



## Governing Body

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

GB.331/LILS/3

**Legal Issues and International Labour Standards Section**  
*International Labour Standards and Human Rights Segment*

**LILS**

Date: 29 September 2017

Original: English

### THIRD ITEM ON THE AGENDA

## Choice of Conventions and Recommendations on which reports should be requested under article 19, paragraphs 5(e) and 6(d), of the Constitution in 2019

#### Purpose of the document

The Governing Body is invited to provide guidance on the instruments that would be covered in the General Survey to be prepared by the Committee of Experts on the Application of Conventions and Recommendations in 2019 for discussion at the International Labour Conference in 2020 (see the draft decision at paragraph 20).

**Relevant strategic objective:** All.

**Main relevant outcome/cross-cutting policy driver:** Outcome 2: Ratification and application of international labour standards.

**Policy implications:** None.

**Legal implications:** None.

**Financial implications:** None at this stage.

**Follow-up action required:** Implementation of Governing Body decisions.

**Author unit:** International Labour Standards Department (NORMES).

**Related documents:** Constitution of the International Labour Organisation; ILO Declaration on Social Justice for a Fair Globalization; GB.316/INS/5/1(&Corr.); GB.321/INS/7; GB.321/PV; GB.322/LILS/4; GB.322/PV; GB.325/POL/2; GB.325/LILS/4; and GB.328/PV, paragraph 25(1)(iii).



## Introduction

1. It is noted that the topics of the General Surveys prepared by the Committee of Experts on the Application of Conventions and Recommendations (CEACR) on the basis of reports requested under article 19 of the Constitution have been aligned with the theme of the corresponding recurrent item under the ILO Declaration on Social Justice for a Fair Globalization and its Follow-up, 2008 (the Social Justice Declaration), and are discussed at the Conference session preceding the session at which the Conference discusses the related recurrent item.
2. Moreover, in its 2016 resolution on Advancing Social Justice through Decent Work, the Conference called on the ILO to “(e)nsure that there are appropriate and effective linkages between the recurrent discussions and the outcomes of the Standards Initiative, including exploring options for making better use of article 19, paragraphs 5(e) and 6(d), of the ILO Constitution, without increasing the reporting obligations of member States”.<sup>1</sup> This includes the adoption of appropriate modalities to ensure the contribution of General Surveys and the related discussion by the Committee on the Application of Standards to recurrent discussions.<sup>2</sup>
3. Following its decision establishing the new cycle of recurrent discussions, in the framework of the follow-up to the resolution on Advancing Social Justice through Decent Work, the Governing Body decided to place an item concerning a recurrent discussion on employment on the agenda of the 110th Session of the Conference (2021).<sup>3</sup>
4. It is further recalled that the General Surveys and their discussion in the Committee on the Application of Standards may be expected to inform the ongoing examination of ILO standards in the context of the Standards Review Mechanism (SRM). Twenty-one instruments related to the strategic objective on employment have been included in the initial programme of work of the SRM Tripartite Working Group.
5. In this context, the Governing Body is invited to consider the instruments on which governments should be requested to submit reports under article 19 of the ILO Constitution and to provide guidance to the Office for the subsequent preparation of the report form for the 332nd Session of the Governing Body (March 2018).

## **Proposed instruments for the General Survey to be prepared by the CEACR in 2019 for discussion by the Committee on the Application of Standards in 2020**

6. In light of the recurrent discussion on employment scheduled to be discussed at the Conference in 2021, the Office’s proposals focus on the importance of promoting full, productive and freely chosen employment and on the examination of this strategic objective from different perspectives, including from a gender equality perspective. The proposals would be informed by the outcome of the discussions on the Women at Work and the Future

<sup>1</sup> Paragraph 15.1 of the 2016 [resolution on Advancing Social Justice through Decent Work](#).

<sup>2</sup> Paragraph 15.2(b) of the resolution.

<sup>3</sup> [GB.328/PV](#), para. 25(1)(iii).

of Work Initiatives to be held in 2019. In addition, it is proposed that special attention be paid to those groups most vulnerable to decent work deficits and exclusion from the labour market. The proposals are thus firmly anchored in Goal 8 of the 2030 Agenda for Sustainable Development, which calls on States to make efforts to achieve full, productive employment and decent work by 2030 and highlights the need to promote inclusion of disadvantaged groups. Taking into account the results of the discussions around the Future of Work Initiative, the General Survey could also take into account the changing landscape of the world of work and the growing diversification of forms of employment due to globalization, among other factors.

7. In light of the need to align the topic of the General Survey with the theme of the recurrent item discussion on employment, the Governing Body may wish to decide that the General Survey addresses a combination of instruments relevant to the recurrent item discussion and could provide guidance on the particular aspects to be focused on in the instruments selected.

### **First option: The promotion of full, productive and freely chosen employment for persons vulnerable to decent work deficits and exclusion**

8. In advance of the first recurrent item discussion on employment held in 2010, a General Survey was prepared which focused on the employment instruments.<sup>4</sup> It placed particular emphasis on the Employment Policy Convention, 1964 (No. 122), given its importance as a governance Convention under the 2008 Social Justice Declaration. The 2010 General Survey provided important background information for the Office report for the recurrent discussion, in accordance with the guidance set out in the 2008 Social Justice Declaration. While there was not a General Survey on the employment instruments to support the second recurrent item discussion on employment in 2014, it was suggested that future recurrent item discussions would highly benefit from relevant input from future General Surveys.
9. This option proposes to review the impact of Convention No. 122, particularly through the development and implementation of comprehensive employment frameworks and active labour market measures, together with one or a combination of relevant employment instrument(s), such as the employment services instruments. Special attention could be paid to groups of women and men workers who face challenges in accessing employment and decent work and are often concentrated in the informal economy or in alternative working arrangements.<sup>5</sup> It is therefore suggested that, in this context, a focus on youth employment could be included, echoing the 2012 International Labour Conference resolution and conclusions concerning the youth employment crisis, which calls on member States to develop youth employment policies consistent with international labour standards. This aspect of the proposal would also align with target 8.b of the 2030 Agenda for Sustainable Development, which calls on States to develop and operationalize a global strategy for youth

<sup>4</sup> As reflected in the appendix, the CEACR's [2010 General Survey concerning the employment instruments](#) examined six instruments, providing a general overview of their scope and application. It was prepared based on a report form which requested governments to provide information on: the [Employment Policy Convention, 1964 \(No. 122\)](#), the [Human Resources Development Convention, 1975 \(No. 142\)](#), the [Employment Service Convention, 1948 \(No. 88\)](#), and the [Private Employment Agencies Convention, 1997 \(No. 181\)](#), the [Job Creation in Small and Medium-Sized Enterprises Recommendation, 1998 \(No. 189\)](#), and the [Promotion of Cooperatives Recommendation, 2002 \(No. 193\)](#).

<sup>5</sup> For this reason, the proposal contemplates including an examination of relevant provisions of the [Employment Relationship Recommendation, 2006 \(No. 198\)](#), and the [Transition from the Informal to the Formal Economy Recommendation, 2015 \(No. 204\)](#).

employment and implement the Global Jobs Pact by 2020. Addressing employment promotion through a youth lens could also complement future discussions around a possible new instrument on apprenticeships following discussions in the SRM Tripartite Working Group.

10. With respect to the impact of the employment instruments on promotion of employment for specific groups, the proposal also contemplates the possibility of including an examination of the employment-related provisions in relevant Conventions, particularly the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159), and the Indigenous and Tribal Peoples Convention, 1989 (No. 169).
11. Convention No. 122, ratified by 111 member States, provides the foundation for the country-level comprehensive employment frameworks that were the principal outcome of the second recurrent discussion on employment in 2014. The overarching objective of Convention No. 122 is the development and implementation of national employment policies that promote full, productive and freely chosen employment. A General Survey with a focus on comprehensive employment frameworks and active labour market measures as well as on specific categories of workers could give guidance to the tripartite constituents on the contribution of Convention No. 122 and other employment instruments in reducing poverty, tackling discrimination and promoting gender equality in employment.
12. It is recalled that, in calling on States to make efforts to achieve full and productive employment and decent work by 2030, Goal 8 reflects the importance accorded to the principles expressed in Convention No. 122, and highlights the need to promote the inclusion of the poorest and most disadvantaged segments of society, “leaving no one behind”. It is recalled that the Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204), explicitly calls for special attention to be paid to those who are especially vulnerable to the most serious work deficits in the informal economy, including women, young people, and indigenous and tribal peoples (Paragraph 7(i)).
13. If selected, a General Survey on Convention No. 122 and one or a combination of employment instrument(s), with a focus on one or more specific groups of workers, could also include the instruments relevant to the public employment service and private employment agencies, particularly given that the absence of effective labour market institutions is one of the principal factors underlying the marginalization of such groups. The General Survey could provide a comprehensive overview of the current situation in member States on the promotion of full, productive and freely chosen employment in relation to the selected groups, taking into account Convention No. 122 and some or all of the relevant employment instruments, including: the Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169), the Employment Service Convention, 1948 (No. 88), the Employment Relationship Recommendation, 2006 (No. 198), the Private Employment Agencies Convention, 1997 (No. 181), and Recommendation, 1997 (No. 188), and the Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204), as well as selected employment-related provisions of the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159), and the Indigenous and Tribal Peoples Convention, 1989 (No. 169).

### **Second option: Employment promotion through the regulation of the employment relationship**

14. The second option proposes to examine employment-related instruments relevant to alternative employment arrangements. These have gained greater relevance with transformations in the world of work as a result of globalization and technical changes, among others, resulting in greater use of employment arrangements that are diverse or not

“standard”.<sup>6</sup> Most labour protections are dependent on the existence of an employment relationship, yet recent decades have witnessed an increase in “disguised” employment relationships.<sup>7</sup> Non-standard forms of employment were also the subject of a tripartite meeting of experts in 2015, whose conclusions highlighted related challenges.<sup>8</sup> Changes in the world of work have given rise to non-standard forms of employment in which young women and men are concentrated, often in precarious and low-paying jobs. Young women typically fare worse than their male counterparts, with higher rates of unemployment and lower rates of remuneration.

15. This option contemplates an examination of Convention No. 122 and the Employment Relationship Recommendation, 2006 (No. 198), together with one or more relevant employment instruments: the Private Employment Agencies Convention, 1997 (No. 181), and the Home Work Convention, 1996 (No. 177). The Governing Body may also decide to include a focus on groups of workers vulnerable to decent work deficits and exclusion, such as young women and men, persons with disabilities, and indigenous and tribal peoples.
16. A General Survey on Recommendation No. 198, as well as on instruments that address alternative employment arrangements,<sup>9</sup> including Convention No. 181, as well as Convention No. 177, could provide an overview of the current situation in member States regarding the extent to which effect has been given to their provisions, as well as the difficulties that prevent or delay additional ratifications, and assist in identifying potential gaps in international labour standards. This analysis could build upon the outcome of discussions on the Women at Work and Future of Work Initiatives.
17. These instruments, with the exception of Convention No. 181, have not been the subject of past General Surveys. Recommendation No. 198 provides that member States should formulate and apply a national policy in order to guarantee the effective protection for workers in an employment relationship. Convention No. 181 and Recommendation No. 188 recognize the role that private employment agencies play in a well-functioning labour market, while recalling the need to protect workers against abuses. Convention No. 177 specifically addresses the working conditions of homeworkers, many of whom are women, and are considered particularly vulnerable to decent work deficits due to their often informal status and lack of legal protection, their isolation and their weak bargaining position. With the rise of digital labour platforms and the expected increase in home-based work, this instrument may become increasingly relevant.
18. A General Survey on these instruments that addresses the growing diversity in employment arrangements could provide a comprehensive overview of the current situation in member States through consideration of one or a combination of the following instruments: the Employment Policy Convention, 1964 (No. 122); the Employment Relationship Recommendation, 2006 (No. 198); the Home Work Convention, 1996 (No. 177), and

<sup>6</sup> These are arrangements that lend “an appearance that is different from the underlying reality, with the intention of nullifying or attenuating the protection afforded by law” [ILO: *The scope of the employment relationship*, Report V, International Labour Conference, 91st Session, Geneva, 2003, p. 25.]

<sup>7</sup> See [GB.323/POL/3](#), Conclusions of the Meeting of Experts on Non-Standard Forms of Employment, 16 Mar. 2015, p. 50.

<sup>8</sup> *ibid.*

<sup>9</sup> While the [Part-Time Work Convention, 1994 \(No. 175\)](#), and [Recommendation, 1994 \(No. 182\)](#), are also relevant to discussions on the non-standard employment and the future of work, these instruments are being considered in the General Survey on working time, which will be the subject of discussion at the 2018 International Labour Conference.

Recommendation, 1996 (No. 184); the Private Employment Agencies Convention, 1997 (No. 181), and Recommendation, 1997 (No. 188); and the Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204).

19. In light of the discussion and the guidance received from the Governing Body on the instrument, or combination of instruments, on which it wishes governments to be requested to submit reports for 2019 under article 19 of the Constitution for the next General Survey to be discussed by the Conference Committee on the Application of Standards in 2020, the Office will prepare a report form for consideration and approval by the Governing Body at its 332nd Session in March 2018. Electronic consultations will be undertaken with the tripartite constituents of the Governing Body prior to the submission of the proposed report form to the Governing Body.

## **Draft decision**

20. *For consideration at its 332nd Session in March 2018, the Governing Body requests the Office to prepare the article 19 report form on the selected instruments for the General Survey to be prepared by the CEACR in 2019 for discussion by the Conference Committee on the Application of Standards in 2020.*





## Appendix

### List of Conventions and Recommendations on which the Governing Body has previously decided to request reports from governments under article 19 of the Constitution <sup>1</sup>

#### 1949

- C. 29 Forced Labour Convention, 1930
- C. 68 Food and Catering (Ships' Crews) Convention, 1946
- C. 69 Certification of Ships' Cooks Convention, 1946
- C. 71 Seafarers' Pensions Convention, 1946
- C. 73 Medical Examination (Seafarers) Convention, 1946
- C. 74 Certification of Able Seamen Convention, 1946
- R. 35 Forced Labour (Indirect Compulsion) Recommendation, 1930
- R. 36 Forced Labour (Regulation) Recommendation, 1930
- R. 67 Income Security Recommendation, 1944
- R. 68 Social Security (Armed Forces) Recommendation, 1944
- R. 69 Medical Care Recommendation, 1944
- R. 77 Vocational Training (Seafarers) Recommendation, 1946

#### 1950

- C. 32 Protection against Accidents (Dockers) Convention (Revised), 1932
- C. 81 Labour Inspection Convention, 1947
- C. 85 Labour Inspectorates (Non-Metropolitan Territories) Convention, 1947
- R. 40 Protection against Accidents (Dockers) Reciprocity Recommendation, 1932
- R. 57 Vocational Training Recommendation, 1939
- R. 60 Apprenticeship Recommendation, 1939
- R. 81 Labour Inspection Recommendation, 1947
- R. 82 Labour Inspection (Mining and Transport) Recommendation, 1947

#### 1951

- C. 44 Unemployment Provision Convention, 1934
- C. 88 Employment Service Convention, 1948
- R. 44 Unemployment Provision Recommendation, 1934
- R. 45 Unemployment (Young Persons) Recommendation, 1935
- R. 51 Public Works (National Planning) Recommendation, 1937
- R. 71 Employment (Transition from War to Peace) Recommendation, 1944
- R. 73 Public Works (National Planning) Recommendation, 1944
- R. 83 Employment Service Recommendation, 1948

<sup>1</sup> The dates indicated correspond to the year for which the reports under article 19 of the Constitution were requested from member States. The General Surveys are published and discussed at the International Labour Conference the following year.

**1952**

- C. 87 Freedom of Association and Protection of the Right to Organise Convention, 1948
- C. 84 Right of Association (Non-Metropolitan Territories) Convention, 1947
- C. 97 Migration for Employment Convention (Revised), 1949
- R. 86 Migration for Employment Recommendation (Revised), 1949

**1953**

- C. 94 Labour Clauses (Public Contracts) Convention, 1949
- C. 95 Protection of Wages Convention, 1949
- R. 84 Labour Clauses (Public Contracts) Recommendation, 1949
- R. 85 Protection of Wages Recommendation, 1949

**1954**

- C. 60 Minimum Age (Non-Industrial Employment) Convention (Revised), 1937
- C. 78 Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946
- C. 79 Night Work of Young Persons (Non-Industrial Occupations) Convention, 1946
- R. 79 Medical Examination of Young Persons Recommendation, 1946
- R. 80 Night Work of Young Persons (Non-Industrial Occupations) Recommendation, 1946

**1955**

- C. 98 Right to Organise and Collective Bargaining Convention, 1949
- C. 100 Equal Remuneration Convention, 1951
- R. 91 Collective Agreements Recommendation, 1951
- R. 90 Equal Remuneration Recommendation, 1951

**1956**

- C. 81 Labour Inspection Convention, 1947
- C. 87 Freedom of Association and Protection of the Right to Organise Convention, 1948
- R. 81 Labour Inspection Recommendation, 1947
- R. 82 Labour Inspection (Mining and Transport) Recommendation, 1947

**1957**

- C. 26 Minimum Wage-Fixing Machinery Convention, 1928
- C. 99 Minimum Wage Fixing Machinery (Agriculture) Convention, 1951
- R. 30 Minimum Wage-Fixing Machinery Recommendation, 1928
- R. 89 Minimum Wage-Fixing Machinery (Agriculture) Recommendation, 1951

**1958**

- C. 84 Right of Association (Non-Metropolitan Territories) Convention, 1947
- C. 87 Freedom of Association and Protection of the Right to Organise Convention, 1948
- C. 98 Right to Organise and Collective Bargaining Convention, 1949
- R. 91 Collective Agreements Recommendation, 1951
- R. 94 Co-operation at the Level of the Undertaking Recommendation, 1952

**1959**

- C. 5 Minimum Age (Industry) Convention, 1919
- C. 59 Minimum Age (Industry) Convention (Revised), 1937
- C. 6 Night Work of Young Persons (Industry) Convention, 1919
- C. 90 Night Work of Young Persons (Industry) Convention (Revised), 1948
- C. 77 Medical Examination of Young Persons (Industry) Convention, 1946

**1960**

- C. 102 Social Security (Minimum Standards) Convention, 1952

(Reports have also been requested under Article 76 of the Convention)

**1961**

- C. 29 Forced Labour Convention, 1930
- C. 105 Abolition of Forced Labour Convention, 1957
- R. 35 Forced Labour (Indirect Compulsion) Recommendation, 1930
- R. 36 Forced Labour (Regulation) Recommendation, 1930

**1962**

- C. 111 Discrimination (Employment and Occupation) Convention, 1958
- R. 111 Discrimination (Employment and Occupation) Recommendation, 1958

**1963**

- C. 52 Holidays with Pay Convention, 1936
- C. 101 Holidays with Pay (Agriculture) Convention, 1952
- R. 47 Holidays with Pay Recommendation, 1936
- R. 98 Holidays with Pay Recommendation, 1954
- C. 14 Weekly Rest (Industry) Convention, 1921
- C. 106 Weekly Rest (Commerce and Offices) Convention, 1957
- R. 103 Weekly Rest (Commerce and Offices) Recommendation, 1957

**1964**

- C. 3 Maternity Protection Convention, 1919
- C. 103 Maternity Protection Convention (Revised), 1952
- R. 12 Maternity Protection (Agriculture) Recommendation, 1921
- R. 95 Maternity Protection Recommendation, 1952

**1965**

- C. 81 Labour Inspection Convention, 1947
- R. 81 Labour Inspection Recommendation, 1947
- R. 82 Labour Inspection (Mining and Transport) Recommendation, 1947

**1966**

- C. 1 Hours of Work (Industry) Convention, 1919
- C. 30 Hours of Work (Commerce and Offices) Convention, 1930
- C. 47 Forty-Hour Week Convention, 1935
- R. 116 Reduction of Hours of Work Recommendation, 1962

**1967**

- C. 29 Forced Labour Convention, 1930
- C. 105 Abolition of Forced Labour Convention, 1957

**1968**

17 key Conventions

**1969**

R. 97 Protection of Workers' Health Recommendation, 1953

R. 102 Welfare Facilities Recommendation, 1956

R. 112 Occupational Health Services Recommendation, 1959

R. 115 Workers' Housing Recommendation, 1961

**1970**

C. 111 Discrimination (Employment and Occupation) Convention, 1958

R. 111 Discrimination (Employment and Occupation) Recommendation, 1958

**1971**

C. 122 Employment Policy Convention, 1964

R. 122 Employment Policy Recommendation, 1964

R. 107 Seafarers' Engagement (Foreign Vessels) Recommendation, 1958

R. 108 Social Conditions and Safety (Seafarers) Recommendation, 1958

**1972**

C. 87 Freedom of Association and Protection of the Right to Organise Convention, 1948

C. 98 Right to Organise and Collective Bargaining Convention, 1949

**1973**

R. 119 Termination of Employment Recommendation, 1963

**1974**

C. 100 Equal Remuneration Convention, 1951

R. 90 Equal Remuneration Recommendation, 1951

**1975**

R. 113 Consultation (Industrial and National Levels) Recommendation, 1960

**1976**

C. 118 Equality of Treatment (Social Security) Convention, 1962

**1977**

R. 123 Employment (Women with Family Responsibilities) Recommendation, 1965

**1978**

C. 29 Forced Labour Convention, 1930

C. 105 Abolition of Forced Labour Convention, 1957

**1979**

C. 97 Migration for Employment Convention (Revised), 1949

C. 143 Migrant Workers (Supplementary Provisions) Convention, 1975

R. 86 Migration for Employment Recommendation (Revised), 1949

R. 151 Migrant Workers Recommendation, 1975

**1980**

C. 138 Minimum Age Convention, 1973

R. 146 Minimum Age Recommendation, 1973

**1981**

- C. 144 Tripartite Consultation (International Labour Standards) Convention, 1976  
 R. 152 Tripartite Consultation (Activities of the International Labour Organisation) Recommendation, 1976

**1982**

- C. 87 Freedom of Association and Protection of the Right to Organise Convention, 1948  
 C. 98 Right to Organise and Collective Bargaining Convention, 1949  
 C. 141 Rural Workers' Organisations Convention, 1975  
 R. 149 Rural Workers' Organisations Recommendation, 1975

**1983**

- C. 14 Weekly Rest (Industry) Convention, 1921  
 C. 106 Weekly Rest (Commerce and Offices) Convention, 1957  
 C. 132 Holidays with Pay Convention (Revised), 1970  
 R. 116 Reduction of Hours of Work Recommendation, 1962

**1984**

- C. 81 Labour Inspection Convention, 1947  
 C. 129 Labour Inspection (Agriculture) Convention, 1969  
 R. 81 Labour Inspection Recommendation, 1947  
 R. 82 Labour Inspection (Mining and Transport) Recommendation, 1947

**1985**

- C. 100 Equal Remuneration Convention, 1951  
 R. 90 Equal Remuneration Recommendation, 1951

**1986**

- C. 119 Guarding of Machinery Convention, 1963  
 R. 118 Guarding of Machinery Recommendation, 1963  
 C. 148 Working Environment (Air Pollution, Noise and Vibration) Convention, 1977  
 R. 156 Working Environment (Air Pollution, Noise and Vibration) Recommendation, 1977

**1987**

- C. 111 Discrimination (Employment and Occupation) Convention, 1958  
 R. 111 Discrimination (Employment and Occupation) Recommendation, 1958

**1988**

- C. 102 Social Security (Minimum Standards) Convention, 1952  
 C. 128 Invalidity, Old-Age and Survivors' Benefits Convention, 1967  
 R. 131 Invalidity, Old-Age and Survivors' Benefits Recommendation, 1967

(In all cases in so far as the provisions of these instruments apply to old-age benefits)

**1989**

- C. 147 Merchant Shipping (Minimum Standards) Convention, 1976  
 R. 155 Merchant Shipping (Improvement of Standards) Recommendation, 1976

**1990**

- C. 140 Paid Educational Leave Convention, 1974  
 R. 148 Paid Educational Leave Recommendation, 1974  
 C. 142 Human Resources Development Convention, 1975  
 R. 150 Human Resources Development Recommendation, 1975

**1991**

- C. 26 Minimum Wage-Fixing Machinery Convention, 1928
- R. 30 Minimum Wage-Fixing Machinery Recommendation, 1928
- C. 99 Minimum Wage Fixing Machinery (Agriculture) Convention, 1951
- R. 89 Minimum Wage-Fixing Machinery (Agriculture) Recommendation, 1951
- C. 131 Minimum Wage Fixing Convention, 1970
- R. 135 Minimum Wage Fixing Recommendation, 1970

**1992**

- C. 156 Workers with Family Responsibilities Convention, 1981
- R. 165 Workers with Family Responsibilities Recommendation, 1981

**1993**

- C. 87 Freedom of Association and Protection of the Right to Organise Convention, 1948
- C. 98 Right to Organise and Collective Bargaining Convention, 1949

**1994**

- C. 158 Termination of Employment Convention, 1982
- R. 166 Termination of Employment Recommendation, 1982

**1995**

- C. 111 Discrimination (Employment and Occupation) Convention, 1958  
(Special Survey)

**1996**

- C. 150 Labour Administration Convention, 1978
- R. 158 Labour Administration Recommendation, 1978

**1997**

- C. 159 Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983
- R. 168 Vocational Rehabilitation and Employment (Disabled Persons) Recommendation, 1983

**1998**

- C. 97 Migration for Employment Convention (Revised), 1949
- R. 86 Migration for Employment Recommendation (Revised), 1949
- C. 143 Migrant Workers (Supplementary Provisions) Convention, 1975
- R. 151 Migrant Workers Recommendation, 1975

**1999**

- C. 144 Tripartite Consultation (International Labour Standards) Convention, 1976
- R. 152 Tripartite Consultation (Activities of the International Labour Organisation) Recommendation, 1976

**2000**

- C. 4 Night Work (Women) Convention, 1919
- C. 41 Night Work (Women) Convention (Revised), 1934
- C. 89 Night Work (Women) Convention (Revised), 1948
- Protocol of 1990 to the Night Work (Women) Convention (Revised), 1948

**2001**

- C. 137 Dock Work Convention, 1973
- R. 145 Dock Work Recommendation, 1973

**2002**

- C. 95 Protection of Wages Convention, 1949  
 R. 85 Protection of Wages Recommendation, 1949

**2003**

- C. 122 Employment Policy Convention, 1964  
 R. 169 Employment Policy (Supplementary Provisions) Recommendation, 1984  
 C. 142 Human Resources Development Convention, 1975  
 R. 189 Job Creation in Small and Medium-Sized Enterprises Recommendation, 1998

**2004**

- C. 1 Hours of Work (Industry) Convention, 1919  
 C. 30 Hours of Work (Commerce and Offices) Convention, 1930

**2005**

- C. 81 Labour Inspection Convention, 1947  
 Protocol of 1995 to the Labour Inspection Convention, 1947  
 R. 81 Labour Inspection Recommendation, 1947  
 R. 82 Labour Inspection (Mining and Transport) Recommendation, 1947  
 C. 129 Labour Inspection (Agriculture) Convention, 1969  
 R. 133 Labour Inspection (Agriculture) Recommendation, 1969

**2006**

- C. 29 Forced Labour Convention, 1930  
 C. 105 Abolition of Forced Labour Convention, 1957

**2007**

- C. 94 Labour Clauses (Public Contracts) Convention, 1949  
 R. 84 Labour Clauses (Public Contracts) Recommendation, 1949

**2008**

- C. 155 Occupational Safety and Health Convention, 1981  
 Protocol of 2002 to the Occupational Safety and Health Convention, 1981  
 R. 164 Occupational Safety and Health Recommendation, 1981

**2009**

- C. 88 Employment Service Convention, 1948  
 C. 122 Employment Policy Convention, 1964  
 C. 142 Human Resources Development Convention, 1975  
 C. 181 Private Employment Agencies Convention, 1997  
 R. 189 Job Creation in Small and Medium-Sized Enterprises Recommendation, 1998  
 R. 193 Promotion of Cooperatives Recommendation, 2002

**2010**

- C. 102 Social Security (Minimum Standards) Convention, 1952  
 C. 168 Employment Promotion and Protection against Unemployment Convention, 1988  
 R. 67 Income Security Recommendation, 1944  
 R. 69 Medical Care Recommendation, 1944

**2011**

- C. 29 Forced Labour Convention, 1930
- C. 105 Abolition of Forced Labour Convention, 1957
- C. 87 Freedom of Association and Protection of the Right to Organise Convention, 1948
- C. 98 Right to Organise and Collective Bargaining Convention, 1949
- C. 100 Equal Remuneration Convention, 1951
- C. 111 Discrimination (Employment and Occupation) Convention, 1958
- C. 138 Minimum Age Convention, 1973
- C. 182 Worst Forms of Child Labour Convention, 1999

**2012**

- C. 151 Labour Relations (Public Service) Convention, 1978
- C. 154 Collective Bargaining Convention, 1981
- R. 159 Labour Relations (Public Service) Recommendation, 1978
- R. 163 Collective Bargaining Recommendation, 1981

**2013**

- C. 131 Minimum Wage Fixing Convention, 1970
- R. 135 Minimum Wage Fixing Recommendation, 1970

**2014**

- C. 11 Right of Association (Agriculture) Convention, 1921
- C. 141 Rural Workers' Organisations Convention, 1975
- R. 149 Rural Workers' Organisations Recommendation, 1975

**2015**

- C. 97 Migration for Employment Convention (Revised), 1949
- C. 143 Migrant Workers (Supplementary Provisions) Convention, 1975
- R. 86 Migration for Employment Recommendation (Revised), 1949
- R. 151 Migrant Workers Recommendation, 1975

**2016**

- C. 167 Safety and Health in Construction Convention, 1988
- C. 176 Safety and Health in Mines Convention, 1995
- C. 184 Safety and Health in Agriculture Convention, 2001
- C. 187 Promotional Framework for Occupational Safety and Health Convention, 2006
- R. 175 Safety and Health in Construction Recommendation, 1988
- R. 183 Safety and Health in Mines Recommendation, 1995
- R. 192 Safety and Health in Agriculture Recommendation, 2001
- R. 197 Promotional Framework for Occupational Safety and Health Recommendation, 2006

**2017**

- C. 1 Hours of Work (Industry) Convention, 1919
- C. 14 Weekly Rest (Industry) Convention, 1921
- C. 30 Hours of Work (Commerce and Offices) Convention, 1930
- C. 47 Forty-Hour Week Convention, 1935
- R. 116 Reduction of Hours of Work Recommendation, 1962
- C. 89 Night Work (Women) Convention (Revised), 1948



Protocol of 1990 to the Night Work (Women) Convention (Revised), 1948

R. 13 Night Work of Women (Agriculture) Recommendation, 1921

C. 106 Weekly Rest (Commerce and Offices) Convention, 1957

R. 103 Weekly Rest (Commerce and Offices) Recommendation, 1957

C. 132 Holidays with Pay Convention (Revised), 1970

R. 98 Holidays with Pay Recommendation, 1954

C. 171 Night Work Convention, 1990

R. 178 Night Work Recommendation, 1990

C. 175 Part-Time Work Convention, 1994

R. 182 Part-Time Work Recommendation, 1994

**2018**

R. 202 Social Protection Floors Recommendation, 2012

**2019**

To be decided by the Governing Body