson proposed the insertion of the following text after “food activities take place” to better frame the rural context of the sector: “where there are no conditions for development and productivity, with a lack of infrastructure, sustainable investments and presence of the state, where high levels of informality are predominant and”.
35. The Worker Vice-Chairperson agreed to the proposal under the condition that “no conditions for development and productivity” was rephrased.
36. The Chairperson suggested rewording “no conditions” to “limited conditions” in the Employers’ group’s proposal. The Employer Vice-Chairperson agreed with the suggestion emphasizing the lack of infrastructure and widespread informality in the sector. The Government Vice-Chairperson was flexible on the Employers’ group’s proposal but opined that the proposed text was negative and could be rephrased to enhance inclusivity. The Worker Vice-Chairperson proposed to subamend the Employers’ group’s proposal to include “are present” instead of “are predominant”. The proposal as subamended was accepted.

37. The Government Vice-Chairperson proposed to insert “economic units” after “sustainable enterprises”. The Employer Vice-Chairperson requested clarification on whether economic units included the informal economy. The Government Vice-Chairperson explained that “economic units” included households, businesses, and micro-, small- and medium-sized enterprises, including those in the informal economy. The reference to enterprises in the UN Guiding Principle extended to the informal economy. However, as some national systems only recognized enterprises as those operating formally, the inclusion of “economic units” would ensure that all stakeholders were taken into consideration. The Worker Vice-Chairperson suggested a compromise by adding “and the social and solidarity economy” or “economic units in transition to formal economy” instead of “economic units”. The Government Vice-Chairperson reiterated her group’s strong position on “economic units”. The Governments’ proposal was accepted.
38. The paragraph was adopted as amended.

Paragraph 8

39. Paragraph 8 was adopted as drafted.

Paragraph 9

40. Paragraph 9 was adopted as drafted.

2.1. Ensuring freedom of association and the effective recognition of the right to collective bargaining

Paragraph 10

41. Paragraph 10 was adopted as drafted.
42. The Worker Vice-Chairperson proposed to add a new paragraph, reflecting the resolution of the International Labour Conference (ILC) concerning the second recurrent discussion on social dialogue and tripartism, 2018:

Free independent, strong and representative employers’ and workers’ organizations together with trust, commitment and respect by the governments for the autonomy of the social partners and social dialogue outcomes are key conditions for effective social dialogue. Social dialogue comes in various forms and levels according to national traditions and contexts, including in the form of cross border social dialogue in an increasingly complex globalized economy.

43. The Employer Vice-Chairperson subamended this by deleting “social dialogue outcomes” and deleting “including in the...globalized economy” for brevity. The Secretary-General noted that the text proposed by the Workers’ group reflected verbatim the text from the ILC resolution on social dialogue and tripartism from 2018. Considering the proposed new paragraph concerned social dialogue, she suggested that the groups considered including it in the chapter on social dialogue. The Worker Vice-Chairperson agreed that the paragraph could be included in the section on social dialogue but was opposed the Employers’ group’s proposal as it effectively renegotiated the language agreed in the ILC. The Government Vice-Chairperson was flexible on the Workers’ group’s proposal as well as the move.
44. The new paragraph proposed by the Workers’ group was discussed under the paragraph 93 in chapter 5 on Social Dialogue.

Paragraph 11

45. The Employers Vice-Chairperson suggested to substitute “and” with “or” in the sentence “They are often unaware of their rights and lack the collective voice to demand that they be upheld”. In the next sentence, she suggested adding “can” before “include a lack of education”; adding “high levels of informality” after “lack of education” and delete “and and/or inequitable employment relationships”, as it was not up to the Meeting to assess whether employment was equitable on inequitable.
46. The Worker Vice-Chairperson accepted the Employer group’s proposal of substituting “and” with “or” as well as the inclusion of “can” and “high levels of informality”. They, however, strongly opposed the deletion of “unstable, temporary and/or inequitable employment relationships” as such forms of employment relationships were a reality in the sector, especially among seasonal and migrant workers.
47. The Government Vice-Chairperson rejected the Employers’ group’s proposal on substituting “and” with “or”, as both were complementary reasons and potentially restricted agri-food workers’ right to associate and bargain collectively. Her group was, however, flexible on the inclusion of “can” and “high levels of informality” as well as the proposed deletion.
48. The Employer Vice-Chairperson maintained their proposal on inclusion of “or”, explaining that if workers were not aware of their rights, they could not demand them. The Worker Vice-Chairperson suggested “and/or” to reach a compromise. The suggestion was accepted.
49. The Employer Vice-Chairperson further proposed to subamend by deleting “and/or inequitable employment relationships” and retaining “unstable and temporary”, to respond to the concerns of the Workers’ group. The subamendment was accepted.
50. The paragraph was adopted as amended.

Paragraph 12

51. The Worker Vice-Chairperson proposed delete “consider” in the chapeau of the paragraph, as the text was based on the principles derived from the ILO Conventions. The amendment was accepted. The chapeau was adopted as amended.

Subparagraph (a)

52. The Employer Vice-Chairperson proposed including “those who work in the sector” after “existing laws”, for consistency and deleting “that are inclusive ... workers” to preclude discrimination against a class of stakeholders in the sector.
53. The Government Vice-Chairperson proposed changing “alternatively” into “or”, as “alternatively” conveyed a degree of importance the group did not endorse.
54. The Worker Vice-Chairperson rejected the Employers’ group’s package proposal, preferring the original text, as international labour standards, in particular the [Rural Workers’ Organisations Convention, 1975 \(No. 141\)](#), as well as the resolutions and conclusions of the ILC defined workers as “agriculture workers” and not broadly, as proposed by the Employers’ group.
55. The Employer Vice-Chairperson emphasized that her group’s proposal extending the scope of the subparagraph beyond agricultural workers to encompass other entities such as cooperatives engaged in the sector. The proposed deletion aimed to ensure that ratified Conventions were applicable to all those who worked in the sector.

56. The Chairperson requested the Office to suggest text addressing the concerns of both the Workers' and Employers' groups.
57. The Office, in response to the Chairperson's request for draft text for the subparagraph, suggested the following:

ratifying and effectively implementing fundamental and other ILO instruments relating to freedom of association and collective bargaining, including Conventions Nos 110 and 141, and ensuring effective implementation of Convention No. 11. This would entail establishing integrated national laws or adapting existing laws to the needs of workers in the agri-food sector.

The proposal was accepted.

58. The subparagraph was adopted as amended.

Subparagraph (b)

59. The Worker Vice-Chairperson proposed substituting "consider the ratification and implementation of" with "should ratify and implement".
60. The Government Vice-Chairperson opposed the Workers' group's suggestion to remove the term "consider" from the proposal. This objection was based on the significance of "consider" in upholding national sovereignty, as it allowed governments to exercise their discretion in ratifying and implementing the Labour Inspection (Agriculture) Convention, 1969 (No. 129). She proposed to move a part of the subparagraph to Chapter 4.4, following paragraph 90.
61. The Employer Vice-Chairperson was flexible with the proposal to move the last sentence after paragraph 90 but opposed the Workers' group's proposal to delete "consider", as it was up to the sovereign states to choose whether to ratify and implement Convention No. 129.
62. The Worker Vice-Chairperson opposed the Governments' proposal to relocate the text following paragraph 90, asserting its relevance to the discussion on the freedom of association and collective bargaining of workers. Regarding the objection to substituting the term "consider" with "should", she stressed that governments, being members of the ILO, were obliged to adhere to its processes and mechanisms by ratifying and implementing Conventions.
63. The Secretary-General noted that the proposal by the Workers' group could limit the strengthening of the labour inspectorates for promotion of freedom of association to ratification of Convention No. 129, and exclude national level action and policies. She advised against restricting the development of national policies and actions for strengthening labour inspectorates to the ratification of international labour standards, beyond the fundamental principles and rights at work.
64. The Employer Vice-Chairperson agreed with the advice as the aim was to strengthen labour inspectorates.
65. The Worker Vice-Chairperson withdrew her proposal for deletion.
66. The Government Vice-Chairperson, upon discussion in the small working group, withdrew her proposal for moving a part of the subparagraph to Chapter 4.4.
67. The subparagraph was adopted as drafted.

Subparagraph (c)

68. The subparagraph was adopted as drafted.

Subparagraph (d)

69. The subparagraph was adopted as drafted.

Subparagraph (e)

70. The Employer Vice-Chairperson proposed to include the words “the arbitrary” after “against” and “or unlawful retaliation” after “dismissal” and proposed to delete “or eviction based on their status or activities in worker’s organizations”. If dismissal was arbitrary, it was by default discriminatory. Her proposal was in accordance with national laws and in line with in-house terminology.
71. The Government Vice-Chairperson had no opposition to change but preferred the original text. The Worker Vice-Chairperson preferred the original language.
72. The Chairperson asked the Office to clarify the source of the text. The Executive-Secretary informed that the sentence was based on Paragraph 8(b) of the Rural Workers’ Organisations Recommendation, 1975 (No. 149).
73. The Employer Vice-Chairperson reiterated her proposal, as the guidelines were a new exercise that should reflect the reality of the sector and proposed a subamendment in the spirit of compromise: “evictions, which are based on their status or activities as leaders or members of rural workers organizations”. The proposal as subamended was accepted.
74. The subparagraph was adopted as amended.

Subparagraph (f)

75. The subparagraph was adopted as drafted.
76. The Employer Vice-Chairperson proposed to insert a new subparagraph: “Ensuring the respect of freedom of association for employers” to ensure that the provisions on promotion of freedom of association and collective bargaining under the paragraph also extended to the employers.
77. The Worker Vice-Chairperson accepted the proposal if the Office confirmed that the proposal was in line with the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87).
78. The Secretary-General explained that the freedom of association of employers was a fundamental principle and right at work. Further, the chapeau as well as subparagraph (d) extended the provisions to employers. That said, it could also be included as a subparagraph as suggested by the Employers’ group with linguistic adjustments in the chapeau.
79. The Employer Vice-Chairperson preferred to maintain the amendment as a separate paragraph. The proposal was accepted.
80. The new subparagraph was adopted.

Subparagraph (g)

81. The Employer Vice-Chairperson proposed to add “sound industrial relations, including”, after “workplace for” and “workplace cooperation and dispute prevention and resolution” after “collective bargaining”, emphasizing the importance of recognizing all forms of social dialogue as reflected in the ILO Centenary Declaration for the Future of Work (2019) and the Discussion on Social dialogue and tripartism by the ILC in 2018.
82. The Government Vice-Chairperson accepted the proposal.

83. The Worker Vice-Chairperson rejected the proposal arguing that workplace cooperation undermined the freedom of association and collective bargaining process with workers' organizations.
84. The representative of the International Trade Union Confederation (ITUC) further proposed to either delete the subparagraph or move it to the chapter on social dialogue. The Employers' and Government groups supported the proposal to move the subparagraph to the chapter on social dialogue.
85. During subsequent discussions, the representative of the ITUC observed that given that the subparagraph addressed the responsibilities of Governments, the Employers' group's amendments would suggest interference in the workplace. She proposed either deleting the paragraph or replacing it with language from the ILO Centenary Declaration for the Future of Work (2019). The Government Vice-Chairperson supported the deletion. The Employer Vice-Chairperson, while maintaining the significance of the paragraph and preference for retention, agreed to deletion.
86. The subparagraph was deleted.

Subparagraph (h)

87. The Government Vice-Chairperson proposed to add "workers or" before "workers' organizations". The proposal was accepted by the Employers' group. The Worker Vice-Chairperson rejected the proposal as workers could not negotiate independently. The proposal was withdrawn.
88. The subparagraph was adopted as drafted.

Subparagraph (i)

89. The Employer Vice-Chairperson proposed the following: addition of "employed and" after "securing for all those", deletion of "(plantations)"; addition of "These are best facilitated through cooperative approaches between workers and employers organizations, including through collective bargaining" after the first sentence; deletion of "Specific legislation...meet the workers". Her group's package proposal ensured that agri-food workers enjoyed the same rights as industrial workers. This objective was achieved through cooperative methods, including collective bargaining.
90. The Worker Vice-Chairperson rejected the Employers' group's package proposal. She further proposed replacing "all those engaged" with "workers in the large-scale agri-food sector (plantations)."
91. The Government Vice-Chairperson did not have a strong position on Employers' and Workers' groups' proposal and opted to align with the consensus between the social partners. She requested the Office to clarify the rationale behind "(plantations)" in the text and further proposed deletion of "large-scale" and "(plantations)" to extend the subparagraph to all kinds of enterprises, including small- and medium-scale enterprises.
92. The Secretary-General clarified the relevance of mentioning the term "plantation", as it specifically referred to the Plantations Convention, 1958 (No. 110), and accurately reflected the current reality.
93. The Government Vice-Chairperson proposed to delete "large-scale" and "(plantations)". The proposal was accepted.
94. With regards to her proposal package, the Employer Vice-Chairperson, to reach a compromise, proposed a subamendment with the following text:

Securing the effective recognition of the principle of freedom of association and the right to collective bargaining in the agri-food sector. These are best facilitated through cooperative approaches between workers and employers organizations, including through collective bargaining.

95. The representative of the ITUC stressed the significance of this section, which focused on collective bargaining and drew upon relevant Conventions, including the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), to ensure equitable rights for agri-food workers compared to those in other sectors. The proposed amendments, however, distorted the original meaning of the subparagraph. Her group supported the original text.
96. The Government Vice-Chairperson preferred the original text but was flexible on the Employers' group's package proposal, leaning with the consensus between the social partners.
97. The Employer Vice-Chairperson withdrew the proposal.
98. The subparagraph was adopted, as amended.

Paragraph 13

99. The Employer Vice-Chairperson proposed substituting "pay attention to" with "focus on" in the chapeau. The Worker Vice-Chairperson presented a counterproposal of deleting the chapeau after "employers should", which was accepted by the Government and Employers' groups.
100. The chapeau was adopted as amended.

Subparagraph (a)

101. The Worker Vice-Chairperson proposed to add "independent" after "sites by" and delete "provided there is...with work being carried out...property". This aimed to acknowledge that during their engagement in trade union activities, certain disruptions, such as machinery operation, might be necessary and unavoidable. She additionally proposed to add "engaging effectively in collective bargaining with the trade union and promote collective bargaining within the supply chain" to extend the provision of collective bargaining to employers.
102. With respect to the Workers' group's package proposal, the Employer Vice-Chairperson was flexible with the inclusion of word "independent" and opposed the insertion of text on collective bargaining within supply chains. Her group did not have a strong position on the proposed deletion but preferred the Office's original draft text.
103. The Government Vice-Chairperson accepted adding the word "independent". She was flexible with the deletion and supported the insertion of the text on collective bargaining within supply chains.
104. The Workers' group withdrew their proposed deletion of "provided there is...with work being carried out...property" and insertion of new text on collective bargaining within supply chains, upon deliberation in the small working group.
105. The subparagraph was drafted, as amended.

Subparagraph (b)

106. The subparagraph was adopted as drafted.

Subparagraph (c)

107. The Employer Vice-Chairperson proposed to delete "such as free office accommodation" and to add a sentence at the end "The granting of such facilities should not impair the efficient operation of the undertaking concerned". There was a lack of international labour standards supporting the

notion of providing office accommodation free of charge. Moreover, it was important to emphasize that the provision of such accommodation must not hinder the smooth functioning of the undertaking.

108. The Government Vice-Chairperson was flexible and accepted the Employers' group's proposals. The Worker Vice-Chairperson requested the Office's advice on the provision of facilities for unions and a clarification from the Employers' group on "impairment of operation" in their proposed text.
109. The Executive Secretary advised that the text had appeared in many of the conclusions and recommendations of the Plantations Committee. The first time was in the resolution adopted by the Plantations Committee at its first session in 1950 which provided that "Employers should remove existing hindrances, if any, in the way of the organization of free, independent and democratically controlled trade unions by plantation workers and they should provide such unions with facilities for the conduct of their normal activities including free office accommodation, freedom to hold meetings and freedom of entry". It had also appeared in the subsequent committee reports including in reports on Conventions Nos. 11 and 141.
110. The Employer Vice-Chairperson emphasized that the provision of facilities must not hinder the undertaking's operations and cautioned that such provisions could potentially lead to additional costs and jeopardize the smooth functioning of the undertaking. However, if the facilities posed no threat to operations, they could be provided without hesitation.
111. The Worker Vice-Chairperson asked the Employers to explain the instrument from which the text on "impairment of operation" was extracted and requested the Office to clarify whether this was an obligation for Employers.
112. The Employer Vice-Chairperson stated that there were no direct textual references in the Guidelines. This was because the Guidelines were not simply copied from an instrument, but rather tailored specifically for the sector. It was also in line with the decisions of the Committee of on Freedom of Association. Fulfilling the obligation to provide facilities was not opposed. However, it was crucial for the text to acknowledge situations where it might be impossible to provide such facilities.
113. The Secretary-General stressed upon the Office's obligation to ensure that the guidelines did not have the effect of lowering the obligations under international labour standards. The addition by the Employers was taken directly from the [Workers' Representatives Recommendation, 1971 \(No. 143\)](#), Paragraph 9(3). The first part was from Paragraph 9(1) of the Recommendation.
114. The representative of the ITUC accepted the Employers' group proposed deletion but objected to addition of new text. She requested the source of the information, which she believed was from the Compilation of decisions of the Committee on Freedom of Association, also known as the Digest of decisions and principles of the Freedom of Association Committee of the ILO Governing Body. Though her group preferred to retain the subparagraph as originally drafted, with a confirmation that the text came from the Digest, her group could accept the proposal if the source of the information was quoted, footnoted, and potentially added in the annex.
115. The Employer Vice-Chairperson confirmed that the proposed text came from the Compilation.
116. The representative of the ITUC agreed to the Employers' group's proposal as long as the Office would add a footnote citing the source of information. Otherwise, the new text could be withdrawn and the Office's original text, with the deletion proposed by the Employers could be accepted in the spirit of compromise.
117. The Employer Vice-Chairperson proposed deletion of the entire subparagraph at this stage, to reach consensus. She expressed surprise at the position of the Workers' group and emphasized

the importance of finding a fair and balanced approach in line with the decisions of the Committee on Freedom of Association as well as other references including the Workers' Representative Conversion, 1971 (No. 135) and the Workers' Representative Recommendation, 1971 (No. 143).

118. The Executive Secretary noted that the Employers' group's proposal was based on the language from the Workers' Representative Recommendation, 1971 (No. 143). Furthermore, as per usual practice, footnotes were not included the guidelines.
119. The representative of the ITUC rejected the proposal to delete the entire subparagraph. She accepted the Employers' group's addition as long as the explanation by the Office and the source of the amendment were reflected in the record of proceedings.
120. The subparagraph was adopted as amended.
121. The Office, upon request of the Chairperson to harmonize the concerns of the social partners, proposed a new subparagraph, reflecting the language from the ILC conclusions concerning the promotion of sustainable enterprises, 2007 and section IV(c)(ii) of the ILO Centenary Declaration for the Future of Work, 2019:¹

Strengthening their capacity, including increasing the representation of their membership in order to effectively engage in all relevant processes.

122. The new subparagraph proposed by the Office was accepted.

123. The subparagraph was adopted.

Paragraph 14

124. The Employer Vice-Chairperson proposed that the chapeau should read "focus on" and not "pay attention". The proposal was accepted. The Office was requested to integrate this amendment in other provisions in the guidelines, where appropriate.
125. The chapeau was adopted as amended.

Subparagraph (a)

126. The Government Vice-Chairperson proposed to insert "and training". The proposal was accepted.
127. The subparagraph was adopted as amended.

Subparagraph (b)

128. The Employer Vice-Chairperson proposed to insert "regular" after "efforts to" and delete "This should be supported...and destination".
129. The Government Vice-Chairperson proposed to insert "in particular women and youth" in the first part of the sentence. She rejected the Employers' group's amendments emphasizing that the safeguarding of migrant workers should not be restricted to those categorized as "regular" migrants, but rather extended to encompass all migrant workers, irrespective of their status.
130. The Worker Vice-Chairperson accepted the amendment by the Governments but rejected the changes proposed by the Employers.
131. The Employer Vice-Chairperson, with regards to their proposal, stressed the significance of including the term "regular" while discussing migrant workers, as it pertained to the national

¹ See discussion under paragraph 14(d).

legislation applicable to individuals who met the necessary criteria for migration. Furthermore, excluding “regular” could be seen as endorsing irregular migration. She requested the Governments to explain the rationale behind adding the words “particularly women and youth”.

132. The Government Vice-Chairperson highlighted that women and youth comprised a significant share of migrant workers and encountered numerous challenges.
133. The Employer and Workers’ groups accepted the Governments’ proposal.
134. With regards to the Employers’ group’s proposal, the Secretary-General clarified that determining regular and irregular migration was beyond the scope of the ILO. Instead, the ILO’s responsibility was to ensure that labour rights were upheld for all migrant workers. She quoted the ILO’s Fair Migration Agenda, “migration is a choice and not a necessity...by creating decent work opportunities in countries of origin, respecting the human rights including labour rights of all migrants”. Retaining “regular” would be misleading.
135. The Worker Vice-Chairperson suggested keeping the reference to “all” migrant workers as advised by the Office. The Government Vice-Chairperson was flexible regarding the insertion of “all” and reverting to the original text. The Employer Vice-Chairperson agreed to withdraw their proposal package and revert to the original text as long as “should” was replaced with “could” in the spirit of compromise. The proposal was accepted.
136. The subparagraph was adopted, as amended.

Subparagraph (c)

137. The subparagraph was adopted as drafted.

Subparagraph (d)

138. The Employer Vice-Chairperson proposed substituting the subparagraph with the following: “Strengthening their capacity to serve its members” as the Office should not favour any constituent and interfere in its internal affairs.
139. The Worker Vice-Chairperson disagreed with the Employers’ group’s proposal and counter-proposed the following: “Strengthen the capacity to serve its members and among others, to increase their membership base” to clarify that the observation applied not only to workers’ organizations but to all stakeholders.
140. The Executive Secretary suggested including a similar provision in the previous paragraph 13 but focusing on the employers.
141. The Employer Vice-Chairperson reiterated her concern, emphasizing that the Meeting was taking place within a tripartite framework where it was imperative to treat all constituents equally.
142. The Secretary-General emphasized that this meeting was not an Office exercise, but rather a tripartite process aimed at negotiating the Guidelines. The document provided recommendations for tripartite constituents to prioritize actions. The Office could develop a proposal for a new text, which would include a recommendation for employers to strengthen their membership base.
143. The Worker Vice-Chairperson, referring to the ILO Director-General’s programme and budget, stressed the need to ensure gender equality and the effective transition to formality through innovative strategies.
144. The Office, upon request of the Chairperson to harmonize the concerns of the social partners, proposed a new subparagraph, reflecting the language from the ILC conclusions concerning the

promotion of sustainable enterprises, 2007 and section IV(c)(ii) of the ILO Centenary Declaration for the Future of Work, 2019:

Strengthening their capacity, including increasing the representation of their membership in order to effectively engage in all relevant processes.

- 145. The text proposed by the Office to replace the original subparagraph was accepted by the tripartite constituents. An identical subparagraph was added under paragraph 13, to extend the provision to employers.
- 146. The subparagraph was adopted, as amended.

2.2. Elimination of all forms of forced or compulsory labour

Paragraph 15

- 147. The Government Vice-Chairperson proposed to insert “*locations*” after “remote and isolated work” for clarity. The proposal was accepted.
- 148. The Employer Vice-President proposed the following amendments: to delete “particularly” in the second sentence; delete “pervasiveness of the” before “challenge in the agri-food sector”; add “underlying root causes of forced labour as well”, after “be attributed to” as forced labour was illegal; add “high levels of informality and poverty”, after “including inadequate labour and social protection” and lastly, add “and a lack of enabling environment for sustainable enterprises,” after “lack of awareness of rights among workers.” Removing the word “particularly” was crucial because it implied that forced labour was exclusive to the agri-food sector, which was not, the case.
- 149. The Government Vice-Chairperson was flexible on the amendments proposed by the Employers or reverting to the original text.
- 150. The Worker Vice-Chairperson accepted the deletion of the word “particularly” but rejected the inclusion of the words “a lack of enabling environment for sustainable enterprises”, as forced labour was inherently illegal.
- 151. The Employer Vice-Chairperson emphasized the significance of retaining the phrase “a lack of enabling environment for sustainable enterprises.” Without the essential conditions in place, it was not possible for the Employers to work with Governments and Workers to eradicate forced labour. An enabling environment for sustainable enterprises was a precondition to achieve the objective.
- 152. The Worker Vice-Chairperson objected the inclusion of “a lack of enabling environment for sustainable enterprises”. There were many cases where forced labour existed despite an enabling environment for sustainable enterprises.
- 153. The Employer Vice-Chairperson withdrew her proposal on inserting “a lack of enabling environment for sustainable enterprises”.
- 154. The paragraph was adopted as amended.

Paragraph 16

- 155. The Government Vice-Chairperson proposed the following amendments: move the sentence “Pursuant to the ILO Declaration...ratified these instruments” at the beginning of this paragraph; insert the word “therefore”, after “Government should,” and replace “primary” with “fundamental.”

- 156. The Employer Vice-Chairperson accepted the proposal with a subamendment to insert “effectively” before “implement”.
- 157. The Worker Vice-Chairperson accepted the amendment by the Governments and subamendment by the Employers.
- 158. The paragraph was adopted as amended.

Paragraph 17

Subparagraph (a)

- 159. The Worker Vice-Chairperson proposed to insert “gender-sensitive” after “integrated”. The proposal was accepted.
- 160. The Employer Vice-Chairperson suggested to avoid repetition of the word “victims”. The Executive Secretary proposed “and their compensation” instead of “victims”. The proposal was accepted.
- 161. The paragraph was adopted as amended.

Subparagraph (b)

- 162. The Government Vice-Chairperson proposed adding “and repatriation” after “compensation” as the section also addressed anti-trafficking laws. The Employer Vice-Chairperson were flexible with the proposal. The Worker Vice-Chairperson proposed subamending by adding “as appropriate” after “repatriation”. The Employer Vice-Chairperson and the Government Vice-Chairperson were flexible on the subamendment.
- 163. The Secretary-General of the Meeting pointed out that there were two times “appropriate” in the text and asked the groups to re-consider the wording.
- 164. The Employer Vice-Chairperson could delete the second “as appropriate” in the text to avoid repetition. The Worker Vice-Chairperson insisted on retaining it as refugees could not be repatriated. The Government Vice-Chairperson was flexible. The Chairperson recognized the significance of connotation in the paragraph and suggested adding “where applicable” as an alternative to the second instance of “as appropriate.” This aimed to avoid repetitive use of the word “appropriate” while maintaining the essence of the subparagraph. The suggestion was accepted.
- 165. The subparagraph was adopted, as amended.
- 166. The Employer Vice-Chairperson proposed adding a new subparagraph based on previous consensus, explicitly addressing the underlying root causes of forced labour:

Addressing the underlying root causes of forced labour, in particular informality, in line with the Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204)

- 167. The Worker Vice-Chairperson rejected the proposal as the issue of forced labour was not exclusive to informal undertakings. The Government Vice-Chairperson expressed their flexibility with the proposed amendment. The Employer Vice-Chairperson emphasized that the groups had previously reached a decision regarding this text and stressed the importance of maintaining consistency in their positions. The objective was to address informality while considering other underlying factors. The group reaffirmed their stance on the amendment. The proposal was accepted, and the subparagraph was incorporated as after (f) as “Addressing informality, in line with Recommendation No. 204, as one of the root causes of forced labour”.

Subparagraph (c)

- 168.** The Government Vice-Chairperson considered the original text confusing and proposed restructuring it as follows:

reinforcing the capacity of judiciary and law enforcement officials, including labour inspectors, to identify and follow up on cases of forced labour, including through training and the development of specific mechanisms such as, for example, mobile response teams.

- 169.** The Employer Vice-Chairperson and the Worker Vice-Chairperson agreed.

- 170.** The paragraph was adopted as amended.

- 171.** The Employer Vice-Chairperson proposed a new subparagraph:

reinforcing the number, skills and resource of labour inspectors, including their mandate to conduct effective monitoring in the informal sector.

The new subparagraph addressed the need to enhance the number of labour inspectors, as many countries faced a shortage in this area. It emphasized the importance of equipping inspectors with the requisite expertise and competence to conduct inspections in the sector. It was crucial to have a thorough understanding of the industry and were authorized to carry out inspections in the informal sector.

- 172.** The Worker Vice-Chairperson agreed to the Employers' group's proposal provided "informal sector" was replaced with "informal economy". The proposal was accepted.

- 173.** The new subparagraph was adopted.

- 174.** The Employer Vice-Chairperson proposed another new subparagraph:

providing support to employers' organizations as a legitimate representative of enterprises through capacity building and awareness raising in the line with the UN Guiding Principles. This requires providing guidance and training support on best practices, including on human rights due diligence to promote responsible business conduct and effectively address the challenge of forced labour.

The subparagraph was based on Principle 3 of the UN Guiding Principles, which emphasized the state's responsibility to safeguard human rights and assist companies in their efforts to promote them. Therefore, it was important for states to support companies in conducting human rights due diligence, in collaboration with social partners.

- 175.** The representative of the ITUC proposed to move the subparagraph to the discussion on the Governments' support to workers and employers in (d) as while the original paragraph concerned prevention programmes, the proposed new subparagraph discussed supporting employers' and workers' organizations with trainings. The Government Vice-Chairperson proposed to include "technical" before "support" to clarify the kind of support. She accepted the proposal to move the subparagraph. The Employer Vice-Chairperson accepted the Governments' proposal and proposed deleting the first sentence of the new-subparagraph and moving the second sentence "This requires providing guidance ...challenge of forced labour" at the end of the next subparagraph (d)². It was accepted by the other groups.

- 176.** The new subparagraph was adopted and incorporated into subparagraph (d).

² Subparagraph (d) in the original draft.

Subparagraph (d)

- 177. The Employer Vice-Chairperson proposed inserting “including through capacity building and awareness raising support” after “workers’ organizations” as the discussion pertained to workers’ organizations.
- 178. The Worker Vice-Chairperson agreed to the proposed amendment.
- 179. The Government Vice-Chairperson requested a stronger connection between the subparagraph and the topic of forced labour, which was the focus of the sub-chapter. She suggested adding “to support efforts aimed at the elimination of forced labour” after workers’ organizations. She supported the Employers’ group’s amendment which was accepted by the other groups.
- 180. The subparagraph was adopted, as amended.

Subparagraph (e)

- 181. The subparagraph was adopted as drafted.

Subparagraph (f)

- 182. The Worker Vice-Chairperson proposed adding “support and provide resources for awareness raising campaigns run by workers organizations” at the end of “forced labour” as in many cases workers did not have the tools to do so. The Government Vice-Chairperson proposed adding “and trafficking” after forced labour. The Employer Vice-Chairperson proposed adding “employers’ organizations”. All proposals were accepted.
- 183. The subparagraph was adopted, as amended.
- 184. The Employer Vice-Chairperson proposed adding a new subparagraph that read as follows:

Provide access to effective remedy in line with the UN Guiding Principles and the ILO MNE Declaration
- 185. The Worker Vice-Chairperson proposed to add “but not limited to” after “in line with” to the new subparagraph proposed by the Employers. The Employer Vice-Chairperson rejected the Workers’ group’s proposal as it distanced the subparagraph from the UN Guiding Principles and the ILO MNE Declaration, which had been adopted in a tripartite setting.
- 186. The Government Vice-Chairperson accepted the Employers’ group’s proposal and sought clarification from the Workers’ group on their subamendment. The Worker Vice-Chairperson clarified that governments could provide remedy beyond those in the UN Guiding Principles as well as the ILO MNE Declaration. The Employer Vice-Chairperson emphasized that in the UN Guiding Principles the concept of remediation included all kinds of remediation. The Worker Vice-Chairperson withdrew her subamendment.
- 187. The new subparagraph was adopted.

Paragraph 18

- 188. The Employer Vice-Chairperson proposed to insert “and their organizations” after “employers” change “pay particular attention to” to “focus on”, for consistency.
- 189. The Worker Vice-Chairperson sought clarification from the Office regarding the inconsistency in referring to “employers and their organizations” in the current text, as opposed to simply “employers” as used in other contexts.

- 190. The Secretary-General stated that the suggestion to use the term “employers and their organizations” was put forth by the Employers’ group. This terminology had been used in other ILO texts, where the references were either to “employers” alone or to “employers and their organizations”.
- 191. The Worker Vice-Chairperson stated they were flexible on the amendment provided there was coherence across the text. The Government Vice-Chairperson accepted the proposal.
- 192. The chapeau was adopted, as amended.

Subparagraph (a)

- 193. The Worker Vice-Chairperson proposed to add “including those from local communities”, after “providing workers” to extend the coverage beyond migrant workers to other vulnerable workers.
- 194. The Government Vice-Chairperson accepted the proposal.
- 195. The Employer Vice-Chairperson expressed concern that the Workers’ group’s amendment could have the effect of singling out workers from local communities. Nonetheless, she was flexible and emphasized her group’s commitment to making the text inclusive of all workers.
- 196. The subparagraph was adopted, as amended.

Subparagraph (b)

- 197. The Employer Vice-Chairperson proposed an amendment to end the sentence after “forced to work”. Additionally, she proposed to delete the words “from wages”; add “or other measures” after “deception” and add “unless permitted by national laws and regulations” after “bind workers”. Her groups’ proposal aimed to ensure that workers were not subjected to debt bondage or forced work. Deductions could only be made in accordance with national laws, for example, in cases of deductions for alimony or child maintenance, or the Workers’ group’s voluntary contributions towards trade unions.
- 198. The Worker Vice-Chairperson preferred the original text proposed by the Office.
- 199. The Government Vice-Chairperson also preferred the original text proposed by the Office.
- 200. The Employer Vice-Chairperson withdrawing her proposal, requested the Office to propose wording on the paragraph addressing her groups’ concerns.
- 201. The Office, upon request of the Employers Vice-Chairperson, proposed a new subparagraph, in line with Article 31.1 of Convention No. 110:

Deductions from wages shall be permitted only under conditions and to the extent prescribed by national laws or regulations or fixed by collective agreement or arbitration award.

- 202. The proposal was accepted.
- 203. The subparagraph was adopted, as amended.

Subparagraph (c)

- 204. The Government Vice-Chairperson proposed the following: delete “workers are not forced to work overtime”; add “work performed by workers is voluntary and within” after “overtime”; delete “beyond”; add “and conditions” after “the limits”; and add “or” before “collective agreements”. The subparagraph with the proposed amendment read as follows:

ensuring that overtime work performed by workers is voluntary and within the limits and conditions permitted in national law and or collective agreements.

- 205.** The Worker Vice-Chairperson suggested retaining “ensuring that workers are not forced to work overtime, that”, as overtime work was not always voluntarily for the workers and often they had to work beyond regular hours, for instance, in the case of piecework payment systems. Other parts of the Governments’ proposal were accepted.
- 206.** The Employer Vice-Chairperson rejected the Workers’ group’s suggestion and preferred the proposal by the Government group. Alternatively, her group could accept the original text.
- 207.** The Government Vice-Chairperson clarified that her groups’ amendment aimed to ensure that workers were not forced to work under any condition, overtime or not. Her group could revert to the original text if the workers strongly opposed to the amendments.
- 208.** The Worker Vice-Chairperson preferred the Office proposal.
- 209.** The subparagraph was adopted, as drafted.
- 210.** The Government Vice-Chairperson proposed a new subparagraph:
- conducting due diligence in their operations and supply chains, taking proactive and effective measures to prevent and eliminate forced labour.
- 211.** The Worker Vice-Chairperson supported the new subparagraph. The Employer Vice-Chairperson sought clarification from the Government group on “what effective measures to prevent” signified. The Government Vice-Chairperson clarified that the measures related to policies and rules applied by governments.
- 212.** The Government representative of Brazil added that the proposed amendment concerned the responsibility of enterprises ensuring responsible conduct by their suppliers.
- 213.** The Employer Vice-Chairperson stated that the issues of human rights obligations and due diligence had been covered in the previous section and should not be repeated in the current section on forced labour. She sought clarification on whether the subject matter pertained to individual employers or employer organizations. Her group was not opposed to the inclusion of due diligence obligations of enterprises in the text. However, the current section was not the appropriate place.
- 214.** The Secretary-General clarified that it would be the responsibility of the employers and not of the employers’ organizations. The language proposed by the Government group was in line with the UN Guiding Principles and other ILO documents.
- 215.** Following discussions in the small working group, an agreement was reached on the following text:
- Taking immediate and effective measures within their own competence to prevent and eliminate forced or compulsory labour in their operations.
- 216.** The new subparagraph was adopted.

Paragraph 19

- 217.** The Employer Vice-Chairperson proposed to add “and their” before “organizations” in the chapeau for logical consistency across the text. She further suggested reconsidering the structure of the paragraph as organizations were relevant for subparagraph (a) but not for subparagraph (b).
- 218.** The Worker Vice-Chairperson rejected the proposal. The representative of the ITUC explained that unlike employers, workers could not wage a campaign at an individual level. The Government Vice-Chairperson was flexible with the proposal.

219. The representative of the International Organization of Employers (IOE) withdrew his groups' proposal as the paragraph concerned actions of workers' organizations exclusively and requested the Office to check the correct usage in other ILO documents and ensure logical consistency in the text.
220. The chapeau was adopted as drafted.

Subparagraph (a)

221. The Worker Vice-Chairperson proposed to add "and work on its elimination with labour inspection" at the end of the sentence.
222. The Government Vice-Chairperson proposed changing the subparagraph to
 raising awareness and working on the elimination of forced labour, including through
 collaboration with labour inspection
223. The Worker Vice-Chairperson supported the proposed text by the Government group and withdrew their own proposal.
224. The Employer Vice-Chairperson accepted a part of the Governments' proposal on inserting "and working on the elimination of forced labour". She rejected the remaining sentence, as labour inspectors had to conduct their work independently.
225. The Worker Vice-Chairperson explained that in practice they worked with labour inspectors. Often, that was the only way to eliminate forced labour.
226. The Government representative of Spain, a social security labour inspector, clarified that labour inspectors and trade unions operated independently within their respective domains. That said, collaboration between the two entities was frequent, particularly when the trade unions' insights on forced labour conditions could assist labour inspectors in initiating appropriate measures.
227. The Employer Vice-Chairperson proposed a compromise by including with "as long as their independence is ensured" in the Governments' proposal to ensure that her groups' concern regarding the independence of labour inspectors was addressed. The proposal was accepted.
228. The subparagraph was adopted as amended.

Subparagraph (b)

229. The Employer Vice-Chairperson proposed to delete "mobilizing workers" and include "encourage the promotion of social dialogue and other initiatives to support workers" before "against the use of". She further proposed the following new subparagraph before (b):
 developing resources and capacity to support workers in the sector.
230. These amendments would ensure capacity building and promotion of social dialogue to support workers in the elimination of forced labour in the sector. Furthermore, her group believed that "mobilizing" had a negative connotation and her group preferred a positive language in the text.
231. The Worker Vice-Chairperson accepted the Employers' group's package proposal provided the new subparagraph included "workers' organizations" in addition to "workers".
232. The Chairperson drew the Meeting's attention to the chapeau which already included "workers' organizations".
233. The Employer Vice-Chairperson, while in principle accepting the addition of "workers' organizations" agreed with the Chairperson that it was already incorporated in the chapeau.

234. The Government Vice-Chairperson agreed to the Employers' group's proposal but expressed concerns about limiting it to social dialogue. She disagreed with the Workers' group's proposal.
235. The Worker Vice-Chairperson withdrew her proposal.
236. The new subparagraph was adopted, as drafted.
237. With regards to paragraph (b), the Worker Vice-Chairperson put forth a counterproposal to replace the text with:
- Providing training to workers and raise awareness for workers so that they don't fall into forced labour.
238. The proposal was accepted.
239. The subparagraph was adopted as amended.

2.3. Abolition of child labour

Paragraph 20

240. The Employer Vice-Chairperson proposed adding "in line with the Durban Call to Action on the Elimination of Child Labour", reflecting the last tripartite agreement on the issue. The proposal was accepted.
241. The Government Vice-Chairperson proposed to add: "Migrant child labourers are worse off in terms of working conditions compared to local child labourers and are thus in need of focused attention" after "morals"; and "food and" ahead of "nutrition" as nutrition signified a balanced diet while children in child labour might not have access to food.
242. The Employer Vice-Chairperson accepted the Governments' proposal on food and nutrition. She strongly rejected the proposal on migrant child labourers as child labour was a global challenge and unforgivable in all instances. All children needed to be protected equally, without discrimination.
243. The Worker Vice-Chairperson accepted the Governments' proposal on food and nutrition and rejected the proposal on migrant child labourers, aligning with the reasoning given by the Employers' group.
244. The Government Vice-Chairperson acknowledged the importance of protecting all child labourers but emphasized the need to recognize the additional challenges faced by migrant child labourers.
245. The Secretary-General expressed that the Office was not in favour of drawing comparisons between the working conditions of children, as it had the potential for misinterpretation. She put forth a suggestion to incorporate a reference to migrant child laborers as "migrant child labourers are vulnerable and thus in need of particular attention."
246. The Government Vice-Chairperson supported the proposal by the Office.
247. The Employer Vice-Chairperson expressed her opposition to any form of differentiation among groups of children in this introductory paragraph in the chapter on child labour. She emphasized the need to include any proposed amendment regarding this matter within the section concerning governments.
248. The Government Vice-Chairperson suggested incorporating the amendment into the existing paragraph, while remaining open to relocating it. As a compromise, she proposed deleting "particularly" and including "also" before "vulnerable" in the Office's proposal. The Office's

proposal with the Governments' subamendment was accepted by both the Workers' and Employers' groups.

249. The paragraph was adopted as amended.

Paragraph 21

250. The Employer Vice-Chairperson proposed to replace "give particular consideration to" with "focus on" for consistency in the text. The Government Vice-Chairperson dismissed the proposal since the paragraph addressed the ratification of instruments, a matter within the Governments' consideration, unlike other paragraphs where "focus on" was relevant. The Employer Vice-Chairperson withdrew her proposal, provided the language was consistent in the guidelines.

251. The chapeau was adopted as drafted.

Subparagraph (a)

252. The subparagraph was adopted as drafted.

Subparagraph (b)

253. The subparagraph was adopted as drafted.

Subparagraph (c)

254. The Employer Vice-Chairperson proposed the following: delete "the"; add "through" after 'diligence' and add "provide support for implementation when applicable", in order to strengthen due diligence through governmental support where applicable. The proposal was accepted.

255. The subparagraph was adopted as amended.

Subparagraph (d)

256. The Worker Vice-Chairperson, underscoring the importance of collaboration in her groups' work, proposed the following: add "laws", after "policies". delete from "that recognize the crucial importance of"; add "for", after "infrastructure"; add "decent" after "protection"; and add "enforce these laws through government labour inspection".

257. The Employer Vice-Chairperson dismissed the Workers' group's package proposal. Instead, she offered the following counterproposal: delete "for" after "importance of"; add "as an important factor to prevent child labour" after "work for adults"; retain "and young people of working age through" and substitute "improved", with "appropriate". This adjustment aimed to highlight that ensuring decent work for adults played a crucial role in preventing child labour.

258. The Government Vice-Chairperson proposed to replace the entire subparagraph with previously agreed ILO text:

ensuring the elimination of child labour by promoting decent work that delivers a fair income for young people of legal working age and adults, with a particular emphasis on workers in the informal economy and extending social protection for children and their families to mitigate the poverty and economic uncertainty that underpin child labour.

259. The Worker Vice-Chairperson supported the Governments' proposal. The Employer Vice-Chairperson rejected the Governments' proposal and sought clarification on the ILO document it was based on. The Executive-Secretary informed that the text had been derived from "Child Labour: Global estimates 2020, trends and the road forward".

- 260. The Employer Vice-Chairperson preferred their groups' proposal as the Governments' proposal was based on a report and not a document backed by tripartite consensus.
- 261. The Secretary-General noted that the three proposals put forth by the groups were aligned in their intention and recommended coming to an agreement on the text proposed by the Government group.
- 262. The Employer Vice-Chairperson in the spirit of compromise suggested substituting "improved" with "appropriate" in the Governments' proposal and accepted it, while withdrawing her original proposal.
- 263. The Worker Vice-Chairperson withdrew her proposal and accepted the Governments' proposal without the subamendment suggested by the Employers.
- 264. The Government Vice-Chairperson rejected the subamendment and preferred their groups' proposal.
- 265. The Employer Vice-Chairperson suggested another subamendment to the Governments' proposal in order to come to an agreement: replacing "fair" with "decent"; inserting "as an important factor to this end" after "working age and adults" and adding "access to" after "extending". The Government Vice-Chairperson proposed to replace "access" with a stronger word "warranty" in the Employers' group's subamendment.
- 266. The Employer Vice-Chairperson rejected the Governments' suggestion as the language stemmed from a recurrent discussion on social protection in the ILO setting. Moreover, the term "warranty" was inappropriate in the context of the sentence.
- 267. The Government Vice-Chairperson instead proposed to replace "extending" with "ensuring" in context of social protection. The Employer Vice-Chairperson accepted the substitution as long as "access to" was inserted after "ensuring". The Worker Vice-Chairperson accepted the new subamendments.
- 268. The subparagraph was adopted, as amended.

Subparagraph (e)

- 269. The Employer Vice-Chairperson proposed to add "sustainable" after "strengthening" to qualify social protection systems.
- 270. The Worker Vice-Chairperson accepted the Employers' group's proposal as long as it aligned with the ILC resolution and conclusions concerning the second recurrent discussion on social protection (social security) in 2021 that extended to "universal, adequate, comprehensive", in addition to "sustainable" social protection as suggested by the employers.
- 271. The Employer Vice-Chairperson expressed that, in this particular context, including "universal" could potentially lead to confusion. She sought the Office's perspective on the matter and agreed to the incorporation of the terms "comprehensive" and "adequate" before "sustainable."
- 272. The Secretary-General of the Meeting noted that ILC resolution and conclusions prominently featured references to "universal social protection", "universal coverage" and "universal access to adequate, comprehensive and sustainable social protection for all", clearly signalling the collective intention.
- 273. The Worker Vice-Chairperson expressed regret that "universal" social protection was not applicable for agricultural workers. She however accepted the Employers' group's proposal with the addition of "adequate, comprehensive".

274. The Government Vice-Chairperson accepted the proposals.

275. The subparagraph was adopted as amended.

Subparagraph (f)

276. The Employers Vice-Chairperson proposed revising “providing start-up funds” by including “such as providing start-up funds, loans.” Additionally, it was recommended to insert “, under the condition that these do not detract from children’s access to effective quality education,” after the term “contributions.” This amendment aimed to ensure that the provision of funds or loans does not hinder children from receiving a high-quality education. Government subsidies to workers or smallholders could facilitate school enrolments and prevent child labour.

277. The Worker Vice-Chairperson agreed to include “such as” and “loans” but rejected the idea of conditionality, considering it excessively specific.

278. The Government Vice-Chairperson accepted “such as” and “loans” but noted that “under the condition” in the third amendment was too strong; “under the condition” could be changed to “if” or “as long as”.

279. The Employer Vice-Chairperson provided an example from Guatemala, where benefits were offered to support small farmers engaged in the informal sector. These benefits aimed to facilitate their transition into the formal sector. However, it was often observed that these benefits failed to effectively facilitate this transition or encourage the farmers and smallholders to send their children to school. To address this issue, it was essential to ensure that the benefits provided to informal workers were contingent upon their children’s attendance in school. The Employers’ group were flexible with their proposal, as long as the underlying purpose was taken into consideration.

280. The Worker Vice-Chairperson while acknowledging the Employers’ group’s perspective, emphasized that it was the Governments’ responsibility to ensure the provision of the right to education.

281. The Chairperson suggested replacing “do not detract from children” with “do not deprive children from effective quality education” for clarity.

282. The Government Vice-Chairperson stated they could be flexible with the new proposal.

283. The Employer Vice-Chairperson supported the Chairperson’s proposed changes to enhance paragraph clarity and further suggested moving “can also help” after “workers’ contributions”. She concurred with the Workers’ group regarding the state’s responsibility to provide education. The Employers’ group’s proposal sought to prevent parents from utilizing state benefits to hinder children’s access to quality education.

284. The Worker Vice-Chairperson offered a counterproposal: “do not deprive children from their right to quality education”.

285. The Employer Vice-Chairperson emphasized that the concept of “not depriving” encompassed the denial of effective quality education. The crucial issue lay not in the accessibility of schools, but in the fact that some children did not actually attend school because of the parents who withheld this opportunity. Employers preferred the formulation suggested by the Chairperson.

286. The Worker Vice-Chairperson maintained her proposal and pointed out that children had the right to quality education and not effective quality education.

287. The Employer Vice-Chairperson rejected the Workers' group's proposal in favour of her group's amendment as right to 'quality' education did not exist in the agreed international Conventions including the International Covenant on Economic, Social and Cultural Rights, 1976.
288. The Government Vice-Chairperson echoed the Employers' group's sentiment as "quality" education was not an internationally agreed concept.
289. The representative of the ITUC urged the participants to explore the UNESCO website, which stated that every individual had the right to receive education of the highest standard and access lifelong learning opportunities. Furthermore, the fourth Sustainable Development Goal (SDG) focused on ensuring quality education. The Workers' group's proposal represented an ambitious vision aligned with UNESCO's principles and echoed the spirit of the Universal Declaration of Human Rights.
290. The representative of the IOE, recognized the importance of quality education and emphasized the need for consistency in discussing rights. While UNESCO's significance could not be overlooked, it should be noted that the International Covenant on Economic, Social, and Cultural Rights was an internationally agreed covenant, with higher obligations for the parties. It was also mentioned that UNESCO was established upon the principles enshrined in this covenant. The Employers' group's primary objective was to prioritize measures that safeguarded children's access to education to effectively combat child labour.
291. The Government Vice-Chairperson acknowledged that the current forum was not suitable for discussing a potential alteration to the internationally recognized human rights framework. Although the SDGs included a mention of quality education, they did not have the effect of creating a new fundamental right.
292. The Executive Secretary stated that the term "right to access quality education" was found in numerous ILO documents. It had been mentioned three times in the Durban Call to Action on the Elimination of Child Labour. The goal of achieving quality education was part of the universally agreed SDGs.
293. The Employer Vice-Chairperson concurred with the Office's observation on the Durban Call to Action on the Elimination of Child Labour, which acknowledged the right to education but did not specifically mention the right to quality education. She put forth a counterproposal for simplifying the amendments: delete the sentence after "can also help" and add "Such initiatives shall not deprive children from effective quality education".
294. The representative of the ITUC in the spirit of compromise and not reopening the discussion on the right to education, proposed to end the paragraph at "modern technologies".
295. The Employer Vice-Chairperson strongly opposed the deletion as some had been previously agreed upon by all groups. It was crucial for the children of small-scale workers to attend school if the government was providing them subsidies.
296. The representative of the ITUC noted that if the proposal concerned conditional subsidies, it should be framed differently, such as stating that loans should include incentives for families to send their children to school.
297. The Executive Secretary explained that the situation was similar to conditional cash transfers where school attendance was a conditionality for receiving the benefits. He suggested inserting "while putting a condition of school attendance" at the end to reach a compromise.
298. The Employer Vice-Chairperson counter-proposed to insert the following after "help": "These initiatives should encourage access of children to an effective quality education".

299. The representative of the ITUC strongly rejected both the suggestions as conditional cash transfers were about school attendance. Parents lacked the ability to guarantee the quality of education and were compelled to send their children to the nearest available schools.
300. The Employer Vice-Chairperson, considering the Workers' group's reasoning, proposed to include "These initiatives shall encourage access of children to education". The proposal was accepted by both the Workers' and Government groups.
301. The subparagraph was adopted as amended.

Subparagraph (g)

302. The subparagraph was adopted as drafted.

Subparagraph (h)

303. The subparagraph was adopted as drafted.

Subparagraph (i)

304. The Government Vice-Chairperson proposed an amendment to add reference to Safety and Health in Agriculture Convention, 2001 (No. 184) after "(Paragraph 3)".
305. The Employer Vice-Chairperson rejected the Governments' proposal as it would lead to distract from the fundamental Conventions in the subparagraph and suggested including it in the annexure.
306. The representative of the ITUC preferred to retain the proposed text in the subparagraph as Convention No. 184, was important for elimination of child labour – it signalled to the employers the appropriate age limit for certain kinds of jobs. For instance, picking up banana branches required someone above a certain age to be able to do the work properly without risking their occupational safety.
307. The Government Vice-Chairperson withdrew her proposal and accepted the inclusion of Convention No. 184, in the annex.
308. The subparagraph was adopted as drafted.
309. The Employer Vice-Chairperson proposed to add a new subparagraph:
- support to employers' organizations as legitimate representatives of enterprises through capacity building and awareness raising in line with the UN Guiding Principles. This requires providing guidance and training support on best practices, including on human rights due diligence, to promote responsible business conduct and effectively address the challenge of child labour.
310. The Employer Vice-Chairperson stated that the proposed new subparagraph aimed at supporting employers' organizations as legitimate representatives of enterprises to promote responsible business and effectively address the challenges of child labour.
311. The representative of the ITUC noted that the proposal was similar to a provision under the chapter on forced labour and should be reworked or added to an existing paragraph. The Government Vice-Chairperson suggested to include "technical" before "support" for consistency with the previous position. The Employer Vice-Chairperson withdrew her proposal upon discussion in the small working group.

Subparagraph (j)

- 312.** The Employer Vice-Chairperson proposed the delete “collective agreements with workers’ organizations...where appropriate” and insert “social dialogue between workers’ and employers’ organizations, including through collective bargaining”. The Government Vice-Chairperson was flexible on the Employers’ group’s amendment.
- 313.** The Worker Vice-Chairperson expressed a preference for the original text but agreed to the amendment if “including” was deleted. Her group focused on combating child labour by utilizing Collective Bargaining Agreements. These agreements commonly included provisions that specified the minimum age for employing young workers. Unfortunately, in the absence of such agreements, their ability to effectively address the issue of child labour was limited. Workers’ organizations aimed not to advise or provide consultancy to employers, but rather to collaborate with them in incorporating clauses into collective agreements that aimed to eradicate child labour. The successful implementation of collective agreements had proven effective in rescuing children from exploitative labour conditions. However, it was disheartening to observe that agricultural workers faced limited access to such agreements, resulting in significant deficiencies in decent working conditions. This situation led to an alarming statistic of 100 million children engaged in child labour in agriculture.
- 314.** The Employer Vice-Chairperson dismissed the workers’ subamendment, emphasizing that collective bargaining was just one form of social dialogue. She highlighted the existence of various other forms of social dialogue, ranging from information exchange to informal discussions. The aim was not to exclude collective bargaining but maintain a broad framework that encompassed these diverse forms.
- 315.** The Government Vice-Chairperson supported the Employers’ group’s reasoning and rejected the workers’ subamendment.
- 316.** The Worker adviser from the United States of America took the floor to share his experience of growing up in child labour. The transition of children from fields to schools required engaging workers in negotiations and establishing social partnerships to address the wide-ranging implications of removing children from workplaces. While other countries may have discovered alternative approaches through social dialogue, the success of workers’ organizations in eliminating child labour in his country was primarily attributed to collective bargaining.
- 317.** The Employer Vice-Chairperson emphasized that “including collective bargaining” could address workers’ concerns adequately as their intention was to consolidate all efforts, not limited to collective bargaining alone. This approach did not exclude other means of finding a solution to the challenge. Workers who were not affiliated with trade unions could also have the opportunity to participate in the fight against child labour.
- 318.** The Chairperson suggested replacing “including” with “particularly through”.
- 319.** The Employer Vice-Chairperson, remaining firm on her position, regretted that the Chairperson’s suggestion did not address her group’s concern. She proposed to delete the subparagraph, as an alternative, to reach consensus.
- 320.** The Worker Vice-Chairperson opposed the deletion of the subparagraph, highlighting its crucial role in emphasizing employers’ responsibility to eradicate child labour through collective bargaining. This approach, employed by unions, has been effective in eliminating child labour on plantations and farms by reaching workplace agreements, regardless of varying suggestions from other parties.
- 321.** The Chairperson suggested deletion of the second sentence in the subparagraph as compromise.

322. While the Employers' and Government groups agreed with the Chairperson's suggestion, the Worker Vice-Chairperson in the spirit of compromise, accepted the Employers' group's original proposal on "including, collective bargaining" as deleting the sentence would have absolved the employers of any responsibility.
323. The Employers' group's original proposal was also accepted by the Government group.
324. The subparagraph was adopted, as amended.
325. The Employer Vice-Chairperson proposed to add a new subparagraph:
- strengthening the capacity of employers and workers organizations, including through capacity building and awareness raising support as critical preventative measures. The motivation was to strengthen the capacity of employers and workers' organizations through capacity building and awareness raising support as critical preventative measures.
326. The Worker Vice-Chairperson, while noting that the subparagraph had repetition, accepted the proposed subparagraph. The Government Vice-Chairperson accepted the proposed subparagraph.
327. The Secretary-General of the Meeting proposed to alter the text for clarity:
- Strengthening employers' and workers' organizations, including through capacity building and awareness raising support as critical preventative measures
328. The suggestion was accepted.
329. The new subparagraph was adopted.

Subparagraph (k)

330. The subparagraph was adopted as drafted.

Subparagraph (l)

331. The Employer Vice-Chairperson proposed the following: delete "representative actors such as"; delete "as appropriate"; add "concerning matters that directly affect them" after "non-governmental organizations". The Employer Vice-Chairperson stated that it was important to give relevance to the leading role played by workers and employers and that there should be no confusion with the role played by other actors which could be involved when the concerning matters directly affect them. The amendment underscored the pivotal role played by workers and employers. Other actors could be involved in situations where the matters directly impacted them. The proposal was accepted.
332. The Government Vice-Chairperson suggested deleting "protection and" and adding "and child protection" after "child labourers" and "and social" after "education" for clarity.
333. The Worker Vice-Chairperson concurred with the Governments' proposal, but pointed out that the wording did not align with the legal context. She requested the Government group to provide clarification regarding their intention, specifically whether they were addressing the protection of children involved in child labour or the overall protection of children.
334. The Government Vice-Chairperson explained that the purpose was to specifically address children engaged in child labour. She emphasized that the rephrasing aimed to provide a clearer understanding of the sentence. She expressed her group's willingness to examine the suggested amendment and sought guidance from the Office.
335. The Employer Vice-Chairperson expressed a preference for the original text, as the Government group's amendment appeared to encompass the protection of children in general, which was

outside the mandate of the ILO. She supported the removal of “and” and the inclusion of “and social.”

- 336. The representative of the ITUC expressed her willingness to defer the decision to either the Government group or the Office, provided the subparagraph reflected clearly the idea of protecting all children, with a specific focus on those affected by child labour.
- 337. In response, the Government Vice-Chairperson withdrew her proposal and reverted to the original text.
- 338. The subparagraph was adopted, as amended.

Subparagraph (m)

- 339. The Government Vice-Chairperson further proposed to delete “large-scale agri-food activities”. The proposal was accepted.
- 340. The Government Vice-Chairperson further proposed to include “on plantation” after “the piece-rate pay systems” to make the provision inclusive for all kinds of enterprises. The Employer Vice-Chairperson instead proposed to delete “such as piece-rate pay systems”, as it led to a negative connotation even though the practice was nationally and internationally accepted.
- 341. The Worker Vice-Chairperson rejected the proposal. She further proposed to add “high daily quarters and non-payment of minimum living wages” after “piece-rate systems”, as not negotiating the price put additional pressure on families to draw children into child labour.
- 342. The Employer Vice-Chairperson rejected inclusion of “minimum living wage” by the Workers’ group in any provision in the guidelines. She instead proposed adding “reassessing piece-rate pay systems in agriculture and recognizing the need to warranty adequate minimum wages”. She emphasized that piece-rate systems could be beneficial in some instances, as had been endorsed in many ILO documents.
- 343. The Worker Vice-Chairperson emphasized that the concept of a living wage was enshrined in the ILO Constitution. She highlighted the distressing reality that numerous workers within the agricultural sector were earning wages that fell below the poverty line and stressed the urgent need for a minimum wage policy as a preventive measure against child labor. Further, notwithstanding reference to benefits of piece rate systems in ILO documents, from her group’s experience on large plantations, children worked with parents to meet the high daily quotas. She withdrew her amendment and accepted the Employers’ group’s proposal provided “warranty” was changed to “guarantee”. The subamended was accepted.
- 344. The subparagraph was adopted, as amended.
- 345. The Employer Vice-Chairperson proposed to add a new subparagraph: “provide access to effective remedy in line with the UN Guiding Principles and with the ILO Multinational Enterprises Declaration”. The proposal was subsequently withdrawn.

Paragraph 22

Subparagraph (a)

- 346. The Worker Vice-Chairperson proposed to add “and the supply chains” after “their operations”. The Employer Vice-Chairperson rejected the proposal as the original text was broad enough to address the Workers’ group’s concern. The Government Vice-Chairperson noted that they had originally proposed a similar amendment and could support the Workers’ group’s amendment. The proposal was withdrawn by the Workers’ group.

347. The subparagraph was adopted as drafted.

Subparagraph (b)

348. The Worker Vice-Chairperson proposed to add “Pay minimum living wages to all workers and a fair price for sourced crops” at the end of the paragraph. The Employer Vice-Chairperson rejected the proposal as “minimum wage” had not been previously agreed on a tripartite basis. Instead, “and contribute to eliminating child labour” should be added after “to prevent”, and the remaining sentence should be deleted as the state responsibility to guarantee the right to education could not be transferred on to companies. The Government Vice-Chairperson proposed to add “in coordination with governments” after “supporting”.

349. The following was agreed in the small working group:

taking proactive and effective measures to prevent and contribute to eliminating child labour, in coordination with governments, by engaging in negotiations on decent and fair wages.

New subparagraph: Promote fair pricing with commodity buyers and retailers with a view to preventing and eliminating child labour by improving wage outcomes for workers.

350. The subparagraph was adopted as amended.

Paragraph 23

Subparagraph (a)

351. The Government Vice-Chairperson proposed to replace “creating” with “raising”. The proposal was accepted. The subparagraph was adopted as amended.

Subparagraph (b)

352. The Employer Vice-Chairperson proposed to replace the subparagraph with “Developing resources and capacity to support workers in the sector”; and to add a new subparagraph:

encourage the promotion of social dialogue and other initiatives to support workers against the use of child labour in the agri-food sector.

353. The Government Vice-Chairperson proposed to add “and cooperating with relevant authorities and services on the prevention and elimination of child labour” after “production”.

354. The following was the agreed in the small working group:

Supporting efforts to eradicate child labour in agri-food production and cooperating with relevant authorities and services on the prevention and elimination of child labour.

355. The subparagraph was adopted as amended.

2.4. Promoting equality and non-discrimination

Paragraph 24

356. The Government Vice-Chairperson proposed to add “small-scale farmers” after “indigenous and tribal peoples”. The proposal was accepted.

357. The paragraph was adopted as amended.

Paragraph 25

358. The Government Vice-Chairperson suggested including unpaid agricultural work in the sentence on the burden of unpaid care and household work. However, no amendments were proposed. The paragraph was adopted as drafted.

Paragraph 26

359. The Worker Vice-Chairperson proposed to add “or areas within the countries” after “countries”. The proposal was accepted.
360. The Government Vice-Chairperson proposed the following: delete “a significantly large part of the labour force” as in some countries or regions, migrant workers did not constitute a large part of the labour force in the agri-food sector; and insert “including seasonal workers” after “plantation”. The proposal was accepted.
361. The Government Vice-Chairperson proposed to insert “bullying” after “violence”. The Employer Vice-Chairperson rejected the Governments’ proposal. The proposal was withdrawn.
362. The Worker Vice-Chairperson proposed to add the following sentence after “income and employment”:

The movement of persons, especially working women and men, is re-shaping the world of work (ILO Declaration on Social Justice for a fair Globalization, ILC 2008). In the spirit of the ILO Constitution it is embedded the need to protect the interest of workers when working in other countries other than their own and the ILO Conventions Nos 97 and 143 as well as Recommendations Nos 86 and 151 are the international standards to be applied in governance of labour migration.

363. The Government Vice-Chairperson accepted the Workers’ group’s proposal. The Employer Vice-Chairperson rejected the Workers’ group’s proposal. She requested the Office to provide improved text for “poorer to weather countries”.
364. Upon deliberation in the working group, the Workers’ group’s proposal was withdrawn, and the following text was agreed:

Labour migration is reshaping the world of work. Migrant workers, who typically move to higher income countries or areas within the countries to work in labour-intensive crop production on plantations, including as seasonal workers and in food processing, are more likely to face discrimination, violence, and harassment than other workers. They may lack the labour and social protection available to local workers. They are also less likely to know their rights or report abuse due to their immigration status or for fear of jeopardizing their income and employment. Appropriate regulatory frameworks need to be put in place to promote decent work for migrant workers.

365. The paragraph was adopted as amended.

Paragraph 27

366. The Government Vice-Chairperson proposed to add “industrial harmony” after “productivity” and “and sustainable food systems” after “food security”. The proposal on “and sustainable food systems” was accepted.
367. Both the Workers’ and Employers’ groups rejected the proposal on “industrial harmony”. The Worker Vice-Chairperson wondered whether “industrial harmony” referred to sound industrial relations in the Governments’ proposal.

368. The Government Vice-Chairperson enquired whether her colleague, who was an observer, could provide the necessary clarification. The Chairperson responded that observers were not allowed to comment as per the rules of Meeting of Experts. The proposal on “industrial harmony” was subsequently withdrawn by the Government group.
369. The chapeau was adopted as amended.

Subparagraph (a)

370. The Government Vice-Chairperson proposed replacing “enforce” with “guarantee”. The Worker Vice-Chairperson accepted the proposal. The Employer Vice-Chairperson was of the opinion that enforcement worked for regulations and guarantee for policies. The Governments’ proposal was thus legally confusing. The Government Vice-Chairperson clarified that “guarantee” was preferred because legislations could not enforce anything. The Executive Secretary suggested replacing “enforce” with “ensure” as the idea was that legislations, policies were in place to promote equality or provide access to equality. The Office’s suggestion was accepted.
371. The Worker Vice-Chairperson proposed adding “and measures to be taken to protect the reproductive health of women workers in agriculture” after “harassment”. The Government Vice-Chairperson accepted the proposal. The Employer Vice-Chairperson sought clarification from the Workers’ group on the source of their proposed amendment. The Worker Vice-Chairperson clarified that their amendment was extracted from Convention No. 184, and the Violence and Harassment Convention, 2019 (No. 190). Following the explanation, the proposal was accepted.
372. The subparagraph was adopted as amended.

Subparagraph (b)

373. The Employer Vice-Chairperson proposed to add “through the most representative organizations of employers and workers” after “consultations”. The Worker Vice-Chairperson asked whether the proposed text was in line with the international labour standards and agreed ILO documents, in particular, Recommendation No. 204, and the ILC conclusions on decent work and the social and solidarity economy, 2022.
374. The Executive Secretary confirmed that Recommendation No. 204, mentioned “most representatives of”. The representative of the International Organization of Employers (IOE) added that the proposal also reflected the ILC conclusions on decent work and the social and solidarity economy, 2022, referring to workers who may not be represented by traditional organizations.
375. The Office suggested “through the most representative employers’ and workers’ organizations” for a compromise. The suggestion was accepted.
376. The subparagraph was adopted as amended.

Subparagraph (c)

377. The subparagraph was adopted as drafted.

Subparagraph (d)

378. The subparagraph was adopted as drafted.

Subparagraph (e)

379. The subparagraph was adopted as drafted.

Subparagraph (f)

- 380.** The Employer Vice-Chairperson proposed adding “sustainable” after “inclusive” and “sustainable” after “equitable access”. The Worker Vice-Chairperson reiterated her group’s position on social protection being “universal”, in addition to being “comprehensive and sustainable”, in line with the ILC resolution concerning the second recurrent discussion on social protection (social security) in 2021. The representative of the ITUC suggested to consider all three qualifications to social protection or revert to the original text. The Employer Vice-Chairperson, while agreeing to the importance of all three qualifications to social protection, added that in this case ‘universal’ was not acceptable, as the discussion pertained gender.
- 381.** The Office, as alternative to the Employers’ group’s package proposal, suggested adding “universal, comprehensive, adequate and sustainable”, after “inclusive” and “equitable access to”. The suggestion was agreed upon in the working group.
- 382.** The subparagraph was adopted, as amended.

Subparagraph (g)

- 383.** The Worker Vice-Chairperson proposed to add “for all workers to include small-scale farmers and migrant workers” after “documents”.
- 384.** The Employer Vice-Chairperson proposed to add “effective” after “developing” and “workers” after “documents for”.
- 385.** The Government Vice-Chairperson proposed substituting “developing a system for” with “facilitating”. She further proposed inserting “all workers in the agri-food sector” instead of “small-scale farmers”. This was because countries had already established national identity document systems for all citizens, so there was no perceived urgency to create a separate system exclusively for small-scale farmers. The Employer Vice-Chairperson withdrew her proposal and accepted the Governments’ amendments provided “small-scale farmers” was retained. The subamendment was also endorsed by the Workers’ group.
- 386.** The subparagraph was adopted, as amended.

Paragraph 28

- 387.** The Employer Vice-Chairperson proposed to add “and their organizations” after “employers” and replace “particular attention to” with “should focus on”. The proposal was accepted, and the Office requested to reflect the amendment in other paragraphs as appropriate. The chapeau was adopted, as amended.

Subparagraph (a)

- 388.** The Government Vice-Chairperson proposed to delete “(such as whether they are informal or third-party contract workers)” in order to keep the provision general and allow governments the flexibility of adjusting it according to their national systems. The proposal was accepted.
- 389.** The Employer Vice-Chairperson proposed to delete “irrespective of...accommodation”.
- 390.** The Worker Vice-Chairperson proposed to add “when commuting to and from work (Article 3, Violence and Harassment Convention, 2019 (No. 190))” after “such as workers’ accommodation” for integrating gender considerations in health and safety assessments. She further proposed to add “gender-based violence and harassment in risk assessments” after “training and tools” as gender-based violence and harassment were endemic to the agriculture sector and should not be left out of safety and health assessments.

391. The Employer Vice-Chairperson rejected the Workers' group's first proposal referencing Convention No. 190 in the text of the paragraph and accepted second proposal if "including" was added before "gender-based violence". She further proposed to subamend her group's proposal in line with the Violence and Harassment Convention, 2019 (No. 190): "irrespective of their contractual status and work-related activities". The proposal was accepted.
392. The subparagraph was adopted, as amended.

Subparagraph (b)

393. The Government Vice-Chairperson proposed to add "any other status" after "migration status" and delete "or any other personal characteristic". Responding to a request for clarification from the Workers' group, she explained "other personal characteristics" in the original text was vague and "other status" was consistent with the rest of the document.
394. The Executive Secretary clarified that the text summarized the personal characteristics under the provisions on non-discrimination in Convention No. 110.
395. The Employer Vice-Chairperson rejected the Governments' proposal, concurring with the explanation by the Office.
396. The Government Vice-Chairperson withdrew her amendment but proposed adding the relevant text from Convention No. 110.
397. The Executive Secretary suggested to include "race, colour, sex, religion, political opinion, national extraction, social origin and migration status" instead of "other personal characteristics", as in Convention No. 110.
398. The suggestion was rejected by the Workers' and Employers' groups who preferred the original formulation. The Worker Vice-Chairperson further reasoned that the expounded list excluded groups such as the LGBTQI and people with disability.
399. Upon deliberation in the small working group, "sex" and "or any other personal characteristics" was deleted and the following was adopted: "ensuring that all workers, irrespective of their migration status, enjoy equal opportunities and treatment in employment and occupation, including equal pay for work of equal value."
400. The subparagraph was adopted, as amended.

Subparagraph (c)

401. The Employer Vice-Chairperson proposed to delete "including...employment" and insert "all forms of social" after "promoting".
402. Upon deliberation in the small working group, the subparagraph was deleted.

Subparagraph (d)

403. The Employer Vice-Chairperson proposed to add "within their sphere of influence" after "leadership positions". Responding to a request for clarification from the Workers' group, she explained that "sphere of influence" recognized that enterprises possessed a degree of control in specific areas where they could effectively eliminate barriers faced by women, albeit not universally. The Worker Vice-Chairperson counter proposed "in their operations" as "within their sphere of influence" was not clear. The Employer Vice-Chairperson rejected the counterproposal as it distorted the intention of the original proposal.
404. The Employers' group's proposal was accepted by both the Workers' and Government groups.

405. The subparagraph was adopted, as amended.

Subparagraph (e)

406. The subparagraph was adopted as drafted.

Subparagraph (f)

407. The Worker Vice-Chairperson proposed to add “in line with Convention No. 190, Resolution No. 206, Convention No. 184, and the ILO Code of Practice on safety and health in agriculture” at the end of the subparagraph. The Employer Vice-Chairperson rejected the proposal consistent with their position of not referencing international labour standards in the text of the guidelines, rather include them in the annexure. The Government Vice-Chairperson was flexible with the proposal. The Worker Vice-Chairperson proposed to subamend to “in line with the international labour standards”. The proposal was accepted.

408. The Employer Vice-Chairperson proposed replacing “with the active participation of” with “in consultation with”. The proposal was accepted.

409. The Government Vice-Chairperson proposed to add “in their operations and their supply chain” after “harassment”. The Employer Vice-Chairperson proposed to subamend to “in their operations”. The subamendment was accepted.

410. The subparagraph was adopted, as amended.

Subparagraph (g)

411. The subparagraph was adopted as drafted.

Subparagraph (h)

412. The subparagraph was adopted as drafted.

Paragraph 29

Subparagraph (a)

413. The subparagraph was adopted as drafted.

Subparagraph (b)

414. The subparagraph was adopted as drafted.

Subparagraph (c)

415. The Employer Vice-Chairperson proposed deleting “including equality concerns in collective bargaining agreements”. The Worker Vice-Chairperson proposed to add “and being part of the effective reporting and dispute resolution mechanism” after “procedures”. The Government Vice-Chairperson proposed replacing “engaging in the” with “support efforts aimed at”. All proposals were accepted.

416. The subparagraph was adopted, as amended.

Subparagraph (d)

417. The Worker Vice-Chairperson proposed to add “and understand and address the root causes of gender-based violence and harassment” after “trade unions” to ensure that the membership base and leadership at all levels reflected the diversity of the plantation workforce.
418. The Employer Vice-Chairperson initially felt apprehensive about the lack of clarity regarding the definition of “root causes.” However, when the Workers’ group’s proposed its removal from the proposal, they decided to retain it to maintain coherence within the proposal. The Workers’ group’s proposal was accepted.
419. The subparagraph was adopted, as amended.

2.5. Ensuring the right to a safe and healthy working environment**Paragraph 30**

420. The paragraph was adopted as drafted.

Paragraph 31

421. The Government Vice-Chairperson proposed replacing “gender” with “sex” for textual consistency. The proposal was accepted.
422. The subparagraph was adopted, as amended.

Paragraph 32

423. The paragraph was adopted as drafted.

Paragraph 33**Subparagraph (a)**

424. The Employer Vice-Chairperson proposed adding “pertinent” after “developing”. The proposal was accepted.
425. The Government Vice-Chairperson proposed adding “taking into account particularly the gender perspectives and incorporating provisions related to violence and harassment” at the end of the subparagraph. The Worker Vice-Chairperson accepted the Governments’ proposal. The Employer Vice-Chairperson initially rejected the proposal as it was covered adequately under “comprehensive”, but accepted it following the discussion in the working group.
426. The subparagraph was adopted, as amended.

Subparagraph (b)

427. The subparagraph was adopted as drafted.

Subparagraph (c)

428. The subparagraph was adopted as drafted.

Subparagraph (d)

429. The subparagraph was adopted as drafted.

Subparagraph (e)

430. The Employer Vice-Chairperson proposed replacing “establishing or reinforcing classification systems for hazardous” with “ensuring compliance with classification systems for hazardous substances”. The Chairperson gently observed that the chapter under discussion pertained to governments and that the proposed amendment may not fully align with its content. The proposal was withdrawn.
431. The subparagraph was adopted as drafted.

Subparagraph (f)

432. The Worker Vice-Chairperson proposed adding “biological hazards” after “chemicals”. The proposal was accepted.
433. The Worker Vice-Chairperson proposed replacing “their effect on” with “protect the health of workers and the environment”. The Government Vice-Chairperson was flexible on the amendment. The Employer Vice-Chairperson opposed the amendment as governments were not obligated to directly safeguard the health of workers, except through the enactment of public policies. The Executive Secretary noted that the amendment reflected the ILO Technical guidelines on biological hazards, 2022. He suggested to replace the second amendment with “their effect on the health of workers and the environment” in line with the Guidelines. The suggestion was accepted.
434. The subparagraph was adopted, as amended.

Subparagraph (g)

435. The subparagraph was adopted as drafted.

Subparagraph (h)

436. The subparagraph was adopted as drafted.

Subparagraph (i)

437. The Employer Vice-Chairperson proposed adding “access to” after “sanitary facilities”. The proposal was accepted by the other groups.
438. The Worker Vice-Chairperson proposed deleting “adequate” and including “separate and clean sanitary facilities” after “water” and “with free sanitary pads” after “sanitary facilities.” Providing separate toilets for men and women had shown to effectively decrease instances of sexual harassment, which was endemic to many plantations. Moreover, considering the high cost of sanitary pads, the amendment represented a significant aspiration for women workers.
439. The Chairperson proposed to add to the Workers’ group’s proposal “for men and women” after “facilities” for clarity.
440. The Government Vice-Chairperson was flexible on the amendment, leaning with the consensus between social partners.
441. The amendments were opposed by the Employer Vice-Chairperson as “adequate” sufficiently covered “separate and clean”. She emphasized on keeping the guidelines brief and easy to implement.
442. The Worker Vice-Chairperson suggested withdrawing the proposal concerning free sanitary pads in case it posed a significant financial burden on employers. However, she emphasized on

retaining the proposal regarding separate sanitary facilities for men and women, as it had proven to effectively reduce instances of sexual harassment within the workplace. The modified proposal was accepted by the Employers' and Government groups.

443. The subparagraph was adopted, as amended.

Subparagraph (j)

444. The subparagraph was adopted as drafted.

Subparagraph (k)

445. The Government Vice-Chairperson proposed adding “or social media platforms” after “trade press”. The Chairperson mentioned that “media” was comprehensive of all media platforms including social media. The Governments’ proposal was accepted.

446. The subparagraph was adopted, as amended.

Subparagraph (l)

447. The subparagraph was adopted as drafted.

Paragraph 34

Subparagraph (a)

448. The Government Vice-Chairperson suggested to add “taking into account the gender perspective” after “risk assessment” in (iii). The proposal was adopted.

449. The Employer Vice-Chairperson suggested to replace the sentence “with managers demonstrating commitment to the prevention of workplace accidents, injuries and diseases” at the end of the subparagraph (a), with the following sentence “including through the commitment to the prevention of workplace accidents, injuries and diseases”, and to replace “prioritized” with “encouraged” after “all levels of the enterprise”.

450. The representative of the ITUC preferred the text as originally drafted, given that it closely reflected Convention No. 184. Furthermore, it was crucial to retain “prioritized”. Prevention was a general obligation incumbent on the employers and the Occupational Safety and Health Convention, 1981 (No. 155), and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), which were recently endorsed as fundamental Conventions, also emphasized prevention culture.

451. The Employers’ group withdrew their proposal, to revert to the original text along with the Governments’ amendments.

452. The subparagraph was adopted, as amended.

Subparagraph (b)

453. The subparagraph was adopted as drafted.

Subparagraph (c)

454. The subparagraph was adopted as drafted.

Subparagraph (d)

455. The Worker Vice-Chairperson suggested to add “and safety assessments” after “conducting health surveillance”. The proposal was accepted.
456. The subparagraph was adopted, as amended.

Subparagraph (e)

457. The Employer Vice-Chairperson suggested adding “through sustainable social security” after “providing access”.
458. The Worker Vice-Chairperson opposed the proposal. It was the Employers’ group’s responsibility to provide access to approved medical practitioner for periodic medical examinations and should not be confused with social protection.
459. The Executive Secretary, following the consultation with the Social Protection Specialist from the Office, explained that “through sustainable social security” may not be appropriate in this context as the discussion pertained to the responsibility of the employers.
460. The proposal was rejected by the Government group.
461. The Employer Vice-Chairperson proposed to withdraw the initial proposal and instead add “facilitating”, as in some instances, medical practitioners were not present on the premises, and it was the employers’ responsibility to facilitate access to them.
462. The Worker Vice-Chairperson strongly rejected the proposal. The issue was not about where the medical exam was conducted but rather about the employers’ responsibility to provide for it through for example, covering workers’ expenses and maintaining a list of approved practitioners.
463. The proposal was withdrawn.
464. The subparagraph was adopted as drafted.

Subparagraph (f)

465. The subparagraph was adopted as drafted.

Subparagraph (g)

466. The subparagraph was adopted as drafted.

Subparagraph (h)

467. The Worker Vice-Chairperson suggested adding “migrant” after “casual”, to read “casual, migrant and seasonal workers”. The proposal was accepted by the Government group. The Employer Vice-Chairperson rejected the proposal as “migrant” was incongruous with the group under discussion in the subparagraph. The proposal was withdrawn.
468. The Employer Vice-Chairperson suggested to add “or through social dialogue” at the end of the subparagraph. The Worker Vice-Chairperson rejected the proposal as “social dialogue” did not fit within the theme of the subparagraph. The proposal was withdrawn.
469. The subparagraph was adopted as drafted.

Subparagraph (i)

470. The Employer Vice-Chairperson suggested to add “access to” before “food and rest camps or rest houses”.
471. The Worker Vice-Chairperson sought for a clarification on the amendment and the reference to the relevant international labour standard.
472. The Employer Vice-Chairperson explained that all labour modalities required providing access to food, but not the food itself.
473. The Executive Secretary clarified that provision reflected Article 12 of Convention No. 110. As the obligation was not applicable in every situation, “as appropriate” was added in the original text.
474. The proposal was withdrawn.
475. The Government Vice-Chairperson suggested to add “the” before “workers are provided with support” and to use the plural form when talking about sanitary “conditions”. The proposal was accepted.
476. The subparagraph was adopted, as amended.

Subparagraph (j)

477. The Employer Vice-Chairperson suggested to add at the end of the sentence the following: “The establishment of this should be adapted to the working place and, where appropriate, be replaced by agreed alternative measures through social dialogue”. The Worker Vice-Chairperson opposed this proposal as not everything that was listed in the provision could be adapted, for instance clean water. The Employer Vice-Chairperson pointed out that workers’ concern was assuaged by including “where appropriate”. The proposal accommodated certain workplace conditions that required adaptation. For example, toilet facilities in plantations may not be comparable to those found in urban buildings in terms of quality and amenities. The proposal was accepted.
478. The Government Vice-Chairperson suggested to add at the end of the sentence the following: “These measures should cover all types of workers, including third party contract workers”. The proposal was accepted by the Workers’ group. The Employer Vice-Chairperson rejected the proposal and suggesting adding “all workers” in the beginning of the paragraph as a compromise. The compromise proposal was accepted.
479. The subparagraph was adopted, as amended.

Paragraph 35**Subparagraph (a)**

480. The subparagraph was adopted as drafted.

Subparagraph (b)

481. The subparagraph was adopted as drafted.
482. The Employer Vice-Chairperson suggested to add a new subparagraph after b) to read:
- cooperating with the employer to comply with safety and health instructions and procedures, and inform line management of hazardous work situations.

483. The Worker Vice-Chairperson opposed this proposal, as it was not in line with Article 19 of Convention No. 155. The Employer Vice-Chairperson proposed to subamend to “cooperating with the employer in the field of occupational safety and health at the level of the undertaking”.
484. The Worker Vice-Chairperson proposed to subamend to “workers should raise awareness about the cooperation with employer in line with Convention No. 155” or revert to the original text. The Employer Vice-Chairperson instead suggested a modification to the original proposal by ending the sentence after “undertaking” and deleting the rest of the sentence as it concerned workers and their organizations, bringing the proposal in line with Article 19 of Convention No. 155. The proposal was accepted.
485. The new subparagraph was adopted.

► 3. Decent jobs and full and productive employment in the agri-food sector

Paragraph 36

486. The Employer Vice-Chairperson suggested to delete “socially” in the second sentence of the paragraph, to read “A environmentally and economically sustainable”, as “socially” was vague, making it difficult for the government to measure progress.
487. The Worker Vice-Chairperson preferred to retain “socially”. She refuted the employers’ reasoning and added that there were SDG indicators to measure progress on social sustainability.
488. The Government Vice-Chairperson also preferred to retain “socially” as the paragraph connected to issue of employment with the SDGs, making the inclusion of all three facets – environmental, social and economical – relevant.
489. The Employer Vice-Chairperson proposed, as an alternative, to delete “socially, environmentally and economically” and retain “sustainable”, encapsulating the SDGs.
490. The proposal was rejected by the other two groups and eventually withdrawn.
491. The Worker Vice-Chairperson proposed to insert “full and productive employment and freely chosen” before “decent work”. The proposal was accepted.
492. The paragraph was adopted, as amended.

3.1. Sustainable enterprise development

Paragraph 37

493. The Employer Vice-Chairperson proposed the following: add “strengthening institutions, good governance and rule of law” after “create an enabling business environment”; and “human, financial and natural resources are combined equitably and efficiently in order to achieve innovation and enhanced productivity” after “in a manner that” and delete “environmental” before “sustainability” at the end of the paragraph. The proposal was accepted.
494. The paragraph was adopted, as amended.

3.1.1. An enabling business environment

Paragraph 38

495. The Employer Vice-Chairperson suggested to add “and competitiveness” after “can help raise productivity” as good working conditions could not be ensured by employers without competitiveness.
496. The Government Vice-Chairperson was flexible on the amendment. The Worker Vice-Chairperson initially rejected the proposal, highlighting the ILC conclusions on decent work and the social and solidarity economy, 2022, where it was agreed that competitiveness was not always the goal. However, the proposal was accepted.
497. The paragraph was adopted, as amended.

Paragraph 39

498. The Employer Vice-Chairperson suggested to add “micro” before “small and medium sized enterprises”; and to delete “in lending markets and in land and property rights”. Both the Workers’ and Government groups accepted the insertion of “micro” but rejected the proposed deletion. The proposal for deletion was withdrawn by the Employers’ group.
499. The Worker Vice-Chairperson suggested to delete the last sentence “The development of an inclusive legal framework for business development and the establishment of mechanisms to prevent and address all forms of discriminatory behaviour in lending markets and in land and property rights should also be prioritized.”
500. The Government Vice-Chairperson suggested to add a sentence after “should receive particular attention”, as follows: “Attention should also be given to the social and solidarity economy organizations, in accordance with the 2022 International Labour Conference conclusions concerning decent work and the social and solidarity economy”. The Worker Vice-Chairperson accepted the proposal and withdrew their own proposal. The Employer Vice-Chairperson also accepted the proposal.
501. The Government Vice-Chairperson suggested to add a sentence at the end of the paragraph: “in harmony with the social and environmental position, and with respect for the collective rights to land of ethnic communities and peoples, in line with national legislation”. While the Workers’ group accepted the proposal, it was opposed by the Employers’ group. The proposal was withdrawn.
502. The paragraph was adopted, as amended.

Paragraph 40

503. The Employer Vice-Chairperson suggested to add the following sentence to the chapeau of the paragraph: “in close collaboration with employers’ organizations”.
504. The Government Vice-Chairperson proposed to replace “close collaboration” with “consultation” in the Employers’ group’s proposal.
505. The Worker Vice-Chairperson proposed to insert “workers organizations” in addition to the Employers’ group’s proposal in the chapeau for consistency.
506. The Employer Vice-Chairperson rejected the Workers’ group’s proposal as the paragraph solely concerned employers’ organizations, discussing an enabling environment for promotion of business.

507. The representative of the ITUC clarified that some of their members were self-employed and registered as micro-enterprises, for instance, the Self-employed Women's Association (SEWA) in India and would therefore be affected by the incumbent provision.
508. The Chairperson suggested to include "as appropriate" to compromise. The Government Vice-Chairperson supported the inclusion of "as appropriate". The Worker Vice-Chairperson, concurring with the Chairperson's suggestion, noted that the provision also concerned just transition and decent work, which was as relevant to workers as for employers. She further proposed "in consultation with social partners as appropriate" could address both the groups' concerns.
509. The representative of the ITUC added that enterprises could not be sustainable if labour standards were not upheld. She suggested in the spirit of compromise "in consultation with employers' and/or workers' organizations, as appropriate". The suggestion was accepted.
510. The chapeau was adopted, as amended.

Subparagraph (a)

511. The Worker Vice-Chairperson suggested to add, after "constraints to sustainable", the following sentence: "small and vulnerable farmers especially women-run economic units and".
512. The Employer Vice-Chairperson rejected the proposal and instead added the following sentence after "enterprise development": "including high levels of informality, corruption, adapted administrative procedures and addressing the underlying causes of these".
513. The Government Vice-Chairperson was flexible on the amendments proposed but preferred the original text.
514. The Executive Secretary emphasized that the subparagraph addressed limitations to sustainable enterprise development, which also held relevance for farmers. Hence, it was proposed to combine the workers and Employers' group's proposals and incorporate this information into the Employers' group's suggestion concerning constraints and challenges for enterprise development as follows: "including high levels of informality, corruption, adapted administrative procedures and addressing the underlying causes of these and challenges faced by small and vulnerable farmers especially women run economic units". The proposal was accepted.
515. The subparagraph was adopted, as amended.

Subparagraph (b)

516. The Employer Vice-Chairperson suggested to replace the subparagraph text with the following: "developing and enabling environment for sustainable enterprises and boost their sustainability and competitiveness. This requires adapted administrative procedures and sanitary inspections to promote food security, facilitate trade, reduce cost, and mitigate production risks." The proposal was withdrawn upon consideration in the small working group.
517. The subparagraph was adopted, as drafted.
518. The Government Vice-Chairperson suggested to add a new subparagraph after b), to read as follows: "formulating and implementing policies aimed at promoting responsible business conduct". The proposal was approved.
519. The new subparagraph was adopted.

Subparagraph (c)

520. The subparagraph was adopted, as drafted.

Subparagraph (d)

521. The subparagraph was adopted, as drafted.

Subparagraph (e)

522. The Employer Vice-Chairperson suggested to add after “agri-food” the following: “sector, in particular entrepreneurs and micro-, small- and medium-sized enterprises.” The proposal was approved.

523. The subparagraph was adopted, as amended.

Subparagraph (f)

524. The subparagraph was adopted, as drafted.

Subparagraph (g)

525. The subparagraph was adopted, as drafted.

526. The Employer Vice-Chairperson suggested to add a new subparagraph as follows “fostering social dialogue and consulting with social partners to promote an enabling environment for sustainable enterprises in the agri-food sector.” The proposal was withdrawn upon consideration in the small working group.

Paragraph 41**Subparagraph (a)**

527. The Worker Vice-Chairperson suggested to add “responsible” between “promote enabling” and “business environments”; and to add at the end of the sentence the following: “in line with the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) and the UN Guiding Principles on Business and Human Rights”.

528. The Employer Vice-Chairperson pointed out that “responsible business environments” was not a terminology used in the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) and the UN Guiding Principles on Business and Human Rights. Upon this explanation, the Workers’ group withdrew their amendment to insert “responsible”.

529. The representative of the IOE, opposing the second amendment, stated that the mentioned instruments did not concern “responsible business environments”.

530. The Worker Vice-Chairperson was firm on her proposal.

531. The Executive Secretary suggested amending the proposal to “business environment and responsible business conduct” to justify the reference to the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) and the UN Guiding Principles on Business and Human Rights. While the Workers’ and Government groups concurred with the suggestion, the Employers’ group opposed it as “responsible business environment” and “responsible business conduct” were two separate issues.

532. The proposal was withdrawn by the Workers’ group upon consideration in the small working group.

533. The subparagraph was adopted, as drafted.

Subparagraph (b)

534. The subparagraph was adopted, as drafted.

Subparagraph (c)

535. The Employer Vice-Chairperson suggested to delete the subparagraph, as the issue had been addressed in paragraph 12.

536. In response, the Worker Vice-Chairperson proposed adding a new subparagraph in line with Article 17 of the ILC conclusions, concerning the promotion of sustainable enterprises, 2007. However, they agreed not to insist on this addition, recognizing that the original text adequately addressed the matter if the employers withdrew their proposal for deletion.

537. The Employers' group's proposal for deletion was withdrawn.

538. The subparagraph was adopted, as drafted.

3.1.2. Business development services

Paragraph 42

539. The Worker Vice-Chairperson suggested to delete "and addressing market failures"; to add – after ", local entrepreneurs and individuals, as well as" – the following: "all entities that fall within the social and solidarity economy", and to delete "group enterprises and cooperatives", in line with the ILC Conclusions, concerning the promotion of sustainable enterprises, 2007. The representative of the ITUC added that even though the ILC conclusions, concerning the promotion of sustainable enterprises, 2007 extensively discussed labour rights, the current section failed to include workers, which would be remedied through her group's amendments.

540. The Employer Vice-Chairperson rejected the first deletion and accepted the insertion of "all entities that fall within the social and solidarity economy" as long as "group enterprises and cooperatives" was also retained.

541. The Worker Vice-Chairperson pointed at the lack of clarity regarding market failures and their beneficiaries. While a multinational corporation may face challenges when trying to enter the local market, addressing this concern would inevitably lead to the displacement of local producers from the market.

542. The Employer Vice-Chairperson sought clarification from the Office on who are these market failures were directed at. She further proposed to subamend the Workers' group's proposal by adding "group enterprises and cooperatives" ahead of "all entities that fall within the social and solidarity economy".

543. The Executive Secretary explained that market failures could include negative externalities, monopolies, inefficiencies in production and allocation, relevance, incomplete information, and inequalities, among others.

544. The Government Vice-Chairperson rejected the first deletion by the Workers' groups and accepted the subamendment proposed by the Employers' group.

545. In the absence of support from the other two groups, the proposal for deletion was withdrawn and Employers' group's subamendment was accepted by the Workers' group.

546. The paragraph was adopted, as amended.

Paragraph 43

- 547. The Employer Vice-Chairperson suggested to add “including in coordination with employers’ organizations” at the end of the chapeau.
- 548. The Worker Vice-Chairperson proposed to insert “workers organizations” in addition to the Employers’ group’s proposal in the chapeau for consistency.
- 549. The Government Vice-Chairperson was flexible with the amendments if “close collaboration” was replaced with “consultation”.
- 550. The Employer Vice-Chairperson rejected the Workers’ group’s proposal as the paragraph solely concerned providing support to companies to harness the potential of business development services, deeming consultation with workers’ organizations unnecessary.
- 551. The representative of the ITUC stressed that the provision was relevant for workers as well as it concerned public policy for creating an enabling environment and sustainable enterprises. When a government formulated a public policy that could potentially affect workers, engaging in consultations with workers’ organizations was crucial. Furthermore, the proposal concerned micro and small enterprises, of which several people from her group were members. Subparagraph (a) additionally specifically mentioned “enterprises and their workers”, establishing the relevance of the paragraph to workers and workers’ organizations. She proposed to include “and/or workers’ organizations as appropriate” as in chapeau in previous sections.
- 552. The Executive Secretary suggested “in close coordination with employers’ organizations and consultation with workers organizations, as appropriate.”
- 553. The Government Vice-Chairperson objected to retention of “close collaboration”.
- 554. The Employer Vice-Chairperson rejected the alternative proposals since this particular paragraph focused exclusively on enterprises, unlike the preceding sections. The inclusion of workers’ organizations was not aligned with the paragraph’s current subject matter, which did not concern policy development.
- 555. The Worker Vice-Chairperson suggested “as applicable” as an alternative.
- 556. The Employer Vice-Chairperson preferred the original text.
- 557. In absence of consensus, the proposals were withdrawn by both the Workers’ and Employers’ groups.
- 558. The chapeau was adopted, as drafted.

Subparagraph (a)

- 559. The subparagraph was adopted, as drafted.

Subparagraph (b)

- 560. The subparagraph was adopted, as drafted.

3.2. Ensuring equitable access to financial services**Paragraph 44**

- 561. The Employer Vice-Chairperson proposed to add “all those who work in the agri-food sector, including farmers as applicable” after the word “protecting” and deleting “farmers”. The Worker Vice-Chairperson subamended it to adding “all agri-food workers and farmers” and deleting “as

applicable". The Government Vice-Chairperson was flexible with the proposal and the subamendment. The proposal was withdrawn.

562. The paragraph was adopted, as drafted.

Paragraph 45

563. The paragraph was adopted, as drafted.

Paragraph 46

564. The Employer Vice-Chairperson proposed to add to the chapeau "in consultation with social partners, where applicable" after "governments". The Worker Vice-Chairperson subamended it by deleting "as applicable". The subamendment was accepted.

565. The chapeau was adopted, as amended.

Subparagraph (a)

566. The Employer Vice-Chairperson proposed to add "removing barriers to access to credit, in particular for micro, small and medium sized enterprises, and effectively addressing discrimination" after "(see sections...this chapter)". The Worker Vice-Chairperson subamended it as "facilitating access to credit, in particular for micro, small and medium sized enterprises, and effectively addressing discrimination" as "removing barriers" was unclear. The subamendment was accepted.

567. The subparagraph was adopted, as amended.

Subparagraph (b)

568. The subparagraph was adopted, as drafted.

Subparagraph (c)

569. The Worker Vice-Chairperson proposed to add "women farmers" after "for young farmers". On the Employer Vice-Chairperson suggestion, the proposal was simplified as "young and women farmers" and accepted by all groups.

570. The subparagraph was adopted, as amended.

Subparagraph (d)

571. The Worker Vice-Chairperson proposed an amendment in subparagraph (d) to delete the sentences after "improved earnings".

572. The Employer Vice-Chairperson sought a clarification on the proposal as statistical data collection could be an international obligation on businesses. For example, the European Union had imposed statutory due diligence obligations on businesses to collect statistical data.

573. The Worker Vice-Chairperson explained that her group's concern was regarding protection of personal data.

574. The Executive Secretary noted that the sentence presented practical examples of methods to enhance agricultural insurance. For instance, the utilization of satellite technology to procure statistical information on rainfall could assist farmers in mitigating weather-related shocks. The provision did not concern handling of personal data.

- 575.** In light of the clarification by the Office, the Worker Vice-Chairperson proposed to delete “for example” from the subparagraph. The Government Vice-Chairperson agreed to the deletion. The Employer Vice-Chairperson expressed a preference for the original text, citing the comprehensive coverage of personal data protection in ILO instruments. It was emphasized that the discussion at hand pertained to statistical data rather than personal data. Furthermore, the inclusion of the phrase “for example” was important, considering there could be many potential examples beyond those included in the text.
- 576.** The Worker Vice-Chairperson proposed to add an additional sentence, ‘with a protection of personal data’ as to ensure protection to personal data.
- 577.** The Office suggested adding “while ensuring personal data protection” after “remote areas”. The Employer Vice-Chairperson accepted the Office’s suggestion provided “according to national laws and regulations” was added at the end. The Worker Vice-Chairperson refuted the Employers’ group’s subamendment as satellites were not about national laws. The Government Vice-Chairperson accepted the subamendment, clarifying that national laws would refer to personal data protection and not satellites in this case.
- 578.** The Office further suggested moving the proposed amendments to after “provide statistical data” to read: “This objective may be facilitated by the use of satellite technology and other remote-sensing mechanisms to provide statistical data, while ensuring personal data protection according to national laws and regulations”. The suggestion was accepted by all groups.
- 579.** The subparagraph was adopted, as amended.

3.3. Improving access to markets

Paragraph 47

- 580.** The Employer Vice-Chairperson proposed the following amendments: add “the lack of an enabling environment for sustainable business” after “selling their produce”; add “lack of Internet connectivity and access to technology, high” after “remote locations”; add “due to the lack of adequate infrastructure, such as roads and” after “transportation costs”; delete “inadequate”; add “these challenges” after “due to”; and add “promote formalization” after “agricultural productivity”.
- 581.** The Worker Vice-Chairperson accepted the package proposal provided “business” was replaced with “enterprises” and “of workers and economic units” was added after “formalization”. The Government group accepted the proposal and the subamendments.
- 582.** The Employer Vice-Chairperson, while accepting the first subamendment, rejected the inclusion of “of workers and economic units” as including it in the introductory paragraph would limit the scope of formalizations only to workers as opposed to economy in general.
- 583.** The Head of Unit recommended using the language from Recommendation No. 204: “enable the transition for workers from the informal to the formal economy” instead of “promote formalization” as proposed by the Employers’ group. The suggestion was accepted by all groups.
- 584.** The paragraph was adopted, as amended.

Paragraph 48

- 585.** The Employer Vice-Chairperson proposed to add in the chapeau “in close consultation with employer’s organizations”.
- 586.** The Worker Vice-Chairperson proposed to insert “workers organizations” in addition to the Employers’ group’s proposal in the chapeau for consistency.

587. The Government Vice-Chairperson was flexible with the amendments if “close collaboration” was replaced with “consultation”.
588. The Employer Vice-Chairperson rejected the Workers’ group’s proposal as the paragraph solely concerned enterprises. The representative of the ITUC stressed that the provision was relevant for workers and enterprises, for instance, in case of contract farming and self-employed farmers who came under the ILO definition of “rural workers”. The Employer Vice-Chairperson proposed to include “as appropriate” after “employers’ and workers’ organizations” as a compromise. The proposal was accepted.
589. The chapeau was adopted as amended.

Subparagraph (a)

590. The Worker Vice-Chairperson proposed to add “social and solidarity economic entities” after “environment for”. On the Employer Vice-Chairperson’s suggestion, the proposed text was moved after “enterprises” and accepted by all.
591. The subparagraph was adopted, as amended.

Subparagraph (b)

592. The Worker Vice-Chairperson proposed the following: add “protecting farmers by promoting fair contract farming”; replace “when” with “which”, add “in compliance with labour standards to promote decent work” after “well-regulated”; and delete “as well as compliance with labour standards”.
593. The Government Vice-Chairperson was flexible with the amendment. The Employer Vice-Chairperson preferred the original text as commercial contracted were excluded from the ILO’s mandate. She added that her could accept a compromise in this paragraph if the group’s proposal regarding the compliance of global supply chains was included in paragraph 63(h) as a new subparagraph.
594. The representative of the ITUC clarified that contract farming affected the social life of the farmers, in addition to their economic conditions. Contract farming should be fair and include economic and social costs of crops. She proposed deletion of the incumbent subparagraph and a subamendment to the package proposal by deleting “promoting contract farming which when well regulated”. If the proposal for deletion was accepted, her group could accept the Employers’ group’s proposal in paragraph 63(h). The alternate proposal was rejected by the Government and Employers’ groups.
595. The Employer Vice-Chairperson rejected the subamendment and counter-proposed “ensuring well-regulated contract farming”. The representative of the ITUC preferred “adequately regulating contract farming.” The Employers’ group’s counterproposal was accepted.
596. The subparagraph was adopted, as amended.

Subparagraph (c)

597. The Worker Vice-Chairperson proposed to add “independent cooperatives in line with 193 of cooperatives” after “participate in”.
598. The Employer Vice-Chairperson sought clarification from the Office regarding the interpretation of the term “independent” and its alignment with the Promotion of Cooperatives Recommendation, 2002 (No. 193). She indicated that if the proposal replicated the text from Recommendation No. 193, she would reject it as it had been included in the text.

- 599. The Executive Secretary clarified that the “independent” referred to the autonomy of cooperatives and the proposal was in line with Recommendation No. 193.
- 600. The Government Vice-Chairperson accepted the proposal, as it was in line with Recommendation No. 193.
- 601. The Employer Vice-Chairperson rejected the inclusion of “independent”. While she was flexible with the remaining proposal considering it aligned with Recommendation No. 193, she preferred the original formulation.
- 602. The Workers’ group withdrew their proposal.
- 603. The subparagraph was adopted as drafted.

Subparagraph (d)

- 604. The subparagraph was adopted, as drafted.

Subparagraph (e)

- 605. The Employer Vice-Chairperson proposed to add “providing access to technology and”. On the Government Vice-Chairperson’s suggestion, the proposed text was moved after “technology transfer” and “providing” was substituted with “facilitating”. It was accepted by all.
- 606. The subparagraph was adopted, as drafted.

Subparagraph (f)

- 607. The Worker Vice-Chairperson proposed to add “prioritizing procurement, processing, and distribution by local communities to ensure local food and livelihood security” after “access by”.
- 608. The Employer Vice-Chairperson sought clarification from the Workers’ group on who was being referred to by “procurement”. She preferred the original text.
- 609. The Worker Vice-Chairperson clarified that the proposal referred to public procurement from local producers.
- 610. The Employer Vice-Chairperson proposed a subamendment: add “public” before procurement, delete “by local communities”; delete “and livelihood security” and add “for example” after “access by”.
- 611. The Government Vice-Chairperson proposed to subamend by changing “prioritizing” to “encouraging” as it ‘prioritizing’ was too strong and deleting “local” before “food”.
- 612. Upon deliberation in the small working group, the following was adopted: “for example, encouraging public procurement, processing, and distribution by local communities to contribute to local food and livelihood security”.
- 613. The subparagraph was adopted, as amended.

3.4. Investing in infrastructure

Paragraph 49

- 614. The paragraph was adopted as drafted.

Paragraph 50

615. The Employer Vice-Chairperson proposed the following amendments to the chapeau: after “local communities”, begin a new paragraph starting with “governments, in the development of infrastructure projects should consider” and delete “infrastructure projects should aim at”.
616. The Government Vice-Chairperson proposed to amend the Employers’ group’s proposal as “in the development of infrastructure projects should consider, governments in consultation with employers’ organizations and other organizations as appropriate”.
617. The Worker Vice-Chairperson preferred the original formulation. Additionally, she drew the attention of the Government group to the responsibility on governments to provide infrastructure facilities, such as irrigation systems and sanitation facilities, to workers in the proposal – a responsibility traditionally assigned to employers.
618. Upon deliberation in the small working group, the proposal was withdrawn.
619. The chapeau was adopted as drafted.

Subparagraphs (a) to (f)

620. The subparagraphs were adopted as drafted.

3.5. Improving access to new technologies

Paragraph 51

621. The Employer Vice-Chairperson proposed to insert “micro” after “smallholders and” and delete “and advancing a just transition” in the last line. The Worker Vice-Chairperson accepted the insertion of “micro” but rejected the rest of the proposal preferring the original formulation.
622. The Government Vice-Chairperson accepted the insertion of “micro” and sought explanation from the Employers’ group on their proposal for deletion. The Employer Vice-Chairperson explained that the deletion was intended to keep the text brief as the guidelines extensively covered just transition. She however withdrew her proposal for the lack of consensus.
623. The paragraph was adopted as amended.

Paragraph 52

624. The Employer Vice-Chairperson proposed to amend the chapeau by adding “in consultation with close coordination with the most representative employers’ and workers’ organizations” at the end. The Government Vice-Chairperson proposed to subamend by deleting “with close coordination”. The proposal was accepted.
625. The chapeau was adopted, as amended.

Subparagraph (a)

626. The Government Vice-Chairperson proposed to insert “while considering their impacts on the environment” after “in the sector”. The proposal was accepted.
627. The subparagraph was adopted as drafted.

Subparagraph (b)

628. The subparagraph was adopted as drafted.

Subparagraph (c)

629. The Government Vice-Chairperson proposed to insert “protecting the right to education and” at the beginning. The proposal was accepted.
630. The subparagraph was adopted as amended.

Subparagraph (d)

631. The subparagraph was adopted as drafted.

3.6. Promoting skills and lifelong learning**Paragraph 53**

632. The paragraph was adopted as drafted.

Paragraph 54

633. The paragraph was adopted as drafted.

Paragraph 55

634. The Employer Vice-Chairperson proposed to amend the chapeau by including “governments should consider in consultation with the most representative employers’ and workers’ organizations”. The proposal was accepted.
635. The chapeau was adopted as amended.

Subparagraphs (a) to (d)

636. The subparagraphs were adopted as drafted.

Subparagraph (e)

637. The Worker Vice-Chairperson proposed to delete “where applicable” and insert “for girls and boys” after “education”.
638. The Employer Vice-Chairperson asked the Workers’ group to explain the reason behind their proposal. She also asked the Office whether Right to Education was a fundamental right.
639. The Worker Vice-Chairperson clarified that “as applicable” was incorrect in the context as every child on the planet had a right to education. By incorporating the term “girls and boys,” it guaranteed that female children would not be denied access to school in situations where parents had to make a choice due to limited resources.
640. The Chairperson reminded the meeting that the guidelines were aspirational in nature.
641. The Executive Secretary called attention to target 4.1 of the SDGs: “By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcome.” He also highlighted the Universal Declaration on Human Rights that called for “free education”. He clarified that “where applicable” was included in the context of early childhood education and not the right to education and suggested reframing the subparagraph as “as well as where applicable to early childhood education”, for clarity. The Office’s suggestion was accepted.
642. The Employer Vice-Chairperson rejected the Workers’ group’s proposal on inserting “girls and boys” as the paragraph also concerned lifelong learning, which was applicable to all young people.

643. The Worker Vice-Chairperson further emphasized the importance of ensuring access to education as a means to eradicate of child labour. Once children were removed from child labour, it became imperative to provide them with a suitable alternative, namely, schools.
644. The Government Vice-Chairperson, while acknowledging the Workers' group's rationale, which reflected with the reality in several countries, particularly in rural regions, of prioritizing boys' education due to limited resources, deemed the inclusion of "girls and boys" as superfluous, as education was a fundamental right for all children. She was however flexible on the proposal, siding with the consensus between social partners.
645. The Chairperson proposed "for all" instead of "boys and girls". The Employer Vice-Chairperson was flexible but preferred the original text as "for all" was redundant considering all children had the right to education. The Worker Vice-Chairperson emphasized on including "for all" as eradicating child labour also included ensuring that girls were not drawn into domestic child labour, at the cost of education. The Chairperson's suggestion was accepted by all.
646. The subparagraph was adopted, as amended.

Subparagraphs (f) to (i)

647. The subparagraphs were adopted as drafted.

Subparagraph (j)

648. The Government Vice-Chairperson proposed adding "including traditional knowledge" after "learning" and "and regional" after "level". Across various countries, farmers possessed their own traditional systems, such as the traditional irrigation systems in Algeria, Indonesia, and Columbia. These traditional systems had gained international recognition and had been acknowledged by UNESCO. Furthermore, it was crucial to acknowledge regional agreements, for example, the common recognition for learning systems in ASEAN and the African Union. The proposal was accepted.
649. The subparagraph was adopted, as amended.

Subparagraph (k)

650. The subparagraph was adopted as drafted.

Subparagraph (l)

651. The Worker Vice-Chairperson proposed substituting "agripreneurship" with "entrepreneurship" consistently across the text of the Guidelines. The representative of the ITUC further sought clarification from the Office as "agripreneur" did not appear in normative documents of the ILO, for instance, the recommendation on cooperatives. The Executive Secretary clarified that though "agripreneur" did not appear in the Oxford dictionary, it was a commonly used term across the UN System, especially in the context of the UN Food System Summit and related processes to refer to entrepreneurs in the agriculture sector. The Workers' group's proposal was accepted.
652. The subparagraph was adopted, as amended.
653. The Employer Vice-Chairperson proposed a new subparagraph as follows:
- Promoting formalization as key prerequisite to help ensure effective and equitable access to skills, training and lifelong learning for all.
654. The Worker Vice-Chairperson proposed to subamend by deleting "prerequisites" and adding "is crucial" after "formalization". The Government Vice-Chairperson concurred with the deletion of

“prerequisites” but firmly rejected “is crucial” as formalization was only one aspect of access to skills. The Employer Vice-Chairperson preferred the original proposal or the Workers’ group’s subamendment which reflected Recommendation No. 204, on training and the ILC Resolution concerning skills and lifelong learning in 2021 on skills and lifelong learning. She however accepted the Government group’s position for consensus. The new subparagraph was adopted.

655. The Employer Vice-Chairperson proposed another new subparagraph as follows:

Reinforce governance with permanent participation of stakeholders including social partners at local, regional and national levels, commit business to take some ownership in the education and training strategies.

656. The Worker Vice-Chairperson rejected the new subparagraph as it was unclear. The Employer Vice-Chairperson, on the Governments’ request, clarified that the new subparagraph addressed the need for the governments to communicate with businesses and assess the skills in demand. While maintaining that the subparagraph was important, she withdrew it in the spirit of compromise.

Paragraph 56

Subparagraphs (a) and (b)

657. The subparagraphs were adopted as drafted.

Paragraph 57

Subparagraph (a)

658. The Government Vice-Chairperson proposed to insert “and in agri-food processing enterprises” after “plantations”. The proposal was accepted.

659. The subparagraph was adopted, as amended.

Subparagraphs (b) and (c)

660. The subparagraphs were adopted as drafted.

3.7. Decent jobs for youth

Paragraph 58

661. The paragraph was adopted as drafted.

Paragraph 59

662. The Employer Vice-Chairperson proposed to amend the chapeau by adding “government, through social dialogue should give” after “employment” and delete “should be given”. The proposal was accepted.

663. The Worker Vice-Chairperson proposed to add “gender sensitive” after “designing”.

664. The Government Vice-Chairperson proposed to delete “of millions” and insert “taking into consideration a gender perspective” after “food systems”.

665. The Employer Vice-Chairperson accepted the deletion of “of millions” by the Government group. She initially rejected both the Government and Workers’ groups’ proposal on gender as the theme

had already been extensively covered in subparagraph (a), along with the reference to the necessary instruments but agreed with the Governments' proposal to achieve consensus.

- 666. The Worker Vice-Chairperson accepted the Governments' proposals and withdrew her group's amendment on gender.
- 667. The chapeau was adopted as amended.
- 668. The representative of the ITUC sought a clarification from the Office on whether a reference to the forthcoming 2023 ILC discussions on skills and lifelong learning could be included in the annex as the guidelines were likely to be adopted in November 2023, by when the ILC would have concluded. This document could be a useful reference for implementation of the Guidelines in the future as currently the guidelines addressed "apprenticeships" without referencing a specific normative framework.
- 669. The Employer Vice-Chairperson firmly rejected inclusion of any forthcoming documents in the guidelines, irrespective of whether it was legally permissible. The Government Vice-Chairperson shared this perspective, citing uncertainty regarding the ILC's potential conclusions on the matter in the future.

Subparagraphs (a) and (b)

- 670. The subparagraphs were adopted as drafted.

Subparagraph (c)

- 671. The Government Vice-Chairperson proposed to add "environmentally sustainable" after "food processing". The proposal was accepted.
- 672. The subparagraph was adopted, as amended.
- 673. The Government Vice-Chairperson proposed to add a new subparagraph as follows:

encouraging the establishment of business incubators and accelerators as well as investment in agricultural research centres
- 674. The Employer Vice-Chairperson proposed subamending by inserting "in collaboration with the private sector" at the end of the new subparagraph, as it was also important to consult businesses individually, beyond employers' organizations on establishing incubators and accelerators.
- 675. The Worker Vice-Chairperson rejected the subamendment as collaboration with the private sector was included in the reference to social dialogue in the chapeau.
- 676. The Government Vice-Chairperson withdrew the new subparagraph for the lack of consensus.

Subparagraph (d)

- 677. The Worker Vice-Chairperson proposed to insert "and training" after "wage". The Employer Vice-Chairperson accepted the proposal provided "public" was added before "subsidies". The Government Vice-Chairperson accepted the Workers' group's proposal but rejected the Employers' group's subamendment. Upon deliberation in the small working group, the proposals were withdrawn, and the parties agreed to insert "training" before "employment".
- 678. The subparagraph was adopted, as amended.

Subparagraph (e)

- 679.** The Worker Vice-Chairperson and the Government Vice-Chairperson proposed replace “private sector” with “labour markets”. The proposal was accepted.
- 680.** The Government Vice-Chairperson proposed to add “developing a dual approach”. before “combining”. The proposal was accepted along with the Employers’ group’s suggestion of including “through” after “approach”.
- 681.** The subparagraph was adopted, as amended.

Subparagraph (f)

- 682.** The Worker Vice-Chairperson proposed to insert “and social and solidarity economy entities” after “entrepreneurship”. The Employer Vice-Chairperson proposed to include “and the development of” before “and social and solidarity economy entities” and substitute “agripreneurs” with “entrepreneurs”. The proposals were accepted. The subparagraph was adopted, as amended.

Subparagraph (g)

- 683.** The paragraph was adopted as drafted.

Subparagraph (h)

- 684.** The Worker Vice-Chairperson proposed to delete “rural”. The Government Vice-Chairperson proposed to add “and technological” after “cultural”. The Chairperson suggested “social, cultural and technological infrastructure in rural areas” instead for clarity, combining both the proposals. The Employer Vice-Chairperson proposed to include “in particular” before “rural areas”. The proposals were accepted.
- 685.** The subparagraph was adopted, as amended.

Subparagraphs (i) to (l)

- 686.** The subparagraphs were adopted as drafted.

Subparagraph (m)

- 687.** The Worker Vice-Chairperson proposed to substitute “contained” with “enshrined”.
- 688.** The Employer Vice-Chairperson proposed to address the rights as a package rather than listing them out by inserting “fundamental principles and rights at work enshrined in international labour standards” after “understanding of” and deleting the rest of the subparagraph.
- 689.** Upon the request of the groups, the Office suggested the following:
- Enabling young people to increase their knowledge and understanding of their rights at work enshrined in the Conventions recognized (or identified) as fundamental in the 1998 ILO Declaration on Fundamental Principles and Rights at Work, as amended in 2022, and in other relevant international labour standards.
- 690.** The Office’s proposal was accepted.
- 691.** The subparagraph was adopted, as amended.

3.8. Promoting formalization

Paragraph 60

692. The paragraph was adopted as drafted.

Paragraph 61

- 693.** The Worker Vice-Chairperson proposed the following: insert “undeclared work subcontracting practices, barriers for workers to access the right to freedom of association and bargain collectively” after “such as”; “or lack of” after “inefficient” and “in rural areas” after “institutions”.
- 694.** The Government Vice-Chairperson accepted the first and the third proposal and enquired if “or lack of” referred to missing public institutions. The Employer Vice-Chairperson rejected the first amendment as it stigmatized a category of contracting that did not necessarily lead to informality.
- 695.** The Worker Vice-Chairperson clarified that the intention of the first subamendment was not to stigmatize subcontracting, rather highlight the reality of the sector where subcontractors could hire undeclared workers and drive informality. Furthermore, “or lack of” referred to the lack of public institutions in rural areas. She recalled Recommendation No. 204 to emphasize on the importance of her group’s amendment.
- 696.** The Executive Secretary explained that the first part of the paragraph discussed the drivers of informality, while the suggestion from the Workers’ group pertained to who the drivers were applicable to. He suggested including more drivers, in addition to “inefficient public institutions” in the text for clarity.
- 697.** The Worker Vice-Chairperson recalled the necessity to address the issue of undeclared workers engaged in formal enterprises, which also affected the workers’ right to freedom of association and collective bargaining as well as access to social protection. Only 10 to 20 per cent of the workers on plantations were formal.
- 698.** The Employer Vice-Chairperson stressed that the paragraph did not pertain to workers concern, as explained by the Office. Workers concerns were adequately addressed in the following paragraph 63, which also referred to Recommendation No. 204.
- 699.** The Government Vice-Chairperson proposed subamending “or lack of” to “limited presence”. She also suggested including a reference to Recommendation No. 204 for consensus.
- 700.** The Worker Vice-Chairperson objected to the Employers’ group’s reasoning as the incumbent paragraph directly related to the drivers of informality, while paragraph 63 was about transition to formality. It was not possible to transition without addressing the drivers of informality. She suggested sub-amending to “barriers for workers to access the right to freedom of association and bargain collectively”. The proposal was rejected.
- 701.** The Employer Vice-Chairperson proposed to add “corruption, poverty, lack of good governance and rule of law as well as the absence of effective and sustainable social protection” after “institutions”.
- 702.** The Worker Vice-Chairperson rejected the proposal, suggesting that all objectives of social protection should be included in the text.
- 703.** The Government Vice-Chairperson rejected the proposal, while being open to more general language with respect to challenges to formalization in rural areas.
- 704.** In the absence of consensus over the proposed amendments, the original text was adopted.

705. The paragraph was adopted as drafted.

Paragraph 62

706. The paragraph was adopted as drafted.

Paragraph 63

707. The Government Vice-Chairperson proposed to insert “in line with Recommendation 198” after “formal economy” and “and regional” after “national”. She withdrew her amendment on reference to Recommendation 198. The proposal was accepted.

708. The Worker Vice-Chairperson proposed to replace “governments” in the last line with “tripartite members”. The Employer Vice-Chairperson rejected the proposal as it was not a responsibility of the tripartite members but exclusively of the governments. The Government Vice-Chairperson proposed to subamend by adding “in consultation with employers and workers’ organizations” as some of the subparagraphs were not relevant to the tripartite constituents. The Employer Vice-Chairperson rejected the subamendment as some of the listed activities in the subparagraphs were not carried out in consultation with the social partners, but independently by the governments. The proposal was withdrawn.

709. The Employer Vice-Chairperson proposed to insert “foster economic growth through the development of an enabling environment for sustainable enterprises, increase productivity and competitiveness” after “deficits,”.

710. The Government Vice-Chairperson accepted the Employers’ group’s proposal provided “including” was added after “economic growth”. The Worker Vice-Chairperson rejected the proposal as the text proposed was already included in the subparagraph (b) and expressed preference for the original text.

711. The Employer Vice-Chairperson withdrew her proposal to insert “increase productivity and competitiveness” but retained the first part, wondering about the Workers’ group’s rationale for rejecting the proposal on economic growth.

712. The Worker Vice-Chairperson accepted the subamendment on “economic growth”, while rejecting the rest. The following subparagraphs discussed several aspects of integrated public policy in reference to formalization, and her group did not want to single out enabling environment in the chapeau.

713. The Government Vice-Chairperson was flexible on the amendments and the subamendments as long as ‘including’ was accepted.

714. The Employer Vice-Chairperson clarified that enabling environment had been accepted elsewhere in the text and stressed that it was important for productivity, economic growth and enterprise development. The Employers’ group’s proposal and the Governments’ subamendment were accepted.

715. The chapeau was adopted, as amended.

Subparagraph (a)

716. The Worker Vice-Chairperson proposed to add “Require employers to declare work, employ waged workers with employment contracts and register them with social security schemes” at the end of the subparagraph. Registering formal workers was crucial for social protection. Registration requirements, while existent in other sectors, were limited in the agriculture sector

or applicable to a small portion of the workforce. If registration was not a requirement imposed by the governments, employers could continue with forced labour and child labour.

- 717. The Employer Vice-Chairperson rejected the proposal as it was not the responsibility of the employers but of the governments, which had already been included in subparagraph (c). The Government Vice-Chairperson while agreeing that it was the obligation of the governments, preferred the original text as the content of the proposed amendment could be found in the subparagraph noted by the Employers' group as well as subparagraph (e).
- 718. The Worker Vice-Chairperson stressed that while the amendment concerned wages, subparagraphs (c) and (e) covered trade and contracting between buyers and sellers. She however agreed to withdraw her amendment if "in agri-food sector" was added after "relationships" in (e). The proposal was accepted.
- 719. The subparagraph was adopted as drafted.

Subparagraph (b)

- 720. The Employer Vice-Chairperson proposed to delete "of workers and economic units and their access to land can". The proposal was rejected by the other groups as the text was derived from Recommendation No. 204.
- 721. The Employer Vice-Chairperson subamended the proposal to delete instead "and their access to land" and substitute "to" with "can" before "facilitate".
- 722. The Worker Vice-Chairperson insisted on retaining the original text as access to land was crucial to survival in rural areas. Furthermore, the proposal would undermine and lower the recommendations under Recommendation No. 204. It was important to adopt the integrated policy as a whole, without picking and choosing. The Government Vice-Chairperson also preferred the original text.
- 723. The Office suggested replacing the last sentence with the exact text from the Recommendation No. 204: "Providing the means for workers or economic units to obtain recognition of their existing property as well as by providing the means to formalize property rights and access to land". The proposal was accepted.
- 724. The subparagraph was adopted as amended.

Subparagraph (c)

- 725. The Worker Vice-Chairperson proposed to add "fair" after "formal". The proposal was accepted by the governments group. The Employer Vice-Chairperson rejected the addition as "fair" referred to the trade aspects of the contracts, which was neither the subject of the subparagraph, nor within the ILO's mandate as it did not concern contracts between workers and employers.
- 726. The representative of the ITUC emphasized that the ILO had a mandate on the subject as contractual arrangements between buyers and producers directly affected the labour conditions of the workers. She sought guidance from the Office on usage of "fair" in similar contexts.
- 727. The Executive Secretary clarified that "fair" had been frequently used in several guidelines, such as on Fair Recruitment as well as on Road transport.
- 728. The Employer Vice-Chairperson maintained her position as "fair" was abstract and vague. The proposal was withdrawn.
- 729. The subparagraph was adopted as drafted.

Subparagraph (d)

730. The subparagraph was adopted as drafted.

Subparagraph (e)

731. The Worker Vice-Chairperson had agreed to withdraw her amendment in subparagraph (a) if “in agri-food sector” was added after “relationships” in (e). The proposal was accepted.

732. The Employer Vice-Chairperson proposed to add “by paying special attention to the informal economy” after “relationships”. The proposal was accepted.

733. The subparagraph was adopted as amended.

Subparagraph (f)

734. The subparagraph was adopted as drafted.

Subparagraph (g)

735. The subparagraph was adopted as drafted.

Subparagraph (h)

736. The Employer Vice-Chairperson proposed the following: delete “extending...strategies”; and insert “ensuring access to adequate social protection for all workers in the agri-food sector and taking into account national circumstances, making social protection systems more sustainable, inclusive and effective, as enablers of national formalization strategies”. It was important that states could ensure access to social protection for all workers, in accordance with national circumstances, and towards overall sustainability of social protection systems.

737. The Worker Vice-Chairperson preferred the original text, citing ILO statistics that less than 20 per cent of the workers were covered by social protection. Social protection coverage was crucial for all workers, formal or informal. She could accept the proposal if “coverage” was added after “adequate social protection”. The proposal and the subamendment were accepted by all groups.

738. The Employer Vice-Chairperson proposed to add “voluntary” before “mechanisms” and substitute “unifying” with “unification of”. The Worker Vice-Chairperson accepted “unification” but rejected the insertion of “voluntary”. The Government Vice-Chairperson concurred with the Workers’ group’s position and sought clarification from the Employers’ group on their rationale behind distinguishing voluntary mechanisms from others.

739. The Employer Vice-Chairperson clarified that in some countries when workers stopped working for a company, they could continue contributing to social protection on voluntary basis to not lose their coverage. Furthermore, in some countries, workers in the informal economy could also contributed voluntarily to social protection schemes, thus social protection could contribute to transition from informality to formality. It was crucial that workers were not denied their entitlement to social security in any case.

740. The Government Vice-Chairperson preferred the original text as the mechanism in question was used for workers in vulnerable situations. The Worker Vice-Chairperson also preferred the original text. She noted that the Employers’ group’s explanation applied to self-employed persons. She emphasized that social protection was a human right and not voluntary and proposed “additional” instead of ‘voluntary’.

- 741.** The Executive Secretary confirmed that there could be additional social protection mechanisms that could be voluntary in nature. Upon this explanation, The Chairperson suggested to add “additional voluntary mechanisms”. The suggestion was accepted.
- 742.** The subparagraph was adopted as amended.
- 743.** The Employer Vice-Chairperson proposed the following new subparagraph:
- foster transitions from the informal to the formal economy, including by promoting a favourable environment for sustainable enterprises, in particular for small and medium-sized enterprises.
- 744.** The Worker Vice-Chairperson rejected the subparagraph proposed by the Employers’ group, as it had already been addressed earlier in paragraph 63. The Government Vice-Chairperson proposed to subamend by deleting “foster...including by” as it had already been covered under the chapeau. The subamendment was accepted by the Employers’ group.
- 745.** The Worker Vice-Chairperson proposed the following new subparagraph:
- Prevent informalization and take into account the need to prevent and sanction deliberate avoidance of, or exit from, the formal economy for the purpose of evading taxation and the application of social and labour laws and regulations.
- 746.** This subparagraph reinforced Recommendation No. 204 on preventing deliberate transition to informality.
- 747.** The Government Vice-Chairperson accepted the new subparagraph by the workers as it reflected Recommendation No. 204. She suggested minor subamendment: “Preventing informalization by taking into account”. The Employer Vice-Chairperson rejected the new subparagraph proposed by the workers as taxation was outside the ILO’s mandate. Additionally, the chapeau clarified that it was the Governments’ responsibility. Furthermore, the text repeated Recommendation No. 204, which had already been included in the annex.
- 748.** The Worker Vice-Chairperson proposed to accept the Employers’ group’s new subparagraph as long as her groups’ proposal was accepted. The proposal was accepted. Workers’ and Employers’ groups’ proposed new subparagraphs were adopted.
- 749.** The Worker Vice-Chairperson proposed another new subparagraph as follows:
- (ii) Agri-food companies should support the process of transition from informal to formal economy in their supply chains, declare work, employ waged workers with employment contracts and register them with the social security schemes.
- 750.** The Employer Vice-Chairperson rejected the new subparagraph as transition from informality to formality was an obligation on the Governments’ and not the Employers.
- 751.** The Chairperson recalled the relevance of discussions under subparagraph (a).
- 752.** The Government Vice-Chairperson rejected the proposal as it pertained agri-food companies while the subparagraph was about Governments’ obligations. Further subparagraph (e) already reflected the essence of the new subparagraph.
- 753.** The Worker Vice-Chairperson clarified that the new subparagraph concerned the obligations on agri-food companies to request their suppliers to transition workers from informal to formal economy and proposed to begin the sentence with “requesting”. Although the government bore the obligation of requesting compliance from enterprises, employers also shared the responsibility and could not evade it. The Employer Vice-Chairperson sought clarification from the Government group on how the obligation could be transferred to enterprises. The Government

Vice-Chairperson was flexible with the subamendment. She clarified that the provision did not pertain to transferring obligations, rather enforcing existing laws.

- 754.** The following was proposed after discussions in the working group reflecting paragraph 26 of the Recommendation No. 204 for compromise:

ensuring compliance with national laws and regulations, including but not limited to ensuring recognition and enforcement of employment relationships, so as to facilitate the transition to the formal economy.

- 755.** The Worker Vice-Chairperson proposed to accept the suggestion and withdraw their proposal with the following subamendment: insert “ensuring that agri-food companies and their suppliers comply with” instead of “ensuring compliance with”.
- 756.** The Employer Vice-Chairperson proposed to subamend the Workers’ group’s suggestion by deleting “and their suppliers”. The Government Vice-Chairperson was flexible with the proposal in the working group and the subsequent subamendments.
- 757.** The Worker Vice-Chairperson initially maintained her subamendment and rejected the deletion of “and their suppliers” as proposed by the Employers’ group. She accepted the Employers’ group’s subamendment.
- 758.** The Employer Vice-Chairperson at this stage revisited her group’s position and preferred to not include the subparagraph.
- 759.** The Government representative of Brazil added that including this subparagraph was important for his country.
- 760.** The change in position by the employers was firmly opposed by the Workers’ group. The representative of the ITUC called for reference to the standing orders in case one of the three parties did not agree to the rules of the meeting. She further requested to reflect the change in the Employers’ group’s position in the record of proceedings.
- 761.** The Employer Vice-Chairperson, acknowledging the role played by companies in transition to formality, proposed the following: “Ensuring agri-food companies in their operations comply with national laws and regulations to advance the transition of workers and economic units from the informal to the formal economy and preventing the informalization of the formal economy jobs”. The proposal was accepted, and the new subparagraph was adopted.

3.9. A just transition towards an environmentally sustainable agri-food sector

- 762.** The Employer Vice-Chairperson proposed inserting “economy in the” before “agri-food sector” in the title. The Worker Vice-Chairperson proposed to include “environmentally, socially, economically sustainable agri-food sector” in the title. The Government Vice-Chairperson expressed her flexibility with the proposals.
- 763.** The Employer Vice-Chairperson argued that sustainability included the three dimensions, namely environmental, social and economical and rejected the Workers’ group’s proposal. The groups reverted to the original title in the absence of consensus on the proposed amendments.
- 764.** The Worker Vice-Chairperson proposed to include in the chapeau paragraph 13 *a)* of the Guidelines for a just transition towards environmentally sustainable economies and societies for all:

Strong social consensus on the goal and pathways to sustainability is fundamental. Social dialogue has to be an integral part of the institutional framework for policymaking and

implementation at all levels. Adequate, informed and ongoing consultation should take place with all relevant stakeholders.

- 765.** The Government Vice-Chairperson was flexible with the proposal. The Employer Vice-Chairperson rejected the amendment in interest of brevity, as it had already been covered elsewhere.
- 766.** The amendment was withdrawn basis the consensus reached between the groups on adequate inclusion of social dialogue in the Guidelines.

Paragraph 64

- 767.** The Employer Vice-Chairperson proposed adding “and food security” after “consumption”. The proposal was accepted.
- 768.** The subparagraph was adopted as amended.

Paragraph 65

- 769.** The Employer Vice-Chairperson proposed to delete “Agri-food systems... “health at work.” She also proposed adding “farmers” after “in society including”. The insertion of “farmers” was accepted by all.
- 770.** The Worker Vice-Chairperson firmly rejected the proposed deletion, emphasizing the urgent need to address the reality of the climate crisis. Agriculture, being one of the major contributors to this crisis, required immediate attention. The imperative was to transform food production practices into a more sustainable model to effectively reduce emissions. She referred to the obligations outlined for governments under the Paris Agreement, as well as the responsibilities of enterprises under relevant laws. Consequently, it was crucial for the guidelines to provide clear direction on transitioning the agricultural production paradigm.
- 771.** In response to the Government Vice-Chairperson’s request for clarification, the Employer Vice-Chairperson explained that considering the imminent discussion on just transition during the upcoming ILC – the highest body in the ILO – her group was hesitant towards incorporating text on the subject. Further issues such as rain patterns and temperatures were beyond the mandate of the ILO and thus, the prime emphasis should remain on addressing social and labour-related issues.
- 772.** The representative of ITUC rebutted the Employers’ group’s argument on the ILO’s mandate emphasizing the significance of the ILO’s work on the promotion of green jobs and the Just Transition Guidelines to establish the organization’s crucial role in addressing environmental concerns in context of workers’ rights. Additionally, the ILO’s affiliation with the United Nations (UN) and its partnerships with sister agencies such as the UNEP and UNFCCC were highlighted, emphasizing the broad support for just transition initiatives. Including the proposed ideas in the guidelines would not hinder discussions in other forums, including the UNCCC or the ILC.
- 773.** The Worker Vice-Chairperson added that health and safety constituted a fundamental right. For her and her group, the environment was synonymous with health and safety. Although uncertain about the future fifty years, they were fully aware of the dire consequences faced by their members today who lost their lives on plantations and farms due to excessive heat. The environmental conditions forced them to migrate, exacerbating the health and safety concerns. It was within the ILO’s mandate to address this pressing issue.
- 774.** The Executive Secretary informed the meeting that the Office was working on several research projects on this subject. Third sentence referred to the impact of climate change related developments on quality of jobs.

775. The Government Vice-Chairperson, acknowledging the importance of the discussion and the aspirational nature of the guidelines, requested the Office to propose a more balanced text. The Employer Vice-Chairperson resonated with the sentiment and called for a text which also highlighted the positive contributions of the sector.

776. The Office proposed the following text which was accepted by all groups:

Agri-food systems have an impact on greenhouse gas emissions, biodiversity loss and water use and wastage. Conventional agriculture is linked to environmental degradation, pollution, deforestation and the destruction of natural habitats. At the same time, The impacts of climate change are exacerbating existing challenges in the sector. Changing rain patterns and temperatures and the increased incidence of natural hazards, are increasingly impacting crop yields and the quality of jobs in the sector, in particular regarding safety and health at work.

777. The paragraph was adopted as amended.

Paragraph 66

778. The Employer Vice-Chairperson proposed to add “in consultation with workers’ and employers” organizations” after “consider”. The proposal was accepted, and the chapeau was adopted as amended.

Subparagraph (a)

779. The Worker Vice-Chairperson proposed adding “Social dialogue, union participation in” before “designing targeted policy”; adding “and resources for fair transition” after “policy interventions” and adding “and provide adequate training for workers in transition to new jobs with improved conditions” at the end of the paragraph. She withdrew her first amendment on social dialogue.

780. The Employer Vice-Chairperson rejected the amendments and sought clarification on “fair transition”. The Government group supported the request for clarification. The Worker Vice-Chairperson explained that the amendment was important as many workers were at the risk of losing their job due to the environment challenges. The amendments were withdrawn.

781. The subparagraph was adopted as drafted.

Subparagraph (b)

782. The Employer Vice-Chairperson proposed deleting “agroecological”; adding “sustainable agriculture” and replacing “organic farming and conservation” with “sustainable”.

783. The Government Vice-Chairperson was flexible with the package proposal.

784. The Worker Vice-Chairperson expressed a preference for the original text, underscoring the aspirational nature of the guidelines and the imperative need to adapt food production methods due to the effects of climate change. To facilitate a transition towards organic farming, it was crucial to support organic farming.

785. The Employer Vice-Chairperson empathized with the Workers’ group’s rationale and contended that the proposal accomplished precisely that – incorporating biological organic farming as an integral part of sustainability. Nevertheless, it was imperative to acknowledge the reality that implementing organic farming universally across the agricultural sector was not feasible, in order to ensure sufficient food for everyone.

786. The Chairperson suggested rephrasing the first proposal to “supporting and investing in sustainable agricultural practices, including agroecology” in the first line of the subparagraph. The proposal was accepted by all.

- 787.** With regards to the second proposal, the Worker Vice-Chairperson proposed to add “in particular, in organic farming”. The Employer Vice-Chairperson, rejecting the subamendment, counter proposed “including, in organic farming”. The counterproposal was accepted by all.
- 788.** The Worker Vice-Chairperson proposed adding “and gender” after “socially”. In response to the Employers’ group’s request for clarification on the amendment, the Worker adviser from India explained that in her country, there were predominantly women smallholder farmers who operated their own economic units within their villages. These women collected food from local farmers and distributed it within the village, thereby fostering food security, livelihoods, and the local economy. Importantly, this practice eliminated the need for transporting food outside the village. Thus, the empowerment of women in managing economic units held great significance for her group.
- 789.** The Employer Vice-Chairperson while acknowledging the explanation and the importance of women empowerment, rejected the amendment as the issue of gender was already covered under “socially”. Furthermore, the issue of gender was outside the purview of the paragraph under discussion.
- 790.** The Government Vice-Chairperson similarly appreciated the sentiment behind the amendment but called for improved language to reflect it.
- 791.** The amendment was withdrawn in the absence of consensus.
- 792.** The subparagraph was adopted as amended.

Subparagraph (c)

- 793.** The Worker Vice-Chairperson proposed deleting “payments for environment services”. The Employer Vice-Chairperson rejected the proposal as payments were an important incentive to protect the environment. The amendment was withdrawn.
- 794.** The subparagraph was adopted as drafted.

Subparagraph (d)

- 795.** The subparagraph was adopted as drafted.

Subparagraph (e)

- 796.** The Worker Vice-Chairperson proposed adding “including labour standards and sourcing from local producers, in particular women run economic units as part of the public procurement programmes and local distribution systems to ensure local community food security and to reduce carbon emissions” after “reduce food waste”.
- 797.** The Employer Vice-Chairperson rejected the proposal as it covered several issues, many of which were outside the ILO’s mandate.
- 798.** The Worker Vice-Chairperson proposed to subamend by deleting “including labour standards and” from the amendment. The subamendment was accepted.
- 799.** The subparagraph was adopted as amended.

Subparagraph (f)

- 800.** The subparagraph was adopted as drafted.

Subparagraph (g)

- 801. The Employer Vice-Chairperson proposed deleting “agroecological farming” and adding “sustainable agriculture”. The Chairperson suggested “sustainable agriculture, including agroecology” following the reasoning and consensus in the previous paragraphs. The proposal was accepted.
- 802. The Government Vice-Chairperson proposed adding “including by promoting academic partnerships and technology transfers at all levels” between “broader economy” and “Public sector”. The proposal was accepted.
- 803. The Worker Vice-Chairperson proposed adding “Public sector investment and research into organic agriculture and the application of agroecology in commercial and small-scale agriculture” after “broader economy.” The Employer Vice-Chairperson rejected the proposal as the issue had been addressed in previous paragraphs. The proposal was withdrawn.
- 804. The subparagraph was adopted as amended.

Subparagraph (h)

- 805. The Employer Vice-Chairperson proposed to delete “climate change to” as it was to be discussed in the upcoming ILC in 2023.
- 806. The Worker Vice-Chairperson rejected the deletion, firmly asserting the undeniable reality of climate change. Health and safety was a fundamental human right. While the agenda of future climate change conferences remained uncertain, the current reality was that climate change had a massive impact on agriculture workers. Workers had lost their lives due to health complications and exposure to bushfire smoke. Many had been forced to migrate due to environmental factors. The ILO had also warned that agriculture, a sector crucial for employment, would witness the disappearance of numerous jobs due to the adverse effects of climate change.
- 807. The Government Vice-Chairperson preferred to retain “climate change”. She also proposed to move the subparagraph after paragraph 33. It was agreed to move the paragraph after paragraph 34.
- 808. The representative of the IOE, clarified that his group did not deny climate change. However, the current meeting was not the appropriate forum for discussing this topic. When addressing occupational safety and health (OSH), it was undeniable that climate change exerted a significant influence. However, given the breadth of this subject, a comprehensive exploration would necessitate extensive paragraphs and in-depth discussions.
- 809. The representative of the ITUC expressed concern regarding the deletion of climate change from the guidelines, especially in light of the forthcoming discussions on the subject in the ILC. It was pointed out that the 2015 discussion in the ILC had already incorporated climate change as a significant topic. Considering that climate change was a cross-cutting issue that involved all departments, removing it from the current discourse focused on Just Transition was unacceptable. The proposal was withdrawn by the Employers’ group.
- 810. The subparagraph was adopted as drafted and moved after paragraph 34.
- 811. The Worker Vice-Chairperson proposed adding a new subparagraph reflecting the Guidelines for a just transition towards environmentally sustainable economies and societies for all:
 - promote and establish adequate social protection systems providing healthcare, income security and social services, in line with international labour standards (Appendix 1), also with a view to increasing resilience and safeguarding populations against the impacts of economic

and environmental vulnerabilities and shocks and contributing to the goals of productive employment, decent work, social inclusion and the eradication of poverty in the transition.

- 812.** The Employer Vice-Chairperson rejected the new subparagraph as it had already been covered under the discussion on social protection. The Government Vice-Chairperson concurred with the statement, though maintaining flexibility on the amendment.
- 813.** The Worker Vice-Chairperson proposed to withdraw her proposal if “providing adequate training for workers in transition to new jobs with improved conditions” could be included in subparagraph (g). The Employer Vice-Chairperson proposed to subamend by deleting “with improved conditions” and adding “and employers” after “workers” to ensure trainings for employers as well. The Worker Vice-Chairperson rejected the subamendment as the paragraph concerned workers’ education. They needed to be retrained to get new jobs, and the training had to be distinguished from that of the employers. The Employer Vice-Chairperson refuted this argument as employers, in particular, small-scale producers, also required adequate training. The Government Vice-Chairperson considered training employers for new jobs odd. The Worker Vice-Chairperson proposed to substitute it to “building capacity’ for both workers and employers”. The proposal was withdrawn for the lack of consensus.

Paragraph 67

Subparagraph (a)

- 814.** The Employer Vice-Chairperson proposed replacing “green” with “good” and adding “for sustainable agriculture” after “practices”. The Government Vice-Chairperson accepted the proposal. The Worker Vice-Chairperson though initially preferring the original text, accepted the proposal as well.
- 815.** The subparagraph was adopted as amended.

Subparagraph (b)

- 816.** The subparagraph was adopted as drafted.

Subparagraph (c)

- 817.** The Government Vice-Chairperson proposed deleting “in the design...decent jobs” and replacing it with “social dialogue with governments and workers on the promotion of decent and green jobs and encouraging the inclusion of labour priorities in measures to reform the agri-food sector to address climate change” to make the language consistent with the other paragraphs. The Workers’ group accepted the amendment, but the Employers’ group preferred the original text. Upon the deliberation in the small working group, the following text was accepted:

engaging actively in the design of education policies and skills development strategies fit to unlock the potential of the agri-food sector to create decent and green jobs.

- 818.** The subparagraph was adopted as amended.

Paragraph 68

- 819.** The Employers Vice-Chairperson proposed deleting “decent and green...climate change” and adding two separate subparagraphs as follows, as promoting good practices was a commitment that lay with both employers and workers.

(a) engaging actively in social dialogue with governments and employers on the promotion of green of jobs.

(b) Promoting the adoption by workers of good practices to contribute to the promotion of a sustainable agriculture sector.

- 820. The Government Vice-Chairperson agreed with the deletion and creating Paragraph 68(a).
- 821. The Worker Vice-Chairperson preferred the original text. Alternatively, she agreed to the second new subparagraph as long as the text in the original paragraph was retained. The alternative proposal was accepted.
- 822. The paragraph was adopted as drafted. The new subparagraph (b) was adopted.

► 4. Social and labour protection

4.1. Ensuring access to social protection

Paragraph 69

- 823. The Employer Vice-Chairperson proposed adding “adequate,” before “comprehensive” and replacing “and adequate” with “and sustainable” in line with the previous agreement for consistency. Upon the Office’s confirmation that the proposed text had occurred previously in the guidelines, the Workers’ group accepted the proposal. The Government group also accepted the proposal.
- 824. The paragraph was adopted as amended.

Paragraph 70

- 825. The paragraph was adopted as drafted.

Paragraph 71

- 826. The Employer Vice-Chairperson proposed creating a new paragraph beginning with “In designing measures through social dialogue and in line with ILO Recommendation No. 202” for consistency and brevity. The Worker Vice-Chairperson accepted the proposal but suggested removing the reference to Recommendation No. 202 as it was superfluous. The proposal was accepted by all. The chapeau was adopted as amended.

Subparagraph (a)

- 827. The subparagraph was adopted as drafted.

Subparagraph (b)

- 828. The Worker Vice-Chairperson proposed adding “in line with the Social Protection Floors Recommendation, 2012 (No. 202)” after “frameworks”. The Executive Secretary stated that the workers proposal could potentially curtail their rights as many Conventions, including the Fundamental principles and rights at work, as well as the ILC conclusions and recommendations on social security, were applicable to the agricultural sector. In light of this, “in line with the international labour standards on social security” was suggested. The suggestion was accepted by the Workers’ group. The Employers’ and Government groups preferred the original text. The Workers’ group’s proposal was withdrawn.
- 829. The Employer Vice-Chairperson proposed amending the subparagraph by changing “right” to “access”, or as an alternative add “all” before “agri-food workers” and delete “and

address...exclusions". The Worker Vice-Chairperson proposed including "right and access" or reverting to the original text. The Government Vice-Chairperson accepted the Workers' group's inclusion of "right and access".

830. The Employer Vice-Chairperson preferred the original text. The representative of the IOE added that their intention was to align the text with recurring discussion on social security in the Guidelines. He proposed to include "the right to social security for all agri-food workers" after "guarantee" and delete the rest.

831. The Worker Vice-Chairperson proposed to include the entire relevant text from Recommendation No. 204 as follows:

designing and implementing adequate legal frameworks to guarantee the right to social security for all agri-food workers by progressively building and maintaining nationally appropriate social protection systems, so that everyone has access to comprehensive, adequate and sustainable protection over the life cycle, in line with ILO standards and access to social security for all agri-food workers and address any implicit or explicit exclusions.

832. The proposal was accepted by all. The subparagraph was adopted as amended.

Subparagraph (c)

833. The Worker Vice-Chairperson proposed adding "especially women workers. Women workers must be able to collectively represent themselves in the workplaces, farms and communities – and at all levels of decision-making, planning and implementation – for social protection to be effective and truly equitable" after "of the sector". The Employer Vice-Chairperson preferred the original text as the paragraph concerned employers and workers, and a discussion on women workers was out of place. The proposal was withdrawn.

834. The subparagraph was adopted as drafted.

Subparagraphs (d) and (e)

835. The subparagraphs were adopted as drafted.

Subparagraph (f)

836. The subparagraph was adopted as drafted.

837. The Employer Vice-Chairperson proposed creating a new subparagraph:

Making social protection accessible for those in rural and remote areas.

838. The new subparagraph was adopted.

Subparagraph (g)

839. The subparagraph was adopted as drafted.

Subparagraph (h)

840. The Employer Vice-Chairperson proposed adding "all workers including" after "job transitions". The proposal was accepted.

841. The Government Vice-Chairperson proposed adding ", including through bilateral and multilateral arrangement," after "migrant workers". In the context of portability and migration, a single country alone was insufficient to tackle the issue and bilateral and multilateral agreements were important.

- 842.** The Executive Secretary provided additional clarification, referring to the latest flagship report on the value of essential work. This report focused on the agri-food sector, highlighting various examples of bilateral agreements that aimed to ensure social protection, particularly for workers in the agri-food industry. The proposal was accepted.
- 843.** The subparagraph was adopted as amended.

Subparagraph (i)

- 844.** The Worker Vice-Chairperson proposed adding “, including light work for pregnant women” after “protection for pregnancy” and “Childcare centres should be available and adapted to the working hours and away from dangerous and hazardous areas” at the end of the paragraph. The Employer Vice-Chairperson rejected the proposal. The Government Vice-Chairperson accepted the proposal on light work.
- 845.** The Employer Vice-Chairperson proposed adding “in accordance with national laws and regulation” after “women and men”. She further proposed to delete the reference to Convention No. 183 as it was to be reviewed soon and insert “where applicable” instead. The Worker Vice-Chairperson rejected the proposal. The Government Vice-Chairperson was flexible with the proposal.
- 846.** The Government Vice-Chairperson proposed the following: add “labour,” after “strengthening the”; add “paid” after “period of”; add “for health” after “regulations providing”; replace “for” with “during”; add “child birth and nursing periods” after “pregnancy”; delete “covering all...Convention No. 183”; add “In addition,” before “Promoting paternity”; replace “leave to fathers offers” with “and parental leaves to offer”, delete “them” and add “both parents” after “for”. She emphasized on the importance of her proposal for to ensure labour protection for children and women, especially pregnant workers. Her group’s proposal also made parental leave more inclusive to both parents. The Worker Vice-Chairperson accepted the proposal package. The Employer Vice-Chairperson accepted the deletion of “covering all...Convention No. 183” and rejected the rest.
- 847.** The Head of Unit informed that in the recently adopted Code of Practice on Construction, “in accordance with the Maternity Protection Convention, 2000 (No. 183) and Recommendation” had been included in the discussion on workers’ occupational safety and health. She suggested the following:
- ensuring access to childcare services and maternity protection in order to strengthen the labour, social and economic protection of agri-food workers and their families. This includes prescribing by law a period of maternity leave of at least 14 weeks and providing for medical care and income security during maternity-related leave periods as well as for health protection at work for during pregnancy and nursing periods in respect of work prejudicial to the health of the mother or child, covering all or some of the contingencies enumerated in Convention No. 183. Particular attention needs to be paid to ensuring protection from discrimination based on pregnancy, maternity and family responsibilities. In addition, promoting paternity and parental leaves to fathers offers an important opportunity for both parents them to contribute to child development and encourages the equal sharing of care responsibilities between women and men in accordance with national law and regulations. Well managed childcare centres should be available and adapted to the working hours and away from dangerous and hazardous areas.
- 848.** The suggestion was accepted. The subparagraph was adopted as amended.

Subparagraph (j)

- 849.** The Worker Vice-Chairperson proposed adding “injury compensation” after “occupational injury”. The proposal was withdrawn.
- 850.** The subparagraph was adopted as drafted.

Subparagraph (k)

- 851.** The subparagraph was adopted as drafted.

Paragraph 72**Subparagraph (a)**

- 852.** The Employer Vice-Chairperson proposed to delete “legislation...no general scheme exists” and include “laws and regulations” after “security” to simplify the text. The Worker Vice-Chairperson rejected the proposal while the Government Vice-Chairperson was flexible. The proposal was withdrawn for the lack of consensus. The subparagraph was adopted as drafted.

Subparagraph (b)

- 853.** The subparagraph was adopted as drafted.

Subparagraph (c)

- 854.** The Employer Vice-Chairperson proposed the following: delete “in accordance with national laws and regulations” and “ensuring”; add “facilitate access of” after “and”; delete “that” ; add “to” after “workers”; delete “receive” and add at the end of the paragraph “in accordance with national laws and regulations”. The Government Vice-Chairperson accepted the insertion of “facilitate access of”.
- 855.** The Government Vice-Chairperson proposed the following: add “prevention and” before “protection” as prevention was the primary obligation, followed by protection if necessary. The Worker Vice-Chairperson accepted the proposal as it was in line with OSH management systems wherein prevention preceded protection. The Employer Vice-Chairperson rejected the proposal as protection included prevention.
- 856.** The Government Vice-Chairperson proposed to add “all needed access to immediate” after “receive” and delete the sentence from “medicines” until the end of the subparagraph. Upon the Workers’ group’s request, she clarified that the amendment aimed to make the text brief and succinct. She requested the Office to confirm if it was adequately covered in “medical care”.
- 857.** The representative of the Office noted that the last part of subparagraph (c) distinguished between Employers’ group’s responsibility of protection and immediate medical care. The right to maternity leave was not dependent on qualifying period as in case of cash transfers and social security. He recommended retaining the list instead of “all needed access to immediate medical care” as medical care fell under the purview of occupational safety and health (OSH), while cash benefits and others were provided by social security systems.
- 858.** The Government Vice-Chairperson withdrew her proposal for deletion and retain the insertion of “all needed access to immediate”. The Employers’ group accepted the proposal but requested the Office to provide improved text. The Worker Vice-Chairperson proposed “first aid and emergency treatment”.

859. The Office provided the following to reach consensus on the proposals from the three groups. The Executive Secretary clarified, on the Employers' group's request, that the text was not directly copied from an instrument, but was based on international labour standards and drafted by experts in the social protection department:

fulfilling their duties with regard to employment injury prevention and protection in accordance with national laws and regulations and ensuring that workers receive the necessary first aid and emergency treatment and that victims have access to medical care and pharmaceutical supplies, rehabilitation or additional assistance needed, as well as income security in case of temporary and permanent incapacity to work, and survivors' pensions for their dependants in case of death.

860. While the Government group accepted the Office's suggestion, The Worker Vice-Chairperson proposed to include "as appropriate" as it was not necessary that regulations in all countries covered all the subjects listed. The proposal was rejected by the Employers' group.
861. The Employer Vice-Chairperson suggested to include "in accordance with national laws and regulations" at the end to make it applicable to the entire subparagraph. The proposal was accepted by all.
862. The subparagraph was adopted as amended.

Subparagraph (d)

863. The Employer Vice-Chairperson proposed to add "advancing the effective implementation of applicable national laws and regulations on" and delete "providing", "including paid maternity", "cash and medical benefits", "services in accordance with the national laws and regulations".
864. The representative of the ITUC rejected the proposal noting that employers should comply with the law and could not dilute access. The Government Vice-Chairperson also preferred the original formulation.
865. The Employer Vice-Chairperson clarified that paid maternity leave was not equal across all countries and needed to be implemented in accordance with the national laws. The representative of the ITUC noted that the original text addressed the Employers' group's concern but accepted the proposal. The proposal was also accepted by the Government group.
866. The subparagraph was adopted as amended.

Paragraph 73

Subparagraphs (a) and (b)

867. The subparagraphs were adopted as drafted.

4.2. Terms and conditions of employment

Paragraph 74

868. The paragraph was adopted as drafted.

4.2.1. Terms of employment

Paragraph 75

869. The Employer Vice-Chairperson proposed to add "in accordance with national laws and regulations" after "piece-rate basis".

- 870.** The Government Vice-Chairperson proposed to add “fix-term contract” before “seasonal or casual workers”.
- 871.** The Worker Vice-Chairperson accepted the Governments’ proposal but rejected the Employers’ group’s amendment noting that employment relationships were also governed by international labour standards. The statement was general in nature with respect to different kinds of contracts and did not lay down compliance obligations.
- 872.** The Government Vice-Chairperson rejected the Employers’ group’s proposal, which in her group’s opinion was out of place.
- 873.** The Employer Vice-Chairperson initially noted her group’s readiness to accept the Governments’ proposal if the Government group agreed to her group’s proposition. However, she later retracted her group’s proposal.
- 874.** The Government group’s proposal was accepted, and the paragraph was adopted as amended.

Paragraph 76

- 875.** The Employer Vice-Chairperson proposed to add “access to” after “lack” and add “as well as appropriate regulatory frameworks allowing for diverse forms of employment development in a context of decent work” after “obligations and responsibilities”.
- 876.** The Government Vice-Chairperson was flexible on both amendments. The representative of the ITUC preferred the original text with respect to the inclusion of “access to”. She believed that the question was not about access, rather inclusion of rural workers in social protection schemes. She accepted the remaining proposal.
- 877.** The Employer Vice-Chairperson proposed to sub amend her group’s proposal by deleting “for diverse forms of employment development” and adding “these to be developed in a context of decent work” after “allowing”.
- 878.** The proposal was accepted, and the paragraph was adopted as amended.

Paragraph 77

Subparagraph (a)

- 879.** The Employer Vice-Chairperson proposed to add “per hour, per day, per task or piece-day rate basis” after “seasonal work” to highlight the different kinds of working systems across the agricultural sector. The Worker Vice-Chairperson preferred the original text as the kind of payments were different from the types of contracts. The Government Vice-Chairperson also rejected the proposal.
- 880.** The Employer Vice-Chairperson proposed a subamendment to include “paid on a per hour, per day, per task or piece rate basis” instead. The subamendment was also rejected by the other groups. She proposed to withdraw her initial amendment and instead delete “in particular temporary, casual and seasonal work”. The proposal was accepted.
- 881.** The Government Vice-Chairperson proposed to add “fixed-term” after “temporary casual”. The proposal was accepted.
- 882.** The subparagraph was adopted as amended.

Subparagraph (b)

883. The Employer Vice-Chairperson proposed add “decent work deficits” after “with a view to addressing” and delete “informality and insecure forms of work”. The Government Vice-Chairperson accepted the proposal. The Worker Vice-Chairperson also accepted the proposal in the spirit of compromise.

884. The subparagraph was adopted as amended.

Subparagraph (c)

885. The subparagraph was adopted as drafted.

4.2.2. Hours of work and holidays with pay**Paragraph 78****Subparagraphs (a) and (b)**

886. The subparagraphs were adopted as drafted.

Subparagraph (c)

887. The Employer Vice-Chairperson proposed to delete “promoting” and replace it with “ensuring”. The proposal was accepted. The subparagraph was adopted as amended.

Paragraph 79**Subparagraph (a)**

888. The subparagraph was adopted as drafted.

Subparagraph (b)

889. The Employer Vice-Chairperson proposed to delete “living” in the fourth line; add the word “minimum” before “wage” and add “statutory or negotiated” after “wage”, in line with the Minimum Wage Fixing Convention, 1970 (No. 131).

890. The Government Vice-Chairperson accepted the proposal.

891. The Worker Vice-Chairperson rejected the proposal, as it was pertinent to include a reference to a “living wage” as had also been endorsed by the experts on wages from the Office. Her group could consider deleting “living” if the Employers’ group agreed to replacing “workers earn the equivalent of an adequate living wage” with “workers earn a fair and adequate wage”.

892. The Employer Vice-Chairperson offered to accept the Workers’ group’s counterproposal and withdraw their own if “fair and” was deleted. The amended proposal was accepted.

893. The subparagraph was adopted as amended.

Subparagraphs (c) and (d)

894. The subparagraphs were adopted as drafted.

Paragraph 80

- 895. The Employer Vice-Chairperson proposed to add “and other forms of social dialogue such as workplace cooperation” after “bargaining” as it was important to recognize that there were other kinds of social dialogue in addition to collective bargaining.
- 896. The Government Vice-Chairperson preferred the original text but was flexible on the amendment, leaning with the consensus.
- 897. The representative of the ITUC preferred the original text as the proposed amendment was not pertinent to the discussion at hand, which focused on working hours. Her group offered services related to the members on workplace cooperation, which was a component of social dialogue.
- 898. The proposal was withdrawn, and the paragraph was adopted as drafted.

4.2.3. Ensuring decent wages

- 899. The ILO expert on wages explained that the terminology “living wage” appeared twice in the ILO Constitution and that the ILO Declaration of Philadelphia called for a “minimum living wage to all employed and in need of such protection”. While there was no definition of living wages, several recent ILO documents had referenced “adequate wages”. In relation to minimum wages, the recent terminology used was “adequate minimum wages”, such as in the “Global call to action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient” and in the “Proposed resolution and conclusions concerning inequalities and the world of work”. He presented to the meeting the ILO Brief titled “Setting adequate wages: The question of living wages” (October 2022). The Brief recalled the ILO mandate on wages and described the ILO’s approach on adequate wages and various initiatives and principles that the office should follow and engage with. The setting of adequate wages was an essential mechanism to enable decent living standards and incomes for women and men workers and their families, while at the same time ensuring the sustainability of enterprises which create the jobs for these workers. The ILO aimed to strengthen its contribution for a better understanding of living wages by undertaking peer-reviewed research on concepts and estimations in that respect, and by assisting Member States. The ILO was engaged in a project aimed at supporting the living wage initiative. The ILO engagement should bring ILO principles and values into the living wage initiatives.

Paragraph 81

- 900. The Employer Vice-Chairperson proposed to delete “and that they reap an equitable share of the benefits of economic progress”.
- 901. The Government Vice-Chairperson preferred the original. The Worker Vice-Chairperson rejected the deletion as the text was derived from the ILO Constitution. She instead proposed to replace the text in contention with a quote from the ILO Declaration of Philadelphia: “and to ensure a just share of the fruits of the progress to all”. The proposal was accepted.
- 902. The subparagraph was adopted as amended.

Paragraph 82

- 903. The Employer Vice-Chairperson proposed to add “in consultation with employers’ and workers’ organizations” after “should consider” in the chapeau for consistency in the text. The proposal was accepted and the chapeau was adopted as amended.

Subparagraph (a)

- 904.** The Worker Vice-Chairperson proposed to add “in agri-food sector without exclusions” at the end of text. The Employer Vice-Chairperson considered the addition redundant as “effective implementation” implied “effective implementation in the agriculture sector”. The Government Vice-Chairperson proposed a subamendment to delete “without exceptions”. The subamendment was accepted and the subparagraph was adopted, as amended.

Subparagraph (b)

- 905.** The Worker Vice-Chairperson proposed the following: add “negotiation” after “encouraging”; delete “the fixing”; add “of living wages”; delete “floors, where economic factors allow, by”; add “through collective bargaining agreements” and delete the remaining text for the subparagraph to read as follows: “encouraging negotiations of living wages through collective bargaining agreements”. The representative of the ITUC additionally noted that the first part of the subparagraph spoke to fixing wages, while the second part concerned collective bargaining. Similarly, the first part of the subparagraph concerned machinery of fixing wages while the second part concerned the parties negotiating the living wage.
- 906.** The Government Vice-Chairperson accepted the package proposal.
- 907.** The Employer Vice-Chairperson rejected the package proposal. She maintained his position on living wages as in the previous chapters. Additionally, she raised concerns about the Governments’ endorsement of “living wages” in this particular section, which differed from their previous stance on the matter. Furthermore, there was no tripartite agreement on living wages, as had been established by the Office’s Expert on Wages. Social dialogue encompassed various forms beyond collective bargaining.
- 908.** The representative of the ITUC, in response to the Employers’ group’s argument on lack of tripartite agreement on the issue, called attention to the ILO Constitution, the highest document in the house, that referred to living wages.
- 909.** The Government Vice-Chairperson provided clarification on her position, highlighting the distinction between the current paragraph and its predecessor concerning the concept of living wages. While the previous paragraph concerned ensuring wages for workers, the present paragraph aimed to encourage setting of wage floors, indicating its aspirational nature and thus allowing for negotiation.
- 910.** The following was adopted, upon deliberation in the small working group:
- encouraging collective bargaining negotiations of fair and adequate wages taking into consideration the cost of living to enable workers to afford a decent living standard wages.
- 911.** The subparagraph was adopted as amended.

Subparagraphs (c) to (f)

- 912.** The subparagraphs were adopted as drafted.

Subparagraph (g)

- 913.** The Employer Vice-Chairperson proposed to substitute “living” with “adequate minimum” and add “statutory or negotiated” after “wages”. The Government Vice-Chairperson accepted the proposal.
- 914.** The Worker Vice-Chairperson rejected the amendments and preferred the original text, maintaining her position on the issue from the previous chapters. She suggested including “adequate wages” instead, in line with the negotiations in the previous chapters.

915. The Employer Vice-Chairperson rejected the counterproposal by the Workers' group as in the current context, "minimum wages" was relevant and reflected the ILO Centenary Declaration for the Future of Work, 2019.
916. The Executive Secretary explained that the word "minimum" implied the existence of a set baseline wage, but during negotiations, wages could be higher than the minimum. The current text, "adequate wages," reflected the ILO Centenary Declaration for the Future of Work, 2019. He suggested "adequate wages, statutory or negotiated".
917. Reluctant to reopen the discussion on living wages, the representative of the ITUC suggested removing the phrase "that enable the payment of living wages" as the paragraph primarily focused on enhancing the skills of both employers and workers. The proposal was accepted.
918. The subparagraph was adopted as amended.

Paragraph 83

919. The Government Vice-Chairperson, consistent with her previous position proposed to delete "plantations/large scales" in the chapeau to extend the paragraph to all kinds of enterprises, irrespective of their scale. The proposal was accepted. The chapeau was adopted as amended.

Subparagraph (a)

920. The Employer Vice-Chairperson proposed to add "when applicable" after "over wages".
921. The representative of the ITUC rejected the amendment. Negotiating on wages was an integral part of the collective bargaining machinery and the amendment signalled a refusal to negotiate on the part of the employers. Furthermore, in certain countries, minimum wages were not subject to negotiation between employers' and workers' organizations.
922. The proposal was withdrawn and the subparagraph was adopted as drafted.

Subparagraphs (b) to (d)

923. The subparagraphs were adopted as drafted.

Paragraph 84

924. The Government Vice-Chairperson proposed to delete "plantations/large scale". The proposal was accepted.
925. The Worker Vice-Chairperson proposed to delete "consider participating" after the word "should" and instead add "participate" and add "pay equity" after "over wages".
926. The Employer Vice-Chairperson proposed to replace "living wages" in the last line with "minimum wages, statutory or negotiated".
927. The Government Vice-Chairperson accepted the Workers' and Employers' group's proposal. The Employer Vice-Chairperson said that the acceptance of Workers' group's proposal was conditional upon the acceptance of her own proposal. Although she agreed to include the term "participate," she opposed the inclusion of "pay equity" due to concerns about the potential debate between equality and equity. Addressing the issue of inequality by engaging with payment of minimum wages fell outside the scope of the ongoing discussion.
928. The representative of the ITUC rejected the Employers' group's proposal as paying low wages to workers pushed them below the poverty line, and also violated their right to food. She insisted that "pay equity" was crucial to her group's work. However, to reach consensus, she proposed

“wages and equal pay for work of equal value” instead of “pay equity” or “minimum wages, statutory or negotiated” in the last line. The proposal was accepted.

929. The paragraph was adopted as amended.

4.3. Living conditions: Welfare facilities and housing

Paragraph 85

930. The Employer Vice-Chairperson proposed to replace “ensuring” with “providing access to” and add “when appropriate” after “workers”.

931. The Executive Secretary made an observation that “ensuring” in the paragraph did not prescribe responsibility on anyone.

932. The Workers’ and Government groups preferred the original.

933. The Employer Vice-Chairperson, upon the observation from the Office, proposed, as compromise, to withdraw the first amendment as long as “when appropriate” was included.

934. The Government Vice-Chairperson preferred the original over the compromise proposal. The representative of the ITUC rejected the compromise proposal as “when appropriate” effectively translated into never and would hinder progress. She gave an example of plantations where the quality of housing for workers was significantly lower than that for employers. The focus was not on assigning responsibility but rather on ensuring the provision of essential facilities such as adequate housing. She counter proposed to delete “Ensuring the provision of”. The proposal was accepted.

935. The paragraph was adopted as amended.

Paragraph 86

Subparagraphs (a) and (b)

936. The subparagraphs were adopted as drafted.

Subparagraph (c)

937. The Worker Vice-Chairperson proposed to delete “day-care” and add “childcare”. The proposal was accepted and the subparagraph was adopted as amended.

Paragraph 87

Subparagraphs (a) and (b)

938. The subparagraphs were adopted as drafted.

Subparagraph (c)

939. The Employer Vice-Chairperson proposed to add “adequate” after “for” and delete “of adequate quality” after “transport” and add “whenever possible” after “arranging”. She highlighted that in the French translation, it should be made clear that transport could not be provided by the Employer.

940. The Worker Vice-Chairperson could accept deletion of “of adequate quality” if health and safety was adequately addressed. There had been cases where workers had died because of precarious transport conditions, and it needed to be addressed.

- 941.** The representative of the ITUC asked whether the Office included text concerning good sanitary conditions and non-overcrowding in the context of transportation for workers, particularly in conventional plantations.
- 942.** The Executive Secretary noted that the text should have read as “adequate transport of adequate quality”. The reference for the proposed text was Article 12, section 2(a) of Convention No. 110, which states that “vehicles or vessels used for worker transportation should be suitable, in good sanitary condition, and not overcrowded. He suggested replacing “of adequate quality” with the following text: “in good sanitary conditions and are not overcrowded”. The groups accepted the Office’s suggestion.
- 943.** The representative of the IOE sought to verify if the terms “providing” or “arranging” were included in Convention No. 110. Article 12, section 1, stated that the recruiter or employer should, whenever possible, provide transport to the place of employment for recruited workers. Article 12, section 2, stated that the competent authority should ensure that the vehicles or vessels used for worker transportation meet certain standards. It was the recruiter who provided transportation, and the competent authority ensured its sanitary conditions.
- 944.** The representative of the ITUC proposed amending the phrase to “when applicable.” The Employer Vice-Chairperson maintained her proposal on “wherever applicable” as it reflected the language of Convention No. 110.
- 945.** The representative of the ITUC in spirit of compromise, suggested changing “wherever possible” to “wherever necessary” as in the cases of plantations that spanned several acres, it was necessary to have transport for workers.
- 946.** The Chairperson acknowledged the valid point raised by the Workers’ group regarding the application of the paragraph to transportation within farms or plantations. She suggested qualifying it as “necessary to perform work” and adding “where transport is unavailable or inadequate.” She proposed “where applicable” as a compromise.
- 947.** The Employer Vice-Chairperson could agree to adding “wherever necessary” if the paragraph was moved to the section concerning Governments’ responsibilities, as it fell under their jurisdiction. She emphasized that the Employers’ group preferred to maintain her groups’ original proposal reflecting the language of Convention No. 110.
- 948.** The Employers’ group’s proposal on “whenever possible” was accepted by the groups as it reflected the language of ILO Convention No. 110.
- 949.** The subparagraph was adopted as amended.

Paragraph 88

Subparagraph (a)

- 950.** The Government Vice-Chairperson proposed to add “in the design and implementation of policies and strategies on living and working conditions” after “social dialogue to establish a connection with the chapter.
- 951.** While Worker Vice-Chairperson accepted the proposal, the Employer Vice-Chairperson preferred the original to keep the provision general. The proposal was withdrawn.
- 952.** The subparagraph was adopted as drafted.

Subparagraph (b)

953. The subparagraph was adopted as drafted.

954. The Employer Vice-Chairperson proposed to add a subparagraph: “promote duty of care and good use of facilities provided by the employer”. The Worker Vice-Chairperson sought a clarification on the amendment. The proposal was withdrawn.

4.4. Strengthening labour inspection**Paragraph 89**

955. The paragraph was adopted as drafted.

Paragraph 90**Subparagraph (a)**

956. The subparagraph was adopted as drafted.

Subparagraph (b)

957. The Employer Vice-Chairperson proposed to add “sufficient number adequately resourced inspectors is available and” after “so that”. The proposal was accepted.

958. The Government Vice-Chairperson proposed to add “regularly” before “allocating”. The proposal was accepted.

959. The Employer Vice-Chairperson proposed to delete “including informal” and add “particularly workers in the informal economy”. A total of 80 per cent of the people working in the sector, particularly in developing countries, were in the informal economy, where labour inspection was limited.

960. The Government Vice-Chairperson dismissed the proposal, arguing that labour inspectors should address all workers, not solely those in the informal economy. The subparagraph already contained the qualifier “all rural employers and workers.” Moreover, section 3.8 adequately addressed labour inspectors and the informal economy.

961. The Employer Vice-Chairperson emphasized that the proposal tackled the challenge of transitioning to formality without labour inspections and was relevant to all workers, especially those operating in the informal economy, where labour inspection was limited.

962. The representative of the ITUC considered adding “informal economy” redundant given that labour inspectors encountered various economic systems in rural areas. It was their responsibility to inspect all kinds of economic sectors and systems.

963. The Executive Secretary suggested changing “particularly” to “including”. The Employer Vice-Chairperson initially rejected the suggestion, reinforcing the necessity to firmly declare the need of labour inspectors in the informal sector. However, she finally agreed and the suggestion was accepted.

964. The subparagraph was adopted as amended.

965. The Government Vice-Chairperson proposed a new subparagraph:

maintaining an adequate number of labour inspectors

966. The proposal was subsequently withdrawn.

Subparagraph (c)

967. The Employer Vice-Chairperson proposed to begin the paragraph with “reinforcing the skills of labour inspectors and”. The proposal was accepted. The subparagraph was adopted as amended.

Subparagraph (d)

968. The subparagraph was adopted as drafted.

Subparagraph (e)

969. The Government Vice-Chairperson proposed to add “including community leaders” after “stakeholders” to reflect the reality of several countries where community leaders played a significant role in the agri-food sector in rural areas.

970. The Executive Secretary shared the example of Malawi, where community leaders played a crucial role in the implementation of the ILO’s Integrated strategy to address decent work deficits in the tobacco sector.

971. The Worker Vice-Chairperson accepted the proposal as it was in line with the Indigenous and Tribal Peoples Convention, 1989 (No. 169).

972. The Employer Vice-Chairperson initially rejected the proposal as “stakeholders” included community leaders but upon hearing the Office and other groups, retracted her opposition.

973. The proposal was accepted and the subparagraph was adopted as amended.

Subparagraphs (f) and (g)

974. The subparagraphs were adopted as drafted.

► 5. Social dialogue and tripartism

Paragraph 91

975. The Employer Vice-Chairperson suggested to add “as well as other forms of social dialogue such as workplace cooperation” after “collective bargaining” to highlight various kinds of social dialogues beyond collective bargaining.

976. The Government Vice-Chairperson was flexible with the amendment.

977. The representative of the ITUC rejected the proposal. The addition was redundant as social dialogue in this instance was based on collective bargaining. The right to freedom of association and collective bargaining enabled workers to engage in social dialogue.

978. The Employer Vice-Chairperson proposed add “workplace cooperation” after “consultation” in the first sentence, to retain the relevance of collective bargaining in the second sentence. While the Government Vice-Chairperson was flexible with the amendment, the representative of the ITUC rejected the proposal as “workplace compliance” was not at the same level as collective bargaining. Workplace cooperation was not derived from international labour standards and could not undermine the collective bargaining process. Unlike collective bargaining, it did not concern economic and social policy, including redistribution and wages. She asked if the employers could qualify workplace cooperation as bipartite or tripartite.

979. The Employer Vice-Chairperson drew attention to the ILC resolution concerning the second recurrent discussion on social dialogue and tripartism, 2018 and mentioned the list of definitions which included bipartite social dialogue.
980. The Head of Unit proposed a compromise text: "Social dialogue includes all types of negotiation, consultation, as well as other approaches such as workplace cooperation or simply the exchange of information between, or among, representatives of governments, employers, and workers, on issues of common interest relating to economic and social policy."
981. The representatives of the ITUC proposed including negotiation, consultation, and other approaches such as workplace cooperation.
982. The Worker Vice-Chairperson further stated that workplace cooperation should not undermine collective bargaining and suggested referencing the Centenary Declaration for the Future of Work, 2019.
983. The Employer Vice-Chairperson clarified that employers did not intend to undermine collective bargaining.
984. The representative of the ITUC suggested the deletion of the paragraph due to a lack of consensus.
985. The Chairperson suggested that the paragraph could start with the second sentence: "Effective social dialogue, based on freedom of association and the right to collective bargaining and supported by institutional, legal, and regulatory frameworks, is an essential means for promoting good industrial relations and sustainable and inclusive growth and development," while deleting the first sentence in the discussion.
986. While initially hesitant, the Employer Vice-Chairperson ultimately favoured removing the entire paragraph instead of just the first sentence, as proposed by the Chairperson, despite its function as the chapeau to the chapter. The deletion was supported by the Government group.
987. The paragraph was deleted.

Paragraph 92

988. The Employer Vice-Chairperson suggested to delete "business" and add "and employers" after "workers". The proposal was accepted.
989. The Employer Vice-Chairperson proposed to add a new paragraph:
- Stronger participation of women, young people, indigenous and tribal peoples and other under-represented groups in organizations of employers and workers, including in leadership roles, could serve advancing social dialogue through a more diverse, inclusive and representative membership base, decision-making and governance.
990. While the Government Vice-Chairperson was flexible with the amendment, the Worker Vice-Chairperson rejected the proposal. The proposal was withdrawn.
991. The paragraph was adopted as drafted.

Paragraph 93

Subparagraph (a)

992. The subparagraph was adopted as drafted.

Subparagraph (b)

- 993.** The Employer Vice-Chairperson suggested to add “and employers” after “workers” in the first sentence.
- 994.** The Government Vice-Chairperson was flexible with the amendment. The representative of the ITUC while acknowledging the Employers’ group’s concerns, highlighted that the focus of the text was on workers, migrants, and women, among others. Consequently, it appeared unnecessary to explicitly mention employers. To address this, she proposed including an additional sentence, “Efforts should be made to eliminate the barriers faced by employers.”
- 995.** The Employer Vice-Chairperson withdrew her proposal and requested the Office to provide text to include the right for employers.
- 996.** The subparagraph was adopted as drafted.
- 997.** The Office suggested the following text, which was accepted by the groups:
- eliminating legal barriers to the full application of employers’ rights to form and join organizations of their own choosing, including by ensuring that legislation establishing machinery to encourage and promote such organizations exist.

Subparagraph (c)

- 998.** The Worker Vice-Chairperson suggested to add “gender sensitive” after “providing”. The Employer Vice-Chairperson supported the proposal as education was a right for all. The Government Vice-Chairperson, in principle, supported the proposal, but suggested replacing it with “gender responsive” for a more proactive approach.
- 999.** The Chairperson suggested going a step further to “gender transformative”. The Employer Vice-Chairperson however preferred the Workers’ group’s suggestion while the Government Vice-Chairperson preferred their own.
- 1000.** The Worker Vice-Chairperson further proposed substituting “education” with “gender sensitive training programmes”. Both the Employers’ and Government groups preferred the original text over the new proposal. The proposal was withdrawn for the lack of consensus.
- 1001.** The subparagraph was adopted as drafted.

Subparagraph (d)

- 1002.** The Worker Vice-Chairperson proposed adding “Ensure women are involved in negotiations and other decision-making bodies and processes” at the end of the subparagraph in line with the ILC resolution concerning the second recurrent discussion on social dialogue and tripartism, 2018. The Government Vice-Chairperson accepted the proposal if “ensure” was replaced with “encourage”. The proposal and the subamendment were accepted by all groups.
- 1003.** The subparagraph was adopted as amended.

Subparagraph (e)

- 1004.** The subparagraph was adopted as drafted.

Subparagraph (f)

- 1005.** The Employer Vice-Chairperson suggested to delete the entire paragraph as it was already included in the section above. The proposal was accepted and the subparagraph was deleted.

Subparagraph (g)

1006. The subparagraph was adopted as drafted.

1007. Upon discussion in the small working group, the groups suggested the following new subparagraph:

Free, independent, strong and representative employers and workers organizations together with trust commitment and respect by the governments for the autonomy of the social partners and social dialogue outcomes are key conditions for effective social dialogue, Social dialogue comes in various forms and levels according to national traditions and contexts, including in the form of cross border social dialogue in an increasingly complex globalized economy.

1008. The subparagraph was subsequently withdrawn.

Paragraph 94**Subparagraphs (a) to (c)**

1009. The subparagraphs were adopted as drafted.

Subparagraph (d)

1010. The Employer Vice-Chairperson suggested to add “sound workplace cooperation and” after “mechanisms for”. While the Government Vice-Chairperson was flexible, the Worker Vice-Chairperson preferred the original text. She suggested moving “sound workplace cooperation” after “promoting” and adding “independent” before “mechanisms”. The Workers’ group’s proposal was accepted and the subparagraph was adopted as amended.

Subparagraph (e)

1011. The subparagraph was adopted as drafted.

Paragraph 95**Subparagraph (a)**

1012. The Worker Vice-Chairperson suggested to add “women” after “including”. While the Government Vice-Chairperson accepted the proposal, the Employer Vice-Chairperson opposed it as the provision spoke to the various kinds of work and not the different kinds of workers. The Worker Vice-Chairperson proposed to subamend to “in particular, women”. The proposal was accepted and the subparagraph was adopted as amended.

Subparagraphs (b) and (c)

1013. The subparagraphs were adopted as drafted.

► Appendix

1. The Employer Vice-Chairperson suggested to amend the title as follows: add “reference” between the words “Non-exhaustive” and “list”; delete “tools relevant to” and add “guidance to advance decent work in” and align with the pattern in other sectoral meetings, for example, the Technical meeting on a green, sustainable and inclusive economic recovery for the civil aviation sector, 2023. The Government Vice-Chairperson pointed that “instruments” should precede “declarations”. The proposals were accepted and the title was adopted, as amended.
2. The Government Vice-Chairperson proposed to include the Rotterdam Convention on the prior informed consent procedure for certain hazardous chemicals and pesticides in international trade and the Stockholm Convention under “Other relevant international regulations”. The Worker Vice-Chairperson accepted the inclusion. The Employer Vice-Chairperson questioned the relevance of the Conventions.
3. The Government representative of South Africa informed that the Rotterdam Convention governed importing of hazardous chemicals, 2003 and the Stockholm Convention on Persistent Organic Pollutants, 2001, concerned transporting pesticides, both extremely relevant to the agri-food sector.
4. The representative of the ITUC added that they were relevant in respect of occupational safety and health in the agricultural sector.
5. The Worker Vice-Chairperson further explained that the Conventions were equally relevant for employers. Using pesticides in adherence to the Rotterdam Convention would determine their viability in the market. Hence, it was prudent for employers to be well-informed about the pesticides at the production process, rather than risk having their products removed from shelves due to excessive residual levels of banned pesticides.
6. The proposal was accepted, and the annex was adopted as amended.

Adoption of the guidelines

7. The guidelines were adopted as amended.

Closing statements

8. The Chairperson expressed her gratitude the Vice-Chairpersons, the Secretary-General and the entire team at the Office for support prior to and through the meeting. The outcome achieved was of immense value and marked the initial step of the journey. The real work was about to commence with its implementation. She expressed her hope that all stakeholders would embrace the implementation of the guidelines at the international, national, local, and enterprise levels with the same passion and commitment demonstrated during the Meeting. She recalled the Coalition of Action on “Decent work for equitable food systems” co-led by CARE International, the ILO and IFAD and its commitment to implementing the Guidelines. Having spent a significant part of her life living and working on a farm, the agricultural sector held a special place in her heart and she remained dedicated in her commitment to global food and nutrition security, as well as the promotion of decent work for all.
9. The Head of Unit thanked the Vice-Chairpersons and all those who had taken part, as well as those who had worked behind the scenes to successfully conduct the meeting. She expressed her

admiration for the Chairperson for her exceptional guidance and leadership throughout the entire five-day meeting.

10. The Employer Vice-Chairperson was grateful to her group for their dedication, patience, and discipline throughout the entire process. She extended her congratulations to both the Workers' and Government groups for their spirit of consensus and compromise, which ultimately paved the way for the successful adoption of the guidelines. The resulting outcome held immense value for the agri-food sector and would serve as a guide the future endeavours of the ILO. Furthermore, she acknowledged that farmers, enterprises, and constituents across the sector would benefit from the Guidelines. The Vice-Chairperson expressed her heartfelt appreciation to the Chairperson for her exceptional leadership and her commitment to fostering a collaborative atmosphere among the participants. Additionally, she conveyed her thanks to the Office for their efficient coordination of the meeting, ensuring its smooth operation.
11. The Worker Vice-Chairperson expressed her gratitude to the secretariat and the individuals who worked diligently behind the scenes to orchestrate a successful meeting. She commended the Employers' group for their persistent efforts and the Government group for their support. Furthermore, she praised the delegates from the Workers' group for their active participation. She requested the Office to maintain their ongoing support in implementing these important Guidelines to ensure decent work for all in the agri-food sector.
12. The Government Vice-Chairperson thanked the Government experts, recognizing their valuable contributions, and expressed her honour in collaborating with dedicated workers and employers. Their unwavering passion, profound knowledge, and willingness to find common ground were truly commendable. She commended the Chairperson's composed and poised leadership that helped create a relaxed atmosphere during the proceedings. She extended her thanks to the colleagues from the Office and expressed her hope that the Guidelines would positively impact the lives of millions of people in the agri-food sector.