



Governing Body

349th Session, Geneva, 30 October–9 November 2023

Institutional Section

INS

Date: 12 October 2023

Original: English

Second item on the agenda

Agenda of the International Labour Conference

Agenda of future sessions of the International Labour Conference

Purpose of the document

This document is intended to facilitate consideration by the Governing Body of proposals for the agenda of the International Labour Conference for 2025 and beyond, including the strategic approach to be followed (see the draft decision in paragraph 52).

Relevant strategic objective: All four strategic objectives.

Main relevant outcome: Enabling outcome B: Effective and efficient governance of the Organization.

Policy implications: Implications for the Conference agenda for 2026 and beyond.

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

Financial implications: Budget requested for a Tripartite Technical Meeting on Labour Justice for All (see paragraph 47(c)) should the Governing Body endorse the proposals presented in Appendix II.

Follow-up action required: Any implications relating to follow-up will be submitted to the Governing Body for consideration at its 350th Session (March 2024).

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

Related documents: GB.334/INS/2/1; GB.334/PV; GB.335/INS/2/1; GB.335/PV; GB.337/INS/2; GB.337/INS/2(Add.1); GB.337/INS/3/2; GB.337/PV; GB.341/INS/3/1(Rev.2); GB.341/PV; GB.343/INS/2(Rev.1); GB.343/PV; GB.344/INS/3/1; GB.344/PV; GB.346/INS/2; GB.346/PV; GB.347/INS/2/1; GB.347/PV(Rev.).

► Contents

	Page
A. Overview of the Conference agenda-setting process	5
The strategic and coherent approach	6
B. Agenda of the Conference beyond 2023.....	8
Subjects included in the agenda of sessions of the Conference up to 2027	8
C. Subjects under consideration for possible inclusion in the agenda of future sessions of the Conference	10
Standard-setting on OSH in the context of the Standards Review Mechanism follow-up	10
Standard-setting on OSH protection against chemical hazards	11
OSH standard-setting on ergonomics and manual handling and on guarding of machinery	12
Harnessing the fullest potential of technology for decent work.....	13
Access to labour justice: Prevention and resolution of labour disputes	13
Protection of whistle-blowers in the public service	14
Protection of workers' personal data in the digital era.....	15
Decent work in supply chains	15
D. Discussing the modalities of recurrent discussions	16
E. Procedural road map	17
Draft decision.....	18

Appendices

I. Items for the agenda of future sessions of the Conference	21
1. Follow-up to the recommendations of the Standards Review Mechanism Tripartite Working Group.....	21
2. Harnessing the fullest potential of technology to achieve decent work, sustainable development and a just sharing of the benefits for all (general discussion)	25
3. Update as regards the follow-up envisaged in relation to subjects currently under preparation.....	31
II. Proposal for a Tripartite Technical Meeting on Access to Labour Justice for All: Prevention and resolution of labour disputes.....	36
III. Excerpts from the follow-up to the ILO Declaration on Social Justice for a Fair Globalization (2008)	40
IV. Overview of the technical items selected for the Conference agenda (2010–33).....	41
V. Agenda of the ILO – Timeline (2021–26).....	46

► A. Overview of the Conference agenda-setting process

1. The applicable rules concerning the agenda of the International Labour Conference are set out in the Constitution of the International Labour Organization, the Standing Orders of the International Labour Conference and the Standing Orders of the Governing Body.¹ The agenda of the Conference consists of standing and technical items.
2. Three standing items are required to be included by the Governing Body in the Conference agenda each year, as set out below:
 - 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. In accordance with established practice, the Conference agenda also includes three technical items (each requiring a technical committee at the Conference), generally with a view to standard-setting or to holding a general discussion or a recurrent discussion. Other items that may be included by the Governing Body are items that can usually be dealt with in a plenary sitting, by the General Affairs Committee or by other technical committees holding a limited number of sittings.² For standard-setting items, a double discussion remains the norm, unless the Governing Body decides to hold a single discussion.³ The Governing Body may also decide that a technical item is to be considered at a preparatory tripartite technical meeting or meeting of experts, which would potentially enable it to place this item on the agenda for a single discussion.⁴ Proposals to place an item on the Conference agenda must be 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.⁵
4. At its 328th Session (October–November 2016), the Governing Body adopted a five-year cycle of recurrent discussions of the four strategic objectives under the ILO Declaration on Social Justice for a Fair Globalization, 2008, as amended in 2022 (Social Justice Declaration) in 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 2023.⁶ At its 341st Session (March 2021), in view of the deferral of the 109th Session (2021) of the Conference and its decision to confirm the inclusion of the recurrent discussion on social protection (social security) on the agenda of the Conference in 2021, the Governing Body decided to defer the recurrent discussions on employment, social protection (labour protection) and fundamental principles and rights at work until 2022, 2023

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

² See Appendix IV for an overview of the selection of technical items for the Conference agenda (2010–33).

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

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

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

⁶ [GB.328/PV](#), para. 25.

and 2024, respectively.⁷ The current cycle will therefore end in 2024 with a recurrent discussion on fundamental principles and rights at work. At its 347th Session (March 2023), the Governing Body decided to initiate a new cycle of recurrent discussions in 2026 under the follow-up to the Social Justice Declaration, and to place an item on the strategic objective of social dialogue on the agenda of the 114th Session (2026) of the Conference for a recurrent discussion.

The strategic and coherent approach

5. At its 322nd Session (October–November 2014), the Governing Body approved the concept of a strategic and coherent approach to the setting of the Conference agenda,⁸ for which constituents have continued to express their support.⁹ The general elements of the approach, such as a strategic focus to the setting of the Conference agenda, institutional coherence, a balance between allowing adequate time for preparation and adequate flexibility, and full tripartite engagement through transparency and inclusiveness, therefore remain valid.¹⁰
6. In accordance with the strategic and coherent approach, the Governing Body reviews the coordination between the outcomes of previous discussions at the Conference and the consideration of proposals for future sessions. It builds synergies between the setting of the Conference agenda and other institutional processes and strategic discussions, such as those concerning the ILO's Strategic Plan for 2022–25.¹¹ It is open to taking into consideration the strategic direction provided by the United Nations (UN) in matters related to the ILO's mandate, as such direction emerges from initiatives such as the 2023 SDG Summit,¹² the Summit of the Future scheduled for 2024¹³ and the World Social Summit proposed for 2025.¹⁴
7. The ILO Centenary Declaration for the Future of Work, 2019 (Centenary Declaration) reaffirms that the setting of international labour standards, together with their promotion, ratification and supervision, is of fundamental importance to the Organization. It requires the Organization to have and promote a clear, robust, up-to-date body of international labour standards, which responds to the changing patterns of the world of work, protects workers and takes into account the needs of sustainable enterprises.¹⁵ The Global Call to Action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient (Global Call to Action) encompasses efforts by Member States to reinforce “respect for

⁷ GB.341/PV, para. 50.

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

⁹ GB.328/PV, GB.329/PV, GB.331/PV, GB.332/PV, GB.334/PV, GB.335/PV, GB.337/PV, GB.341/PV, GB.343/PV, GB.344/PV and GB.346/PV.

¹⁰ GB.328/INS/3, para. 38. See most recently GB.347/PV(Rev.).

¹¹ GB.340/PFA/1(Rev.1).

¹² The *SDG Summit 2023* took place on 18–19 September 2023 in New York. It marked the beginning of a new phase of accelerated progress towards the Sustainable Development Goals with high-level political guidance on transformative and accelerated actions leading up to 2030.

¹³ See UN General Assembly, resolution 76/307, *Modalities for the Summit of the Future*, A/RES/76/307 (2022).

¹⁴ The outcome of the World Social Summit is envisioned as “an update of the 1995 Copenhagen Declaration on Social Development, covering issues such as universal social protection floors, including universal health coverage, adequate housing, education for all and decent work, and give momentum towards achieving the Sustainable Development Goals”. See UN, *Our Common Agenda: Report of the Secretary-General*, 2021, para. 30.

¹⁵ ILO, *ILO Centenary Declaration for the Future of Work*, Part IV(A).

international labour standards ... with particular attention to areas where serious gaps have been revealed by the crisis".¹⁶

8. A strategic and coherent approach also requires establishing appropriate and effective linkages between recurrent discussions and the topics of the General Surveys prepared by the Committee of Experts on the Application of Conventions and Recommendations based on reports requested under article 19 of the Constitution.¹⁷ The current practice is for recurrent discussions by the Conference on a specific strategic objective to be preceded by a discussion by the Conference the previous year of a General Survey on standards related to the same strategic objective. As the Governing Body decided, exceptionally, not to include a recurrent discussion on the agenda of the 113th Session (2025) of the Conference, recurrent discussions will be held two years after the Conference has discussed a General Survey on standards related to the same strategic objective from 2026 onwards.
9. Some members of the Governing Body have also noted the potential impact of following up on the standard-setting recommendations of the Standards Review Mechanism Tripartite Working Group (SRM TWG) on future sessions of the Conference, calling for flexibility and innovation in the strategic approach to Conference agenda-setting.¹⁸ At the 337th Session (October–November 2019), some Governing Body members expressed support for enhanced links between General Surveys, the Standards Review Mechanism and the recurrent discussions.¹⁹ The Employers' group has expressed the view that the Governing Body enjoys autonomy in setting the agenda of the Conference and, in so doing, is free to consider recommendations of the SRM TWG, as well as other areas of the ILO's mandate. The Workers' group has recalled that following up on the recommendations of the SRM TWG, including in respect of standard-setting, is an institutional priority, as has been decided by the Governing Body on several occasions.²⁰
10. The Programme and Budget 2024–25, approved by the Conference at its 111th Session (2023), provides further strategic direction to the setting of the Conference agenda, as it prioritizes strong, modernized normative action for social justice in the interest of renewing the social contract.²¹ The role of normative action in pursuing the Global Coalition for Social Justice's aims of the prioritization of social justice and decent work will be considered by the Governing Body at its present session.²²
11. Finally, the Governing Body furthers institutional coherence by taking into account the modalities and scheduling of tripartite meetings called for by the Conference when it considers possible items on the agenda of future sessions of the Conference. The Governing Body is thus considering proposals at its present session for tripartite meetings on access to labour justice and on protection of workers' personal data presented in this document. As follow-up to the 111th Session (2023) of the Conference, the Governing Body is also examining proposals for a tripartite meeting on occupational safety and health (OSH) in extreme weather events and

¹⁶ ILO, [Global Call to Action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient](#), 2021, para. 11(B)(a).

¹⁷ ILO, [Resolution on advancing social justice through decent work](#), International Labour Conference, 105th Session, 2016, para. 15.1.

¹⁸ GB.341/PV, paras 25, 36 and 39.

¹⁹ GB.337/PV, paras 757 and 760.

²⁰ GB.344/PV, para. 679, and GB.346/PV, para. 837.

²¹ [GB.347/PFA/1](#), paras 11 and 12.

²² [GB.347/PFA/1](#), paras 7 and 16, and [GB.349/INS/4](#).

changing weather patterns²³ and for a tripartite meeting of experts on the organization and scheduling of working time.²⁴

12. A procedural road map for the implementation of the strategic and coherent approach, regularly updated by the Office, has been provided to the Governing Body at each of its sessions, at which possible items for future sessions of the Conference are discussed, to improve the transparency and inclusiveness of the process.²⁵ The Centenary Declaration underlines the importance of such transparency.²⁶

► B. Agenda of the Conference beyond 2023

Subjects included in the agenda of sessions of the Conference up to 2027

13. At its 347th Session (March 2023), the Governing Body decided:
 - (a) to place on the agenda of the 113th Session (2025) of the Conference an item on decent work in the platform economy for standard-setting on the basis of a double discussion;
 - (b) to place on the agenda of the 113th Session (2025) of the Conference an item on innovative approaches to tackling informality and promoting transitions towards formality to promote decent work for a general discussion;
 - (c) to place on the agenda of the 114th Session (2026) or of the 115th Session (2027) of the Conference an item on the consolidation of instruments on chemical hazards for standard-setting on the basis of a double discussion.²⁷
14. The decision has completed the Conference agenda for 2025 and leaves one technical item to be decided for the Conference agenda for 2026. Table 1 provides an overview of items selected and potentially projected for the Conference agenda up to 2027.

²³ GB.349/INS/3/3.

²⁴ GB.349/INS/3/2.

²⁵ See GB.328/INS/3, paras 7–15, for more detailed elements on the implementation of the strategic and coherent approach. An updated road map, covering the period from now up to 2025, is presented in section E of this document and in Appendix IV.

²⁶ ILO, Centenary Declaration, Part IV(A).

²⁷ GB.347/PV(Rev.1), para. 58(a), (b) and (c).

► Table 1. Overview of items selected for the Conference agenda up to 2027

Session	Agenda item number				
	IV	V	VI	VII	VIII
111th (2023)	Apprenticeships – standard-setting (second discussion).	Recurrent discussion on the strategic objective of social protection (labour protection).	A just transition, including consideration of industrial policies and technology, towards environmentally sustainable economies and societies for all – general discussion .	Abrogation of Convention No. 163. Withdrawal of Conventions Nos 70, 75, 165 and 178 and of the Protocol of 1996 to the Merchant Shipping (Minimum Standards) Convention, 1976, as well as of Recommendations Nos 9, 10, 20, 28, 48, 75, 76, 78, 105, 106, 108, 138, 140, 141, 142, 155, 173 and 185.	Proposed Convention and Recommendation concerning the partial revision of 15 international labour instruments following the inclusion of a safe and healthy working environment in the ILO's framework of fundamental principles and rights at work.
112th (2024)	Occupational safety and health protection against biological hazards – standard-setting (first discussion).	Recurrent discussion on the strategic objective of fundamental principles and rights at work.	Decent work and the care economy – general discussion .	Abrogation of Conventions Nos 45, 62, 63 and 85.	
113th (2025)	Occupational safety and health protection against biological hazards – standard-setting (second discussion).	General discussion on innovative approaches to tackling informality and promoting transitions towards formality to promote decent work.	Decent work in the platform economy – standard-setting (first discussion)		
114th (2026)	Decent work in the platform economy – standard-setting (second discussion).	Recurrent discussion on the strategic objective of social dialogue and tripartism.	General discussion on harnessing the fullest potential of technology for decent work or Occupational safety and health protection against chemical hazards – standard-setting, double discussion (first discussion) (to be decided).		

Session	Agenda item number				
	IV	V	VI	VII	VIII
115th (2027)	<i>Occupational safety and health protection against chemical hazards – standard-setting, double discussion (first or second discussion) (depending on the decision made for 2026).</i>	Recurrent discussion on the strategic objective of social protection (social security).	General discussion on harnessing the fullest potential of technology for decent work or any other item identified by the Governing Body closer to the 2027 session (depending on the decision made for 2026).		

15. Should the Governing Body decide to include a standard-setting item on the agenda of the 114th Session (2026) of the Conference for a double discussion, it should do so no later than at its 350th Session (March 2024).²⁸
16. The overview of the technical items selected for the Conference agenda (2010–33) contained in Appendix IV may be of assistance when determining the possible timing for the selection of the proposed items currently before the Governing Body.

► C. Subjects under consideration for possible inclusion in the agenda of future sessions of the Conference

Standard-setting on OSH in the context of the Standards Review Mechanism follow-up

17. Updated proposals for standard-setting items on the topics of chemical hazards, ergonomics and manual handling, and the guarding of machinery are set out in Appendix I, section 1.

²⁸ The decision to include a standard-setting item should be taken by the Governing Body no later than at its 350th Session (March 2024) (for the 114th Session (2026) of the Conference). The decision to include items with a view to a general discussion should be taken no later than at its 353rd Session (March 2025) (for the 114th Session (2026) of the Conference). These deadlines are due to the fact that, under the Standing Orders of the International Labour Conference, for standard-setting items, the Office needs to send, not less than 18 months before the opening of the session of the Conference at which the item is to be discussed, a report on law and practice and a questionnaire to Member States. Thus, in principle, for the 114th Session (2026) of the Conference, a report would need to be sent no later than the end of November 2024 (18 months before). A decision by the Governing Body in October–November 2024 would not provide the Office with sufficient time to prepare that document. General discussions are not subject to the same requirements: the Standing Orders of the Conference provide that, when an item has been placed on the agenda for general discussion, the Office shall prepare a report on the question and make it available to governments not less than two months before the opening of the session of the Conference at which the item is to be discussed. As time is needed to prepare the report in such cases, it is highly advisable for the Governing Body to have taken a decision by March of the preceding year at the latest.

Standard-setting on OSH protection against chemical hazards

18. At its fifth meeting, in September 2019, the SRM TWG discussed the follow-up to be given to its earlier recommendations, as approved by the Governing Body in 2017 and 2018, calling for standard-setting on the topics of biological hazards, ergonomics and manual handling, chemical hazards and the guarding of machinery.²⁹ At its 337th Session (October–November 2019), the Governing Body approved the recommendations of the SRM TWG, requesting the preparation of those standard-setting proposals at the earliest dates possible and as a matter of institutional priority.³⁰
19. At its 341st Session (March 2021), the Governing Body decided to place on the agenda of the 112th Session (2024) and 113th Session (2025) of the Conference an item related to OSH protection against biological hazards (standard-setting – double discussion).³¹
20. At its 346th Session (October–November 2022), the Governing Body decided to place an item on the consolidation of instruments on chemical hazards for standard-setting based on a double discussion either on the agenda of the 114th Session (2026) and 115th Session (2027) of the Conference, or on the 115th Session (2027) and 116th Session (2028), to be determined by the Governing Body at its 347th Session (March 2023).³²
21. At its 347th Session (March 2023), a significant majority in the Governing Body expressed preference for including the item on chemical hazards on the agenda of the 114th Session (2026) of the Conference. One constituent group recalled, however, that simultaneous standard-setting should be embarked on only in the most exceptional circumstances and that, while it had exceptionally agreed to simultaneous standard-setting in 2025, it would be most appropriate to start standard-setting on chemical hazards in 2027 considering the Conference agenda of 2026 already included a standard-setting item on decent work in the platform economy.³³
22. The Office clarified that, although the practice was more common in the past, more than one standard-setting item could be addressed in a single Conference session provided that the items were not related to OSH, as that would put significant pressure on the same technical department.³⁴ The Governing Body may also wish to consider the capacity of constituents to effectively engage in two standard-setting discussions during a two-week Conference even if not both standard-setting items are related to OSH.
23. Based on this guidance, the Governing Body may wish to consider two alternative options to complete the agenda of the 114th Session (2026) of the Conference. It may either:
 - (a) Include an item on OSH protection against chemical hazards. This would mean that the second standard-setting discussion would be included on the agenda of the 115th Session (2027) of the Conference and that one technical item would still have to be decided for that session.

OR

²⁹ GB.337/LILS/1, Appendix, Annex I, para. 9.

³⁰ GB.337/PV, para. 745(a)(i).

³¹ GB.341/PV, para. 50(b).

³² GB.346/PV, para. 93(a).

³³ GB.347/PV(Rev.), paras 20 and 31.

³⁴ GB.347/PV(Rev.), para. 38.

- (b) Include an item on harnessing the fullest potential of technology for decent work. This would mean that the standard-setting item on OSH protection against chemical hazards would be included on the agenda of the 115th Session (2027) of the Conference.
- 24. It may be recalled that some members of the Governing Body wished to maintain the option of scheduling a standard-setting discussion on decent work in supply chains possibly as early as the 115th Session (2027) of the Conference, even if a standard-setting discussion on OSH was, exceptionally, held in parallel.³⁵ Should the Conference agenda for 2027 eventually be completed with an item on decent work in supply chains, the technical item that is currently most prepared for a Conference discussion, which is harnessing the fullest potential of technology for decent work, could be included at the earliest on the agenda of the 116th Session (2028) of the Conference. In that case, the 115th Session (2027) of the Conference would, exceptionally, feature two standard-setting discussions: i.e. a discussion on protection against chemical hazards and a discussion on decent work in supply chains.

OSH standard-setting on ergonomics and manual handling and on guarding of machinery

- 25. At its five most recent sessions, the Governing Body provided guidance on options for potentially innovative and efficient modalities of standard-setting on ergonomics and manual handling and on guarding of machinery.
- 26. Discussions in the Governing Body have given rise to several guiding considerations, as set out below:
 - (a) Following up on the recommendations of the SRM TWG, including in respect of possible standard-setting on OSH, remains an institutional priority, taking into account the autonomy of the Governing Body to set the agenda of the Conference.
 - (b) The option chosen for chemical hazards (in other words, the default option of standard-setting based on a double discussion) would appear appropriate for ergonomics and manual handling, as it would be the first time the ILO set standards on ergonomics.
 - (c) In accordance with the consensus reached in the SRM TWG, the process of standard-setting should be flexible and ensure optimum time efficiency, cost effectiveness and inclusivity.
 - (d) Standard-setting on protection against ergonomic hazards which extends beyond questions related to manual handling would be the first of its kind. A double discussion, possibly starting in 2028 or 2029, would be preferable due to the amount of work required to revise the standards on manual handling and incorporate ergonomics.³⁶
 - (e) Standard-setting on the guarding of machinery would involve the revision of a limited number of existing standards.³⁷ While it would normally be considered for a double discussion, standards could, exceptionally, be set based on a single discussion procedure, possibly preceded by a tripartite technical or experts' meeting. A single discussion included on the agenda of the 118th (2030) or 119th (2031) Session of the Conference,

³⁵ GB.347/PV(Rev.), paras 22 and 35.

³⁶ GB.347/PV(Rev.), paras 27 and 38.

³⁷ Notably the Guarding of Machinery Convention, 1963 (No. 119), and the Guarding of Machinery Recommendation, 1963 (No. 118). See GB.331/LILS/2, para. 3.

possibly preceded by a tripartite meeting in 2029, would avoid overlapping with OSH standard-setting on ergonomics and manual handling possibly starting in 2028 and 2029.

27. The Governing Body may wish to provide guidance on these proposals.

Harnessing the fullest potential of technology for decent work

28. The Governing Body has considered including an item on harnessing the fullest potential of technology for decent work on the Conference agenda ever since a constituent group called on the Office to prepare proposals at the 337th Session of the Governing Body (October–November 2019).³⁸ The acceleration in recent technological developments, while in principle a source of higher productivity, innovation and jobs, can have a disruptive impact on decent work in the absence of guardrails for a just transition. Members of the Governing Body supported the item, but also indicated that it would be prudent to await the outcome of the Conference discussions on decent work in the platform economy³⁹ and on a just transition, including consideration of industrial policies and technology, towards environmentally sustainable economies and societies for all,⁴⁰ before further considering the subject as a potential agenda item.
29. At its 111th Session (June 2023), the International Labour Conference, following a general discussion, adopted a resolution concerning a just transition towards environmentally sustainable economies and societies for all.⁴¹ At its 347th Session (March 2023), the Governing Body decided to include a standard-setting discussion on decent work in the platform economy on the Conference agenda in 2025 and 2026. The UN Secretary General's Common Agenda proposes a Global Digital Compact to be agreed at the Summit of the Future in September 2024 through a technology track involving all stakeholders: governments, the United Nations system, the private sector (including tech companies), civil society, grass-roots organizations, academia, and individuals, including youth.⁴²
30. In the light of these circumstances, the Governing Body may wish to further consider including an item on harnessing the fullest potential of technology for decent work with a view to a general discussion at an early stage, possibly on the agenda of the 114th (2026), the 115th (2027) or the 116th (2028) Session of the Conference.⁴³

Access to labour justice: Prevention and resolution of labour disputes

31. At its 346th Session (October–November 2022), the Governing Body requested the Office to take into account the guidance provided in preparing proposals for a tripartite technical meeting on access to labour justice for a decision by the Governing Body in 2023.⁴⁴
32. Appendix I (section 3(A)) provides a progress report on relevant research undertaken and technical assistance provided.

³⁸ GB.337/PV, para. 25.

³⁹ GB.343/PV, para. 33, and GB.347/PV(Rev.), paras 29 and 35.

⁴⁰ GB.344/PV, para. 82.

⁴¹ ILO, [Outcome of the General Discussion Committee on a Just Transition](#), ILC.111/Record No.7A.

⁴² Projection by the [Office of the Secretary-General's Envoy on Technology](#).

⁴³ Proposals are included in Appendix I, section 2.

⁴⁴ GB.346/PV, para. 93(g).

33. Appendix II presents a proposal for a tripartite technical meeting to be held in February 2025. The meeting would aim to make recommendations to the Governing Body on further steps to provide clear and integrated policy guidance of a normative or non-normative nature for achieving inclusive access to labour justice, through effective labour dispute prevention and resolution institutions and mechanisms, while considering generally accepted principles of effectiveness for access to labour justice and the diversity of legal and practical solutions to realize them.
34. Informed by the tripartite technical meeting, the Governing Body would decide on subsequent actions, such as possibly placing an item on the agenda of a future session of the Conference.

Protection of whistle-blowers in the public service

35. The Technical meeting on the protection of whistle-blowers in the public service sector was held from 26 to 30 September 2022 and adopted conclusions (see Appendix I, section 3(C)).⁴⁵ The results of this meeting were submitted and discussed at the Governing Body at its 347th Session (March 2023).⁴⁶ The Workers' group was of the view that the ILO should engage in further action to protect whistle-blowers, including normative action, when the discussion was sufficiently mature.⁴⁷ The Governing Body decided to request the Director-General to bear in mind, when drawing up proposals for future work, the recommendations for future action by the ILO made by the meeting.⁴⁸
36. The conclusions of the Technical meeting, among other things, stated that the Office should "conduct studies, gather statistics and research, including comparative analysis of national practices, collect data on trends, criteria, developments and case law, concerning the effective protection of whistle-blowers in the public service sector, with a view to offering guidance to ILO Members and informing decisions by the Governing Body of the ILO on the acknowledged need for future action and discussion, without excluding any action within the mandate of the ILO in furthering the protection of whistle-blowers".⁴⁹ The Office should also "promote international cooperation and policy coherence on the protection of whistle-blowers, including by involving constituents in leading and cooperating with relevant multilateral organizations, such as the United Nations Office on Drugs and Crime (UNODC) and Organisation for Economic Co-operation and Development (OECD), including by providing support to the implementation of relevant international guidance".⁵⁰
37. The Office will work on the basis of the mandate provided by the tripartite technical meeting, including through joint work with UN agencies, to define the scope of protection in national law and map the relevant UN-wide actions. The Governing Body may wish to indicate the time frame within which it wishes to give further consideration to this item.

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

⁴⁶ GB.347/POL/2.

⁴⁷ GB.347/PV(Rev.), para. 879.

⁴⁸ GB.347/PV(Rev.), para. 890(b). Follow-up action envisaged or already taken is reported in the Report of the Director-General Supplementary report: Follow-up to Governing Body decisions during this current session of the Governing Body, see GB.349/INS/18/1.

⁴⁹ ILO, TMWBPS/2022/8, para. 16(c).

⁵⁰ ILO, TMWBPS/2022/8, para. 16(d). Iheb Chalouat, Carlos Carrión-Crespo and Margherita Licata, *Law and Practice on Protecting Whistle-blowers in the Public and Financial Services Sectors*, ILO Working Paper No. 328, 2019.

Protection of workers' personal data in the digital era

38. At its 346th Session (October–November 2022), the Governing Body requested the Office to take into account the guidance provided in preparing proposals for a meeting of experts on protection of workers' personal data in the digital era for a decision by the Governing Body in 2023.⁵¹ The scope of the meeting could focus on the extent to which the ILO code of practice on the protection of workers' personal data remains relevant in light of technological developments, and updating it as appropriate.⁵² Alternatively, the scope could be wider and consider broader issues concerning the protection of workers' personal data in the digital era.
39. The Office proposes that in order to give the necessary attention to this subject, the meeting should take place over a period of four days and be attended by eight experts nominated after consultation with the Government group, eight experts nominated after consultation with the Employers' group, and eight experts nominated after consultation with the Workers' group of the Governing Body. The criteria for nominations, meeting scope and agenda would also need to be agreed.
40. Given the resource and budgetary implications for the Office to deliver a meeting of this nature, and the existing commitments of the Office in 2024, it is proposed that the timing, resourcing, scope of the meeting and other related matters are decided by the Governing Body in March 2024, taking into account the placement of the item on harnessing the fullest impact of technology for decent work. The Office would also include an analysis of developments relating to the protection of workers' personal data in March 2024.
41. Appendix I (section 3(B)) presents a preliminary analysis of the ILO code of practice on the protection of workers' personal data (1996) in the light of progressive digitalization of the world of work and its impact on social justice.

Decent work in supply chains

42. At its 347th Session, the Governing Body requested the Office to take into account its guidance when implementing the comprehensive ILO strategy on decent work in supply chains, and to submit a report on the implementation of the strategy to its 353rd Session (March 2025) for its consideration.⁵³
43. Output 5 of the comprehensive strategy provides for an options paper setting out possible initiatives that complement the body of international labour standards to be considered in a tripartite process, including in a discussion by the Governing Body.⁵⁴
44. The Governing Body may wish to refer to paragraph 24 of the present document and note the implications for timing the placement of various possible items on the agenda of future sessions of the Conference.

⁵¹ GB.346/PV, para. 93(g).

⁵² ILO, *Protection of Workers' Personal Data*, 1997.

⁵³ GB.347/PV(Rev.), para. 440.

⁵⁴ GB.347/INS/8, Appendix, para. 12.

► D. Discussing the modalities of recurrent discussions

45. At its most recent sessions, the Governing Body discussed a possible evaluation of the Social Justice Declaration in the context of its strategic approach to setting the agenda of future sessions of the Conference.⁵⁵ A wide range of views on various aspects of a possible evaluation was expressed. The Governing Body considered scheduling a possible evaluation after the first cycle of recurrent discussions since 2016⁵⁶ (ending in 2024) or, alternatively, after the completion of a second cycle of recurrent discussions (ending in 2029 or 2030). Some members of the Governing Body referred to the timing of the UN World Social Summit (2025) and the completion of the 2030 Sustainable Development Agenda to guide its decision. The Governing Body also weighed the option of a possible comprehensive evaluation of the Social Justice Declaration, which must be undertaken by the Conference, against the option of a more limited discussion of the modalities of recurrent discussions, which the Governing Body could hold itself.⁵⁷
46. At its 347th Session, the Governing Body decided to initiate in 2026 a new cycle of recurrent discussions under the follow-up to the Social Justice Declaration, and to place an item on the strategic objective of social dialogue on the agenda of the 114th Session (2026) of the Conference for a recurrent discussion.
47. Members of the Governing Body continued to consider the most appropriate timing for an evaluation in the light of other strategic priorities for setting the agenda of future sessions of the Conference. It emerged from the discussions that its consideration of timing might benefit from holding an initial discussion dedicated to the modalities of recurrent discussions or of the eventual evaluation by the Conference.⁵⁸ In preparing for the evaluation by the Conference in 2016, the Governing Body had provided guidance on its scope and modalities during several sessions.⁵⁹
48. The Governing Body is mandated to determine the modalities of recurrent discussions.⁶⁰ This implies that it has the discretion to consider the timing of such discussions in the light of other priorities for the agenda of Conference sessions while safeguarding the institutional

⁵⁵ See GB.343/PV, GB.344/PV and GB.346/PV.

⁵⁶ An evaluation of the impact of the Social Justice Declaration was undertaken for the first time by the Conference at its 105th Session (2016), in accordance with Part III(C) of the follow-up to the Declaration (see Appendix III). In preparation for the evaluation, the Governing Body provided guidance on its scope and modalities during several sessions. At its 105th Session, the Conference adopted a resolution on advancing social justice through decent work, in which it identified priority areas for action for the ILO to effectively assist its Members in their efforts to achieve the full potential of the Social Justice Declaration and also called upon Members to take action to mainstream the Decent Work Agenda in national and regional strategies, achieve progressively the ratification and implementation of the fundamental and governance Conventions, promote policy coherence and promote sustainable enterprises.

⁵⁷ GB.347/PV(Rev.), para. 58.

⁵⁸ GB.347/PV(Rev.), see the questions raised and the Office's response in para. 44. It should be recalled that an evaluation of the Social Justice Declaration would require comprehensive and therefore resource-intensive preparations by the Office. The scope of an evaluation would be wide-ranging and have an impact on the means through which the Organization pursues its objectives. For example, an evaluation could eventually give rise to a reconsideration of the basic tenets of the Social Justice Declaration, including the relationship between social justice and fair globalization; or the relevance of the Decent Work Agenda based on the four equally important strategic objectives of the ILO and their inseparable, interrelated and mutually supportive nature.

⁵⁹ GB.322/INS/3, GB.323/INS/3 and GB.325/INS/3.

⁶⁰ ILO, *Follow-up to the Social Justice Declaration*, Part II(B), see Appendix III.

importance of recurrent discussions. It has used this discretion by not placing a recurrent discussion item on the agenda of the 113th Session (2025) of the Conference.

49. Guidance from previous sessions indicated that support could be found for a discussion in the Governing Body on the modalities of recurrent discussions.⁶¹ The Governing Body could decide to schedule a comprehensive discussion of these modalities at one of its future sessions, possibly in 2025. Should it wish to have the opportunity to consider the outcome of the UN SDG Summit (2023), the UN Summit for the Future (2024) and the UN World Social Summit (2025), it could select its 355th Session (October–November 2025) or its 356th Session (March 2026) for such discussion.
50. A review of the modalities could: consider the extent to which recurrent discussions review Members' diverse needs and realities with respect to each strategic objective; assess the results of the ILO's activities with respect to the strategic objectives in order to facilitate decision-making on future priorities; consider links with standard-setting; take into account interaction with multilateral actors; and inform ILO strategic planning and programme and budget discussions.⁶² The Governing Body could also consider aspects that have been the subject of past proposals on modalities of recurrent discussions, including the preparation of the report for recurrent discussions; the organization of the discussion itself; the outcome of the discussion and its follow-up; and the linkage between General Surveys and recurrent discussions.⁶³

► E. Procedural road map

51. The updated proposal for the procedural road map is as follows:

- **At its present session, the Governing Body will:**
 - decide or provide guidance on whether an item on the consolidation of instruments on chemical hazards for standard-setting on the basis of a double discussion should be placed on the agenda of the 114th Session (2026) or the 115th Session (2027) of the Conference;
 - decide or provide guidance on whether an item on harnessing the fullest potential of technology for decent work should be placed on the agenda of the 114th Session (2026), the 115th Session (2027) or the 116th Session (2028) of the Conference for a general discussion;
 - decide or provide guidance on the timing and modalities for the standard-setting on ergonomics and manual handling and on the guarding of machinery;
 - decide or provide guidance on proposals for a tripartite technical meeting on access to labour justice for all;
 - continue to provide guidance on the agenda of future sessions of the Conference.

⁶¹ GB.343/PV, paras 21 and 28; GB.344/PV, paras 59 and 73; GB.346/PV, para. 33.

⁶² The resolution on advancing social justice through decent work suggests these are the criteria by which to assess whether modalities of recurrent discussions are appropriate (see para. 15.2 (a)).

⁶³ GB.328/INS/5/2.

- **At its 350th Session (March 2024), the Governing Body would:**

- if it has not taken a decision at its 349th Session (October–November 2023), decide on whether to place an item on the consolidation of instruments on chemical hazards for standard-setting on the basis of a double discussion on the agenda of the 114th Session (2026) or 115th Session (2027) of the Conference;
- if it has not taken a decision at its 349th Session (October–November 2023), decide or provide guidance on whether an item on harnessing the fullest potential of technology for decent work should be placed on the agenda of the 114th Session (2026), the 115th Session (2027) or the 116th Session (2028) of the Conference for general discussion;
- if it has not taken a decision at its 349th Session (October–November 2023), decide or provide guidance on the timing and modalities for the standard-setting on ergonomics and manual handling and on the guarding of machinery;
- if it has not taken a decision at its 349th Session (October–November 2023), provide guidance or decide on possible proposals for a tripartite technical meeting on access to labour justice and a meeting of experts on the protection of workers' personal data in the digital era;
- continue to provide guidance on the agenda of future sessions of the Conference.

- **At its 352nd Session (October–November 2024), the Governing Body would:**

- if it has not completed the agenda of the 114th Session (2026) of the Conference at its 349th Session (October–November 2023) or at its 350th Session (March 2024), consider placing a technical item on the agenda of the 114th Session (2026) of the Conference for a general discussion;
- if it has not taken a decision at its 349th Session (October–November 2023) or at its 350th Session (March 2024), provide guidance or decide on possible proposals for a tripartite technical meeting on access to labour justice and a meeting of experts on the protection of workers' personal data in the digital era;
- continue to provide guidance on the agenda of future sessions of the Conference.

► Draft decision

52. The Governing Body:

- decided to place on the agenda [of the 114th Session (2026)] OR [of the 115th Session (2027)] of the Conference an item on the consolidation of instruments on chemical hazards for standard-setting on the basis of a double discussion;**
- decided to place on the agenda [of the 114th Session (2026)] OR [of the 115th Session (2027)] OR [of the 116th Session (2028)] of the Conference an item on harnessing the fullest potential of technology for decent work for a general discussion;**
- decided to place on the agenda of [the 355th Session of the Governing Body (October–November 2025)] OR [the 356th Session of the Governing Body (March 2026)] an item on the review of modalities of recurrent discussions under the follow-up to the ILO Declaration on Social Justice for a Fair Globalization (2008), as**

amended in 2022, and requested the Office to take into account its guidance in preparing the document for discussion;

- (d) endorsed the proposals made in Appendix II relating to the Tripartite Technical Meeting on Labour Justice for All and decided that the cost of the Meeting, estimated at US\$266,878.59, be financed, in the first instance, from savings in Part I of the budget or, failing that, through Part II, on the understanding that, should this subsequently prove impossible, the Director-General would propose alternative methods of financing at a later stage in the biennium;
- (e) requested the Office to present further proposals on the scope, timing and resourcing of a meeting of experts on the protection of personal data in the digital era to its 350th Session (March 2024);
- (f) requested the Office to take into account the guidance provided in preparing the document concerning the agenda of future sessions of the Conference for its 350th Session (March 2024).

► Appendix I

Items for the agenda of future sessions of the Conference

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

1. Upon the recommendations of the Standards Review Mechanism Tripartite Working Group (SRM TWG) the Governing Body at its 331st Session (October–November 2017) requested the Office to prepare, for consideration of inclusion at the earliest dates possible in the agenda of future sessions of the Conference, proposals for possible standard-setting items on biological hazards, ergonomics and manual handling, recognizing regulatory gaps, on the consolidation of the instruments concerning chemical hazards, and on the revision of the instruments concerning guarding of machinery.¹
2. The agenda for the Conference in 2025 and beyond regarding standard-setting items on occupational safety and health (OSH) as identified above should be guided by the need to ensure a clear, robust and up-to-date body of international labour standards with respect to certain occupational hazards. The resolution adopted by the Conference at its 110th Session to include a safe and healthy working environment in the ILO framework of fundamental principles and rights at work and designate two instruments as fundamental Conventions has increased the urgency of filling OSH regulatory gaps and that international labour standards on OSH respond to changing patterns of the world of work.
3. At its 337th Session (October–November 2019), the Governing Body requested the Office to be guided by the recommendations of the SRM TWG regarding the “thematic integration approach”. As was discussed by the SRM TWG, regulation through thematic integration would, *prima facie*, involve customized standard-setting processes for the four thematic subtopics as decided by the Governing Body. Variations could be on the basis of decisions, whether the standard-setting action should result in a Protocol, a Convention or a Recommendation, or a Convention and a Recommendation. Alternatively, new instruments to complement the existing up-to-date instruments could combine binding and non-binding provisions into a single instrument.
4. At its 341st Session (March 2021), the Governing Body decided to place an item on biological hazards on the agenda of the 112th Session (2024) and the 113th Session (2025) for a double discussion. In accordance with a decision taken at its 346th Session (October–November 2022), the Governing Body should determine at its present session or at its 350th Session (March 2024) if it places an item on the consolidation of chemical instruments for a double discussion on the agenda of the 114th Session (2026) and 115th Session (2027) or 115th Session (2027) and 116th Session (2028) of the Conference. Should the Governing Body wish to follow a practice of a single standard-setting item on OSH per Conference session, the earliest opportunity for a standard-setting item on either ergonomics and manual handling or the guarding of machinery would be the 116th Session (2028) or the 117th Session (2029) of the Conference.

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

A. Standard-setting item on the consolidation of instruments concerning chemical hazards

5. Every year more than 1 billion workers are exposed to hazardous substances, including pollutants, dusts, vapours and fumes in their working environments.² According to the latest available estimates (2021), 82 per cent of global work-related mortality is caused by non-communicable diseases,³ many of these as a result of exposure to hazardous chemicals such as asbestos (209,481 deaths annually and 3.97 million loss of healthy life years). Because of significant knowledge gaps in respect of the occupational health effects of exposure to the steady proliferation of chemical compounds as well as the latency between exposure and at least some known diseases, health effects including fatalities could well be vastly underestimated.
6. The urgency to revise the ILO's normative framework on sound management of chemicals at work does not stem from a regulatory gap but from a need to pursue consolidation, coherence and regular updating of relevant standards. Protection against chemical hazards is currently covered by an instrument, the Chemicals Convention, 1990 (No. 170), that focuses on key principles and is classified as up to date. Convention No. 170 governs the sound management of all risks relating to the use of chemicals at work. It requires a comprehensive national framework for the safe use of chemicals at work, including the formulation, implementation and periodic review of a coherent national policy, as well as defining responsibilities of employers and rights and duties of workers at the level of the undertaking. Convention No. 170 and the Chemicals Recommendation, 1990 (No. 177), are supplemented by an ILO code of practice on safety in the use of chemicals at work (1993). Five instruments that precede Convention No. 170 address specific chemical hazards such as white lead, benzene, lead poisoning, and white phosphorus.⁴ The coexistence of these older instruments on specific chemicals and later principles-based Convention No. 170 affects the coherence of the ILO's normative framework on chemicals and as recommended by the SRM TWG is in need of revision.
7. In order to ensure continued and future relevance of the ILO normative framework on chemical hazards, the third SRM TWG meeting recommended "follow-up involving standard-setting action" as a measure of "practical and time-bound follow-up action"⁵ for the five instruments. The SRM TWG further recommended that these be revised in a consolidated manner, which could conceivably be realized through a Protocol to Convention No. 170.
8. The concerns raised as a reason for revising these instruments recognized that the practice of regulating, in detail, an individual hazardous substance in a single instrument is considered outdated; that there are concerns relating to the five instruments that are gender-related and the inappropriateness to include specific limits for exposure in standards (as is done in the Benzene Convention, 1971 (No. 136), for example); that provisions should be drafted in a manner that will ensure that ILO instruments are kept up to date with scientific and technological progress; and that to the extent that fixed limits should also be regulated, a system for easy updating of such limits should be provided for.

² ILO, *Exposure to Hazardous Chemicals at Work and Resulting Health Impacts: A Global Review*, 2021.

³ World Health Organization (WHO) and ILO, *WHO/ILO Joint Estimates of the Work-related Burden of Disease and Injury, 2000–2016: Global Monitoring Report*, 2021.

⁴ White Lead (Painting) Convention, 1921 (No. 13); Benzene Convention (No. 136) and Recommendation (No. 144), 1971; Lead Poisoning (Women and Children) Recommendation, 1919 (No. 4); and White Phosphorus Recommendation, 1919 (No. 6).

⁵ GB.331/LILS/2, para. 3.

9. A new instrument complementing Convention No. 170 and revising the five older instruments could ensure valuable prohibitions are maintained while facilitating the introduction of new prohibitions or exposure standards that are easily updated in line with scientific and technological development.⁶ It could ensure the ILO makes a strategic, tripartite contribution to policy coherence with a number of international treaties and initiatives that have gathered momentum since the adoption of Convention No. 170, such as the Stockholm Convention on Persistent Organic Pollutants, the Rotterdam Convention on the Prior Informed Consent Procedure for Certain Hazardous Chemicals and Pesticides in International Trade, the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal, the Minamata Convention on Mercury, the Strategic Approach to International Chemicals Management, and the Globally Harmonized System of Classification and Labelling of Chemicals. Such policy coherence could in turn promote the ratification and application of Convention No. 170.⁷
10. The COVID-19 pandemic has fuelled an increase in chemical exposures due to more frequent and widespread use of disinfectants, hand sanitizers, and cleaning products and personal protective equipment. Unsafe use of these products can lead to toxic effects in people, with healthcare workers and young persons in cleaning and health services most at risk.
11. Preparatory work will include a detailed law and practice report, broad consultations with constituents, other UN agencies and platforms working with chemical hazards as described above, and relevant professional bodies.

B. Standard-setting item on ergonomics and manual handling

12. Human factors or ergonomics apply theory, principles, and data from many relevant disciplines to the design of products and work processes and systems, taking into account the complex interactions between the human and other humans, the environment, tools and equipment, and technology to enhance human performance and well-being in the world of work.⁸ Ergonomic hazards are much broader than only those involved in manual handling. Ergonomic hazards include manual materials handling causing overexertion; inappropriate lighting or selection and use of tools; continuous standing or sitting while working; slips, trips or falls; thermal discomfort; and office postures causing musculoskeletal disorders (MSDs). The wide variety of MSDs renders an accurate estimate of direct and indirect costs particularly difficult but available evidence suggests that MSDs account for around a third of all injuries and illnesses, a higher-than-average absenteeism and significant healthcare costs, informal care costs and production losses.⁹ Attention to prevention of ergonomic risks and efforts to improve comfort and well-being at work also becomes more urgent as workforces age and workers are expected to work longer.
13. New standards could, based on the questionnaire sent to Member States in the course of the standard-setting process, clarify the defining role of human factors and ergonomics in the development of work processes and systems and help determine internationally recognized

⁶ Updating of exposure limits or “threshold limit values” (TLVs) could follow a procedure similar to the one set out in the List of Occupational Diseases Recommendation, 2002 (No. 194).

⁷ Convention No. 170 is currently ratified by 23 Member States, of which 5 have ratified in the past seven years.

⁸ Kathleen Mosier and Juan Carlos Hiba, “[The Essential Contribution of Human Factors/Ergonomics to the Future of Work We Want](#)” (ILO, 2019).

⁹ See, for example, figures from the US Centers for Disease Control and Prevention or the European Agency for Safety and Health at Work. According to the US Bureau of Labor Statistics (BLS) in 2013, MSD cases accounted for 33 per cent of all worker injury and illness cases.

forms, challenges and opportunities with respect to human factors and ergonomics at the workplace. It could set out broad principles for addressing such challenges and for promoting health and safety through the management of high-quality human factors and ergonomics. The instrument could specify national policies and regulations on human factors and ergonomics at work, establish a defined system of rights, responsibilities and duties of governments, employers, workers and their organizations, and promote a holistic approach to the design, management and operation of work.

14. In accordance with the recommendations of the SRM TWG, the new standards would revise the Maximum Weight Convention (No. 127) and Recommendation (No. 128), 1967, and update the regulatory approach to manual handling. At its 331st Session (October–November 2017), the Governing Body requested the Office to prepare for consideration of inclusion in the agenda of future sessions of the Conference at the earliest possible dates, proposals for a standard-setting item on ergonomics, recognizing the regulatory gaps identified in that area.¹⁰ In relation to the instruments concerning maximum weight, the SRM TWG had considered that the instruments had not lost their purpose but were limited in scope, notably including a gap in coverage on ergonomics. The SRM TWG had agreed that Convention No. 127 and Recommendation No. 128 should be classified as requiring further action to ensure continued and future relevance. Follow-up action should involve their revision to take into account the need to both regulate ergonomics, and to update the regulatory approach to manual handling. The SRM TWG considered that the revision process could involve a meeting of experts on how to modernize the existing instruments in the context of the broader issue of ergonomics and manual handling.¹¹
15. The preparatory work would be informed by a detailed law and practice report, studies of good practices and data collection, as well as broad consultations with constituents, partners across the UN system and with professional bodies and other stakeholders. It is proposed that a tripartite meeting of experts be held possibly in 2024–25 to advise the Office on the scope of the issues to be covered by standard-setting. Preparatory work could also be informed by technical guidelines published by the Office in 2021.¹²

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

16. New standards would revise the Guarding of Machinery Convention (No. 119) and Recommendation (No. 118), 1963. In 2002, the Cartier Working Party had recommended a classification of Convention No. 119 as “to be revised” and in 2017, the Governing Body approved a recommendation of the SRM TWG to revise the instruments concerning guarding of machinery “at the earliest dates possible”.¹³
17. At its 91st Session (2003), the Conference called for the revision of Convention No. 119 and Recommendation No. 118 in order to take into account technical difficulties in the application of the instruments, the latest developments in technology and the need to provide safety and

¹⁰ GB.331/PV, para 723(f)(i).

¹¹ GB.331/LILS/2, Appendix, paras 25 and 26.

¹² ILO, *Principles and Guidelines for Human Factors/Ergonomics (HFE) Design and Management of Work Systems*, 2021. The guidelines were prepared by team of expert writers, reviewers, and representatives from the International Ergonomics Association, the International Labour Organization, and other institutions and organizations that recognize the critical need for human factors/ergonomics principles and guidelines in the design and management of work systems.

¹³ GB.283/LILS/WP/PRS/1/2 (Office information note, March 2002); GB.331/PV, para. 723(f)(iii).

health-related information and training in the transfer of technology. The principal aim of the early instruments to protect workers from machinery-induced accidents by using safety technologies continued to be important and valid but needed to be complemented with comprehensive approaches to promote safety and health in the use of machinery, including the consultation, information and training of workers on all relevant aspects of machinery throughout its lifecycle, including emergency procedures.¹⁴

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

D. Updating of new instruments on occupational safety and health

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

2. Harnessing the fullest potential of technology to achieve decent work, sustainable development and a just sharing of the benefits for all (general discussion)

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

23. At its 111th Session (June 2023), International Labour Conference, following a general discussion, adopted a resolution concerning a just transition towards environmentally sustainable economies and societies for all (the Just Transition Resolution).¹⁶ At the 347th Session of the Governing Body (March 2023), some members of the Governing Body

¹⁴ ILO, [Examination of Instruments concerning Occupational Safety and Health \(General Provisions and Specific Risks\): Technical Note 7 – Instruments concerning the Guarding of Machinery](#), Third Meeting of the SRM TWG (25–29 September 2017), 5 and 6.

¹⁵ ILO, [Safety and health in the use of machinery](#), ILO code of practice, 2013.

¹⁶ [ILC.111/Record No.7A](#).

advised the Office to draw on this General Discussion and consider normative and non-normative options in the context of the proposed item, “harnessing the fullest potential of technological progress”.¹⁷ In addition, at the 344th session of the Governing Body (March 2022), it was observed that the item should remain on the list of potential Conference discussions as it was broader than climate change-related policy.¹⁸ It was also emphasized that the Glasgow Climate Pact had recognized the need for a just transition, technology transfer, financing, sustainable development and poverty reduction.¹⁹ At the 343rd Session of the Governing Body (November 2021), it was further noted that agenda items should correspond to the achievement of the Sustainable Development Goals and decent work for all in a context of global economic and labour recovery that was dominated by information technology and the need to adapt to climate change and preserve the environment.²⁰

24. The Centenary Declaration directs the Office to harness “the fullest potential of technological progress and productivity growth, including through social dialogue, to achieve decent work and sustainable development, which ensure dignity, self-fulfilment and a just sharing of the benefits for all”.²¹ The 2021 Global Call to Action further reinforces the need to harness “technological progress and digitalization, including platform work, to create decent jobs and sustainable enterprises, enable broad social participation in its benefits and address its risks and challenges, including by reducing the digital divide between people and countries”.²²
25. The impact of technology on the promotion of full, productive and freely chosen employment has been the subject of Conference discussions and statements on a regular basis in the past. Already at its 57th Session (1972), the Conference adopted a resolution on labour and social implications of automation and other technological developments.²³ The Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169), devotes a section to “Technology Policies”. Recommendation No. 169 identifies “the development of technology as a means of increasing productive potential and achieving the major development objectives of creation of employment opportunities and the satisfaction of basic needs” and frames its facilitation as “one of the major elements of national development policy”.
26. At its 328th Session (March 2016), the Governing Body considered a possible item on the role of technology and other structural drivers in changing the nature of unemployment and underemployment. The aim of the item, which was not retained at the time, was to develop policy responses to questions such as whether there are sufficient quality job opportunities available for all women and men jobseekers in different contexts, at different age groups and skills levels; how technological changes and other factors affect the structural features including the level, nature and quality of job opportunities and skills demands; and if indeed these trends and patterns gradually develop into structural and permanent features in the labour markets.²⁴

¹⁷ GB.347/INS/PV(Rev.), para. 34.

¹⁸ GB.344/INS/PV, para. 79.

¹⁹ GB.344/INS/PV, para. 70.

²⁰ GB.343/INS/PV, para. 34.

²¹ ILO, Centenary Declaration, Part II(A)(ii).

²² ILO, Global Call to Action, para. 13(a)(v).

²³ ILO, *Resolutions Adopted by the International Labour Conference at its 57th Session*, Geneva, 1972, 10.

²⁴ GB.328/PV, para. 10.

27. The Just Transition Discussion included several elements of relevance to the proposed item.²⁵ It notes that the complexity of a just transition towards environmentally sustainable economies and societies for all is compounded by the implications of technological change,²⁶ while also recognizing that access to technology should be a key part of the just transition as part of its guiding principles.²⁷ It also calls on governments to foster technological development and access to environmentally-sound technologies, including in micro, small and medium-sized enterprises (MSMEs), while ensuring decent work benefits and work-life balance,²⁸ as well as calls on employers and workers' organizations, to effectively engage in social dialogue in all its forms, including collective bargaining, to share the benefits of technological progress.²⁹

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

28. Although technology is seen as an important part of industrial policies, including those required for transition to a low-carbon economy, the Just Transition Discussion highlighted that it has an impact on dignity at work, working-time arrangements (including work-life balance) and redistribution of care work. Recommendation No. 169 highlights the vast potential of technology for decent work including higher productivity, expansion of the volume and structure of employment, improvement of working conditions, reduction of working time, opportunities to use existing and future skills and improved linkages between large-scale and small-scale undertakings. A Conference discussion could take stock of the extent to which existing and new technologies have realized that potential and whether policies have succeeded in eliminating negative effects, for example on OSH.
29. New technologies such as artificial intelligence (AI), machine learning and robotics can provide opportunities and help developing and emerging economies to leapfrog, but they also create new challenges in terms of job quantity and quality. While concerns have been raised over the past decade, there is no consensus in the literature about the potential impacts on jobs due to new technologies and the estimates vary substantially depending upon the country.³⁰ Existing research has also raised questions around whether an entire occupation is prone to automation or rather a specific task within an occupation.³¹
30. The new technologies can bring about significant productivity gains, new market opportunities and new jobs. At the same time, evidence to date shows a slowdown in productivity in advanced as well as emerging and developing economies over the past decade and a half, which could be due to time lags in diffusion or lack of organizational capabilities and/or workforce skills to exploit them, or concentration of AI and data among a small fraction of large

²⁵ ILC.111/Record No.7A

²⁶ ILC.111/Record No.7A, para 5.

²⁷ ILC.111/Record No.7A, para 20.

²⁸ ILC.111/Record No.7A, para 21(j).

²⁹ ILC.111/Record No.7A, para 22(a).

³⁰ Carl Benedikt Frey and Michael A. Osborne, "The Future of Employment: How Susceptible are Jobs to Computerisation?", *Technological Forecasting and Social Change*, 114 (2017), 254–280; Damian Grimshaw and Uma Rani, "The Future of Work: Facing the Challenges of New Technologies, Climate Change and Ageing", in *Contemporary Human Resource Management*, eds Adrian Wilkinson, Tony Dundon and Tom Redman (London: Sage Publications, 2021); Francesco Carbonero, Ekkehard Ernst and Enzo Weber, *Robots Worldwide: The Impact of Automation on Employment and Trade*, Institute for Employment Research IAB Discussion Paper No. 07/2020, 2020.

³¹ Melanie Arntz, Terry Gregory and Ulrich Zierahn, *Digitalization and the Future of Work: Macroeconomic Consequences*, IZA Institute of Labor Economics Discussion Paper Series No. 12428, 2019.

firms,³² or due to automating existing tasks that were inefficiently done. These findings have given rise to the so-called “productivity-paradox”,³³ and the existing evidence points towards a need for conducting more systematic research to have a realistic understanding of the factors that shape the adoption and diffusion of technologies and its impact on productivity in different types of firms, industries, sectors and country or region.

31. As the use of new technologies becomes more widespread, identifying the right skills and preparing the workforce for new task profiles become more important. Social dialogue, including collective bargaining and workplace cooperation, is crucial in guiding successful transformation. There is no systematic evidence with regard to the type of skills and competencies needed as the transformation process is highly country- and sector-specific. Skills anticipation and career guidance systems, which make use of big data and AI are well placed to tackle the complexity of the adjustment process and to smooth the transition path for individual workers.³⁴
32. New technologies also create new challenges such as income and job security, work intensification with mental health implications and certain discriminatory practices.³⁵ These technologies have enabled new forms of work, such as telework and platform work, challenged work-life balance and reduced access to employment-related benefits and basic protections as a result of the incorrect classification of workers, while workplace surveillance technology could infringe on workers’ right to privacy.³⁶ The Recurrent Discussion Committee on Labour Protection also recognized the need to address the transition from informal to formal economy and from insecure to secure work that is decent.³⁷ The forthcoming standard-setting discussions were seen as key to address the unique challenges faced by platform workers, such as lack of social protection and limited bargaining power.³⁸ A gender perspective would need to be applied when addressing specific work modalities, including platform work and telework.³⁹
33. The use of AI and “algorithmic management” practices for managing work processes and worker performance on digital labour platforms as well as regular workplaces and in certain human resources processes, which are based on vast amounts of data, can result in discriminatory practices that target particular groups of workers. AI, wearable devices and tools, among others are also increasingly used in traditional workplaces to monitor work

³² Peter Bauer et al., *Productivity in Europe: Trends and Drivers in a Service-based Economy*, JRC Technical Report, (Luxembourg: European Union, 2020); Alistair Dieppe, ed., *Global Productivity: Trends, Drivers, and Policies* (Washington, DC: World Bank, 2020); Prasanna Tambe et al., “Digital Capital and Superstar Firms”, National Bureau of Economic Research (NBER) Working Paper No. 28285, 2020.

³³ Erik Brynjolfsson, Daniel Rock and Chad Syverson, “Artificial Intelligence and the Modern Productivity Paradox: A Clash of Expectations and Statistics”, in *The Economics of Artificial Intelligence: An Agenda*, eds Ajay Agrawal, Joshua Gans and Avi Goldfarb (Chicago: The University of Chicago Press, 2019), 23–60; Bart van Ark, Klaas de Vries, and Abdul Erumban, “How to Not Miss a Productivity Revival Once Again?”, NIESR Discussion Paper No. 518, 2020.

³⁴ Karlis Kandars et al., *Mapping Career Causeways: Supporting Workers at Risk* (Nesta, 2020).

³⁵ Damian Grimshaw and Uma Rani, “The Future of Work: Facing the Challenges of New Technologies, Climate Change and Ageing”, 2021.

³⁶ ILC.111/Record No. 6B(Rev.1), para. 24.

³⁷ ILC.111/Record No. 6A(Rev.), paras 21 and 24(f).

³⁸ ILC.111/Record No. 6B(Rev 1), para. 79.

³⁹ ILC.111/Record No. 6B(Rev.1), para. 27.

performance.⁴⁰ The data collected through AI and other devices can help in decision-making at the firm level such as downsizing, or designing tasks or jobs, which has the potential for improving productivity, and they can generate new challenges for workers' rights and job quality if not well-regulated. However, the adoption of such practices by firms across different sectors in advanced and developing countries remains unclear and needs further exploration to better understand how these practices interact with existing organizational structures.⁴¹

34. The Recurrent Discussion Committee on Labour Protection highlighted the need to conduct impact assessments to identify the effects of digitalization and artificial intelligence, including algorithmic management, on labour protection, including working time.⁴² More research and guidance was also requested on how automated systems, algorithms and artificial intelligence could be used without undermining workers' rights.⁴³ Regarding the right to disconnect, calls were made to continue exchanging and collecting evidence on the opportunities, challenges and evolution of telework and the right to disconnect.⁴⁴ In this regard, it was also noted that there was no one-size-fits-all solution and there should not be a new right or rights-based approach, and instead regulations should provide for more flexibility, autonomy and a better work-life balance.⁴⁵
35. The Recurrent Discussion Committee on Labour Protection finally noted that digitalization and the use of automated monitoring and management tools provided both opportunities and challenges to the world of work, and labour protection policies needed to be evaluated to meet the challenges and realize the opportunities.⁴⁶ While digitalization and automation and the transition to a low-carbon economy had the potential to create jobs, ensuring labour protection for such jobs was crucial.⁴⁷ The outcome of the Recurrent Discussion Committee on Labour Protection (the Labour Protection Resolution) calls for knowledge development and capacity-building activities regarding the challenges and opportunities of digitalization, including artificial intelligence and algorithmic management, for labour protection, including emerging OSH risks.⁴⁸ It specifically also calls for the examination of the issue of artificial intelligence and algorithmic management by the Governing Body and the evaluation of the need for a further discussion on the topic.⁴⁹
36. Technologies can be effectively harnessed to provide decent work to all workers. For instance, governments in a number of countries have started to utilize digital technologies to promote formalization through the registration of both economic units and of employment, digital payments or electronic payroll, the provision of social protection and other benefits, filing and

⁴⁰ Valerio De Stefano, "Negotiating the Algorithm": Automation, Artificial Intelligence and Labour Protection", ILO Employment Policy Working Paper No. 246, 2018; Pheobe V. Moore, Martin Upchurch, and Xanthe Whittaker, eds, *Humans and Machines at Work: Monitoring, Surveillance and Automation in Contemporary Capitalism* (Palgrave Macmillan, 2018).

⁴¹ Sara Baiocco et al., *The Algorithmic Management of Work and its Implications in Different Contexts*, Background Paper No. 9, (ILO, 2022).

⁴² ILC.111/Record No. 6B(Rev.1), para. 68.

⁴³ ILC.111/Record No. 6B(Rev.1), para. 89.

⁴⁴ ILC.111/Record No. 6B(Rev.1), para. 68; EU, para. 79.

⁴⁵ ILC.111/Record No. 6B(Rev.1), para. 119.

⁴⁶ ILC.111/Record No. 6B(Rev.1), para. 18.

⁴⁷ ILC.111/Record No. 6B(Rev.1), para. 15.

⁴⁸ ILC.111/Record No. 6A(Rev.), para. 24(g).

⁴⁹ ILC.111/Record No. 6A(Rev.), para. 24(g).

payment of taxes, among others.⁵⁰ This strategy could be replicated and scaled up in a variety of different contexts, including platform work. Technologies can also help in increasing compliance through maintenance of digital records, which are transparent and using targeted inspection and enforcement. Similarly, with increasing work intensification, working-time records can be digitally maintained to ensure protection of wages for hours worked, as well as to ensure compliance with working-time regulations. The Labour Protection Resolution calls on the ILO to strengthen its support to governments, employers' and workers' organizations to harness digital technologies for improving working conditions, enhancing workers' OSH and enabling compliance, in particular for MSMEs,⁵¹ as well as to enhance capacity to better respond to any psychosocial risks and work-related stress that may result from new forms of work organization, including in workplaces with high use of ICT.⁵²

37. The Centenary Declaration calls upon Member States to strengthen the institutions of work to ensure adequate protection of all workers and reaffirm the continued relevance of the employment relationship as a means of providing certainty and legal protection to workers. It specifically calls for "policies and measures that ensure appropriate privacy and personal data protection and respond to challenges and opportunities in the world of work relating to the digital transformation of work, including platform work". The role of such policies is even more important in the context of recovering from the COVID-19 pandemic and with remote working, which can have serious economic and social consequences if effective policies and regulations are not put in place to protect the workers and ensure that digital access is available to all. The Labour Protection Resolution also called for policy responses to be ambitious and to take into account the impacts of global and structural changes, intersectionality of vulnerabilities, and new forms of work and digitalization.⁵³
38. To harness technology so that the benefits can be shared equally by enterprises and workers, both men and women, in different parts of the world would require addressing the digital divide besides a well-informed approach to data regulation. This will allow many developing countries to transition towards formality, provide improved access to markets and facilitate access to public services, which can lead to productivity gains. This will require more investment and funding for developing or upgrading the digital infrastructure to reduce the widening gaps, so that existing inequalities are not exacerbated and to ensure there is universal access to all.

C. Expected outcome

39. Possible outcomes of a general discussion would be conclusions and a resolution on the role of technology in promoting full, productive and freely chosen employment in the digital era; guidance on action to be taken by Member States to enhance the protection of workers in light of new technologies; and proposals for normative or non-normative initiatives to be supported in future programming by the ILO. The general discussion could take into account the standard-setting discussion on decent work in the platform economy (if it is scheduled after 2026) and the imperatives, principles and roles elucidated in the Just Transition Resolution. A general discussion would provide an opportunity for the ILO to present a tripartite perspective

⁵⁰ Juan Chacaltana, Vicky Leung and Miso Lee, "New Technologies and the Transition to Formality: The Trend Towards E-Formality", ILO Employment Working Paper No. 247, 2018.

⁵¹ ILC.111/Record No. 6A(Rev.), para. 23(e).

⁵² ILC.111/Record No. 6A(Rev.), para. 23(g).

⁵³ ILC.111/Record No. 6B(Rev.1), para. 94.

on the UN Secretary-General's Roadmap for Digital Cooperation⁵⁴ and his Call to Action on Human Rights⁵⁵ while contributing to the acceleration of Sustainable Development Goals (SDGs) 8 and 9.⁵⁶

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

A. Access to labour justice: Prevention and resolution of labour disputes⁵⁷

40. The Conference conclusions from the 2013 recurrent discussion called on Member States to ensure respect for the rule of law, including through the strengthening of dispute prevention and resolution mechanisms. They further called on the Office to expand its assistance to strengthen and improve the performance of labour dispute prevention and resolution systems and mechanisms, including for the effective handling of individual labour complaints. In turn, the Conference conclusions from the 2018 recurrent discussion on social dialogue and tripartism called on Members to establish, where appropriate, and develop with social partners dispute prevention and resolution mechanisms that are effective, accessible and transparent. They further call on the Office to assist Members and constituents to strengthen dispute prevention and resolution systems at various levels that promote effective social dialogue and build trust.⁵⁸ More recently, with the view to improving inclusive access to labour justice, the Office has stepped up technical assistance in support of reforming regulatory frameworks and enhancing institutional capacity of Member States in the area of prevention and resolution of both individual and collective disputes, including judicial and non-judicial mechanisms.
41. SDG 16.3 targets promotion of the rule of law and access to justice for all. It is thought that as many as two thirds of the world's population have no meaningful access to justice.⁵⁹ The UN Secretary-General's proposals for *Our Common Agenda* identifies justice as an essential dimension of the social contract and failure by states to provide access as a key factor in fuelling distrust and inequality.⁶⁰ None the less, at the mid-way point, the world is not on track towards meeting SDG 16 with only one third of countries making fair progress.⁶¹ Access to rights at work provides a pathway out of informality and is a key component of social justice. Extensive guidance is provided by UN agencies on access to justice under SDG 16 emphasizing

⁵⁴ United Nations, *Roadmap for Digital Cooperation*, Report of the Secretary-General, June 2020.

⁵⁵ United Nations, *The Highest Aspiration: A Call to Action for Human Rights*, 2020, notably the workstream on new frontiers of human rights.

⁵⁶ In particular, SDG target 9.c aims to "significantly increase access to information and communication technologies and ensure that all people in the least developed countries have access to the Internet at an affordable cost by 2020". SDG 9 is the goal that requires accelerated action more than any other, see UN, *Update on the Sustainable Development Goals: Towards a life-saving plan for humanity and planet*, Report of the Secretary-General (Special Edition), para. 27.

⁵⁷ Office research has been realigned with the Programme and Budget for 2022–23 with the objective of supporting constituents in "revising legal frameworks in relation to dispute prevention and resolution to extend and protect rights for all, streamlining procedures and reinforcing the qualifications and capacity of personnel". See GB.341/PFA/1, para. 81.

⁵⁸ The Governing Body has had the opportunity to discuss regular progress reports on the research undertaken since 2013 in the context of considering items for future sessions of the Conference. See most recently GB.341/PV, GB.343/PV and GB.344/PV.

⁵⁹ SDG Knowledge Hub, "SDG 16 and the 2021 Voluntary National Reviews: An Opportunity to Advance Justice for All", April 2021.

⁶⁰ United Nations, *Our Common Agenda: Report of the Secretary-General*, 2021, para. 23.

⁶¹ Update on the Sustainable Development Goals, para. 44: "Citizens also face challenges in accessing justice, basic services and legal guarantees and are generally under-represented due to inefficient institutions. In addition, structural injustices, inequalities and new human rights challenges make peaceful and inclusive societies even more inaccessible."

that conflict, insecurity, weak institutions and limited access to justice remain a great threat to sustainable development. However, this guidance lacks addressing the specificities of dispute prevention and resolution in the world of work. Further guidance and multilateral action on access to labour justice for employers and workers is needed to meet the target set under SDG 16.3.

42. The COVID-19 pandemic forced labour dispute prevention and resolution systems around the world to adjust to the crisis in various ways. Coping measures included both developing the use of information and communication technologies and enhancing reliance on alternative dispute resolution mechanisms, as shown by recent Office research.⁶² The pandemic inevitably revealed uneven adjustment capacity of national labour dispute resolution systems and the need for further support and guidance in this area.
43. The impact of the COVID-19 pandemic on institutions for labour dispute resolution is likely to last longer than initially expected, affecting opportunities and challenges in respect of the digitalization of proceedings, uneven access to technological tools and lack of statistical data.⁶³ Furthermore, labour market transformations, including digitalization, are showing increasing demand for effective labour dispute mechanisms and institutions.
44. During the 2020–21 biennium, the Office published: (1) a series of regional studies on access to justice and the role of labour courts;⁶⁴ (2) a number of related working papers;⁶⁵ and (3) the results of a rapid assessment survey.⁶⁶
45. Following an increasing number of requests for policy and technical advice for improving the effectiveness of labour dispute prevention and resolution systems, the Office has developed a self-diagnostic tool for judicial and non-judicial dispute resolution institutions (“the tool”). In 2022, the Office piloted the tool in Barbados, Bangladesh, Lesotho and Mexico (at federal and state level) in a tripartite participatory format. In addition to national tripartite validations, the piloting offered the opportunity to collect at source comparative practical information concerning the challenges faced by dispute resolution institutions in the above-mentioned countries, as well as to identify areas for improvement.⁶⁷ Constituents in the pilot countries revealed challenges such as access to labour justice for new categories of workers, including the vulnerable ones, or delivering services amid economic, social or health crises. Evidence collected so far points to the critical importance of the effective functioning of independent, accessible, and inclusive dispute prevention and resolution mechanisms for sound and productive labour and industrial relations in the workplace.

⁶² ILO, *Report on the Rapid Assessment Survey: The Response of Labour Dispute Resolution Mechanisms to the COVID-19 Pandemic*, 2021.

⁶³ ILO, *Report on the Rapid Assessment Survey*, 33.

⁶⁴ The regional studies consider separate publications for Europe, Asia and the Pacific, Arab States, Africa and Latin America. The publications are: *Access to Labour Justice: Judicial Institutions and Procedures in Selected European Countries*; *Access to Labour Justice: Judicial Institutions and Procedures in Selected African Countries*; *Access to Labour Justice: Judicial Institutions and Procedures in Selected Asian & Pacific Countries*; *Access to Labour Justice: Judicial Institutions and Procedures in Selected South American Countries*; and *Access to Labour Justice: Judicial Institutions and Procedures in Selected Arab countries*.

⁶⁵ Related publications including: Eusebi Colàs-Neila and Estela Yélamas-Bayarri, *Access to Justice: A Literature Review on Labour Courts in Europe and Latin America*, ILO Working Paper 6, 2020; Michael Gay and Craig Bosch, *Report on Review of Malaysia's Labour Dispute Resolution System* (ILO, 2020); César Arese, “Acceso a la tutela judicial efectiva laboral en países de América del Sur”, ILO Working Paper 10, 2020.

⁶⁶ ILO, *Report on the Rapid Assessment Survey*.

⁶⁷ See section 7, “Labour disputes and their resolution” of the ILO Comparative Legal Database on Industrial Relations [IRLex](#).

46. In 2023, the tool was published in English, French and Spanish ⁶⁸ and was used in the Democratic Republic of the Congo, India (Karnataka, Kerala and Telangana), Kazakhstan, Mexico, North Macedonia, Pakistan (Sindh and Punjab), Serbia, South Africa and Spain.
47. A training programme for self-assessment facilitators was developed with the Turin Training Centre (ITC) and piloted in Mexico in February 2023. The training was attended by representatives of local labour courts and non-judicial institutions. In June 2023, the Office and ITC trained headquarters and field specialists from Africa, Asia, Europe and Americas as facilitators. Furthermore, with the help of trained facilitators, the Office plans to support the application of the tool in a number of countries that have already requested it and will closely follow up on the implementation of tripartite action plans adopted as result of its use.
48. In 2023, the Office published a factsheet ⁶⁹ and a comparative law report analysing both judicial and non-judicial labour justice institutions and mechanisms in 40 countries around the world. ⁷⁰ The report fills an important knowledge gap concerning various aspects of labour dispute prevention and resolution by comparing policy, legal and institutional choices made and eliciting good practices that have furthered access to labour justice for all.
49. ILO tripartite constituents have stressed the importance of delivering access to labour justice for all, as reflected in several recent ILO instruments. Thus, references to legal principles relevant to access to justice were increasingly included in instruments adopted in the last decade. This was the case with respect to instruments related to the informal economy, to domestic workers and in the area of violence and harassment in the world of work. ⁷¹
50. To date, no single international labour standard (ILS) addresses all aspects of labour dispute prevention and resolution in a holistic and integrated manner. The absence of a comprehensive and integrated guidance on labour dispute prevention and resolution reduces the capacity of states and social partners to respond to labour justice needs in the light of evolving labour relations and emerging issues in workplace disputes.
51. Strengthening access to labour justice would typically require revising regulatory frameworks, streamlining procedures, improving representation, reducing costs, and reinforcing the qualifications and capacity of professionals and institutions engaged in dispute prevention and resolution. Most importantly, it means ensuring equal opportunities for all to have an impartial, speedy, and affordable hearing with a view to realizing their rights at work.

B. Protection of workers' personal data in the digital era ⁷²

52. In 1996, an ILO meeting of experts adopted a Code of Practice on the Protection of Workers' Personal Data. The Code of Practice, complemented by a commentary prepared by the ILO, regulates the collection, security and storage of personal data, as well as their use and communication to third parties. It also enumerates workers' individual and collective rights,

⁶⁸ ILO, *Access to Labour Justice: A Diagnostic Tool for Self-assessing the Effectiveness of Labour Dispute Prevention and Resolution*; OIT, *Accès à la justice du travail: Un outil de diagnostic pour l'auto-évaluation de l'effectivité des institutions de prévention et de résolution des conflits du travail*; OIT, *Acceso a la justicia laboral: Una herramienta de diagnóstico para la autoevaluación de la efectividad de las instituciones de prevención y resolución de conflictos laborales*.

⁶⁹ ILO, *Access to labour justice in collective labour disputes: Evidence from the updated IRLex database*.

⁷⁰ ILO, *Access to Labour Justice: comparative law and practice in labour disputes prevention and resolution* (forthcoming).

⁷¹ This includes the *Domestic Workers Convention, 2011* (No. 189) and *Recommendation* (No. 201); the *Violence and Harassment Convention, 2019* (No. 190) and *Recommendation* (No. 206); and the *Transition from the Informal to the Formal Economy Recommendation, 2015* (No. 204).

⁷² See GB.343/PV and GB.344/PV for previous discussions of the item by the Governing Body.

and addresses the automated processing of data as well as electronic monitoring. Subsequently, the HIV and AIDS Recommendation, 2010 (No. 200), and the Domestic Workers Recommendation, 2011 (No. 201), expressly call for the adoption of measures consistent with the code of practice.

53. With advances in information technologies including the use of algorithms and surveillance tools in workplace settings, clear governance on the use of workers personal data requires further attention. This is highlighted in the Centenary Declaration that calls upon ILO Member States to adopt “policies and measures that ensure appropriate privacy and personal data protection and respond to challenges and opportunities in the world of work relating to the digital transformation of work, including platform work”. In June 2021, the Conference adopted the Global Call to Action in which the ILO’s constituents commit to “introduce, utilize and adapt teleworking and other new work arrangements so as to retain jobs and expand decent work opportunities through, among other means, regulation, social dialogue, collective bargaining, workplace cooperation and efforts to reduce disparities in digital access, respecting international labour standards and privacy and promoting data protection and work-life balance”.
54. A preliminary analysis of the 1996 Code of Practice suggests that the principles underpinning it remain relevant due to its alignment with general data protection standards that have developed over many years. Nevertheless, the development of new technologies brings new dimensions to the interpretation and application of these principles. In addition, rapid development of legislative initiatives adopted by countries since 1996 shows the extent to which countries throughout the world are increasingly seeking to protect workers’ rights in relation to the collection, processing and use of personal data. In Europe, for example, the Committee of Ministers of the Council of Europe adopted in 2015 a new Recommendation on the processing of personal data in the employment context, which takes into consideration the impact of the use of new information and communication technologies.⁷³ In 2016, the European Union adopted a regulation providing personal data protection also in the employment context.⁷⁴ In Africa, countries including Ghana, Kenya, Madagascar, Mauritius, Nigeria, Rwanda, South Africa, Togo, Uganda and Zimbabwe have been implementing measures in recent years to protect and secure the personal information of their citizens, while the African Union Convention on Cyber Security and Personal Data Protection (Malabo Convention) entered into force in June 2023 following the 15th ratification.⁷⁵ Many countries in Asia and the Pacific have adopted or amended personal data protection laws in the last 10 years.⁷⁶

C. Protection of whistle-blowers in the public service

55. 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

⁷³ [Recommendation CM/Rec\(2015\)5](#) of the Committee of Ministers to member States on the processing of personal data in the context of employment.

⁷⁴ [Regulation \(EU\) 2016/679](#) of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation or GDPR). See Claudia Ogrisek, [GDPR and Personal Data Protection in the Employment Context](#), Labour & Law Issues, Vol. 3, No. 2, 2017.

⁷⁵ [Convention on Cyber Security and Personal Data Protection](#).

⁷⁶ See, for example, China (Personal Information Protection Law, 2021), Japan (Personal Information Protection Law, 2003), amended in 2020; Philippines (Data Privacy Act, 2012); Republic of Korea (Personal Information Protection Act (2011), amended in 2020; Singapore (Personal Data Protection Act, 2012) amended in 2020.

dialogue and collective bargaining in the independence and protection of public servants, including anti-corruption legislation. The Workers' group also highlighted this issue in the Sectoral Advisory Bodies in October 2014. The Governing Body was informed in October 2015 that a proposal from Public Services International had been received for an item on the Conference agenda with a view to standard-setting to ensure the independence, impartiality and protection of certain categories of public service workers, notably through the fight against corruption.⁷⁷

56. As this was an emerging topic, the document submitted to the Governing Body in October 2016 suggested that it be first examined by a meeting of experts. In the framework of their meetings from 11 to 13 January 2017, the Sectoral Advisory Bodies recommended that the Office undertake research on the topic as part of the sectoral programme 2018–19. As a result, the Office published a working paper on national law and practice on protecting whistle-blowers in the public and financial services sectors.⁷⁸ The Sectoral Advisory Bodies, at their meeting of January 2021, decided to propose to the Governing Body a technical meeting on the protection of whistle-blowers in the public service sector, to be held during the 2022–23 biennium. The Governing Body endorsed this proposal at its 341st Session (March 2021),⁷⁹ and set the dates and composition of the meeting at its 343rd Session (November 2021).⁸⁰ The Technical meeting on the protection of whistle-blowers in the public service sector was held from 26–30 September 2022, at which it adopted conclusions.⁸¹ The results of this meeting were submitted to the Governing Body at its 347th Session⁸² and discussed.⁸³

⁷⁷ GB.325/INS/2, para. 31.

⁷⁸ Iheb Chalouat, Carlos Carrión-Crespo and Margherita Licata, *Law and Practice on Protecting Whistle-blowers in the Public and Financial Services Sectors*, ILO Working Paper No. 328, 2019.

⁷⁹ GB.341/PV, paras 653–662. The composition of the meeting was set at all interested Governments, eight Employer representatives, eight Worker representatives, as well as advisers, observers, official international organizations, and non-governmental international organizations as observers.

⁸⁰ GB.343/POL/2(Rev.2), Appendix I.

⁸¹ TMWBPS/2022/8.

⁸² GB.347/POL/2.

⁸³ GB.347/POL/PV.

► Appendix II

Proposal for a Tripartite Technical Meeting on Access to Labour Justice for All: Prevention and resolution of labour disputes

Background

1. The Governing Body at its 346th Session (October–November 2022) requested the Office to take into account the guidance provided in preparing proposals for a tripartite technical meeting on access to labour justice for a decision by the Governing Body in 2023. Further guidance was provided by the Governing Body at its 347th Session (March 2023).
2. Following consultations and in accordance with the Standing Orders for technical meetings adopted in 2018, the Governing Body is invited to determine the date, length, place, composition and the form of the results of the proceedings of the meeting.

Purpose of the tripartite meeting

3. The tripartite meeting would aim to make recommendations to the Governing Body on further steps to provide clear and integrated policy guidance of a normative or non-normative nature for achieving inclusive access to labour justice, through effective labour dispute prevention and resolution institutions and mechanisms, while considering generally accepted principles of effectiveness for access to labour justice and the diversity of legal and practical solutions to realize them.

Date, length, place, and form of the results of the proceedings of the tripartite meeting

4. The Office proposes that:
 - the technical meeting be held from 18 to 20 February 2025 at ILO headquarters in Geneva, Switzerland;
 - the languages of the meeting be English, French and Spanish;
 - the meeting have as output a report on its conclusions, which will be submitted to the Governing Body at its 354th Session (October–November 2025).

Composition

5. The Office proposes that the technical meeting be composed of:
 - one representative of each interested government;
 - twelve representatives of employers and twelve representatives of workers as appointed by the Employers' and Workers' groups of the Governing Body.
6. In accordance with the Standing Orders for technical meetings, the Office proposes that each representative may be accompanied by one adviser.¹ The sittings of the meeting shall be public. Governments not represented may attend the meeting as observers. The Employers' and Workers' groups may each appoint observers.

¹ Standing Orders for technical meetings, Article 5.

7. The Office proposes that the intergovernmental organizations and international non-governmental organizations indicated in the table below be invited.
8. The Office proposes to identify an independent Chairperson who is well-versed in the matter of labour dispute prevention and resolution.
9. The Programme and Budget for 2024–25 contains no provision for this Meeting. It is therefore proposed that these costs be financed, in the first instance, from savings that may arise under Part I of the budget for 2024–25 or, failing that, through the use of the Provision for Unforeseen Expenditure, Part II. Should this not prove possible, the Director-General would propose alternative methods of financing at a later stage in the biennium.

Title and date of the Meeting	Intergovernmental organizations (by standing arrangement)	Intergovernmental organizations (authorized by the Officers of the Governing Body)	International non-governmental organizations (authorized by the Governing Body)
Technical Meeting on Access to Labour Justice for All (Geneva, 18–20 February 2025)	● Office of the United Nations High Commissioner for Human Rights (OHCHR) ● United Nations Regional Commissions for Economic Commission for Africa (ECA) ● Economic Commission for Europe (ECE) ● Economic Commission for Latin America and the Caribbean (ECLAC) ● Economic and Social Commission for Western Asia (ESCWA) ● International Atomic Energy Agency (IAEA) ● United Nations Development Programme (UNDP) ● United Nations Office on Drugs and Crime (UNODC) ● World Food Programme (WFP) ● World Intellectual Property Organization (WIPO) ● World Trade Organization (WTO) Regional organizations ● African Development Bank (AfDB); ● African Union (AU); ● Andean Community (CAN); ● Arab Labour Organization (ALO); ● Asian Development Bank; ● Asian Productivity Organization;	● International Court of Justice ● Court of Justice of the European Union ● European Court of Human Rights ● Inter-American Court of Human Rights ● Inter-American Commission on Human Rights ● African Court on Human and Peoples' Rights (AfCHPR) ● African Commission on Human and Peoples' Rights ● ASEAN Intergovernmental Commission on Human Rights (AICHR)	NGOs having general consultative status with the ILO ● International Trade Union Confederation (ITUC) ● International Organisation of Employers (IOE)

Title and date of the Meeting	Intergovernmental organizations (by standing arrangement)	Intergovernmental organizations (authorized by the Officers of the Governing Body)	International non-governmental organizations (authorized by the Governing Body)
	● Association of Southeast Asian Nations (ASEAN); ● Caribbean Community (CARICOM); ● Caribbean Development Bank (CDB); ● Common Market for Eastern and Southern Africa (COMESA); ● Southern Common Market (MERCOSUR); ● Council of Europe; ● East African Community (EAC); ● Economic Community of Central African States (ECCAS); ● Economic Community of West African States (ECOWAS); ● Eurasian Economic Union (EAEU); ● European Bank for Reconstruction and Development (EBRD); ● European Union (EU); ● Gulf Cooperation Council (GCC); ● Intergovernmental Authority on Development (IGAD); ● Latin American Integration Association (ALADI); ● League of Arab States; ● South Asian Association for Regional Cooperation (SAARC); ● Southern African Development Community (SADC); ● Organization of American States (OAS). Other organizations ● International Monetary Fund (IMF); ● Organisation for Economic Co-operation and Development (OECD); ● World Bank Group.		

Financial arrangements – estimated costs

	US\$
Travel and per diem	156,478.59
Interpretations	110,400.00
Total	266,878.59

► Appendix III

Excerpts from the follow-up to the ILO Declaration on Social Justice for a Fair Globalization (2008) ¹

...

II. Action by the Organization to assist its Members

...

Understanding and responding to Members' realities and needs

B. The Organization will introduce a scheme of recurrent discussions by the International Labour Conference based on modalities agreed by the Governing Body, without duplicating the ILO's supervisory mechanisms, so as to:

- (i) understand better the diverse realities and needs of its Members with respect to each of the strategic objectives, respond more effectively to them, using all the means of action at its disposal, including standards related action, technical cooperation, and the technical and research capacity of the Office, and adjust its priorities and programmes of action accordingly; and
- (ii) assess the results of the ILO's activities with a view to informing programme, budget and other governance decisions.

...

III. Evaluation by the Conference

A. The impact of the Declaration, in particular the extent to which it has contributed to promoting, among Members, the aims and purposes of the Organization through the integrated pursuit of the strategic objectives, will be the subject of evaluation by the Conference, which may be repeated from time to time, within the framework of an item placed on its agenda.

B. The Office will prepare a report to the Conference for evaluation of the impact of the Declaration, which will contain information on:

- (i) actions or steps taken as a result of the present Declaration, which may be provided by tripartite constituents through the services of the ILO, notably in the regions, and by any other reliable source;
- (ii) steps taken by the Governing Body and the Office to follow up on relevant governance, capacity and knowledge-based issues relating to the pursuit of the strategic objectives, including programmes and activities of the ILO and their impact; and
- (iii) the possible impact of the Declaration in relation to other interested international organizations.

C. Interested multilateral organizations will be given the opportunity to participate in the evaluation of the impact and in the discussion. Other interested entities may attend and participate in the discussion at the invitation of the Governing Body.

D. In the light of its evaluation, the Conference will draw conclusions regarding the desirability of further evaluations or the opportunity of engaging in any appropriate course of action.

¹ ILO Declaration on Social Justice for a Fair Globalization (2008), as amended in 2022.

► Appendix IV

Overview of the technical items selected for the Conference agenda (2010–33)

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 Social Protection Floors – 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.

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

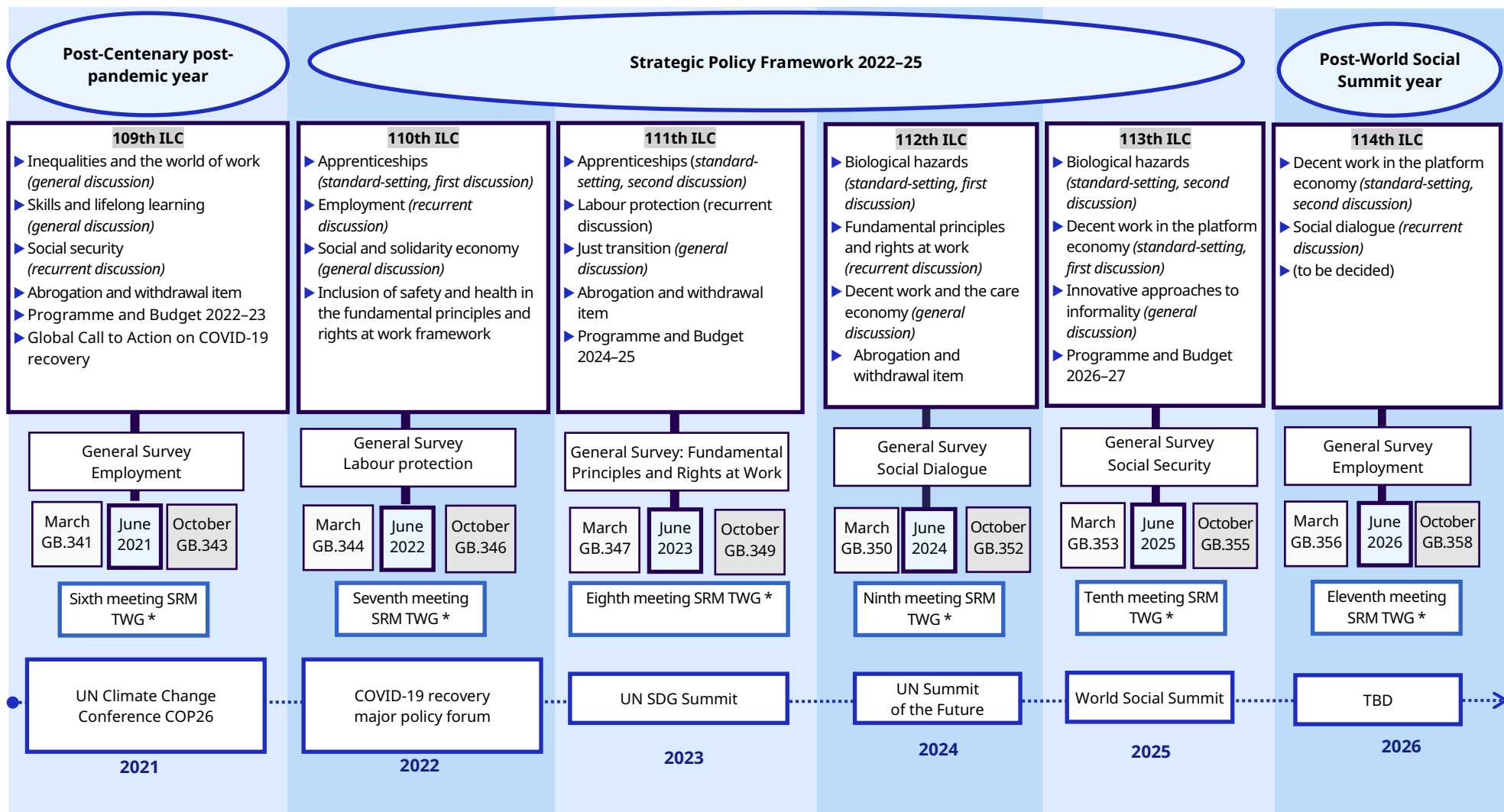
Session	Technical items			
108th (2019)	Violence and harassment against women and men in the world of work – standard-setting , double discussion (second discussion).	Centenary Declaration for the Future of Work.	Organization of debates and events connected to the ILO's Centenary.	
109th (2021)	Skills and lifelong learning – general discussion .	Inequality and the world of work – general discussion .	A recurrent discussion on the strategic objective of social protection (social security), under the follow-up to the Social Justice Declaration.	Abrogation of Conventions Nos 8, 9, 16, 53, 73, 74, 91 and 145 and withdrawal of Conventions Nos 7, 54, 57, 72, 76, 93, 109, 179 and 180 as well as of Recommendations Nos 27, 31, 49, 107, 137, 139, 153, 154, 174, 186 and 187. Withdrawal of the Fee-Charging Employment Agencies Convention, 1933 (No. 34).
110th (2022)	Apprenticeships – standard-setting , double discussion (first discussion).	A recurrent discussion on the strategic objective of employment, under the follow-up to the Social Justice Declaration.	Social and solidarity economy – general discussion .	Inclusion of a safe and healthy working environment in the ILO's framework of fundamental principles and rights at work through an amendment to paragraph 2 of the ILO Declaration on Fundamental Principles and Rights at Work, 1998.
111th (2023)	Apprenticeships – standard-setting , double discussion (second discussion).	A recurrent discussion on the strategic objective of social protection (labour protection), under the follow-up to the Social Justice Declaration.	Just transition, including consideration of industrial policies and technology, towards environmentally sustainable economies and societies for all – general discussion .	Abrogation of Convention No. 163. Withdrawal of Conventions Nos 70, 75, 165, 178 and of the Protocol of 1996 to the Merchant Shipping (Minimum Standards) Convention, 1976, as well as of Recommendations Nos 9, 10, 20, 28, 48, 75, 76, 78, 105, 106, 108, 138, 140, 141, 142, 155, 173 and 185.

Session	Technical items			
112th (2024)	Occupational safety and health protection against biological hazards – standard-setting , double discussion (first discussion).	A recurrent discussion on the strategic objective of fundamental principles and rights at work, under the follow-up to the Social Justice Declaration.	Decent work and the care economy – general discussion .	Abrogation of Conventions Nos 45, 62, 63 and 85.
113th (2025)	Occupational safety and health protection against biological hazards – standard-setting (second discussion).	Decent work in the platform economy – standard-setting , (first discussion).	Innovative approaches to tackling informality and promoting transitions towards formality to promote decent work – general discussion .	
114th (2026) (to be completed)	Decent work in the platform economy – standard-setting , (second discussion).	Harnessing the fullest potential of technology for decent work – general discussion . <i>Or</i> Occupational safety and health protection against chemical hazards – standard-setting , discussion (first discussion) (to be decided)	Recurrent discussion on the strategic objective of social dialogue and tripartism under the follow-up to the Social Justice Declaration.	
115th (2027) (to be completed)	Occupational safety and health protection against chemical hazards – standard-setting , double discussion (first or second discussion) (to be confirmed).	A recurrent discussion on the strategic objective of social protection (social security), under the follow-up to the Social Justice Declaration.		
116th (2028) (to be completed)		A recurrent discussion on the strategic objective of employment, under the follow-up to the Social Justice Declaration.		

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

► Appendix V

Agenda of the ILO – Timeline (2021–26)



* SRM TWG – Standards Review Mechanism Tripartite Working Group.