



**Fifth item on the agenda: Decent work for peace, security and disaster resilience: Revision of the Employment (Transition from War to Peace) Recommendation, 1944 (No. 71)**

**Reports of the Committee on Employment and Decent Work for the Transition to Peace: Resolution and proposed Conclusions submitted for adoption by the Conference**

This report contains the text of the resolution and proposed Conclusions submitted by the Committee on Employment and Decent Work for the Transition to Peace for adoption by the Conference.

The report of the Committee on its proceedings has been published on the Conference website in *Provisional Record* No. 15-2 and is submitted for adoption by the Conference subject to corrections, which Committee members will be able to submit until 10 June 2016, at 18:00 hrs.



---

**Resolution to place on the agenda of the next ordinary session of the Conference an item entitled “Employment and decent work for peace and resilience”**

The General Conference of the International Labour Organization,

Having adopted the report of the Committee appointed to consider the fifth item on the agenda,

Having in particular approved as general conclusions, with a view to the consultation of Governments, proposals for a Recommendation concerning employment and decent work for peace and resilience that revises and replaces the Employment (Transition from War to Peace) Recommendation, 1944 (No. 71),

Decides that an item entitled “Employment and decent work for peace and resilience” shall be included in the agenda of its next ordinary session for second discussion with a view to the adoption of a Recommendation.

---

## PROPOSED CONCLUSIONS

### A. Form of the instrument

1. The International Labour Conference should adopt an instrument concerning employment and decent work for peace and resilience that revises and replaces the Employment (Transition from War to Peace) Recommendation, 1944 (No. 71).
2. The proposed instrument should take the form of a Recommendation.

### B. Content of the instrument

#### PREAMBLE

3. The Preamble of the proposed instrument should refer to:
  - (a) the principle in the Constitution of the International Labour Organisation (ILO) that universal and lasting peace can be established only if it is based upon social justice;
  - (b) the Declaration of Philadelphia (1944), the Universal Declaration of Human Rights (1948), the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up (1998), the ILO Declaration on Social Justice for a Fair Globalization (2008);
  - (c) the impact of conflicts and disasters on poverty, human rights and dignity, development, decent work and sustainable enterprises;
  - (d) the importance of the Decent Work Agenda for promoting peace, preventing crisis situations arising from conflicts and disasters, enabling recovery and building resilience;
  - (e) the need to ensure respect for human rights and the rule of law, including respect for fundamental principles and rights at work and for international labour standards, in particular those that are relevant to employment and decent work;
  - (f) the need to recognize that crises impact women and men differently, and the critical importance of gender equality and the empowerment of women and girls in promoting peace, preventing crises, enabling recovery and building resilience;
  - (g) the importance of developing adequate responses to crisis situations arising from conflicts and disasters through social dialogue, in consultation with the most representative employers' and workers' organizations and, as appropriate, with relevant civil society organizations;
  - (h) the importance of creating or re-establishing an enabling environment for sustainable enterprises, taking into account the resolution and Conclusions concerning the promotion of sustainable enterprises adopted by the International Labour Conference at its 96th Session (2007), and in particular for small and medium-sized enterprises, to stimulate employment generation, economic recovery and development;
  - (i) the need to develop and strengthen measures of social protection;

- 
- (j) the role of accessible and quality public services in economic recovery, development and reconstruction efforts; and
  - (k) the need for international cooperation and partnerships among regional and international organizations to ensure joint and coordinated efforts.

## I. PURPOSE AND SCOPE

4. The proposed instrument should expand the purpose and scope of the Employment (Transition from War to Peace) Recommendation, 1944 (No. 71), which focuses on the role of employment in the transition from war to peace, to provide broader guidance on the role of employment and decent work in prevention, recovery and resilience with respect to crisis situations arising from conflicts and disasters that destabilize societies and economies.

5. The proposed instrument should provide that for the purposes of this instrument:

*[(a) the term “disaster” should be understood as including serious disruptions of the functioning of a community or a society, involving widespread human, material, economic or environmental losses or impact, arising from natural or man-made causes, including those arising from climate change and technological and biological phenomena; and]*

(b) the term “resilience” should be understood as the ability of a system to reduce, prevent, anticipate, absorb and adapt, or recover from the effects of a hazardous event in a timely and efficient manner, including through ensuring the preservation, restoration, or improvement of its essential basic structures and functions.

6. The proposed instrument should apply to crisis situations arising from international and non-international armed conflicts and disasters that destabilize societies and economies, to all workers and jobseekers, and to all employers, in all sectors of the economy affected by such situations.

7. The references in the proposed instrument to fundamental principles and rights at work, including equality of treatment, to safety and health and to working conditions, should be understood to apply to all workers affected by crisis situations, in particular in the immediate response. Volunteers should be treated under fair conditions.

8. The proposed instrument should provide for measures to generate employment and decent work for the purposes of prevention, recovery, peace and resilience.

## II. GUIDING PRINCIPLES

9. The proposed instrument should affirm the following guiding principles:

- (a) full, productive, freely chosen and decent employment is vital to promoting peace, preventing crises, enabling recovery and building resilience;
- (b) measures to promote peace, prevent crises, enable recovery and build resilience should respect, promote and realize the fundamental principles and rights at work, protect other human rights and other relevant international labour standards, and take into account other international instruments and documents listed in the Annex, as appropriate;
- (c) all measures taken for recovery and resilience should promote good governance and combat corruption;

- 
- (d) crisis responses should take into account the nature of the crisis, the extent of its impact and should build the capacity of governments, including regional and local government, and other institutions to provide effective responses, with necessary international cooperation and assistance as required;
  - [(e) specific measures should be taken to reduce the vulnerability of certain groups of the population in crisis situations, including women, young persons, children, minorities and indigenous and tribal peoples, persons with disabilities, internally displaced persons and refugees;]*
  - (f) all measures taken for recovery and resilience should respect and promote equality of opportunity and treatment for women and men without discrimination of any kind;
  - (g) crisis responses should identify and monitor any negative and unintended consequences and avoid harmful spillover effects on individuals, communities, the environment and the economy, and should facilitate a just transition towards an environmentally sustainable economy as a means for sustainable economic growth and social progress;
  - (h) all measures adopted to address crises should be based on dialogue and the need to combat discrimination, prejudice and hatred on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, or any other grounds, where appropriate following procedures deemed necessary to allow national reconciliation;
  - [(i) crisis responses should be based on the principle of national ownership, including in cases in which international assistance is provided, as well as the principles of international solidarity, shared responsibility and cooperation];* and
  - (j) crisis responses should promote close coordination between humanitarian relief efforts and development assistance, including the promotion of full, productive, freely chosen employment and decent work and income-generation opportunities, while promoting synergies and avoiding the duplication of efforts and mandates.

### III. STRATEGIC APPROACHES

10. The proposed instrument should provide that the crisis response should include, as appropriate:

- (a) stabilizing livelihoods and income through employment and social protection measures;
- (b) promoting local economic recovery for employment and decent work opportunities and socio-economic reintegration;
- (c) promoting sustainable employment, social protection, sustainable development, creation of sustainable enterprises, just transition, access to public services and decent work; and
- (d) building or restoring labour market institutions and social dialogue.

11. The proposed instrument should provide that the measures to be taken in the immediate aftermath of a conflict or disaster should include, as appropriate:

- (a) an urgent response to satisfy basic needs and provide services, including social protection, support to livelihoods, employment and income-generation opportunities, taking into account the particular vulnerability of certain segments of the population;

- 
- (b) assistance provided, to the extent possible, by public authorities, supported by the international community, and engaging social partners as well as, where appropriate, the relevant civil society and community-based organizations;
  - (c) safe and decent working conditions, including the provision of personal protective equipment and medical assistance, for all workers , including those engaged in rescue and rehabilitation activities; and
  - (d) the re-establishment of government institutions and of employers' and workers' organizations as well as, whenever necessary, of relevant civil society organizations.

12. The proposed instrument should provide that Members should adopt a phased approach, and coherent and comprehensive strategies for promoting peace, preventing crises, enabling recovery and building resilience that include:

- (a) employment impact assessments of national recovery programmes implemented through public and private investment in order to facilitate the rapid attainment of full, productive, freely chosen and decent employment for all women and men, in particular for young persons and persons with disabilities;
- (b) measures to facilitate a just transition towards an environmentally sustainable economy as a means for sustainable economic growth and social progress;
- (c) employment-intensive investment strategies, local economic recovery initiatives, sustainable enterprise development, active labour market programmes and employment services for stabilization and recovery;
- (d) guidance and support to employers and businesses to take effective measures to identify, prevent, mitigate and account for how they address the risks of adverse impacts on human and labour rights in their operations or in products, services or operations in crisis-affected countries;
- (e) measures to support the employment and social protection and protect the fundamental principles and rights at work of those in the informal economy and encourage their transition to the formal economy, taking into account the Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204);
- (f) capacity development of governments, including regional and local authorities, and of employers' and workers' organizations for crisis prevention and preparedness, and for resilience;
- (g) active participation of employers' and workers' organizations in planning, implementing and monitoring measures for recovery and resilience, and taking into account, as appropriate, the views of the relevant civil society organizations; and
- (h) the creation at the national level of economic, social and legal frameworks to encourage lasting and sustainable peace and development, while respecting rights at work;
- (i) measures, as appropriate, for socio-economic reintegration of persons formerly associated with armed forces and groups who have been affected by the crisis; and
- (j) a coordinated and inclusive needs assessment with a clear gender perspective to be implemented in all design, implementation, monitoring and evaluation.

---

#### IV. RIGHTS, EQUALITY AND NON-DISCRIMINATION

13. The proposed instrument should provide that in responding to discrimination associated with or exacerbated by crisis situations and when taking measures for promoting peace, preventing crises, enabling recovery and building resilience, Members should:

- (a) promote equality of opportunity and treatment for women and men without discrimination of any kind, taking into account the Equal Remuneration Convention (No. 100) and Recommendation (No. 90), 1951, and the Discrimination (Employment and Occupation) Convention (No. 111) and Recommendation (No. 111), 1958;
- (b) pay special attention to single-headed households, in particular when they are headed by women or children;
- (c) take measures to ensure that women who have been employed during the crisis and have assumed expanded responsibilities are not replaced against their will when the male workforce returns;
- (d) prevent and punish gender-based violence, including rape and sexual exploitation and harassment;
- (e) pay particular attention to establishing or restoring conditions of stability and socio-economic development for minorities, indigenous and tribal peoples, [*migrants, refugees, those internally displaced,*] and other population groups that have been particularly affected, taking into account the Discrimination (Employment and Occupation) Convention (No. 111) and Recommendation (No. 111), 1958, as well as other relevant international labour standards and other international instruments and documents listed in the Annex;
- (f) ensure that minorities concerned, and indigenous and tribal peoples are consulted in particular through their own representative institutions where they exist, and participate directly in the decision-making process, in particular if the territories inhabited or used by indigenous and tribal peoples and their environment are affected by crises and related recovery and stability measures;
- (g) ensure, in consultation with employers' and workers' organizations, that persons who became disabled as a result of conflict or disaster are provided with full opportunities for rehabilitation, education, specialized vocational guidance, training and retraining, and employment, taking into account the relevant international labour standards and other international instruments and documents listed in the Annex; and
- (h) ensure that migrant workers and their families lawfully staying in the territory of a host country when a crisis situation arises are treated on a basis of equality with national populations, taking into account the relevant national provisions, as well as the relevant international labour standards and other international instruments and documents listed in the Annex.

14. The proposed instrument should provide that in combating child labour arising from or exacerbated by conflicts or disasters, Members should:

- (a) take all necessary measures to prevent, identify and eliminate child labour and to integrate crisis responses into relevant national policies and programmes, taking into account the Minimum Age Convention (No. 138) and Recommendation (No. 146), 1973, and the Worst Forms of Child Labour Convention (No. 182) and Recommendation (No. 190), 1999;



- 
- (b) take urgent action to prevent, identify and eliminate the worst forms of child labour, including child trafficking;
  - (c) provide special reintegration and training programmes for children and youth formerly associated with armed forces and groups to help them readjust to civilian life; and
  - (d) provide social protection services to support the capacity of families to protect their children, for instance through cash or in-kind transfers.

15. The proposed instrument should provide that, in combating forced or compulsory labour arising from or exacerbated by conflicts or disasters, Members should take urgent action to prevent, identify and eliminate all forms of forced or compulsory labour, including trafficking in persons for purposes of forced or compulsory labour, taking into account the Forced Labour Convention, 1930 (No. 29) and its Protocol of 2014, the Abolition of Forced Labour Convention, 1957 (No. 105), and the Forced Labour (Supplementary Measures) Recommendation, 2014 (No. 203).

## V. EMPLOYMENT GENERATION

16. The proposed instrument should provide that, in enabling recovery and building resilience, Members should adopt and implement a comprehensive and sustainable employment strategy to promote full, productive, freely chosen and decent employment for women and men, taking into account the Employment Policy Convention, 1964 (No. 122), and guidance provided in relevant resolutions of the International Labour Conference.

17. The proposed instrument should provide that Members should, in consultation with the most representative workers' and employers' organizations, adopt inclusive measures for ensuring decent employment and income-generation opportunities through, as appropriate:

- (a) employment-intensive investment programmes, including public employment programmes;
- (b) local economic development, with a special focus on livelihoods in both rural and urban areas;
- (c) measures to support sustainable enterprises to ensure business continuity in order to maintain the level of employment and enable the creation of new jobs;
- (d) the creation or restoration of an enabling environment for sustainable enterprises, including the promotion of small and medium-sized enterprises;
- (e) enabling a just transition to a sustainable economy;
- (f) cooperatives and other social economy initiatives;
- (g) support to workers, enterprises and other economic units in the informal economy, encouraging transition to the formal economy, taking into account the Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204);
- (h) supporting the public sector and promoting, in consultation with the most representative workers' and employers' organizations, public-private partnerships and other mechanisms for skills development and employment generation;
- (i) creating incentives for multinational enterprises to cooperate with national enterprises in order to create decent employment and to undertake human rights due diligence to

---

ensure the respect for human and labour rights, taking into account the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy;

- (j) taking measures to counter clientelism and corruption; and
- (k) measures to facilitate the re-employment of persons formerly associated with armed forces and groups.

18. The proposed instrument should provide that Members should develop and apply active labour market policies with a particular focus on disadvantaged and marginalized groups and those who have been made particularly vulnerable by crisis, including refugees and internally displaced persons.

19. The proposed instrument should provide that in responding to crisis situations, Members should seek to provide young women and men with stable employment and decent work and income-generation opportunities, including through:

- (a) integrated training, employment and labour market programmes that address the specific situations of youth entering the world of work; and
- (b) specific youth employment components in disarmament, demobilization and reintegration programmes that incorporate psychosocial counselling and other interventions to address anti-social behaviour and violence with a view to reintegration into civilian life.

## VI. EDUCATION, VOCATIONAL TRAINING AND GUIDANCE

20. The proposed instrument should, on the basis of the principle of equal opportunity between women and men, boys and girls, provide that, in responding to crisis situations, Members should:

- (a) ensure that the provision of education is not disrupted, or is restored as quickly as possible, and that children have access to free quality public education and compulsory primary education at all stages of crisis and recovery;
- [(b) ensure that children who are refugees or who are internally displaced are provided with free quality elementary education and internally displaced persons are provided with compulsory primary education;]* and
- (c) ensure that second chance programmes for children and young persons are available and that they address key needs arising from any interruption of education and training.

21. The proposed instrument should provide that in responding to crisis situations Members should, where appropriate:

- (a) formulate or adapt a national education, training, retraining and vocational guidance programme that assesses and responds to the emerging skills needs for recovery and reconstruction, in consultation with education and training institutions, and employers' and workers' organizations, engaging fully all relevant public and private stakeholders;
- (b) adapt curricula and train teachers and instructors to promote:
  - (i) peaceful coexistence and reconciliation for peacebuilding and resilience; and
  - (ii) disaster risk education, reduction, awareness and management for recovery, reconstruction and resilience;

- 
- (c) coordinate education, training and retraining services at national, regional and local levels, including higher education, vocational training, entrepreneurship training and apprenticeship, and enable women and men whose education and training have been prevented or interrupted to enter or resume and complete their education and training;
  - (d) extend and adapt training and retraining programmes to meet the needs of all persons whose employment has been interrupted; and
  - (e) give special attention to the training and economic empowerment of affected populations, including in rural areas and in the informal economy.

22. The proposed instrument should provide that Members should ensure that women and girls have access, on the basis of equal opportunity and treatment, to all education and training programmes developed for recovery and resilience.

## VII. SOCIAL PROTECTION

23. The proposed instrument should provide that in responding to crisis situations Members should, as quickly as possible:

- (a) seek to ensure basic income security for disadvantaged and marginalized groups of the population whose jobs or livelihoods have been disrupted by the crisis;
- (b) create or restore social security schemes and other systems of social protection and, if possible, extend them; and
- (c) provide access to essential health care and basic social services, in particular for vulnerable groups of the population.

24. The proposed instrument should provide that Members should establish or maintain social protection floors in order to prevent crises, enable recovery and build resilience, taking into account the Social Security (Minimum Standards) Convention, 1952 (No. 102), the Social Protection Floors Recommendation, 2012 (No. 202), and other relevant international labour standards.

## VIII. LABOUR LAW, LABOUR ADMINISTRATION AND LABOUR MARKET INFORMATION

25. The proposed instrument should provide that in recovering from crisis situations, in consultation with the most representative workers' and employers' organizations, Members should:

- (a) review and establish, re-establish or reinforce labour legislation, if necessary, consistent with the ILO Declaration on Fundamental Principles and Rights at Work, 1998 and applicable international labour standards;
- (b) ensure that labour laws also support the generation of decent and productive employment opportunities;
- (c) establish, re-establish or reinforce, as necessary, the system of labour administration, including labour inspection, as well as other competent institutions, taking into account the Labour Inspection Convention, 1947 (No. 81);

- 
- (d) establish, restore or enhance, if necessary, systems for the collection and analysis of labour market information, focusing in particular on the groups of the population most affected by the crisis; and
  - (e) establish or restore and strengthen public employment services, including emergency employment services, ensure the regulation of private employment agencies, and promote a synergy between all labour market actors to enable local populations to get the most out of employment opportunities generated by investments related to the promotion of peace and recovery.

## IX. SOCIAL DIALOGUE

26. The proposed instrument should provide that in responding to crisis situations Members should:

- (a) promote reconciliation, social and economic stability, recovery and resilience through social dialogue, and support women's influence and meaningful participation in social dialogue, taking into account the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144);
- (b) create an enabling environment for the establishment, restoration or strengthening of employers' and workers' organizations; and
- (c) encourage, in addition, close cooperation with civil society organizations.

27. The proposed instrument should provide that Members should recognize the vital role of employers' and workers' organizations in crisis response, taking into account the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), in particular by:

- (a) assisting sustainable enterprises, particularly small and medium-sized enterprises, to undertake business continuity planning, to recover from crises by means of training, advice and material assistance, and by facilitating access to finance;
- (b) assisting workers, especially the most vulnerable, to recover from crises through training, advice and material assistance; and
- (c) taking measures for these purposes through the collective bargaining process as well as by other methods of social dialogue.

## *[X. REFUGEES, INTERNALLY DISPLACED PERSONS, AND RETURNEES*

*28. The proposed instrument should provide that, in the event of refugee influx caused by conflict, violence and persecution, Members should, in accordance with international instruments on refugees, listed in the Annex:*

- (a) ensure protection and respect for the basic human rights of refugees, including fundamental workers' rights;*
- (b) provide assistance to the refugees, particularly with regard to their basic needs and livelihoods;*

- 
- (c) *pay special attention to the training, employment and integration into the labour market of refugees, in countries of first refuge and of resettlement;*
  - (d) *reinforce international cooperation, solidarity and assistance to countries receiving large numbers of refugees, including with respect to addressing implications for their labour markets.*

29. *The proposed instrument should provide that with respect to employment, training and labour market integration of refugees, Members should adopt short-term and long-term strategies that:*

- (a) *facilitate recognition and use of skills of refugees through appropriate mechanisms, and provide training and retraining opportunities including language training;*
- (b) *promote their access to formal job opportunities and income-generation schemes, by providing vocational guidance, labour market and job placement assistance, and access to work permits, as appropriate; and*
- (c) *pay particular attention to the needs of refugee women, who are at a particular disadvantage.*

30. *The proposed instrument should provide that Members should:*

- (a) *assess the labour market implications of refugee influx on host communities with a view to formulating evidence-based policies on employment and labour market integration, preventing informalization of labour markets and social dumping practices in host communities, and optimizing the use of skills and human capital that refugees represent; and*
- (b) *build the resilience and strengthen the capacity of host communities by investing in local economies and promoting opportunities for decent, full and freely chosen employment and training of the local population.*

31. *The proposed instrument should provide that when the security situation in the country of origin of the refugees has improved sufficiently, Members should facilitate the voluntary repatriation of refugees and support their labour market reintegration.*

32. *The proposed instrument should provide that, in the event of a crisis resulting in large numbers of internally displaced persons, Members should:*

- (a) *build resilience and strengthen the capacity of host communities to protect the human rights and promote decent, full and freely chosen employment and training opportunities for local populations, to ensure that their livelihoods are maintained and their ability to cope with the arrival of internally displaced persons from outside their own communities is strengthened;*
- (b) *address the livelihoods, training, employment and integration into labour markets of internally displaced persons; and*
- (c) *facilitate their voluntary return to their places of origin and their reintegration into labour markets when the crisis has been resolved.*

33. *The proposed instrument should provide that Members should provide mutual assistance and reinforce international cooperation to ensure that receiving and hosting refugees and internally displaced persons does not disproportionately affect host countries and communities and their economies.]*

---

## XI. PREVENTION, MITIGATION AND PREPAREDNESS

34. The proposed instrument should provide that, in particular in countries in which there are foreseeable risks of conflict or disaster, Members should take measures to build resilience, in consultation with employers' and workers' organizations and other concerned groups, to prevent, mitigate and prepare for crises in ways that support economic and social development and decent work, through actions such as:

- (a) evaluation of threats to and vulnerabilities of human, physical, economic, environmental, institutional and social capital at local, national and regional levels;
- (b) risk management and contingency planning, including early warning and risk reduction measures;
- (c) preparation of emergency responses; and
- (d) impact mitigation of adverse effects, taking into account the ILO Declaration on Fundamental Principles and Rights at Work, 1998, including through business continuity management in both public and private sectors.

## XII. INTERNATIONAL COOPERATION

35. The proposed instrument should provide that Members should take appropriate steps in preparing for and responding to crises, through bilateral or multilateral arrangements, including through the United Nations system, international financial institutions and other international or regional mechanisms of coordinated response. Members should make full use of existing arrangements and established institutions and mechanisms, and strengthen them, as appropriate.

36. The proposed instrument should provide that crisis responses, including support by international and regional organizations, should provide for a central focus on employment, decent work and sustainable enterprises, and should be coherent with applicable international labour standards.

37. The proposed instrument should provide that international organizations should reinforce their cooperation and the coherence of their crisis responses within their respective mandates, making full use of relevant international policy frameworks and arrangements.

38. The proposed instrument should provide that the International Labour Organization has a lead role to play in assisting Members to provide crisis responses based on employment and decent work and focusing on employment promotion, labour market integration, capacity development of local constituents and institution building, in close cooperation with other international and regional institutions.

39. The proposed instrument should provide that Members should systematically exchange information, knowledge, good practices and technology for promoting peace, preventing and mitigating crises, enabling recovery and building resilience.

40. The proposed instrument should provide, as appropriate, for close coordination of and complementarity among crisis responses, in particular between humanitarian assistance and development responses, including through the generation of full, productive, freely chosen employment and decent work for peace and resilience.

41. The proposed instrument should provide that the Annex may be revised by the Governing Body of the International Labour Office. Any revised Annex so established, once

---

approved by the Governing Body, shall replace the preceding annex and shall be communicated to the Members of the International Labour Organization. The Annex is intended only as a reference.

## **Annex**

### **Instruments and documents of the International Labour Organization and the United Nations relevant to employment and decent work for peace and resilience**

#### Instruments of the International Labour Organization

##### *Fundamental Conventions*

- Forced Labour Convention, 1930 (No. 29), and Protocol of 2014 to the Forced Labour Convention, 1930
- Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
- Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
- Equal Remuneration Convention, 1951 (No. 100)
- Abolition of Forced Labour Convention, 1957 (No. 105)
- Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- Minimum Age Convention, 1973 (No. 138)
- Worst Forms of Child Labour Convention, 1999 (No. 182)

##### *Governance Conventions*

- Labour Inspection Convention, 1947 (No. 81)
- Employment Policy Convention, 1964 (No. 122)
- Labour Inspection (Agriculture) Convention, 1969 (No. 129)
- Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)

##### *Other instruments*

###### *Freedom of association, collective bargaining and industrial relations*

- Co-operation at the Level of the Undertaking Recommendation, 1952 (No. 94)
- Rural Workers' Organisations Convention, 1975 (No. 141)
- Collective Bargaining Convention, 1981 (No. 154)

---

### *Equality of opportunity and treatment*

- Workers with Family Responsibilities Convention, 1981 (No. 156)

### *Employment policy and promotion*

- Employment Service Convention, 1948 (No. 88)
- Employment Policy Recommendation, 1964 (No. 122)
- Labour Administration Convention, 1978 (No. 150)
- Labour Relations (Public Service) Convention, 1978 (No. 151)
- Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)
- Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169)
- Private Employment Agencies Convention, 1997 (No. 181)
- Job Creation in Small and Medium-Sized Enterprises Recommendation, 1998 (No. 189)
- Promotion of Cooperatives Recommendation, 2002 (No. 193)
- Employment Relationship Recommendation, 2006 (No. 198)

### *Vocational guidance and training*

- Vocational Guidance Recommendation, 1949 (No. 87)
- Human Resources Development Convention, 1975 (No. 142)
- Human Resources Development Recommendation, 2004 (No. 195)

### *Wages*

- Labour Clauses (Public Contracts) Convention, 1949 (No. 94), and Recommendation, 1949 (No. 84)
- Minimum Wage Fixing Convention, 1970 (No. 131), and Recommendation, 1970 (No. 135)

### *Occupational safety and health*

- Occupational Safety and Health Convention, 1981 (No. 155)
- Occupational Health Services Convention, 1985 (No. 161)
- Safety and Health in Agriculture Convention, 2001 (No. 184), and Recommendation, 2001 (No. 192)
- Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)
- HIV and AIDS Recommendation, 2010 (No. 200)



---

### *Social security*

- Social Security (Minimum Standards) Convention, 1952 (No. 102)
- Social Protection Floors Recommendation, 2012 (No. 202)

### *Maternity protection*

- Maternity Protection Convention, 2000 (No. 183)

### *Migrant workers*

- Migration for Employment Convention (Revised), 1949 (No. 97)
- Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)

### *Indigenous and tribal peoples*

- Indigenous and Tribal Peoples Convention, 1989 (No. 169)

### *Informal economy*

- Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204)

### *Declarations and resolutions*

- Declaration on Fundamental Principles and Rights at Work and its Follow-up, 1998
- Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, 1977 as last amended in 2006
- Resolution and Conclusions concerning the promotion of sustainable enterprises adopted by the International Labour Conference at its 96<sup>th</sup> Session (2007)

### *United Nations instruments and documents*

- Universal Declaration of Human Rights, 1948
- Convention relating to the Status of Refugees, 1951
- Protocol relating to the Status of Refugees, 1967
- Convention on the Elimination of All Forms of Discrimination against Women, 1979
- Convention on the Rights of the Child, 1989
- International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families, 1990
- Guiding Principles on Internal Displacement, 1998
- Optional Protocol to the Convention on the Rights of the Child on the involvement of children in armed conflict, 2000
- UN Security Council Resolution 1325 on Women, Peace and Security, 2000
- United Nations Convention against Transnational Organized Crime, 2000

- 
- Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime, 2000
  - Protocol against the Smuggling of Migrants by Land, Sea and Air, supplementing the United Nations Convention against Transnational Organized Crime, 2000
  - Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography, 2000
  - Convention on the Rights of Persons with Disabilities, 2006
  - United Nations Policy for post-conflict employment creation, income generation and reintegration, 2008
  - Guiding Principles on Business and Human Rights: Implementing the United Nations “Protect, Respect and Remedy” Framework, 2011
  - Sendai Framework for Disaster Risk Reduction 2015–2030, 2015