



Governing Body

332nd Session, Geneva, 8–22 March 2018

GB.332/INS/2

Institutional Section

INS

Date: 16 February 2018

Original: English

SECOND ITEM ON THE AGENDA

Agenda of the International Labour Conference

Purpose of the document

To initiate consideration of proposals for the Conference agenda for 2019 and beyond, including the strategic approach to be followed (see the draft decision in paragraph 32).

Relevant strategic objective: All four strategic objectives.

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

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

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

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

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

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

Related documents: GB.331/PV/Draft; GB.331/INS/2.

Contents

	<i>Page</i>
A. Overview of the Conference agenda-setting process.....	1
B. Decisions taken by the Governing Body at its 331st Session (October–November 2017).....	2
C. Possible additional items for the 2018 session of the Conference – Amendments to the Code of the Maritime Labour Convention, 2006.....	3
D. Governing Body decisions following from the recommendations of the Standards Review Mechanism Tripartite Working Group at its third meeting (September 2017)	3
E. Agenda of the 2019 International Labour Conference	4
F. Agenda of the Conference beyond 2019.....	6
G. Procedural roadmap.....	10
Draft decision	10

Appendices

I. 1. Three possible items for the agenda of future sessions of the Conference	11
A. A just transition of the world of work towards environmentally sustainable economies and societies for all (standard setting)	11
B. Apprenticeships (standard setting, double discussion).....	13
C. Inequalities and the world of work (general discussion).....	16
2. Update as regards the follow-up envisaged in relation to four subjects	18
A. Resolution of individual labour disputes.....	18
B. Non-standard forms of employment	19
C. Decent work in the world of sport.....	20
D. Independence and protection in public service (fight against corruption)	20
II. Overview of the technical items selected for the Conference agenda (2010–23).....	22
III. Agenda of the ILC – Timeline (2015–19)	25

A. Overview of the Conference agenda-setting process

1. The applicable rules concerning the agenda of the Conference are set out in the Constitution of the International Labour Organisation, the Standing Orders of the International Labour Conference and the Standing Orders of the Governing Body.¹ The agenda of the Conference consists of standing and technical items.
2. The following standing items are required to be included by the Governing Body in the Conference agenda each year:
 - reports of the Chairperson of the Governing Body and of the Director-General;
 - financial and budgetary questions; and
 - information and reports on the application of Conventions and Recommendations.
3. It has become the practice to include in the Conference agenda three technical items (each requiring a technical committee at the Conference), generally with a view to standard setting, a general discussion or a recurrent discussion.² Other items which may be included by the Governing Body are items which can usually be dealt with in a plenary sitting, by the Selection Committee or by other technical committees holding a limited number of sittings.³ For standard-setting items, while a double discussion remains the norm, the Governing Body may decide to hold a single discussion. Proposals to place an item on the Conference agenda are considered at two successive sessions of the Governing Body unless there is unanimous consent to place a proposed item on the agenda when discussed for the first time by the Governing Body.⁴
4. Giving effect to the 2016 Resolution on Advancing Social Justice through Decent Work, the Governing Body adopted, at its 328th Session (October–November 2016), a five-year cycle of recurrent discussions of the four strategic objectives under the ILO Declaration on Social Justice for a Fair Globalization with the following sequence: social dialogue and tripartism in 2018; social protection (social security) in 2020; employment in 2021; social protection (labour protection) in 2022; and fundamental principles and rights at work in 2023.⁵ In addition, the Governing Body provided guidance on a framework for recurrent discussions to ensure that they fully achieve their specific purpose under the Social Justice Declaration.⁶

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

² See paras 4–7 below.

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

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

⁵ See para. 17 below.

⁶ See [GB.328/INS/5/2](#) and [GB.328/PV](#), para. 102.

The strategic and coherent approach (2014–19)

5. At its 322nd Session (November 2014), the Governing Body approved the concept of a strategic and coherent approach to the setting of the Conference agenda for the 106th (2017), 107th (2018) and 108th (2019) Sessions of the Conference. The intention was to respond to constituents' comments on the setting of the Conference agenda and the role of the Conference as the ILO supreme policy organ. The approach is based on two main elements: (i) a strategic focus in the setting of the Conference agenda, using the momentum created by the commemoration of the ILO centenary to place emphasis on institutional coherence and flexibility; and (ii) full tripartite engagement in the agenda-setting process.⁷
6. The Governing Body has selected the technical items for the 2017 and 2018 sessions on the basis of this approach. It has kept under review the coordination between the outcomes of previous discussions at the Conference and the consideration of proposals for future sessions. It has made linkages between the setting of the Conference agenda and other institutional processes and strategic discussions such as the follow-up to the centenary initiatives, or the strategic plan. Further, the Governing Body has taken steps to ensure that the agenda of the Conference reflects the ILO's actions to ensure that it has a robust and up-to-date body of labour standards serving as a global framework for the world of work. Thus, the review by the Standards Review Mechanism Tripartite Working Group (SRM TWG) of the ILO body of standards, together with the implementation of article 19, paragraph 9, of the Constitution concerning the procedure of abrogation of obsolete Conventions in force, have already informed the Conference agenda. A procedural roadmap for the implementation of the strategic and coherent approach up to 2019, regularly updated by the Office, has been provided to the Governing Body at each of its sessions to improve the transparency and inclusiveness of the process.⁸

B. Decisions taken by the Governing Body at its 331st Session (October–November 2017)

7. The Governing Body provided guidance on the agenda of the centenary session of the International Labour Conference (108th Session, 2019). It also provided guidance on the implementation of the strategic and coherent approach; and on the setting of the Conference agenda beyond 2019, in particular as regards the seven subjects under consideration, while acknowledging the need to afford the necessary flexibility to follow-up on the centenary session.⁹ The Governing Body also decided to place on the agenda of the 109th Session (2020) of the Conference an item on the withdrawal of the Prevention of Industrial Accidents Recommendation, 1929 (No. 31).
8. In this context, the agenda that remains to be set under the implementation of the strategic and coherent approach is the one of the centenary session (2019). On the other hand, the Governing Body has already begun its consideration of the agenda of the sessions beyond 2019, by placing recurrent discussions on the agenda of the sessions up to 2023. The Governing Body may thus wish to provide further guidance on the setting of the agenda

⁷ See [GB.322/PV](#), para. 17, and [GB.322/INS/2](#), paras 11–19. The strategic and coherent approach was acknowledged in the context of the work of the Working Party on the Functioning of the Governing Body and the Conference; see [GB.322/INS/12\(Rev.\)](#), para. 4.1.

⁸ See [GB.328/INS/3](#), paras 7–15, for more detailed elements on the implementation of the strategic and coherent approach.

⁹ See [GB.331/PV/Draft](#).

beyond 2019 so as to continue fostering a strategic focus in the setting of the Conference agenda with full tripartite engagement, while ensuring adequate flexibility to account for the outcome of the centenary session (in particular as to the remaining item(s) to be decided in order to complete the agenda for 2020).

C. Possible additional items for the 2018 session of the Conference – Amendments to the Code of the Maritime Labour Convention, 2006

9. At its 326th Session (March 2016), the Governing Body decided to convene the third meeting of the Special Tripartite Committee (STC) established under Article XIII of the Maritime Labour Convention, 2006, as amended (MLC, 2006).¹⁰ The meeting of the STC will be held in Geneva from 23 to 27 April 2018 to consider, among other issues, proposals for amendments to the Code of the MLC, 2006, submitted by the group of Seafarer representatives appointed to the STC, on the issue of the payment of seafarers' wages during captivity as a result of acts of piracy or armed robbery against ships. The STC will also consider a proposal to adopt guidelines outside the MLC, 2006, submitted by the group of Shipowner representatives on the same issue.¹¹
10. The STC fulfils a central role under Article XV of the MLC, 2006, in the simplified process for the amendment of the Code of the Convention. Article XV provides that proposed amendments, along with a summary of any related observations or suggestions presented by any Member of the Organization, shall be transmitted to the STC for consideration. If adopted by the STC, the amendments must be submitted "to the next session of the Conference for approval".¹² As with the first and second sets of proposed amendments to the Code, submitted to the STC in April 2014 and February 2016, and adopted by the Conference at its 103rd Session (2014) and its 105th Session (2016), respectively, only a short sitting of the Conference would be necessary, as the Conference can only decide either to approve the amendments or to refer them back to the STC for reconsideration.¹³
11. In light of the above, it is proposed that the Governing Body provisionally place the approval of the proposed amendments to the Code of the MLC, 2006, on the agenda of the 107th Session (2018) of the Conference, subject to the adoption of any amendments by the STC in April 2018.

D. Governing Body decisions following from the recommendations of the Standards Review Mechanism Tripartite Working Group at its third meeting (September 2017)

12. The SRM TWG held its third meeting from 25 to 29 September 2017, during which it reviewed 19 instruments concerning occupational safety and health (general provisions and

¹⁰ See [GB.326/PV](#), para. 534(e).

¹¹ Both proposals are available at: http://www.ilo.org/global/standards/maritime-labour-convention/events/WCMS_550284/lang--en/index.htm.

¹² MLC, 2006, Article XV, para. 5.

¹³ *ibid.*

specific risks). At its fourth meeting, to be held from 17 to 21 September 2018, the SRM TWG will review the remaining instruments concerning occupational safety and health included in the SRM TWG's initial programme of work.¹⁴

13. At its 331st Session in October–November 2017, the Governing Body approved the SRM TWG's recommendations following from its third meeting. Accordingly, the Governing Body requested the Office to prepare, for consideration for inclusion at the earliest dates possible in future agendas of the International Labour Conference, proposals for possible standard-setting items on: (i) biological hazards and ergonomics, recognizing the regulatory gaps identified in this regard; (ii) the consolidation of the instruments concerning chemical hazards; and (iii) the revision of the instruments concerning guarding of machinery.¹⁵
14. In addition, the Governing Body welcomed the steps taken by the SRM TWG to ensure the sustainability of its process.¹⁶ The SRM TWG has indicated that it intends to make further recommendations in this regard following discussions at its September 2018 meeting. First, it intends to make recommendations on how to ensure follow-up to its decisions are implemented as a matter of institutional priority. This will involve considering the impact of the follow-up to the SRM TWG's standard-setting activities and non-normative recommendations on the human and financial resources of the Office and on the agenda of the Conference.¹⁷ Second, it intends to discuss how to ensure coherence and consistency in the standards policy framework in relation to OSH instruments, including consideration of consolidation and methods to allow easier updating in response to changes in the world of work.¹⁸
15. Mindful of the SRM TWG's emphasis on the need for follow-up of its recommendations to be treated as a matter of institutional priority, the Office expects to be in a position to move forward proposals for standard-setting items on occupational safety and health following the SRM TWG's fourth review in September 2018, for the Governing Body's consideration.

E. Agenda of the 2019 International Labour Conference

16. The guidance provided by the Governing Body at its 329th and 331st Sessions on the agenda of the 2019 centenary Conference indicated broad consensus in favour of a strong focus on the future of work centenary initiative, and the formal adoption of an outcome document on that subject. Nevertheless, in addition to the standing items which must be included in the agenda, there was much support for holding the second discussion of the standard-setting item on violence at work which would complete the process to be initiated at the

¹⁴ The SRM TWG will review six instruments concerning OSH (specific branches of activity): Underground Work (Women) Convention, 1935 (No. 45); Safety Provisions (Building) Convention, 1937 (No. 62); Safety and Health in Construction Convention, 1988 (No. 167); Safety and Health in Mines Convention, 1995 (No. 176); Safety and Health in Construction Recommendation, 1988 (No. 175); and Safety and Health in Mines Recommendation, 1995 (No. 183). In addition, the SRM TWG will review five instruments concerning labour inspection and labour administration.

¹⁵ See [GB.331/PV/Draft](#), para. 723(f); [GB.331/LILS/2](#), para. 5(f).

¹⁶ See [GB.331/PV/Draft](#), para. 723(a); [GB.331/LILS/2](#), para. 5(a).

¹⁷ See [GB.331/LILS/2](#), annex, para. 6.

¹⁸ See [GB.331/LILS/2](#), annex, para. 4.

2018 Conference session. The adoption of an instrument or instruments on so important a subject was seen as a fitting contribution to the ILO's centenary activities.

17. On this basis, the agenda for the 2019 International Labour Conference (ILC) would consist of the following items:
 - the future of work;
 - reports of the Chairperson of the Governing Body and of the Director-General;
 - programme and budget and other questions;
 - information and reports on the application of Conventions and Recommendations; and
 - violence and harassment against women and men in the world of work.
18. It will be recalled that the practice of recent years has been to establish three technical committees to deal with non-standing items. The above scenario would imply just one technical committee for the item on violence at work, leaving two slots, or their equivalent, that might be devoted to the future of work, or related centenary matters. In this regard, it has been recognized that due provision should be made for the celebratory aspect of the Conference, including the participation of high-level invitees including Heads of State and Government. Furthermore the Committee on the Application of Standards should include a centenary-related component in its work, without detracting from its crucial supervisory function.
19. The question of how the future of work should be dealt with by the Conference must be considered in the light of two factors: the report of the Global Commission on the Future of Work, to be published at the beginning of 2019 and transmitted to the Conference as the substantive input to the discussion; and the clear preference of the Governing Body for a formal outcome document. It would therefore seem appropriate that the Director-General's Report to the Conference should not duplicate the content of the report of the Global Commission nor address the future of work or any other policy theme substantively. Instead his Report could be used as a vehicle to transmit the Global Commission's report to the Conference, to frame the debate on it and to facilitate the adoption of an outcome document.
20. This arrangement would need to be complemented by further provisions to enable productive and participatory discussion of future of work issues. The plenary session could be given over to five-minute speeches from delegates on the content of the Global Commission report. In the event that a significant number of Heads of State and of Government and other personalities were to be in attendance, special sessions could be arranged for their addresses to the Conference in plenary.
21. It would then be possible for one of the two open slots to be used for the negotiation of the future of work outcome document, possibly through the establishment of a Committee of the Whole. In that regard, attention will need to be given to how the process of negotiation might best be prepared. Members of the Governing Body have emphasized on several occasions that any text adopted by the ILO on the occasion of its centenary would need to have comparable political standing to those adopted at other key moments of the Organization's history, would need to build upon and add value to other past texts, and would contain both a strong restatement of ILO objectives and values and an indication of how they would be pursued in the conditions of transformative change of the contemporary world of work. This would seem to argue for a concise, focused, and powerful outcome document, and for Conference arrangements which would facilitate its negotiation and adoption. Accordingly, there could be advantage in the tabling of a draft outcome document in advance of the Conference. That might be prepared and transmitted to the Conference by the

Director-General, on the basis of member States' comments on the report of the Global Commission and consultations in the first part of 2019.

22. The remaining slot might best be used by the organization of a series of debates and events connected to the centenary, rather than the formal establishment of a further Committee. This would permit the convening of a variety of activities related to the centenary, including on the other centenary initiatives. Such an arrangement would permit the participation of a wide range of personalities and organizations and allow scope for creative and innovative formats for discussion.

F. Agenda of the Conference beyond 2019

Consolidating a strategic approach

23. Initial elements were sketched out for the consideration of the Governing Body in November 2016.¹⁹ Several constituents expressed their support for the coherent and strategic approach to setting the agenda, with support for its continuation after 2019.²⁰ In pursuing its examination of a strategic approach beyond 2019, the Governing Body may wish to take the following considerations into account.
24. Two of the initial elements identified in November 2016 have been integrated by the Governing Body into its decision-making process on the Conference agenda: (i) the follow-up to recommendations made by the SRM TWG and approved by the Governing Body;²¹ and (ii) ways in which the work of the ILO's governance structure might contribute to the follow-up and review activities at the United Nations High-Level Political Forum on Sustainable Development (HLPF) in the context of the 2030 Agenda.²²

¹⁹ See [GB.328/INS/3](#), paras 38 and 39.

²⁰ See [GB.328/PV](#), [GB.329/PV](#) and [GB.331/PV/Draft](#).

²¹ In addition to the recommendations of the SRM TWG concerning the abrogation of Conventions which have led the Governing Body to place a corresponding item on the agenda, the Governing Body requested the Office to prepare a proposal for a possible standard-setting item on apprenticeships, on the basis of the regulatory gap identified by the SRM TWG for consideration at its 329th Session (March 2017). See Appendix I, section 1(B); [GB.328/PV](#), paras 16 (Workers' group), 22 (Republic of Korea). In examining the report of the second meeting of the SRM TWG, the Governing Body also noted the decision of the SRM TWG to follow up on the regulatory gap on the topic of shift work in its later discussion, at a date to be decided on working-time instruments; [GB.328/PV](#), para. 581(d).

²² In line with the 2016 resolution on Advancing Social Justice through Decent Work, (see subpara. 15.2(c)(vii)) the Governing Body took its decision on the five-year cycle of recurrent discussions and their sequence taking into account the themes and selected SDGs to be reviewed at the HLPF. See [GB.328/INS/5/2](#), paras 6, 10 and 18; see also [GB.328/PV](#), paras 84 (Employers' group), 86 (Workers' group), 91 (ASPAG), 93 (IMEC). The Governing Body also decided to make use of its 2017, 2018 and 2019 March sessions as a platform for tripartite discussion of the ILO's contribution to the HLPF annual review (para. 130(a)).

25. The general elements of the strategic and coherent approach, such as the need to ensure institutional coherence, a balance between the adequate time for preparation and adequate flexibility, and full tripartite engagement ensured through transparency and inclusiveness, would remain valid.²³ In line with the Social Justice Declaration and the 2016 resolution on Advancing Social Justice through Decent Work, recurrent discussions would remain a key driver of the streamlining of the Conference agenda.
26. Further elements could be envisaged. They might arise for example as the Governing Body progresses in its discussion of the reform of Regional Meetings and possible review of formats and standing orders for sectoral and other technical meetings, in particular as to how their outcomes could inform the ILC agenda-setting process. It may also be important to explore further improvements in the functioning of the Conference and, in particular, the ways it can optimize its function as regards standard setting in the context of a two-week session.²⁴ This would be consistent with the call under the Social Justice Declaration that the ILO make the best use of its unique advantage of the tripartite structure and standards system.²⁵ Additionally, the Governing Body may wish to discuss the immediate and ongoing impact of the SRM TWG's recommendations on the agenda of the Conference, notably to ensure that its recommendations do not lead to a standard-setting "traffic jam" for the agenda of the Conference.²⁶ In this regard, the SRM TWG will make recommendations to the Governing Body at its next meeting in September 2018, addressing the institutional implications of its recommendations.

Subjects under consideration for possible inclusion in future sessions

27. As was set out above, the Office expects to be in a position to move forward proposals for standard-setting items on occupational safety and health in October 2018. It is to be expected that these items will concern the four topics already identified by the SRM TWG at its third meeting in September 2017 (biological hazards, ergonomics, chemical hazards and guarding of machinery), as well as any other matters arising from the SRM TWG's review of the instruments concerning occupational safety and health (specific branches of activity).
28. The agenda of the 109th Session (2020) currently includes a recurrent discussion on social protection (social security). Guidance provided by the Governing Body during its 331st Session (October–November 2017), suggested wide support for placing the second discussion of the standard-setting item on violence and harassment against women and men in the world of work on the agenda of the 108th Session (2019), rather than the 109th Session

²³ See [GB.329/INS/2](#), para. 21.

²⁴ In November 2016, different views were expressed as regards the possibility of including two standard-setting items on the agenda of the Conference ([GB.328/PV](#), paras 16 (Workers' group), 18 (ASPAG), 21 (India), 23 (Brazil)).

²⁵ This would be consistent with earlier discussions in the Working Party on the Functioning of the Governing Body and the International Labour Conference that proposals for Conference agenda items should come in particular from the outcomes of ILO tripartite meetings or other meetings (regional, sectoral, meetings of experts) (see [GB.319/WP/GBC/1](#), para. 15). In November 2016, members of the Working Party "felt that care should be taken to ensure that Regional Meetings promoted the strategic objectives of the ILO and that there should be closer linkages to the other governing organs of the Organization, the Conference and the Governing Body" ([GB.328/INS/16](#), para. 10; [GB.328/WP/GBC/2](#), paras 13–16; [GB.326/POL/5](#)).

²⁶ See [GB.331/LILS/2](#), appendix, para. 7.

(2020), of the Conference.²⁷ Should the Governing Body decide accordingly, two slots remain in the agenda of the 109th Session. It could include one or two further technical items, and/or one or two follow-up items to the centenary session.²⁸ In this regard, the constituents have acknowledged the need to retain flexibility. While there is currently sufficient time for the Governing Body to consider the selection of items for sessions after 2019 and to provide guidance to the Office in this regard, a decision to include a new standard-setting item for 2020 should preferably be decided at the current March 2018 Governing Body session.²⁹

29. In this context, in November 2017, the Governing Body continued to examine seven subjects for inclusion on the agenda of future sessions,³⁰ among which three can be considered for possible inclusion on the agenda of the Conference at the next available slot:

- *A just transition of the world of work towards environmentally sustainable economies and societies for all (standard setting)*³¹ – Appendix I, section 1(A): in November 2016, some constituents proposed the item for inclusion on the agenda of the 107th Session (2018), and renewed their proposal in November 2017. During the November 2017 discussion, the item was not supported by some other constituent groups.³²
- *Apprenticeships (standard setting)*³³ – Appendix I, section 1(B): in November 2016, the Governing Body requested that a proposal in relation to apprenticeships be presented in March 2017, pursuant to its decision following up on the recommendation

²⁷ See draft [GB.331/PV/Draft](#), para. 25.

²⁸ As already underlined, the Governing Body could give consideration to the possibility that the 2019 centenary session might itself adopt conclusions that impact on the setting of the Conference agenda for subsequent sessions; [GB.328/INS/3](#), para. 39(d).

²⁹ See Appendix I to assist in determining a possible timing for the selection of the proposed items currently before the Governing Body. The inclusion of a standard-setting item should occur preferably in the upcoming March 2018 Governing Body (for the 2020 session) or in March 2019 (for the 2021 session). The inclusion of items with a view to a general discussion could occur at the latest in March 2019 (for the 2020 session) or March 2020 (for the 2021 session). In response to questions raised in the November 2017 discussion, it may be noted that these deadlines are due to the fact that, under the ILC Standing Orders, for standard-setting items the Office needs to send not less than 18 months before the opening of the Conference a report on law and practice and a questionnaire to member States. Thus, in principle, for the June 2020 ILC a report needs to be sent no later than the end of October 2018 (18 months before) – hence it needs to be decided at the upcoming March 2018 Governing Body (allowing for time to prepare these documents). However, exceptionally, a programme of reduced intervals can be approved by the Governing Body upon proposal by the Officers. General discussions are not subject to the same requirements – the ILC Standing Orders provide that when a question has been placed on the agenda for general discussion, the Office shall communicate a report upon the question to the governments, so as to reach them not less than two months before the opening of the Conference. In this regard, time is needed to prepare the report, it thus being highly advisable to have a decision taken by the Governing Body at the latest in March of the preceding year.

³⁰ See [GB.329/INS/2](#), paras 23–27.

³¹ See Appendix I, section 1(A), para. 3, for the views expressed at the 328th Session (October–November 2016) of the Governing Body.

³² See [GB.331/PV/Draft](#).

³³ See Appendix I, section 1(B).

made by the SRM TWG in the report of its second meeting.³⁴ During the November 2017 discussion, the item was endorsed by some constituent groups but not by others while one constituent group expressed general preference for a general discussion ahead of a standard-setting discussion.³⁵

- *Inequalities and the world of work (general discussion)*³⁶ – Appendix I, section 1(C): the Office first raised the subject in the context of the agenda of the Conference at the 323rd Session (March 2015) of the Governing Body;³⁷ it was further developed for the consideration of the Governing Body in November 2016. During the March 2017 discussion, the item was endorsed by some constituent groups while others considered that it should await the outcome of the centenary session or expressed preference for a general discussion on the subject in 2020.³⁸

30. Eight subjects require further work and/or discussion in other tripartite forums before they could be considered to give rise to full proposals for inclusion on the agenda of the Conference. In the first place, the Governing Body, following the recommendations of the SRM TWG, has requested the Office to provide proposals for standard-setting items on four subjects relating to occupational safety and health. It is proposed that the Office proceed with the development of proposals for the Governing Body's further consideration at its 334th Session in October–November 2018. In relation to four other subjects, an update of the follow-up undertaken in relation to these subjects is provided in Appendix I, section 2. For future sessions of the Governing Body, it is proposed that the Office provide further reports to the Governing Body every year until such time as the subjects are considered ripe for inclusion on the agenda of the Conference. The four subjects are:³⁹

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

³⁴ See [GB.328/PV](#), para. 581.

³⁵ See [GB.331/PV/Draft](#).

³⁶ See Appendix I, section 1(C).

³⁷ See [GB.323/INS/2](#), para. 23.

³⁸ See [GB.331/PV/Draft](#).

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

G. Procedural roadmap

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

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

Draft decision

32. *The Governing Body may wish to:*

- (a) *place on the agenda of the 108th Session of the Conference (2019), beyond the standing items (reports of the Chairperson of the Governing Body and of the Director-General, programme and budget and other questions and information and reports on the application of Conventions and Recommendations):*
 - (i) *a standard-setting item (second discussion) on violence and harassment against women and men in the world of work; and*
 - (ii) *items related to the future of work and the relevant centenary initiatives, and to request the Director-General to further develop the nature and format of these items for further consideration by the Governing Body in November 2018;*
- (b) *provide guidance and take any pertinent decision in relation to the setting of the Conference agenda beyond 2019 both as regards the strategic approach and the subjects under consideration, in particular as to the 109th Session (2020); and*
- (c) *decide to provisionally place an item on the approval of the proposed amendments to the Code of the Maritime Labour Convention, 2006, on the agenda of the 107th Session (2018) of the Conference, subject to the submission of any amendments adopted by the Special Tripartite Committee in April 2018.*

Appendix I

1. **Three possible items for the agenda of future sessions of the Conference**
- A. ***A just transition of the world of work towards environmentally sustainable economies and societies for all (standard setting)***

Source, nature and context of the possible item ¹

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

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

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

³ See [GB.325/PV](#), para. 494(b).

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

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

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

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

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

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

6. The 2016 Conference resolution on Advancing Social Justice through Decent Work notes the rapidity of environmental changes as one of the drivers of changes in the world of work.⁹ The entry into force of the Paris Agreement on climate change on 4 November 2016 implies that national implementation will start in the 123 Parties that have ratified the Agreement as of January 2017, many of which are ILO member States. As countries begin to implement their climate change commitments, there is an urgent need for policy guidance to give practical meaning to the imperative of a just transition and the creation of decent work. No

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

⁷ See [GB.328/PV](#), paras 18 (ASPAG), 21 (India) and 23 (Brazil).

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

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

other body can better provide such a guidance than the International Labour Conference. A Conference discussion in or around 2021 would feed into the Green Initiative and provide the needed responses in the global transition to a low-carbon world from the perspective of decent work. The Conference would contribute in a significant manner to the dynamics of global action on climate change and provide a policy framework on social and labour-related policies, to complement the global policy framework on environmental matters. ILO tripartite constituents will be enabled to engage in the implementation by member States of climate change policies from a labour and social perspective.

Expected outcome

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

Preparation of the Conference discussion

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

B. Apprenticeships (standard setting, double discussion)

Source, nature and context of the possible item

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

¹⁰ See [GB.328/PV](#), para. 581(h).

which has not been addressed in later Recommendations,¹¹ including the Human Resources Development Recommendation, 2004 (No. 195), which is the latest normative instrument on human resources development.

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

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

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

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

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

16. In informing the Governing Body of the outcome of its review, the SRM TWG highlighted that apprenticeships remain a policy priority for the tripartite constituents, noting that the juridical replacement of Recommendations Nos 60 and 117 had resulted in a regulatory gap given that apprenticeship is not comprehensively addressed under subsequent ILO instruments (in the form of Recommendations or Conventions).
17. Moreover, as the need for, and interest in, work-based learning and apprenticeships has increased internationally, so has the lack of clarity surrounding the different forms of work-based learning, including apprenticeships, traineeships, learnerships, work placements and internships.
18. The SRM TWG noted in its discussions that while the Human Resources Development Convention, 1975 (No. 142), and Recommendation No. 195 recognize the importance of “workplace learning” and “work experience”, they do not consider apprenticeships or other types of work-based learning programmes in any detail.
19. Current instruments do not provide any guidance on the different forms of workplace learning. The new standard would provide comprehensive guidance in this important area of interest to ILO constituents including with respect to the design and implementation of apprenticeships, including the quality criteria, the governance framework, the roles and responsibilities of governments, employers’ and workers’ organizations, and training providers, the employment status of learners, and the terms and conditions related to their training and employment.
20. As apprenticeships and other forms of work-based learning involve multi-stakeholder partnerships, guidance on the respective roles and responsibilities of stakeholders will meet the respective needs of all ILO constituents.
21. In addressing these issues through a standard-setting discussion, the ILO would provide much-needed guidance that would simplify the ongoing development and implementation of work-based learning schemes in member States.

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

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

Expected outcome

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

Preparation of the Conference discussion

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

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

Source, nature and context of the proposed item

32. The Office first raised the subject in the context of the agenda of the Conference at the 323rd Session (March 2015)¹³ of the Governing Body. It was further developed for the consideration of the Governing Body in November 2016 and received support from the Workers' group and the Government of India, while during the March 2017 discussion the item was endorsed by the Workers' group and the Africa group. The item is proposed for placement on the agenda of the Conference with a view to a general discussion.
33. Since the mid-1990s, the ILO has been concerned with ensuring that the gains from globalization are shared in a fairer manner. This concern prompted the ILO to adopt the Declaration on Fundamental Principles and Rights at Work, in 1998, and the Declaration on Social Justice for a Fair Globalization, in 2008. The Committee on Social Protection (Labour Protection) at the 104th Session of the Conference (2015) concluded that inclusive and effective labour protection¹⁴ is key for decent work for all and for sustainable development,

¹³ See [GB.323/INS/2](#), para. 23.

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

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

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

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

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

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

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

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

Expected outcome

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

Preparation of the Conference discussion

40. The general discussion would be informed by research, policy dialogues, tripartite meetings of experts and other activities being carried out in the context of the Women at Work Initiative and on a range of relevant themes, such as non-standard forms of employment or wages, wage distribution and wage policies, working time or labour market integration of migrant workers. On this latter item, further insights will be provided by work which will be carried out as part of the follow-up action plan to the 2017 International Labour Conference (ILC) general discussion on labour migration. In respect of working time, the findings of the corresponding General Survey and the ensuing debate of the Committee on the Application of Standards at the ILC in June 2018 will offer additional inputs. The 2018/19 edition of the Global Wage Report will supply information on trends concerning the earnings gap between men and women, across regions and sectors, and the range of policy measures that have been adopted to curb this gap. Other relevant work carried out by the Office would also be taken into account, such as, for example, the symposium “Income inequality, labour market institutions and workers’ power” (2013), organized by the Bureau for Workers’ Activities (ACTRAV).

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

A. Resolution of individual labour disputes

41. The Office continues its research on mechanisms for resolution of labour disputes, in the framework of the plan of action to implement the ILC conclusions concerning the recurrent discussion on social dialogue adopted in 2013. Studies were commissioned that cover more than 50 countries, across all regions. The findings were presented in national and subregional workshops; meetings of dispute resolution agencies; and during the annual courses on

building effective dispute prevention and resolution at the International Training Centre of the ILO, Turin.

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

B. Non-standard forms of employment

50. The Meeting of Experts on Non-Standard Forms of Employment, held in February 2015 and endorsed by the Governing Body at its March 2015 session, called on the Office to “analyse whether there are gaps in international labour standards, or instruments that do not sufficiently reflect the reality of today’s world of work, and identify barriers to ratification

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

of standards”. The Office was asked to evaluate “the need for additional labour standards possibly through meetings of experts to address temporary contracts, including fixed-term contracts, and discrimination based on employment status”. During the recurrent discussion on labour protection, at the 104th Session of the Conference, the constituents reiterated the need to evaluate additional international labour standards possibly through a meeting of experts, “and including, but not limited to, using the Standards Review Mechanism”. At the 325th Session (November 2015) of the Governing Body, under the follow-up to the recurrent discussion, it was indicated that the Governing Body could convene such a meeting for 2017 and that the interaction and coordination of such a meeting and the SRM would be clarified. The proposed meeting of experts will be informed by activities recently conducted by the Office on non-standard employment as part of the effort to build the Office’s knowledge base in this emerging area. The organization of the meeting remains dependent of resource availability.

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

51. This subject is considered in the framework of the agenda of the Conference on the basis of a suggestion made by the UNI Global Union.¹⁹ As it is an emerging and sectoral topic, the document submitted to the Governing Body in November 2016 suggested that it could be addressed first by a sectoral technical meeting or meeting of experts, which would allow constituents to examine the scope of the issues and its particular legal and policy framework. In the framework of their meetings from 11 to 13 January 2017, the sector advisory bodies have considered the proposal and recommended that the topic be discussed at a Global Dialogue Forum under the programme of sectoral meetings 2018–19. This recommendation was endorsed by the Governing Body at its 329th Session (March 2017) as part of the programme of global sectoral meetings for 2018–19.²⁰ A Global Dialogue Forum on decent work in the world of sports has been programmed for 2019 and the dates and composition will be proposed to the Governing Body in a future session.

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

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

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

¹⁹ See [GB.320/INS/2](#), para. 30.

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

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

impartiality and protection of certain categories of public service workers, notably through the fight against corruption.²²

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

²² See [GB.325/INS/2](#), para. 31.

Appendix II

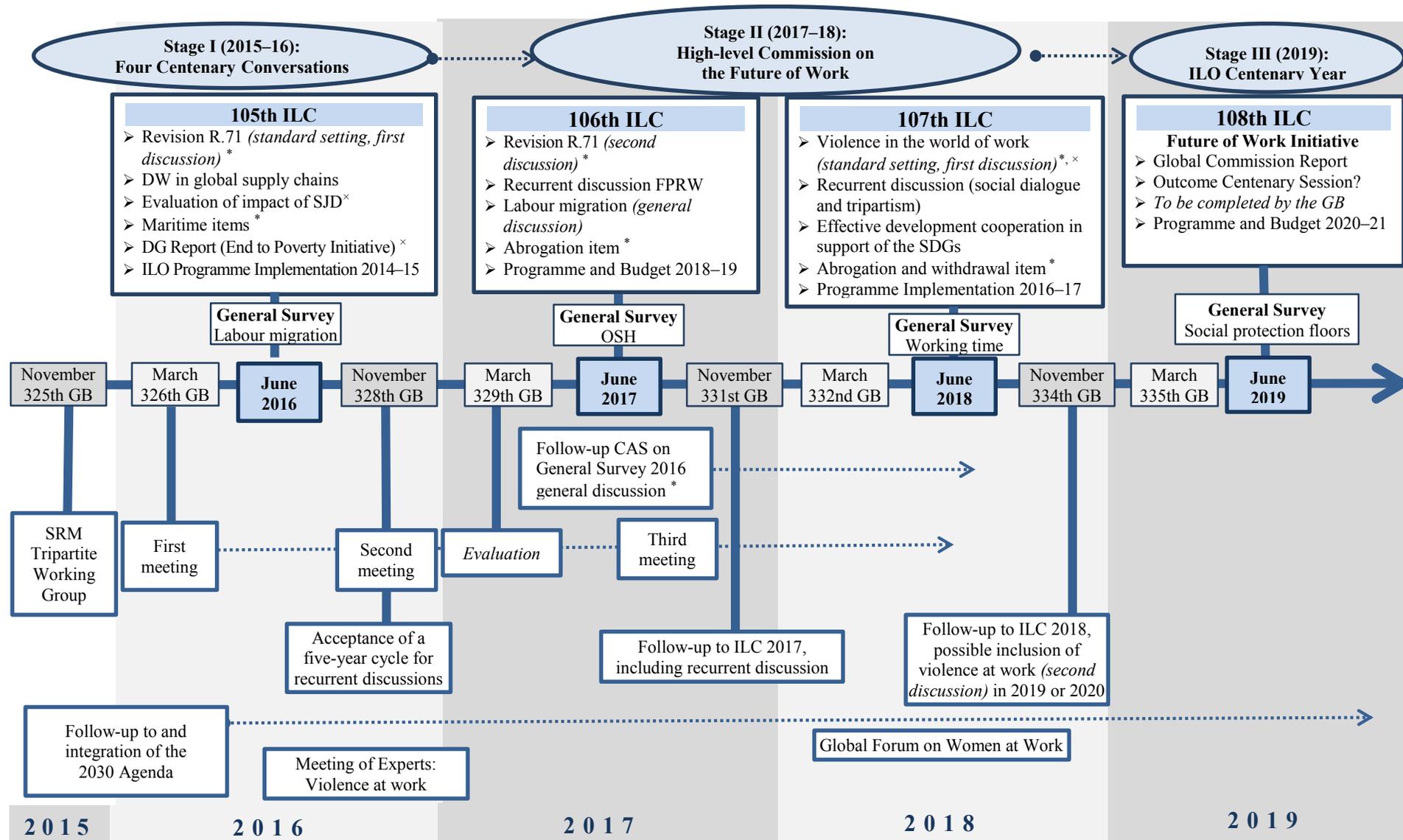
Overview of the technical items selected for the Conference agenda (2010–23)

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

Session	Technical items			
104th (2015)	The transition from the informal to the formal economy – standard setting , double discussion (second discussion).	Small and medium-sized enterprises and decent and productive employment creation – general discussion .	A recurrent discussion on the strategic objective of social protection (labour protection), under the follow-up to the Social Justice Declaration.	
105th (2016)	Decent work for peace, security and disaster resilience: Revision of the Employment (Transition from War to Peace) Recommendation, 1944 (No. 71) – standard setting , double discussion (first discussion).	Decent work in global supply chains – general discussion .	Evaluation of the impact of the Social Justice Declaration.	Approval of amendments to the Annexes to the Seafarers' Identity Documents Convention (Revised), 2003 (No. 185); and to the Code of the Maritime Labour Convention, 2006, as adopted by the Special Tripartite Committee.
106th (2017)	Decent work for peace, security and disaster resilience: Revision of Recommendation No. 71 – standard setting , double discussion (second discussion).	Labour migration – general discussion .	A recurrent discussion on the strategic objective of fundamental principles and rights at work, under the follow-up to the Social Justice Declaration.	Abrogation and/or withdrawal of Conventions Nos 4, 15, 28, 41, 60 and 67.
107th (2018)	Violence and harassment against women and men in the world of work – standard setting , double discussion (first discussion).	Effective ILO development cooperation in support of the Sustainable Development Goals – general discussion .	A recurrent discussion on the strategic objective of social dialogue and tripartism, under the follow-up to the Social Justice Declaration.	Abrogation of Conventions Nos 21, 50, 64, 65, 86 and 104 and Withdrawal of Recommendations Nos 7, 61 and 62.
108th (2019) (to be completed)	[Violence and harassment against women and men in the world of work – standard setting , double discussion (second discussion).]			
109th (2020) (to be completed)	[Violence and harassment against women and men in the world of work – standard setting , double discussion (second discussion).]		A recurrent discussion on the strategic objective of social protection (social security), under the follow-up to the Social Justice Declaration.	Withdrawal of Recommendation No. 31.
110th (2021) (to be completed)			A recurrent discussion on the strategic objective of employment, under the follow-up to the Social Justice Declaration.	

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

Appendix III. Agenda of the International Labour Conference – Timeline (2015–19)



* = standard setting; x = centenary initiative.