



Governing Body

331st Session, Geneva, 26 October–9 November 2017

GB.331/INS/2

Institutional Section

INS

Date: 28 September 2017

Original: English

SECOND ITEM ON THE AGENDA

Agenda of the International Labour Conference

Purpose of the document

To initiate consideration of proposals for the Conference agenda for 2019 and beyond, including the strategic approach to be followed (see the draft decision in paragraph 30).

Relevant strategic objective: All four strategic objectives.

Main relevant outcome/cross-cutting policy driver: Enabling outcome B: Effective and efficient governance of the Organization.

Policy implications: Implications for the Conference agenda for 2019 and beyond.

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

Financial implications: Those arising from the placing of items on the Conference agenda and from any preparatory meetings proposed that might be approved by the Governing Body.

Follow-up action required: Any implications relating to follow-up will be submitted to the Governing Body for consideration at its 332nd Session (March 2018).

Author unit: Departments in the Policy Portfolio and in the Field Operations and Partnerships Portfolio.

Related documents: GB.329/PV; GB.329/INS/2; GB.331/INS/4; GB.328/INS/18/1; and GB.331/LILS/2.

Contents

	<i>Page</i>
A. Overview of the Conference agenda-setting process.....	1
B. Decisions taken by the Governing Body at its 329th Session (March 2017)	3
C. Outcomes of the 106th Session (June 2017) of the Conference: Implications for the agenda of the Conference.....	4
D. Agenda of the 2019 International Labour Conference (2019).....	4
E. Agenda of the Conference beyond 2019.....	6
F. Procedural roadmap	9
Draft decision	9

Appendices

I. 1. Three possible items for the agenda of future sessions of the Conference	11
A. A just transition of the world of work towards environmentally sustainable economies and societies for all (standard setting)	11
B. Apprenticeships (standard setting, double discussion).....	13
C. Inequalities and the world of work (general discussion).....	16
2. Update as regards the follow-up envisaged in relation to four subjects	18
A. Resolution of individual labour disputes.....	18
B. Non-standard forms of employment	19
C. Decent work in the world of sport	20
D. Independence and protection in public service (fight against corruption)	20
II. Overview of the technical items selected for the Conference agenda (2010–23).....	21
III. Agenda of the ILC – timeline (2015–19).....	24

A. Overview of the Conference agenda-setting process

1. The applicable rules concerning the agenda of the Conference are set out in the Constitution of the International Labour Organisation, the Standing Orders of the International Labour Conference and the Standing Orders of the Governing Body.¹ The agenda of the Conference consists of standing and technical items.
2. The following standing items are required to be included by the Governing Body in the Conference agenda each year:
 - reports of the Chairperson of the Governing Body and of the Director-General;
 - financial and budgetary questions; and
 - information and reports on the application of Conventions and Recommendations.
3. It has become the practice to include in the Conference agenda three technical items (each requiring a technical committee at the Conference), generally with a view to standard setting, a general discussion or a recurrent discussion.² Other items which may be included by the Governing Body are items which can usually be dealt with in a plenary sitting, by the Selection Committee or by other technical committees holding a limited number of sittings.³ For standard-setting items, while a double discussion remains the norm, the Governing Body may decide to hold a single discussion. Proposals to place an item on the Conference agenda are considered at two successive sessions of the Governing Body unless there is unanimous consent to place a proposed item on the agenda when discussed for the first time by the Governing Body.⁴

Recurrent discussions under the ILO Declaration on Social Justice for a Fair Globalization, 2008 (the Social Justice Declaration)

4. The Social Justice Declaration has introduced a scheme of recurrent discussions by the Conference designed to improve understanding of the diverse realities and needs of Members with respect to each of the Organization's strategic objectives, respond more effectively to them by using all the means of action at its disposal, adjust its priorities and programmes of action accordingly and assess the result of the ILO's activities with a view to informing programme, budget and other governance decisions.⁵ Recurrent discussions are intended to play a key role in the setting of the overall Conference agenda and in contributing to the role of the Conference as the ILO supreme policy organ. Under the first

¹ See [Constitution, articles 14\(1\) and 16\(3\)](#); Standing Orders of the Conference, articles 7, 7bis, 8 and 12; Standing Orders of the Governing Body, sections 5 and 6.2.

² See paras 4–7 below.

³ See Appendix II for an overview of the selection of technical items for the Conference agenda (2010–23). See [GB.328/PV, para. 16](#) (Workers' group).

⁴ See para. 5.1.1 of the Standing Orders of the Governing Body.

⁵ See Social Justice Declaration, Part II(A)(i) and Annex, Part II(B)(i).

seven-year cycle of recurrent discussions adopted by the Governing Body in 2009,⁶ they have constituted one of the three aforementioned technical items of the agenda since the 2010 session of the Conference.⁷

5. At its 105th Session (2016), the Conference undertook the evaluation of the impact of the Social Justice Declaration, in light of which it adopted the resolution on Advancing Social Justice through Decent Work. Under this resolution, the Conference calls for the adoption of appropriate modalities to better focus recurrent discussions and ensure that they are grounded in current realities and challenges so as to:
 - (i) deliver a regularly updated review of Members' diverse needs and realities with respect to each strategic objective;
 - (ii) assess the results of the ILO's activities in respect of the strategic objectives to facilitate decision-making on future priorities; and
 - (iii) inform ILO strategic planning and programme and budget discussions.
6. The resolution calls for the consideration of a shorter cycle of recurrent discussions taking into account their contribution to the streamlining of the process of the setting of the Conference agenda.⁸
7. Following up on the resolution, at its 328th Session (November 2016), the Governing Body adopted a five-year cycle of recurrent discussions of the four strategic objectives with the following sequence: social dialogue and tripartism in 2018; social protection (social security) in 2020; employment in 2021; social protection (labour protection) in 2022 and fundamental principles and rights at work in 2023.⁹ In addition, the Governing Body provided guidance on a framework for recurrent discussions to ensure that they fully achieve their specific purpose under the Social Justice Declaration.¹⁰

The strategic and coherent approach (2014–19)

8. At its 322nd Session (November 2014), the Governing Body approved the concept of a strategic and coherent approach to the setting of the Conference agenda for the 106th (2017), 107th (2018) and 108th (2019) Sessions of the Conference. The intention was to respond to constituents' comments on the setting of the Conference agenda and the role of the

⁶ See [GB.304/PV](#), para. 183(b).

⁷ The seven-year cycle has been implemented according to the following sequence: employment (first recurrent discussion, 2010); social protection (social security) (first recurrent discussion, 2011); fundamental principles and rights at work (first recurrent discussion, 2012); social dialogue (first recurrent discussion, 2013); employment (second recurrent discussion, 2014); social protection (labour protection) (second recurrent discussion, 2015); and fundamental principles and rights at work (second recurrent discussion, 2016). This sequence was subsequently adjusted following the Governing Body's decision in March 2014 to place the evaluation of the impact of the Social Justice Declaration on the agenda of the 105th Session (2016) of the Conference, and consequently to defer the second recurrent discussion on fundamental principles and rights at work from the 105th Session (2016) to the 106th Session (2017).

⁸ See subpara. 15.2 of the [resolution](#).

⁹ See para. 17 below.

¹⁰ See [GB.328/INS/5/2](#) and [GB.328/PV](#), para. 102.

Conference as the ILO supreme policy organ. The approach is based on two main elements: (i) a strategic focus in the setting of the Conference agenda, using the momentum created by the commemoration of the ILO centenary to place emphasis on institutional coherence and flexibility; and (ii) full tripartite engagement in the agenda-setting process.¹¹

9. The Governing Body has selected the technical items for the 2017 and 2018 sessions on the basis of this approach. It has kept under review the coordination between the outcomes of previous discussions at the Conference and the consideration of proposals for future sessions. It has made linkages between the setting of the Conference agenda and other institutional processes and strategic discussions such as the follow-up to the Centenary Initiatives, or the strategic plan. Further, the Governing Body has taken steps to ensure that the agenda of the Conference reflects the ILO's actions to ensure that it has a robust and up-to-date body of labour standards serving as a global framework for the world of work. Thus, the review by the Standards Review Mechanism Tripartite Working Group (SRM TWG) of the ILO body of standards, together with the implementation of article 19, paragraph 9, of the Constitution concerning the procedure of abrogation of obsolete Conventions in force, have already informed the Conference agenda. A procedural roadmap for the implementation of the strategic and coherent approach up to 2019, regularly updated by the Office, has been provided to the Governing Body at each of its sessions to improve the transparency and inclusiveness of the process.¹² The important role of the Governing Body in setting the ILC agenda under the strategic and coherent approach was highlighted by its outgoing Chairperson at its 330th Session.¹³

B. Decisions taken by the Governing Body at its 329th Session (March 2017)

10. In order to contribute to a governance-integrated approach, the discussion by the Governing Body at its 329th Session (March 2017) on the Conference agenda took place after the discussions of items of particular relevance to the setting of the Conference agenda. These included the matters arising out of the work of the 105th Session (2016) of the International Labour Conference and the follow-up to the Centenary Initiatives, in particular the Standards Initiative, including the initial evaluation of the functioning of the SRM TWG.¹⁴
11. The Governing Body provided guidance on the implementation of the strategic and coherent approach and its possible continuation beyond. It also provided guidance on the agenda of the centenary session of the International Labour Conference (108th Session, 2019); and the setting of the Conference agenda beyond 2019 both as regards the strategic approach and the seven subjects under consideration.¹⁵

¹¹ See [GB.322/PV](#), para. 17, and [GB.322/INS/2](#), paras 11–19. The strategic and coherent approach was acknowledged in the context of the work of the Working Party on the Functioning of the Governing Body and the Conference; see [GB.322/INS/12\(Rev.\)](#), para. 4.1.

¹² See [GB.328/INS/3](#), paras 7–15, for more detailed elements on the implementation of the strategic and coherent approach.

¹³ [GB.330/PV](#).

¹⁴ See [GB.328/INS/7](#); [GB.328/INS/17/2](#); [GB.328/LILS/2/1](#) and [GB.328/PFA/1](#); [GB.329/INS/3/1](#); [GB.329/INS/3/2](#); [GB.329/INS/5](#); [GB.329/INS/6](#), and [GB.329/LILS/2](#).

¹⁵ See [GB.329/PV](#), paras 4–15.

12. In this context, the agenda that remains to be set under the implementation of the strategic and coherent approach is the one of the centenary session (2019). On the other hand, the Governing Body has already begun its consideration of the agenda of the sessions beyond 2019, by placing recurrent discussions on the agenda of the sessions up to 2023. The Governing Body may thus wish to provide further guidance on the setting of the agenda beyond 2019 so as to continue fostering a strategic focus in the setting of the Conference agenda with full tripartite engagement, while ensuring adequate flexibility to account for the outcome of the centenary session (in particular as to the remaining item to be decided in order to complete the agenda for 2020).

C. Outcomes of the 106th Session (June 2017) of the Conference: Implications for the agenda of the Conference

13. While no new agenda items were explicitly identified during the 106th Session (June 2017) of the Conference, the follow-up to the resolution concerning the second recurrent discussion on fundamental principles and rights at work,¹⁶ the follow-up to the resolution concerning fair and effective labour migration governance,¹⁷ and the outcome of the discussion by the Committee on the Application of Standards of the General Survey concerning the migrant workers instruments¹⁸ should be kept under consideration in the context of the setting of the agenda of the Conference. It may also be noted that during the 106th Session of the ILC various delegates praised in their interventions the relevance of the items chosen for the agenda of the Conference and the successful work of the Governing Body in this regard.¹⁹

D. Agenda of the 2019 International Labour Conference

14. The Governing Body discussed the agenda of the 2019 centenary session of the International Labour Conference at its 329th Session (March 2017). There was a widely held view that apart from the standing items referred to in paragraph 2, the agenda should be focused on

¹⁶ The 2017 resolution and conclusions concerning the second recurrent discussion on fundamental principles and rights at work, called upon the ILO, in relation to effective standards-related action, to “conduct a detailed analysis with regards to gaps in existing ILO standards on discrimination in employment and occupation”. The ILC further called the ILO to actively and as a matter of urgency “strengthen the Annual Follow-up to the 1998 Declaration concerning non-ratified fundamental Conventions as a promotional tool with a view to: (i) assessing more fully the efforts made in accordance with the 1998 Declaration by Members which have not yet ratified all the fundamental Conventions and the Protocol of 2014 to the Forced Labour Convention, 1930, thus permitting the identification of areas in which ILO technical assistance may prove useful to them; (ii) facilitating exchange of experiences and lessons learned; and (iii) making the Annual Follow-up more accessible and visible.” *Provisional Record No.11-1*, International Labour Conference 106th Session, paras 4(d) and 8. GB.331/INS/4/3.

¹⁷ GB.331/INS/4/1.

¹⁸ In this [outcome](#), the Committee on the Application of Standards “noted that the General Survey, and its discussion, could contribute to the work of the Standards Review Mechanism Tripartite Working Group, particularly its consideration of standards policy with a view to ensuring institutional coherence on OSH”.

¹⁹ See <http://www.ilo.org/ilc/ILCSessions/106/media-centre/speeches/lang--en/index.htm>.

the future of work. This would entail deferring the second discussion on violence in the world of work until the 109th Session (2020) of the Conference. The current session of the Governing Body should decide whether to proceed with Conference preparations on that basis.

15. If such a decision is taken by the Governing Body, early consideration would need to be given to how the future of work issues should be dealt with at the centenary Conference. The possibilities already put forward at the March 2017 Governing Body discussion included a plenary discussion on the report of the Global Commission on the Future of Work accompanied by consideration of specific elements in greater detail in technical committees or similar forums.
16. A second issue relates to the desired outcome of the centenary Conference in respect of the future of work. There was a widespread view in the Governing Body that there should be a formal outcome, for example, a centenary declaration, resolution or protocol and that any such outcome should be of substance and forward-looking with the aim of giving direction to the future activities of the Organization. It was also suggested that the outcome could build on and reinforce previous milestone declarations. Some suggested that there could be initial consideration of the nature of a possible outcome either during the 2018 Conference or in the Governing Body in the lead-up to 2019.
17. The Governing Body may also wish to take into account how the centenary Conference will be situated in the overall commemoration of the ILO's centenary in 2019. An integrated approach is being pursued in planning the commemoration. Activities would have a "celebratory" dimension with opportunities to recognize and assess the value of the ILO's social justice mandate and assess key aspects of its first 100 years along with the forward-looking dimension provided by the discussions on the future of work incorporating aspects of other centenary initiatives where they intersect with the future of work.
18. The "celebratory" dimension could be accommodated at the Conference through the convening of heads of States, and other high-level invitees who would speak to the ILO's social justice mandate as well as through a series of more technically oriented events focusing on a limited number of key issues. Other events could be organized during the Conference around major historical moments in which the ILO has played a part, including through exhibitions and the launch of a publication on the ILO history. A further possibility would be for the Committee on the Application of Standards (CAS), beyond its regular functions, to include a session linking its work either to the Future of Work Initiative or to a review of the history and impact of the CAS.
19. The Governing Body is requested to decide whether the agenda of the centenary Conference is to be devoted to the Future of Work incorporating relevant dimensions of other centenary initiatives, together with the ILC standing committees referred to above.
20. Should the Governing Body decide to dedicate the 2019 International Labour Conference to the future of work, the Office, in the light of guidance provided, would prepare specific proposals for the structure and content of the discussions, for consideration at the 332nd Session (March 2018).

E. Agenda of the Conference beyond 2019

Consolidating a strategic approach

21. Initial elements were sketched out for the consideration of the Governing Body in November 2016.²⁰ Several constituents expressed their support for the coherent and strategic approach to setting the agenda, with support for its continuation after 2019.²¹ In pursuing its examination of a strategic approach beyond 2019, the Governing Body may wish to take the following considerations into account.
22. Two of the initial elements identified in November 2016 have been integrated by the Governing Body into its decision-making process on the Conference agenda: (i) the follow-up to recommendations made by the SRM TWG and approved by the Governing Body;²² and (ii) ways in which the work of the ILO's governance structure might contribute to the follow-up and review activities at the United Nations High-Level Political Forum on Sustainable Development (HLPF) in the context of the 2030 Agenda.²³
23. The general elements of the strategic and coherent approach, such as the need to ensure institutional coherence, a balance between the adequate time for preparation and adequate flexibility, full tripartite engagement ensured through transparency and inclusiveness, would remain valid.²⁴ In line with the Social Justice Declaration and the 2016 resolution on Advancing Social Justice through Decent Work, recurrent discussions would remain a key driver of the streamlining of the Conference agenda.
24. Further elements could be envisaged. They might arise for example as the Governing Body progresses in its discussion of the reform of Regional Meetings and possible review of formats and standing orders for sectoral and other technical meetings, in particular as to how their outcomes could inform the ILC agenda-setting process. It may also be important to explore further improvements in the functioning of the Conference and, in particular, the ways it can optimize its function as regards standard setting in the context of a two-week

²⁰ See [GB.328/INS/3](#), paras 38 and 39.

²¹ See [GB.328/PV](#), paras 15 (Employers' group), 17 (Workers' group), 19 (Africa group), 22 (Republic of Korea). Support was further expressed at the March 2017 session – [GB.329/PV](#) paras 4 (Employers' group), 8 (Africa group) and 9 (IMEC).

²² In addition to the recommendations of the SRM TWG concerning the abrogation of Conventions which have led the Governing Body to place a corresponding item on the agenda, the Governing Body requested the Office to prepare a proposal for a possible standard-setting item on apprenticeships, on the basis of the regulatory gap identified by the SRM TWG for consideration at its 329th Session (March 2017). See Appendix I, section 1(B); [GB.328/PV](#) paras 16 (Workers' group), 22 (Republic of Korea). In examining the report of the second meeting of the SRM TWG, the Governing Body also noted the decision of the SRM TWG to follow up on the regulatory gap on the topic of shift work in its later discussion, at a date to be decided on working-time instruments; [GB.328/PV](#), para. 581(d).

²³ In line with the 2016 resolution on Advancing Social Justice through Decent Work, (see subpara. 15.2(c)(vii)) the Governing Body took its decision on the five-year cycle of recurrent discussions and their sequence taking into account the themes and selected SDGs to be reviewed at the HLPF. See [GB.328/INS/5/2](#), paras 6, 10 and 18; see also [GB.328/PV](#), paras 84 (Employers' group), 86 (Workers' group), 91 (ASPAG), 93 (IMEC). The Governing Body also decided to make use of its 2017, 2018 and 2019 March sessions as a platform for tripartite discussion of the ILO contribution to the HLPF annual review (para. 130(a)).

²⁴ See [GB.329/INS/2](#), para. 21.

session.²⁵ This would be consistent with the call under the Social Justice Declaration that the ILO make the best use of its unique advantage of the tripartite structure and standards system.²⁶ Further reflection could be undertaken as to how to ensure that the follow-up to the recommendations of the SRM TWG that may be approved by the Governing Body is adequately prioritized in terms of ILC agenda setting.²⁷

Subjects under consideration for possible inclusion in future sessions

25. The Governing Body will address at this session the recommendations of the third meeting of the SRM TWG (September 2017).²⁸ In that regard, as the SRM TWG's terms of reference refer to recommendations "on practical and time-bound follow-up as appropriate", an impact on the agenda of the Conference is likely. The SRM TWG, at its third meeting, is to consider 19 instruments concerning occupational safety and health (general provisions and specific risks), potentially leading to recommendations that could have an impact on the Governing Body's consideration of future standard-setting items for the Conference.
26. The agenda of the 109th Session (2020) currently includes a recurrent discussion on social protection (social security) and could be expected to also include the second discussion of the standard-setting item on violence and harassment against women and men in the world of work.²⁹ One slot remains, therefore, in that session. It could include a further technical item, for example the proposed item on apprenticeships, or it could be kept for a possible follow-up to the centenary session.³⁰ In this regard, the Employers and ASPAG endorsed the need to retain flexibility. In any event, there is currently sufficient time for the Governing Body to consider the selection of items for sessions after 2019 and to provide guidance to the Office in this regard.³¹

²⁵ In November 2016, different views were expressed as regards the possibility of including two standard-setting items on the agenda of the Conference ([GB.328/PV](#), paras 16 (Workers' group), 18 (ASPAG), 21 (India), 23 (Brazil)).

²⁶ This would be consistent with earlier discussions in the Working Party on the Functioning of the Governing Body and the International Labour Conference that proposals for Conference agenda items should come in particular from the outcomes of ILO tripartite meetings or other meetings (regional, sectoral, meetings of experts) (see [GB.319/WP/GBC/1](#), para. 15). In November 2016, members of the Working Party "felt that care should be taken to ensure that Regional Meetings promoted the strategic objectives of the ILO and that there should be closer linkages to the other governing organs of the Organization, the Conference and the Governing Body" ([GB.328/INS/16](#), para. 10; [GB.328/WP/GBC/2](#), paras 13–16; [GB.326/POL/5](#)).

²⁷ IMEC referred to [GB.329/PV](#), para. 9.

²⁸ See [GB.331/LILS/1](#).

²⁹ See [GB.328/PV](#), para. 20 (IMEC).

³⁰ As already underlined, the Governing Body could give consideration to the possibility that the 2019 centenary session might itself adopt conclusions that impact on the setting of the Conference agenda for subsequent sessions; [GB.328/INS/3](#), para. 39(d).

³¹ See Appendix I for a possible timing for the selection of the three proposed items currently before the Governing Body. In view of the timeline applicable to the preparation of the discussion of standard-setting items, the inclusion of a standard-setting item should occur preferably in March 2018 (for the 2020 session) or March 2019 (for the 2021 session). The inclusion of items with a view to a

27. In this context, in March 2017, the Governing Body considered seven subjects for inclusion on the agenda of future sessions,³² among which three can be considered for possible inclusion on the agenda of the Conference at the next available slot:

- *A just transition of the world of work towards environmentally sustainable economies and societies for all (standard setting)*³³ – Appendix I, section 1(A): on a suggestion made by the Workers’ group, this item was proposed for inclusion on the agenda of the 2018 session in November 2016; the Workers’ group eventually supported the placement of a general discussion on effective ILO development cooperation in support of the SDGs in 2018, provided that the proposed standard-setting item remained under discussion for the agenda of future sessions of the Conference. During the March 2017 discussion, the item was endorsed by the Workers’ group and the Africa Group, but it was not supported by the Employers’ group and the industrialized market economy countries (IMEC);³⁴
- *Apprenticeships (standard setting)*³⁵ – Appendix I, section 1(B): as mentioned, the Governing Body requested that a proposal in relation to apprenticeships be presented in March 2017, pursuant to its decision following up the recommendation made by the SRM TWG in the report of its second meeting.³⁶ During the March 2017 discussion, the item was endorsed by the Workers’ group and the Africa group; and
- *Inequalities and the world of work (general discussion)*³⁷ – Appendix I, section 1(C): The Office first raised the subject in the context of the agenda of the Conference at the 323rd Session (March 2015) of the Governing Body;³⁸ it was further developed for the consideration of the Governing Body in November 2016. During the March 2017 discussion, the item was endorsed by the Workers’ group and the Africa group.

28. Four subjects require further work and discussion in other tripartite forums before they could be considered to give rise to full proposals for inclusion on the agenda of the Conference. An update of the follow-up undertaken in relation to these subjects is provided in Appendix I, section 2. For future sessions of the Governing Body, it is proposed that the Office provide further reports to the Governing Body annually and when the subjects are considered ripe for inclusion on the agenda of the Conference. The four subjects are:³⁹

- resolution of individual labour disputes;

general discussion could occur at the latest in March 2019 (for the 2020 session) or March 2020 (for the 2021 session).

³² See [GB.329/INS/2](#), paras 23–27.

³³ See Appendix I, section 1(A), para. 3, for the views expressed at the 328th Session (November 2016) of the Governing Body.

³⁴ See [GB.329/PV](#), paras 4–15.

³⁵ See Appendix I, section 1.B.

³⁶ See [GB.328/PV](#), para. 581.

³⁷ See Appendix I, section 1.C.

³⁸ See [GB.323/INS/2](#), para. 23.

³⁹ See [GB.328/PV](#), paras 17 (Workers’ group), 19 (Africa group), 20 (IMEC).

- non-standard forms of employment;
- decent work in the world of sport; and
- independence and protection in public service (fight against corruption).

F. Procedural roadmap

29. The updated proposal for the procedural roadmap is as follows:

- 332nd Session (March 2018): The Governing Body would continue to provide guidance on the agenda of the centenary session (2019) of the Conference, as well as of later sessions.
- 334th Session (November 2018): The Governing Body would assess the implications for the setting of the Conference agenda of the outcomes of the discussions at the 107th Session (2018), including the general discussion on effective development cooperation and the recurrent discussion on social dialogue and tripartism under the new five-year cycle; it would provide further guidance on the preparation of the discussions at the centenary session (2019), as well as of later sessions.
- 335th Session (March 2019): The Governing Body would continue to provide guidance on the agenda of the Conference within the strategic approach.

Draft decision

30. *The Governing Body may wish to provide guidance in relation to:*

- (a) the agenda of the centenary session (2019); and*
- (b) the setting of the Conference agenda beyond 2019 both as regards the strategic approach and the seven subjects under consideration.*

Appendix I

1. Three possible items for the agenda of future sessions of the Conference

A. *A just transition of the world of work towards environmentally sustainable economies and societies for all (standard setting)*

Source, nature and context of the possible item ¹

1. This proposal originates from a suggestion made by the Workers' group and presented to the Governing Body at its 316th Session (November 2012), with the indication that it should be considered further in light of the outcome of the general discussion on sustainable development, decent work and green jobs at the 102nd Session of the Conference in 2013. The Conference discussion resulted in the adoption of *conclusions concerning achieving decent work, green jobs and sustainable development*. With regard to international labour standards, the conclusions included a proposal to convene a Meeting of Experts to give further guidance on issues related to the greening of economies, green jobs and a just transition for all. ² At its March and June 2014 sessions, the Governing Body mandated a Meeting of Experts to adopt in particular draft guidelines. The Meeting of Experts took place in October 2015 and unanimously adopted *Guidelines for a just transition towards environmentally sustainable economies and societies for all*. At its 325th Session (November 2015), the Governing Body requested the Director-General to use the Guidelines as a basis for activities and outreach. ³
2. This proposal is made for a standard-setting discussion on the transition of the world of work towards environmentally sustainable economies and societies for all. The Workers' group has expressed support for a standard-setting process during the experts' meeting and before the Governing Body in November 2015. In particular, the Worker spokesperson stated that the group "had been calling for the development of an instrument on a just transition with a view to sustainable development and viewed the Guidelines as a first step towards such a standard". Several groups also referred to different aspects of the just transition. ⁴
3. At the 328th Session of the Governing Body (November 2016), the proposal was supported for inclusion to the agenda of the 107th Session (2018) by the Workers' group and the Africa group. ⁵ The Employers' group and IMEC saw no value in developing a Convention or a

¹ For the previous discussion in the context of the agenda of the Conference, please see [GB.316/INS/4](#), paras 88–90; see also [GB.316/PV\(Corr.\)](#), paras 12 (Employers' group), 18 (Workers' group), 23 (Africa group), 31 (United Kingdom); [GB.319/INS/2](#), Appendix VIII, paras 6–9; [GB.319/PV](#), paras 7 (Workers' group), 11 (Denmark on behalf of the Netherlands, Switzerland and the Nordic countries, Iceland, Finland, Sweden and Denmark), 18 (China), 19 (Canada) and 29 (Brazil).

² See *conclusions concerning achieving decent work, green jobs and sustainable development*, paras 19(d) and 24.

³ See [GB.325/PV](#), para. 494(b).

⁴ See [GB.326/POL/INF/1](#), para. 267; [GB.325/POL/3](#); [GB.325/PV](#), paras 472–494; see in particular paras 472 (Workers' group) and 473 (Employers' group).

⁵ See [GB.328/PV](#), paras 16 and 19.

Recommendation as the ILO had adopted the Guidelines to address the matter.⁶ Other governments considered that it would be preferable not to include a second standard-setting item on the agenda of the 2018 session.⁷ The Workers' group subsequently supported the decision to include the item on effective development cooperation on the agenda of the 107th Session on the condition that the proposal on a just transition remained under discussion for the agenda of future Conference sessions.

Constituents' needs and realities in light of the ILO strategic objectives

4. The report prepared for the 2013 general discussion by the Conference stressed that the damage to economies and to society caused by environmental degradation has the potential to undo many of the gains in development and poverty reduction. Communities and groups including indigenous and tribal peoples, which are already vulnerable to discrimination and exclusion, and sectors such as agriculture, forestry and fisheries, which employ well over 1 billion people, are the most threatened by climate change. Developing countries are hit the hardest in sectors essential for economic growth and employment.⁸ In the absence of adequate instruments with legal force to address the implications of climate change on enterprises, workers and communities and respond to the needs of the world of work, social justice could be compromised with serious risks of widening inequalities. On the other hand, a well-managed transition guided by appropriate labour standards fully taking into consideration the imperative of decent work, could create many new decent jobs, protect workers and enterprises and enable social dialogue while providing remedies for those affected by changes.
5. The Paris Agreement, which highlights the imperative of a just transition and the creation of decent work, recognizes "a just transition" and employment as essential parameters of the global response to climate change. However, a policy and guiding framework responding effectively and comprehensively to the needs and realities of the world of work will not emanate from the governance structures in the climate change regime. It must originate from the ILO as the only tripartite United Nations agency mandated to set labour standards to promote sustainable development, productive employment and decent work for all women and men.

Implementation of the strategic and coherent approach and added value of a standard-setting discussion by the International Labour Conference

6. The 2016 Conference resolution on Advancing Social Justice through Decent Work notes the rapidity of environmental changes as one of the drivers of changes in the world of work.⁹ The entry into force of the Paris Agreement on climate change on 4 November 2016 implies that national implementation will start in the 123 Parties that have ratified the Agreement as of January 2017, many of which are ILO member States. As countries begin to implement their climate change commitments, there is an urgent need for policy guidance to give

⁶ See [GB.328/PV](#), paras 15 and 20.

⁷ See [GB.328/PV](#), paras 20 (ASPAG), 21 (India) and 23 (Brazil).

⁸ See the statement made by the Government representative from Bangladesh at the 326th Session (March 2016) of the Governing Body: "climate change hindered labour mobility and access to employment, and such challenges required specific interventions" ([GB.326/PV](#), para. 318).

⁹ See ILO: *Resolution on Advancing Social Justice through Decent Work: Evaluation of the impact of the ILO Declaration on Social Justice for a Fair Globalization and conclusions for future action*, International Labour Conference, 105th Session, Geneva, June 2016, para. 13.

practical meaning to the imperative of a just transition and the creation of decent work. No other body can better provide such a guidance than the International Labour Conference. A Conference discussion in or around 2021 would feed into the Green Initiative and provide the needed responses in the global transition to a low-carbon world from the perspective of decent work. The Conference would contribute in a significant manner to the dynamics of global action on climate change and provide a policy framework on social and labour-related policies, to complement the global policy framework on environmental matters. ILO tripartite constituents will be enabled to engage in the implementation by member States of climate change policies from a labour and social perspective.

Expected outcome

7. The expected outcome, a new ILO instrument with legal force, would build on the unanimously adopted *Guidelines for a just transition towards environmentally sustainable economies and societies for all*, giving them force and authoritative guidance on the role of decent work for a just transition. Such an instrument would be a means for the Conference and the Governing Body to monitor the implementation of social and labour issues in relation to environmental change and related policies. It will enable member States to pursue an inclusive approach to the governance of sustainable development, bringing labour and social issues at the core, in line with the 2030 Agenda. The Conference discussion would represent an important milestone for the Future of Work Initiative.

Preparation of the Conference discussion

8. The Conference will benefit from the results of the 2013 Conference general discussion and the work of the tripartite Meeting of Experts held in October 2015. The Conference will benefit from new research and analysis by the Office and the work of the United Nations Framework Convention on Climate Change. It will build on an enhanced understanding of decent work and climate change issues by ILO constituents and readiness to provide informed policy guidance in this area.

B. Apprenticeships (standard setting, double discussion)

Source, nature and context of the possible item

9. At its 328th Session in November 2016, based on the recommendation of the SRM TWG, the Governing Body requested “the Office to prepare a proposal for a possible standard-setting item on apprenticeships, recognizing the regulatory gap identified in this regard, for consideration at its 329th Session (March 2017) for inclusion in a future agenda of the Conference in accordance with the strategic and coherent approach”.¹⁰
10. The SRM TWG’s recommendation followed from its examination of a range of ILO instruments namely the Vocational Training Recommendation, 1939 (No. 57), the Apprenticeship Recommendation, 1939 (No. 60), the Vocational Guidance Recommendation, 1949 (No. 87), the Vocational Training (Adults) Recommendation, 1950 (No. 88), the Vocational Training (Agriculture) Recommendation, 1956 (No. 101), the Vocational Training Recommendation, 1962 (No. 117), and the Human Resources Development Recommendation, 1975 (No. 150), all of which had been juridically replaced by the Conference’s adoption of later instruments. On that basis, the SRM TWG informed the Governing Body of a regulatory gap identified in relation to the topic of apprenticeships

¹⁰ See [GB.328/PV](#), para. 581(h).

which has not been addressed in later Recommendations,¹¹ including Recommendation No. 195, which is the latest normative instrument on human resources development.

11. It should be recalled that since the onset of the global 2008 economic and financial crisis and its negative consequences on employment, and in particular youth employment, apprenticeships and training in its various forms have regained momentum as a pathway for facilitating school-to-work transitions of young people and improving the relevance and quality of training systems to labour market needs. At its 101st Session in June 2012, further to a general discussion prompted by the unprecedented youth employment crisis, the Conference adopted a resolution and conclusions concerning: *The youth employment crisis: A call for action*. The 2012 conclusions called on governments to improve the range and types of apprenticeships by, inter alia, complementing workplace learning with more structured institutional learning, upgrading the training skills of those overseeing apprenticeships, including literacy training and livelihood skills, and by regulating and monitoring apprenticeship, internship and other work experience schemes.¹² The resolution also called on the social partners to raise awareness of the labour rights of young workers, interns and apprentices.
12. These priorities were restated in the 2014 recurrent discussion on employment and its conclusions, and as a result, have seen apprenticeships and work-based learning included in work foreseen under policy outcome 1 of the Programme and Budget for 2018–19.
13. The ILO is currently engaged in an active programme of research and technical assistance concerning apprenticeships and other forms of work-based learning in response to increasing demands from the ILO constituents in all regions, and countries at different levels of development. The ILO's involvement has expanded significantly in recent years to respond to the youth employment crisis, deteriorating school-to-work transition outcomes, the expansion of work-based learning as a strategy to address skills mismatch by improving the quality and relevance of training; and as a result of concerns regarding disguised employment under different forms of work-based learning. The ILO's work in setting quality criteria for formal and informal apprenticeships is in high demand and can provide the groundwork for a standard-setting discussion.
14. The ILO is actively partnering with other international organizations, development partners and networks on apprenticeships and work-based learning including: G20; the Inter-Agency Group on Technical and Vocational Education and Training (TVET), involving the World Bank, the Organisation for Economic Co-operation and Development (OECD), UNESCO, the Inter-American Development Bank, the Asian Development Bank and the European Training Foundation; the Swiss Agency for Development Cooperation, the Norwegian Agency for Development Cooperation, the United States Department of Labor and the European Commission; and the Global Apprenticeship Network (GAN). The ILO also has leadership of the UN system-wide Global Initiative on Decent Jobs for Youth which is also an outlet for Office work on apprenticeships and work-based learning more broadly.

Constituents' needs and realities in light of the ILO strategic objectives

15. The ILO Constitution and the Declaration of Philadelphia recognize the importance of vocational and technical education for the improvement of the conditions of workers.

¹¹ See [GB.328/LILS/2/1](#), para. 10(2) of Annex I (recommendations adopted by the SRM TWG at its second meeting) to the report of the second meeting of the SRM TWG.

¹² See Conclusions concerning *The youth employment crisis: A call for action*, International Labour Conference, 101st Session, Geneva, 2012, para. 26(d) and (e).

16. In informing the Governing Body of the outcome of its review, the SRM TWG highlighted that apprenticeships remain a policy priority for the tripartite constituents, noting that the juridical replacement of Recommendations Nos 60 and 117 had resulted in a regulatory gap given that apprenticeship is not comprehensively addressed under subsequent ILO instruments (in the form of Recommendations or Conventions).
17. Moreover, as the need for, and interest in, work-based learning and apprenticeship has increased internationally, so has the lack of clarity surrounding the different forms of work-based learning, including apprenticeships, traineeships, learnerships, work placements and internships.
18. The SRM TWG noted in its discussions that while Convention No. 142 and Recommendation No. 195 recognize the importance of “workplace learning” and “work experience”, they do not consider apprenticeships or other types of work-based learning programmes in any detail.
19. Current instruments do not provide any guidance on the different forms of workplace learning. The new standard would provide comprehensive guidance in this important area of interest to ILO constituents including with respect to the design and implementation of apprenticeships, including the quality criteria, the governance framework, the roles and responsibilities of governments, employers’ and workers’ organizations, and training providers, the employment status of learners, and the terms and conditions related to their training and employment.
20. As apprenticeships and other forms of work-based learning involve multi-stakeholder partnerships, guidance on the respective roles and responsibilities of stakeholders will meet the respective needs of all ILO constituents.
21. In addressing these issues through a standard-setting discussion, the ILO would provide much-needed guidance that would simplify the ongoing development and implementation of work-based learning schemes in member States.

Implementation of the strategic and coherent approach and added value of an examination by the International Labour Conference

22. Under the strategic objective of employment, preparatory work relevant to a standard-setting discussion which has been completed or is under way includes: comparative reviews of more than 20 national apprenticeship systems; development of a quality assurance framework for apprenticeship systems; a review of regulatory arrangements for apprenticeships and other work experience schemes; a comparative analysis of the labour market impact of different work-based learning schemes and an international review of contractual arrangements underpinning internships, traineeships and apprenticeships.
23. A standard-setting discussion on apprenticeships and other forms of work-based learning would provide an opportunity for the ILO to provide guidance to tripartite constituents through the development of a comprehensive normative framework and guidelines on the definition, aims, characteristics and regulatory measures applicable to different forms of work-based learning.
24. The proposed standard-setting item would also address the specific needs of developing countries by addressing informal apprenticeships and outlining how decent work deficits can be addressed to ensure that informal apprenticeship schemes may contribute more effectively to national skills development systems, formal recognition and accreditation of skills acquired and employment creation.
25. The proposed standard-setting item would also reinforce activities envisaged under Outcome 1 of the Programme and Budget for 2018–19 to support countries in achieving targets related to TVET and skills development under SDGs 4 and 8.

Expected outcome

26. A standard-setting discussion would address the regulatory gap caused by the juridical replacement of outdated recommendations on apprenticeships and work-based training and education.
27. It would provide needed guidance to member States on how to provide decent work for those engaged in both existing and emerging forms of work-based learning, including apprenticeships, traineeships, learnerships, internships and work placements.
28. A new standard would address also the gender dimension, in particular promoting equality of access for young women to decent work.
29. A standard-setting discussion would clarify the typology of work-based learning schemes and provide guidance on the roles and responsibilities of ILO constituents involved in design and implementation of quality work-based learning schemes.
30. A new standard on work-based learning would be both timely and topical in providing a normative framework for countries facing the challenges of improving the quality and relevance of national skills systems and easing the transition from school to work for young persons and thus complementing the standards related to human resources and skills development.

Preparation of the Conference discussion

31. A Conference discussion on apprenticeships and work-based learning would be informed by the extensive research and documentation already compiled by the ILO and other organizations. It is proposed that a tripartite meeting of experts be held as early as 2018 to consider the typology of work-based learning schemes and advise the Office on the scope of discussion and issues to be addressed and the form of the instrument. It would be followed by a double-discussion standard-setting process. The earliest opportunity to start would be as of the 2020 session of the Conference in view of the fact that the agenda for the 2018 agenda is already approved and the special nature of the 2019 session devoted to the centenary of the ILO.

C. *Inequalities and the world of work* ***(general discussion)***

Source, nature and context of the proposed item

32. The Office first raised the subject in the context of the agenda of the Conference at the 323rd Session (March 2015) ¹³ of the Governing Body. It was further developed for the consideration of the Governing Body in November 2016 and received support from the Workers' group and the Government of India, while during the March 2017 discussion the item was endorsed by the Workers' group and the Africa group. The item is proposed for placement on the agenda of the Conference with a view to a general discussion.
33. Since the mid-1990s, the ILO has been concerned with ensuring that the gains from globalization are shared in a fairer manner. This concern prompted the ILO to adopt the Declaration on Fundamental Principles and Rights at Work, in 1998, and the Declaration on Social Justice for a Fair Globalization, in 2008. The Committee on Social Protection (Labour Protection) at the 104th Session of the Conference (2015) concluded that inclusive and effective labour protection ¹⁴ is key for decent work for all and for sustainable development,

¹³ See [GB.323/INS/2](#), para. 23.

¹⁴ The regulation of working conditions in the areas of working time, wages, occupational safety and health and maternity protection was deemed a central dimension of labour protection.

while stressing the need for regulations and institutions that govern labour protection to keep pace with the transformations in the world of work and be mindful of national circumstances. At its 105th Session (2016), the Conference, in its resolution on Advancing Social Justice through Decent Work, saw in the implementation of the Social Justice Declaration the means whereby the ILO could contribute to the advancement of the decent work components of the 2030 Agenda that include, but transcend, SDG 8. Other SDGs of particular relevance to the issues of inequalities and labour market institutions are SDG 10 (Inequalities) and SDG 5 (Gender Equality).

Constituents' needs and realities in light of the ILO strategic objectives

34. Over the past two decades, there has been an increase in inequality in most advanced economies as well as in many developing countries, leading to concerns over the consequences for poverty reduction, social cohesion and macroeconomic performance. Income inequality has vertical and horizontal dimensions: inequality between rich and poor, between men and women, between youth and old-age workers, and inequality for groups in situations of vulnerability, such as migrants or indigenous peoples. Inequality of income is generally associated with inequalities in terms of opportunities, skills and rights that contribute to further income inequality.
35. Across the world, income from waged work and self-employment accounts for the vast majority of individual and family incomes. In advanced economies, 60–80 per cent of household income is from wages. In developing countries, 30–60 per cent of household income is wage income while self-employment accounts for much of the rest.¹⁵ As a result, labour market performance – whether the market is creating jobs, what the quality of those jobs is, and who has access to jobs – determines to a large part the incomes of most of the world's population and the extent of inequality. Since the labour market, if not properly managed, can be a major source of inequality, this implies that redistributive policies (social protection, taxation and the provision of publicly provided services), while fundamental for reducing inequality, cannot alone address it.
36. The distribution of income in the labour market is not simply the result of market forces, but depends on the institutions that govern it. Some of these institutions include: freedom of association and collective bargaining, minimum wages, laws and industrial relations regulating employment contracts, hours of work and maternity protection, as well as other work–family reconciliation policies. Equally important are those laws, policies and institutions that seek to tackle discrimination, violence and harassment and promote equal opportunities for all workers, regardless of their gender, age, race, migrant or health status. Effective and accessible judiciary systems, agile dispute settlement mechanisms and sound compliance strategies help translate entitlements into actual benefits, thereby contributing to equalizing labour market outcomes. Taxation policies also play a role.
37. Empirical evidence shows that labour market institutions also influence the outcomes for workers in the informal economy as well as the functioning of informal labour markets.¹⁶

¹⁵ See ILO: *Global Wage Report 2014/15: Wages and income inequality*, Geneva, 2015.

¹⁶ This is commonly referred to as the “lighthouse” effect, whereby formal laws set a social norm that becomes a reference for bargaining among informal waged employees and their employers. The lighthouse effect was first identified in Brazil in reference to the use of the minimum wage in wage setting among informally employed workers, but is also applicable to other labour protections, such as working-hour limits and paid leave. See: P. Souza and P. Baltar (1979) “*Salário mínimo e taxa de salários no Brasil*”, *Pesquisa e Planejamento Econômico Vol. 9*, pp. 629–660.

Implementation of the strategic and coherent approach and added value of an examination by the International Labour Conference

38. The time is ripe for the Conference to discuss how labour market institutions could contribute to narrowing growing income and other types of inequalities in a rapidly changing world of work. This general discussion would help deepen understanding of how labour market rules and institutions could help tackle income and other types of inequalities. It could discuss, in particular, what set of institutions and policies, including distributive and redistributive policies, could provide an adequate floor to social justice for all and what would be required to implement it. This general discussion would be a concrete follow-up to the 2019 session centenary discussions and to the 2019 meeting of the HLPPF on the overall theme: “Empowering people and ensuring inclusiveness and equality”.

Expected outcome

39. This discussion would provide sharper guidance and direction concerning the set of labour market institutions and policies that would need strengthening or reform to reduce inequalities, while ensuring that no one is left behind. The outcome of this discussion would help enhance the ILO’s contribution to the 2030 Agenda and would feed into the recurrent discussion on social protection (labour protection), which is due in June 2022. Considering the range of policy areas falling in the remit of labour protection, a general discussion on inequalities and the world of work would permit to address and evacuate a first number of policy issues, which would in turn help set a better-focused agenda for discussion in 2022.

Preparation of the Conference discussion

40. The general discussion would be informed by research, policy dialogues, tripartite meetings of experts and other activities being carried out in the context of the Women at Work Initiative and on a range of relevant themes, such as non-standard forms of employment or wages, wage distribution and wage policies, working time or labour market integration of migrant workers. On this latter item, further insights will be provided by work which will be carried out as part of the follow-up action plan to the 2017 ILC general discussion on labour migration. In respect of working time, the findings of the corresponding General Survey and the ensuing debate of the Committee on the Application of Standards at the ILC in June 2018 will offer additional inputs. Other relevant work carried out by the Office would also be taken into account, such as, for example, the Symposium “Income inequality, labour market institutions and workers’ power” (2013), organized by the Bureau for Workers’ Activities (ACTRAV).

2. Update as regards the follow-up envisaged in relation to four subjects

A. *Resolution of individual labour disputes*

41. The Office continues its research on mechanisms for resolution of labour disputes, in the framework of the Plan of Action to implement the ILC conclusions concerning the recurrent discussion on social dialogue adopted in 2013. Studies were commissioned that cover more than 50 countries, across all regions. The findings were presented in national and subregional workshops; meetings of dispute resolution agencies; and during the annual courses on building effective dispute prevention and resolution at the International Training Centre of the ILO, Turin.
42. The research findings show that member States face myriad challenges to their ability to establish and maintain fair and efficient labour dispute prevention and resolution systems. Thus, they face challenges in ensuring access to justice in the world of work.

43. Legal frameworks often exhibit weaknesses. Some have limited effective coverage which can be due to unwieldy procedures. Multiplicity of institutions and processes may bring jurisdictional overlap or uncertainty. These challenges may be compounded by failure or inability to implement outcomes.
44. Access to collective mechanisms can ensure informal, cheaper, more expedient and less stressful settlement options for both employers and workers. Systems that put greater emphasis on voluntary prevention and settlement of disputes can be more cost effective, and more successful at maintaining employment relationships.
45. Member States are responding to the challenges. Some have introduced or improved statistical and case management systems. Greater use of conciliation/mediation is common, both inside and outside judicial systems, although with differing levels of success. Dispute resolution institutions increasingly adopt proactive and targeted approaches to reach out to and empower those in need of their services. Thus they place more emphasis on information, awareness-raising, advice and education services.
46. The research findings are being disseminated. A book on OECD countries was published in December 2016.¹⁷ A global and two regional papers are in preparation as well as a number of policy briefs. The findings are informing technical advisory services in several countries. They were reflected in the report for the recurrent discussion on fundamental principles and rights at work in 2017 and will be further presented in the report for the recurrent discussion on social dialogue and tripartism in 2018.
47. In keeping with the Plan of Action, the Office is working to identify guiding principles for effective resolution of labour disputes. Research has examined the principles that can be derived from the existing body of international labour standards. It has also analysed global developments in promotion of access to justice, in the context of the SDGs. Proposals for guiding principles will be tested in ongoing country-level work. They will also be considered in a number of sub-regional meetings of labour dispute resolution institutions. Insights are being sought from selected experts in the multilateral system and the academic community.
48. The research suggests that challenges to the implementation of international labour standards may be exacerbated by the fact that there is no single ILO instrument that broadly and comprehensively establishes guiding principles for effective systems of labour dispute resolution.
49. Existing standards will be addressed in the context of the Standards Review Mechanism: four of the six instruments in set 12 relate to dispute resolution. The needs of constituents are likely to be further clarified in the recurrent discussion on social dialogue and tripartism in 2018. This, together with further research findings, will enable the Office to advise the Governing Body about the desirability of action, and the form that any such action may take.

B. Non-standard forms of employment

50. The Meeting of Experts on Non-Standard Forms of Employment, held in February 2015 and endorsed by the Governing Body at its March 2015 session, called on the Office to “analyse whether there are gaps in international labour standards, or instruments that do not sufficiently reflect the reality of today’s world of work, and identify barriers to ratification of standards”. The Office was asked to evaluate “the need for additional labour standards possibly through meetings of experts to address temporary contracts, including fixed-term contracts, and discrimination based on employment status”. During the recurrent discussion on labour protection, at the 104th Session of the Conference, the constituents reiterated the need to evaluate additional international labour standards possibly through a meeting of experts, “and including, but not limited to, using the Standards Review Mechanism”. At the

¹⁷ See: M. Ebisui, S. Cooney and C. Fenwick (eds): *Resolving Individual Labour Disputes – A Comparative Overview* (Geneva, ILO, 2016).

325th Session (November 2015) of the Governing Body, under the follow-up to the recurrent discussion, it was indicated that the Governing Body could convene such a meeting for 2017 and that the interaction and coordination of such a meeting and the SRM would be clarified. The proposed meeting of experts will be informed by activities recently conducted by the Office on non-standard employment as part of the effort to build the Office's knowledge base in this emerging area. The organization of the meeting remains dependent of resource availability.

C. *Decent work in the world of sport* ¹⁸

51. This subject is considered in the framework of the agenda of the Conference on the basis of a suggestion made by the UNI Global Union. ¹⁹ As it is an emerging and sectoral topic, the document submitted to the Governing Body in November 2016 suggested that it could be addressed first by a sectoral technical meeting or meeting of experts, which would allow constituents to examine the scope of the issues and its particular legal and policy framework. In the framework of their meetings from 11 to 13 January 2017, the sector advisory bodies have considered the proposal and recommended that the topic be discussed at a Global Dialogue Forum under the programme of sectoral meetings 2018–19. This recommendation was endorsed by the Governing Body at its 329th Session (March 2017) as part of the programme of global sectoral meetings for 2018–19. ²⁰

D. *Independence and protection in public service (fight against corruption)* ²¹

52. The conclusions of the Global Dialogue Forum on Challenges in Collective Bargaining in the Public Service (Geneva, 2–3 April 2014) included references to the role of legislation, social dialogue and collective bargaining in the independence and protection of public servants, including anti-corruption legislation. The Workers' group highlighted this issue also in the sectoral advisory bodies in October 2014. The Governing Body was informed in November 2015 that a proposal from Public Services International had been received for an item on the Conference agenda with a view to standard setting to ensure the independence, impartiality and protection of certain categories of public service workers, notably through the fight against corruption. ²²

53. As this is an emerging topic and issues are still open, including whether ILO work should also address private sector workers, the document submitted to the Governing Body in November 2016 suggested that the topic be first examined by a meeting of experts. In the framework of their meetings from 11 to 13 January 2017, the sectoral advisory bodies have recommended that the Office undertake research on the topic as part of the sectoral programme 2018–19.

¹⁸ See [GB.328/INS/3](#), Appendix I, section 2(C), paras 39 and 40. See [GB.328/PV](#), para. 17 (Workers' group).

¹⁹ See [GB.320/INS/2](#), para. 30.

²⁰ See [GB.329/POL/4](#), Appendix II; [GB.329/PV](#), para 512..

²¹ See [GB.328/INS/3](#), Appendix I, section 2(D), paras 41–43. See [GB.328/PV](#), paras 17 (Workers' group indicating that the scope of the fight against corruption should include both public services and the private sector), 20 (IMEC stating that it was premature for the Governing Body to ask sectoral advisory bodies to take into account the inclusion of a meeting of experts in the proposals for 2018–19 as there was no need for the Governing Body to signal its preference on one of the four possible future subjects requiring further work).

²² See [GB.325/INS/2](#), para. 31.

Appendix II

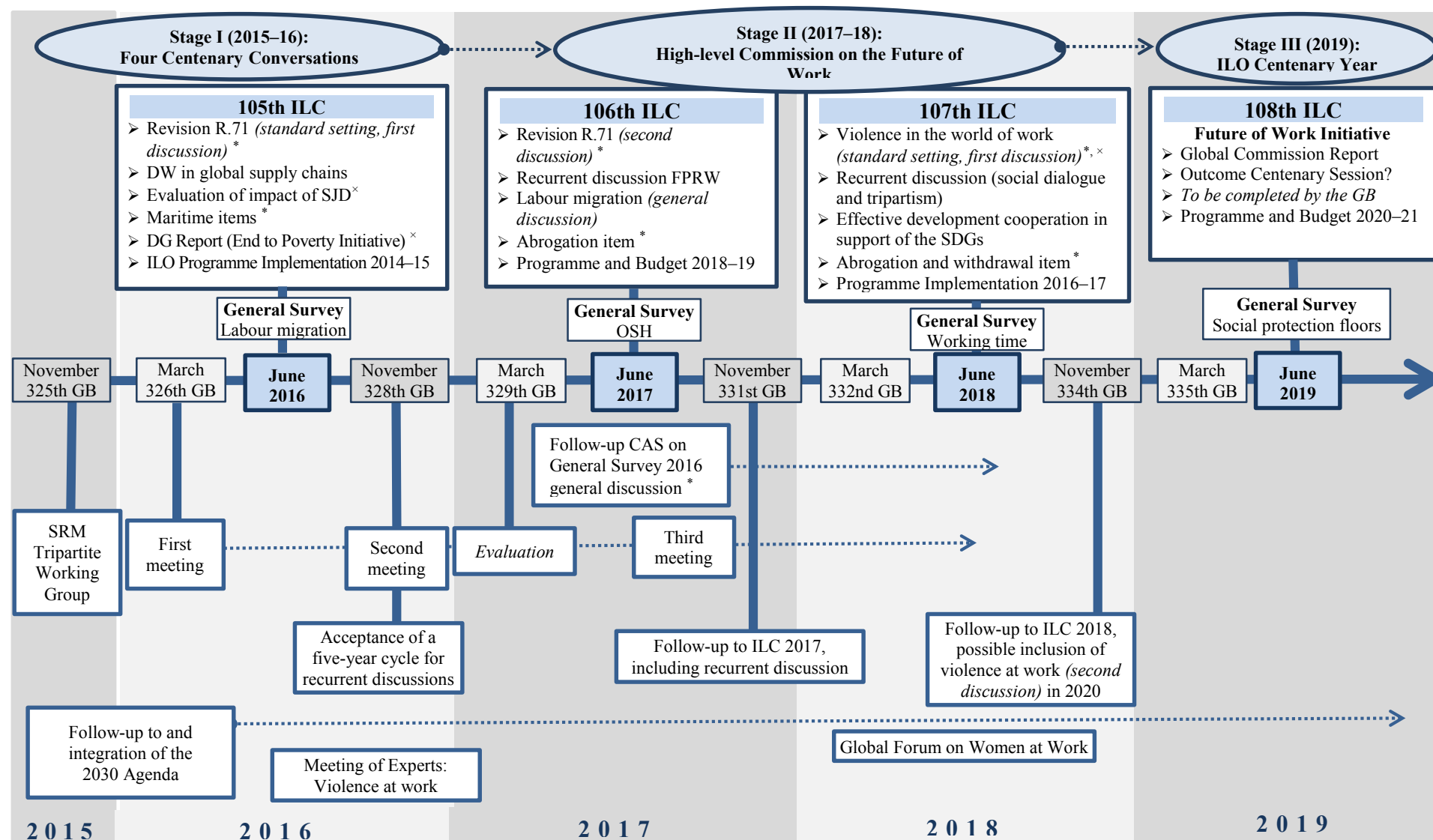
Overview of the technical items selected for the Conference agenda (2010–23)

Session	Technical items			
99th (2010)	Decent work for domestic workers – standard setting , double discussion (first discussion).	Elaboration of an autonomous Recommendation on HIV/AIDS in the world of work – standard setting , double discussion (second discussion).	A recurrent discussion on the strategic objective of employment, under the follow-up to the Social Justice Declaration.	Review of the follow-up to the 1998 Declaration on Fundamental Principles and Rights at Work.
100th (2011)	Decent work for domestic workers – standard setting , double discussion (second discussion).	Labour administration and labour inspection – general discussion .	A recurrent discussion on the strategic objective of social protection (social security), under the follow-up to the Social Justice Declaration.	
101st (2012)	Elaboration of an autonomous Recommendation on the Social Protection Floor – standard setting , single discussion.	Youth employment crisis – general discussion .	A recurrent discussion on the strategic objective of fundamental principles and rights at work, under the follow-up to the Social Justice Declaration, and the follow-up (revised, June 2010) to the 1998 Declaration.	
102nd (2013)	Employment and social protection in the new demographic context – general discussion .	Sustainable development, decent work and green jobs – general discussion .	A recurrent discussion on the strategic objective of social dialogue, under the follow-up to the Social Justice Declaration.	Further review of remaining measures previously adopted by the Conference under article 33 of the ILO Constitution to secure compliance by Myanmar with recommendations of the Commission of Inquiry on forced labour.
103rd (2014)	Supplementing the Forced Labour Convention, 1930 (No. 29), to address implementation gaps to advance prevention, protection and compensation measures, to effectively achieve the elimination of forced labour – standard setting , single discussion.	Facilitating transitions from the informal to the formal economy – standard setting , double discussion (first discussion).	Second recurrent discussion on the strategic objective of employment, under the follow-up to the Social Justice Declaration.	Approval of amendments to the Code of the Maritime Labour Convention, 2006, as adopted by the Special Tripartite Committee established under Article XIII of the Convention.

Session	Technical items			
104th (2015)	The transition from the informal to the formal economy – standard setting , double discussion (second discussion).	Small and medium-sized enterprises and decent and productive employment creation – general discussion .	A recurrent discussion on the strategic objective of social protection (labour protection), under the follow-up to the Social Justice Declaration.	
105th (2016)	Decent work for peace, security and disaster resilience: Revision of the Employment (Transition from War to Peace) Recommendation, 1944 (No. 71) – standard setting , double discussion (first discussion).	Decent work in global supply chains – general discussion .	Evaluation of the impact of the Social Justice Declaration.	Approval of amendments to the Annexes to the Seafarers' Identity Documents Convention (Revised), 2003 (No. 185); and to the Code of the Maritime Labour Convention, 2006, as adopted by the Special Tripartite Committee.
106th (2017)	Decent work for peace, security and disaster resilience: Revision of Recommendation No. 71 – standard setting , double discussion (second discussion).	Labour migration - general discussion .	A recurrent discussion on the strategic objective of fundamental principles and rights at work, under the follow-up to the Social Justice Declaration.	Abrogation and/or withdrawal of Conventions Nos 4, 15, 28, 41, 60 and 67.
107th (2018)	Violence and harassment against women and men in the world of work – standard setting , double discussion (first discussion).	Effective ILO development cooperation in support of the Sustainable Development Goals – general discussion .	A recurrent discussion on the strategic objective of social dialogue and tripartism, under the follow-up to the Social Justice Declaration.	Abrogation of Conventions Nos 21, 50, 64, 65, 86 and 104 and Withdrawal of Recommendations Nos 7, 61 and 62.
108th (2019) (to be completed)				
109th (2020) (to be completed)	Violence and harassment against women and men in the world of work – standard setting , double discussion (second discussion).		A recurrent discussion on the strategic objective of social protection (social security), under the follow-up to the Social Justice Declaration.	
110th (2021) (to be completed)			A recurrent discussion on the strategic objective of employment, under the follow-up to the Social Justice Declaration.	

Session	Technical items
111th (2022) (to be completed)	A recurrent discussion on the strategic objective of social protection (labour protection), under the follow-up to the Social Justice Declaration.
112th (2023) (to be completed)	A recurrent discussion on the strategic objective of FPRW, under the follow-up to the Social Justice Declaration.

Appendix III. Agenda of the ILC – timeline (2015–19)



^{*} = standard setting; [×] = centenary initiative.

