

SRM TWG working paper 2: Background material for defining the SRM TWG's programme of work

To facilitate the Standards Review Mechanism Tripartite Working Group (SRM TWG) in defining its programme of work, this working paper presents two elements that inform the consideration by the SRM TWG of its programme of work. This material is intended to supplement the mapping exercise undertaken in the first working paper on these procedural elements.

Terminology to describe the status of instruments

The SRM TWG shall, as set out in its terms of reference, review the international labour standards with a view to making recommendations to the Governing Body on “the status of the standards examined, including up-to-date standards, standards in need of revision, outdated standards, and possible other classifications”.*

In the first section, this working paper will explain the various terms that have, to date, been used to describe the status of international labour standards. This aims to assist the SRM TWG when it comes time for it to decide the terminology it will use to express the output of its reviews on the status of instruments, ensuring transparency and clarity.

Grouping of instruments by strategic objective for the purposes of review

The SRM TWG's terms of reference require its reviews to be organized according to the four ILO strategic objectives.[†] The SRM TWG review should take a holistic and thematic approach to the instruments based on the strategic objectives.

The second section of the paper sets out a grouping of the body of standards by strategic objective. This is intended to facilitate the work of the SRM TWG in deciding how to articulate its programme of work to both build upon and feed into other ILO initiatives including, most particularly, the recurrent discussions. The section will highlight the wider context of the sets of standards that fall within the focus of the SRM TWG's initial review.

I. Terminology to describe the status of standards

The SRM TWG will decide, in due course, how it will describe the status of instruments that it has reviewed. The output of the SRM TWG's reviews will be a

^{**} Para. 9(a) of the terms of reference.

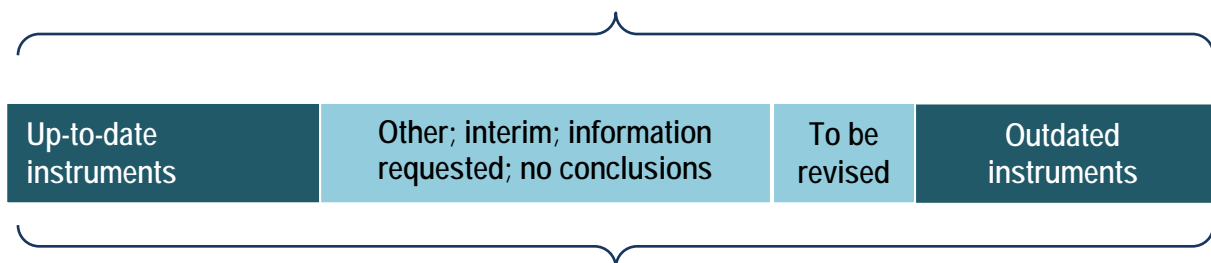
[†] Para. 11 of the terms of reference.

recommendation as to the status of standards as up to date, in need of revision or outdated, with the possibility that the SRM TWG may choose to use other classifications of status.*

Currently, each international labour standard has a status ascribed by the Governing Body, often based on recommendations by the Cartier Working Party. In some cases, the classification of status involves terminology developed by the Office. The terminology used to describe the status of standards can be understood as dividing into three broad groups.

The following explanation of the different classifications of status that have been used in relation to the body of international labour standards may be helpful background information for the SRM TWG as it develops its work methods and procedures.

The body of international labour standards



Instruments that are “up to date and relevant to the world of work”

Certain instruments are considered to be – in the words of the SRM TWG’s terms of reference – “up to date and relevant to the world of work”.†

Up-to-date instruments are those that are fit for purpose. The SRM TWG’s terms of reference refer to a body of instruments that is clear, robust and up to date and is able to respond to the changing patterns of the world of work, for the purpose of the protection of workers and taking into account the needs of sustainable enterprises.‡ The Office should promote the ratification and implementation of up-to-date international labour standards.

Up-to-date instruments include all standards that the Governing Body classified as continuing to respond to current needs following the recommendations of the Cartier Working Party.§ Further, recently adopted instruments (understood for the purposes of the SRM TWG as instruments that have been adopted after 2000) are deemed to be up to date.

Instruments that have not been classified as up to date or outdated

A further group of classifications of status for standards partially overlap in some cases.

* Para. 9(a) of the terms of reference.

† Para. 1 of the terms of reference.

‡ Para. 8 of the terms of reference.

§ GB.283/LILS/WP/PRS/1/2, para. 17.

Requests for information

On the recommendation of the Cartier Working Party, the Governing Body decided that further information was necessary in relation to certain instruments. In some cases, this involved carrying out a General Survey or a short survey.^{*} In other cases member States were requested to provide additional information on an ad hoc basis in relation to obstacles to ratification or implementation, or on any possible need to revise or replace an instrument.[†]

Interim instruments, other instruments or instruments for which the status quo is maintained

In follow-up to the Cartier Working Party, the Governing Body decided to “maintain the status quo, considering that no other type of decision was appropriate” in relation to certain instruments.[‡] According to the 2002 Office document summarizing the follow-up to the recommendations of the Cartier Working Party, the category of “other instruments” comprises instruments which are no longer fully up to date but remain relevant in certain respects.[§] These instruments have subsequently been re-designated as “instruments with interim status”.

Instruments to be revised

On the basis of recommendations by the Cartier Working Party, the Governing Body identified a number of Conventions and Recommendations for revision. Revision of an instrument may involve the adoption of a Protocol to a Convention, or a new Convention or Recommendation fully or partially replacing an instrument.

Outdated instruments

Outdated instruments are at the other end of the spectrum from up-to-date instruments. These instruments are considered to be no longer fit for purpose because they no longer reflect the reality of the world of work.

As was set out in the Office document summarizing the follow-up to the recommendations of the Cartier Working Party, this category:^{**}

includes Conventions that have been shelved and those Conventions which the Governing Body has invited States parties to denounce while inviting them at the same time to ratify more recent Conventions on the same subject matter. This category also includes Recommendations that have been juridically replaced by subsequent instruments or declared obsolete by the Governing Body.

Shelved instruments

In follow-up to the recommendations of the Cartier Working Party, the Governing Body shelved Conventions “which no longer corresponded to current needs and had

^{*} GB.283/LILS/WP/PRS/1/2, paras 23–25, 49.

[†] GB.283/LILS/WP/PRS/1/2, paras 26–30, 46–49.

[‡] GB.283/LILS/WP/PRS/1/2, para. 7 (Conventions) and para. 55 (Recommendations).

[§] GB.283/LILS/WP/PRS/1/2, page 32 (Appendix II).

^{**} GB.283/LILS/WP/PRS/1/2, page 32 (Appendix II).

become obsolete”.^{*} Shelved instruments are no longer promoted or discussed in Office documents and are effectively closed to new ratifications. While they are not the subject of requests for regular reports, they may be the subject of the procedures under articles 24 and 26 of the ILO Constitution and observations under article 23. Shelved instruments will also retain their legal status in the legal systems of ratifying States.[†]

Abrogated instruments

Following the entry into force of the 1997 Instrument for the Amendment of the Constitution, the possibility exists to abrogate obsolete Conventions which are still in force. Abrogation has the effect of eliminating definitively all legal effects arising out of an obsolete Convention in force between the Organization and its Members parties to that Convention. Abrogated Conventions will be removed from the ILO’s body of standards.[‡]

At its November 2015 session, the Governing Body placed an item on the abrogation of Conventions Nos 4, 15, 28, 41, 60 and 67 on the agenda of the 106th Session (June 2017) of the Conference.

Withdrawn instruments

While abrogation only relates to Conventions in force, Conventions that are not in force as well as Recommendations may be withdrawn by the Conference. Five Conventions and 36 Recommendations have been withdrawn so far.[§] The withdrawal of instruments will put an end to their legal effects vis-à-vis the Organization and contribute to the rationalization of the body of international labour standards.^{**}

II. Grouping of international labour standards by strategic objective

A necessary starting point for the implementation of the SRM TWG’s programme of work is the grouping of all international labour standards by strategic objective. This will enable it to organise its review according to those strategic objectives, in accordance with the SRM TWG’s terms of reference.^{††}

The following list of standards by strategic objective is an updated version of the list that was presented to the Governing Body in March 2011,^{‡‡} to include instruments adopted since 2011.

^{*} GB.283/LILS/WP/PRS/1/2, para. 31.

[†] GB.283/LILS/WP/PRS/1/2, para. 32.

[‡] GB.325/INS/2(Add.), para. 9.

[§] GB.325/INS/2(Add.), para. 4.

^{**} GB.283/2/2, para 7.

^{††} Para. 11 of the terms of reference.

^{‡‡} GB.310/LILS/3/1(Rev.). Note that replaced Recommendations and withdrawn instruments are not included in the table.

Possible classification of international labour standards by strategic objective

(instruments in square brackets and italics have been shelved or replaced)

1. *Employment*

1.1. Employment policy

Governance Convention (and related Recommendations)

Employment Policy Convention, 1964 (No. 122)

Employment Policy Recommendation, 1964 (No. 122)

Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169)

Other instruments on employment policy

Unemployment Convention, 1919 (No. 2)

Employment (Transition from War to Peace) Recommendation, 1944 (No. 71)

Employment Service Convention, 1948 (No. 88)

Employment Service Recommendation, 1948 (No. 83)

Fee-Charging Employment Agencies Convention (Revised), 1949 (No. 96)

Vocational Rehabilitation (Disabled) Recommendation, 1955 (No. 99)

Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)

Vocational Rehabilitation and Employment (Disabled Persons) Recommendation, 1983 (No. 168)

Private Employment Agencies Convention, 1997 (No. 181)

Private Employment Agencies Recommendation, 1997 (No. 188)

Job Creation in Small and Medium-Sized Enterprises Recommendation, 1998 (No. 189)

Promotion of Cooperatives Recommendation, 2002 (No. 193)

Employment Relationship Recommendation, 2006 (No. 198)

[Fee-Charging Employment Agencies Convention, 1933 (No. 34)]

1.2. Skills

Special Youth Schemes Recommendation, 1970 (No. 136)

Paid Educational Leave Convention, 1974 (No. 140)

Paid Educational Leave Recommendation, 1974 (No. 148)

Human Resources Development Convention, 1975 (No. 142)

Human Resources Development Recommendation, 2004 (No. 195)

[Vocational Training (Agriculture) Recommendation, 1956 (No. 101)]

[Vocational Training Recommendation, 1939 (No. 57)]

[Apprenticeship Recommendation, 1939 (No. 60)]

[Vocational Guidance Recommendation, 1949 (No. 87)]

[Vocational Training (Adults) Recommendation, 1950 (No. 88)]

[Vocational Training Recommendation, 1962 (No. 117)]

[Human Resources Development Recommendation, 1975 (No. 150)]

1.3. Employment security

Termination of Employment Convention, 1982 (No. 158)

Termination of Employment Recommendation, 1982 (No. 166)

[Termination of Employment Recommendation, 1963 (No. 119)]

2. Social protection

2A. Social protection (Social security)

2A.1. Comprehensive standards

Social Insurance (Agriculture) Recommendation, 1921 (No. 17)

Income Security Recommendation, 1944 (No. 67)

Social Security (Armed Forces) Recommendation, 1944 (No. 68)

Social Security (Minimum Standards) Convention, 1952 (No. 102)

Social Protection Floors Recommendation, 2012 (No. 202)

2A.2. *Protection provided in the different branches of social security*

Medical care and sickness benefit

Sickness Insurance (Industry) Convention, 1927 (No. 24)

Sickness Insurance (Agriculture) Convention, 1927 (No. 25)

Sickness Insurance Recommendation, 1927 (No. 29)

Medical Care Recommendation, 1944 (No. 69)

Medical Care and Sickness Benefits Convention, 1969 (No. 130)

Medical Care and Sickness Benefits Recommendation, 1969 (No. 134)

Old-age, invalidity and survivors' benefit

Invalidity, Old Age and Survivors' Benefits Convention, 1967 (No. 128)

Invalidity, Old-Age and Survivors' Benefits Recommendation, 1967 (No. 131)

[Old-Age Insurance (Industry, etc.) Convention, 1933 (No. 35)]

[Old-Age Insurance (Agriculture) Convention, 1933 (No. 36)]

[Invalidity Insurance (Industry, etc.) Convention, 1933 (No. 37)]

[Invalidity Insurance (Agriculture) Convention, 1933 (No. 38)]

[Survivors' Insurance (Industry, etc.) Convention, 1933 (No. 39)]

[Survivors' Insurance (Agriculture) Convention, 1933 (No. 40)]

Employment injury benefit

Workmen's Compensation (Agriculture) Convention, 1921 (No. 12)

Workmen's Compensation (Accidents) Convention, 1925 (No. 17)

Workmen's Compensation (Occupational Diseases) Convention, 1925 (No. 18)

Workmen's Compensation (Minimum Scale) Recommendation, 1925 (No. 22)

Workmen's Compensation (Jurisdiction) Recommendation, 1925 (No. 23)

Workmen's Compensation (Occupational Diseases) Recommendation, 1925 (No. 24)

Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934 (No. 42)

Employment Injury Benefits Convention, 1964 (No. 121)

Employment Injury Benefits Recommendation, 1964 (No. 121)

Unemployment benefit

Unemployment Provision Recommendation, 1934 (No. 44)

Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168)

Employment Promotion and Protection against Unemployment Recommendation, 1988 (No. 176)

[Unemployment Provision Convention, 1934 (No. 44)]

2A.3. Social security for migrant workers

Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)

Equality of Treatment (Accident Compensation) Recommendation, 1925 (No. 25)

Equality of Treatment (Social Security) Convention, 1962 (No. 118)

Maintenance of Social Security Rights Convention, 1982 (No. 157)

Maintenance of Social Security Rights Recommendation, 1983 (No. 167)

[Maintenance of Migrants' Pension Rights Convention, 1935 (No. 48)]

2B. Social protection (labour protection)

2B.1. Occupational safety and health

General provisions

Prevention of Industrial Accidents Recommendation, 1929 (No. 31)

Protection of Workers' Health Recommendation, 1953 (No. 97)

Welfare Facilities Recommendation, 1956 (No. 102)

Occupational Safety and Health Convention, 1981 (No. 155)

Protocol of 2002 to the Occupational Safety and Health Convention, 1981 (No. 155)

Occupational Safety and Health Recommendation, 1981 (No. 164)

Occupational Health Services Convention, 1985 (No. 161)

Occupational Health Services Recommendation, 1985 (No. 171)

List of Occupational Diseases Recommendation, 2002 (No. 194)

Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)

Promotional Framework for Occupational Safety and Health Recommendation, 2006 (No. 197)

[Occupational Health Services Recommendation, 1959 (No. 112)]

Protection against specific risks

Anthrax Prevention Recommendation, 1919 (No. 3)

Lead Poisoning (Women and Children) Recommendation, 1919 (No. 4)

White Phosphorus Recommendation, 1919 (No. 6)

White Lead (Painting) Convention, 1921 (No. 13)

Radiation Protection Convention, 1960 (No. 115)

Radiation Protection Recommendation, 1960 (No. 114)

Guarding of Machinery Convention, 1963 (No. 119)

Guarding of Machinery Recommendation, 1963 (No. 118)

Maximum Weight Convention, 1967 (No. 127)

Maximum Weight Recommendation, 1967 (No. 128)

Benzene Convention, 1971 (No. 136)

Benzene Recommendation, 1971 (No. 144)

Occupational Cancer Convention, 1974 (No. 139)

Occupational Cancer Recommendation, 1974 (No. 147)

Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148)

Working Environment (Air Pollution, Noise and Vibration) Recommendation, 1977 (No. 156)

Asbestos Convention, 1986 (No. 162)

Asbestos Recommendation, 1986 (No. 172)

Chemicals Convention, 1990 (No. 170)

Chemicals Recommendation, 1990 (No. 177)

Protection in specific branches of activity

Underground Work (Women) Convention, 1935 (No. 45)

Safety Provisions (Building) Convention, 1937 (No. 62)

Hygiene (Commerce and Offices) Convention, 1964 (No. 120)

Hygiene (Commerce and Offices) Recommendation, 1964 (No. 120)

Safety and Health in Construction Convention, 1988 (No. 167)

Safety and Health in Construction Recommendation, 1988 (No. 175)

Prevention of Major Industrial Accidents Convention, 1993 (No. 174)

Prevention of Major Industrial Accidents Recommendation, 1993 (No. 181)

Safety and Health in Mines Convention, 1995 (No. 176)

Safety and Health in Mines Recommendation, 1995 (No. 183)

Safety and Health in Agriculture Convention, 2001 (No. 184)

Safety and Health in Agriculture Recommendation, 2001 (No. 192)

[Safety Provisions (Building) Recommendation, 1937 (No. 53)]

[Co-operation in Accident Prevention (Building) Recommendation, 1937 (No. 55)]

2B.2. Wages

Minimum Wage-Fixing Machinery Convention, 1928 (No. 26)

Minimum Wage-Fixing Machinery Recommendation, 1928 (No. 30)

Labour Clauses (Public Contracts) Convention, 1949 (No. 94)

Labour Clauses (Public Contracts) Recommendation, 1949 (No. 84)

Protection of Wages Convention, 1949 (No. 95)

Protection of Wages Recommendation, 1949 (No. 85)

Minimum Wage Fixing Machinery (Agriculture) Convention, 1951 (No. 99)

Minimum Wage-Fixing Machinery (Agriculture) Recommendation, 1951 (No. 89)

Minimum Wage Fixing Convention, 1970 (No. 131)

Minimum Wage Fixing Recommendation, 1970 (No. 135)

Protection of Workers' Claims (Employer's Insolvency) Convention, 1992 (No. 173)

Protection of Workers' Claims (Employer's Insolvency) Recommendation, 1992 (No. 180)

2B.3. Working time

Hours of work, weekly rest and paid leave

Hours of Work (Industry) Convention, 1919 (No. 1)

Weekly Rest (Industry) Convention, 1921 (No. 14)

Hours of Work (Commerce and Offices) Convention, 1930 (No. 30)

Forty-Hour Week Convention, 1935 (No. 47)

Holidays with Pay Convention, 1936 (No. 52)

Holidays with Pay Recommendation, 1936 (No. 47)

Holidays with Pay (Agriculture) Convention, 1952 (No. 101)

Holidays with Pay (Agriculture) Recommendation, 1952 (No. 93)

Holidays with Pay Recommendation, 1954 (No. 98)

Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)

Weekly Rest (Commerce and Offices) Recommendation, 1957 (No. 103)

Reduction of Hours of Work Recommendation, 1962 (No. 116)

Holidays with Pay Convention (Revised), 1970 (No. 132)

Hours of Work and Rest Periods (Road Transport) Convention, 1979 (No. 153)

Hours of Work and Rest Periods (Road Transport) Recommendation, 1979 (No. 161)

Part-Time Work Convention, 1994 (No. 175)

Part-Time Work Recommendation, 1994 (No. 182)

[Sheet-Glass Works Convention, 1934 (No. 43)]

[Reduction of Hours of Work (Glass-Bottle Works) Convention, 1935 (No. 49)]

[Hours of Work and Rest Periods (Road Transport) Convention, 1939 (No. 67)]

Night work

Night Work of Women (Agriculture) Recommendation, 1921 (No. 13)

Night Work (Women) Convention (Revised), 1948 (No. 89)

Protocol of 1990 to the Night Work (Women) Convention (Revised), 1948 (No. 89)

Night Work Convention, 1990 (No. 171)

Night Work Recommendation, 1990 (No. 178)

[Night Work (Women) Convention, 1919 (No. 4)]

[Night Work (Bakeries) Convention, 1925 (No. 20)]

[Night Work (Women) Convention (Revised), 1934 (No. 41)]

2B.4. Maternity protection

Maternity Protection Convention, 1919 (No. 3)

Maternity Protection Convention (Revised), 1952 (No. 103)

Maternity Protection Convention, 2000 (No. 183)

Maternity Protection Recommendation, 2000 (No. 191)

[Maternity Protection Recommendation, 1952 (No. 95)]

2B.5. Social policy

Social Policy (Non-Metropolitan Territories) Convention, 1947 (No. 82)

Workers' Housing Recommendation, 1961 (No. 115)

Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117)

[Co-operatives (Developing Countries) Recommendation, 1966 (No. 127)]

3. Social dialogue and tripartism

3.1. Tripartite consultations

Governance Convention (and related Recommendation)

Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)

Tripartite Consultation (Activities of the International Labour Organisation) Recommendation, 1976 (No. 152)

3.2. Labour administration and inspection

Governance Conventions on labour inspection (and related instruments)

Labour Inspection Convention, 1947 (No. 81)

Protocol of 1995 to the Labour Inspection Convention, 1947 (No. 81)

Labour Inspection Recommendation, 1947 (No. 81)

Labour Inspection (Agriculture) Convention, 1969 (No. 129)

Labour Inspection (Agriculture) Recommendation, 1969 (No. 133)

Other instruments on labour inspection

Labour Inspection Recommendation, 1923 (No. 20)

Labour Inspection (Mining and Transport) Recommendation, 1947 (No. 82)

Labour Inspectorates (Non-Metropolitan Territories) Convention, 1947 (No. 85)

Labour administration

Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63)

Labour Administration Convention, 1978 (No. 150)

Labour Administration Recommendation, 1978 (No. 158)

Labour Statistics Convention, 1985 (No. 160)

Labour Statistics Recommendation, 1985 (No. 170)

3.3. Industrial relations

Collective Agreements Recommendation, 1951 (No. 91)

Voluntary Conciliation and Arbitration Recommendation, 1951 (No. 92)

Co-operation at the Level of the Undertaking Recommendation, 1952 (No. 94)

Consultation (Industrial and National Levels) Recommendation, 1960 (No. 113)

Communications within the Undertaking Recommendation, 1967 (No. 129)

Examination of Grievances Recommendation, 1967 (No. 130)

4. *Fundamental principles and rights at work (FPRW) (and related instruments)*

4.1. Freedom of association and collective bargaining

Fundamental Conventions

Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)

Right to Organise and Collective Bargaining Convention, 1949 (No. 98)

Other instruments on freedom of association and collective bargaining

Right of Association (Agriculture) Convention, 1921 (No. 11)

Right of Association (Non-Metropolitan Territories) Convention, 1947 (No. 84)

Workers' Representatives Convention, 1971 (No. 135)

Workers' Representatives Recommendation, 1971 (No. 143)

Rural Workers' Organisations Convention, 1975 (No. 141)

Rural Workers' Organisations Recommendation, 1975 (No. 149)

Labour Relations (Public Service) Convention, 1978 (No. 151)

Labour Relations (Public Service) Recommendation, 1978 (No. 159)

Collective Bargaining Convention, 1981 (No. 154)

Collective Bargaining Recommendation, 1981 (No. 163)

4.2. Forced labour

Fundamental Conventions (and related Recommendations)

Forced Labour Convention, 1930 (No. 29)

Protocol of 2014 to the Forced Labour Convention, 1930

Forced Labour (Indirect Compulsion) Recommendation, 1930 (No. 35)

Abolition of Forced Labour Convention, 1957 (No. 105)

Forced Labour (Supplementary Measures) Recommendation, 2014 (No. 203)

4.3. Child labour

Fundamental Conventions (and related Recommendations)

Minimum Age Convention, 1973 (No. 138)

Minimum Age Recommendation, 1973 (No. 146)

Worst Forms of Child Labour Convention, 1999 (No. 182)

Worst Forms of Child Labour Recommendation, 1999 (No. 190)

Protection of children and young persons

Minimum Age (Industry) Convention, 1919 (No. 5)

Night Work of Young Persons (Industry) Convention, 1919 (No. 6)

Minimum Age (Agriculture) Convention, 1921 (No. 10)

Night Work of Children and Young Persons (Agriculture) Recommendation, 1921 (No. 14)

Minimum Age (Non-Industrial Employment) Convention, 1932 (No. 33)

Minimum Age (Non-Industrial Employment) Recommendation, 1932 (No. 41)

Minimum Age (Industry) Convention (Revised), 1937 (No. 59)

Minimum Age (Family Undertakings) Recommendation, 1937 (No. 52)

Medical Examination of Young Persons (Industry) Convention, 1946 (No. 77)

Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946 (No. 78)

Medical Examination of Young Persons Recommendation, 1946 (No. 79)

Night Work of Young Persons (Non-Industrial Occupations) Convention, 1946 (No. 79)

Night Work of Young Persons (Non-Industrial Occupations) Recommendation, 1946 (No. 80)

Night Work of Young Persons (Industry) Convention (Revised), 1948 (No. 90)

Minimum Age (Underground Work) Convention, 1965 (No. 123)

Minimum Age (Underground Work) Recommendation, 1965 (No. 124)

Medical Examination of Young Persons (Underground Work) Convention, 1965 (No. 124)

Conditions of Employment of Young Persons (Underground Work) Recommendation, 1965 (No. 125)

[Minimum Age (Trimmers and Stokers) Convention, 1921 (No. 15)]

[Minimum Age (Non-Industrial Employment) Convention (Revised), 1937 (No. 60)]

4.4. Equality of opportunity and treatment

Fundamental Conventions (and related Recommendations)

Equal Remuneration Convention, 1951 (No. 100)

Equal Remuneration Recommendation, 1951 (No. 90)

Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

Discrimination (Employment and Occupation) Recommendation, 1958 (No. 111)

Workers with family responsibilities

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

Workers with Family Responsibilities Recommendation, 1981 (No. 165)

[Employment (Women with Family Responsibilities) Recommendation, 1965 (No. 123)]

Instruments cutting across strategic objectives and specific categories of workers

(related strategic objectives are in brackets) *

A. *Indigenous and tribal peoples* (1. Employment; 2A. Social protection – Social security; 2B. Social protection – Labour protection; 3. Social dialogue; 4. FPRW)

Indigenous and Tribal Populations Convention, 1957 (No. 107)

Indigenous and Tribal Populations Recommendation, 1957 (No. 104)

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

[Recruiting of Indigenous Workers Convention, 1936 (No. 50)]

[Contracts of Employment (Indigenous Workers) Convention, 1939 (No. 64)]

[Penal Sanctions (Indigenous Workers) Convention, 1939 (No. 65)]

[Contracts of Employment (Indigenous Workers) Convention, 1947 (No. 86)]

[Abolition of Penal Sanctions (Indigenous Workers) Convention, 1955 (No. 104)]

B. *Migrant workers* (1. Employment; 2B. Social protection – Labour protection; 4. FPRW)

Migration Statistics Recommendation, 1922 (No. 19)

* The relevant strategic objectives are mentioned as a reference. No specific classification is proposed for these instruments.

Migration for Employment Convention (Revised), 1949 (No. 97)

Migration for Employment Recommendation (Revised), 1949 (No. 86)

Protection of Migrant Workers (Underdeveloped Countries) Recommendation, 1955 (No. 100)

Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)

Migrant Workers Recommendation, 1975 (No. 151)

[Inspection of Emigrants Convention, 1926 (No. 21)]

[Migration for Employment Recommendation, 1939 (No. 61)]

[Migration for Employment (Co-operation between States) Recommendation, 1939 (No. 62)]

C. HIV and AIDS

HIV and AIDS Recommendation, 2010 (No. 200) (1. Employment; 2A. Social protection – Social security; 2B. Social protection – Labour protection; 3. Social dialogue; 4. FPRW)

D. Non-Metropolitan Territories

Labour Standards (Non-Metropolitan Territories) Convention, 1947 (No. 83) (2B. Social protection – Labour protection; 4. FPRW)

E. Seafarers

Consolidated Convention

Maritime Labour Convention, 2006 (1. Employment; 2A. Social protection – Social security; 3B. Social protection – Labour protection; 3. Social dialogue; 4. FPRW)

General provisions (1. Employment; 2A. Social protection – Social security; 2B. Social protection – Labour protection; 3. Social dialogue; 4. FPRW)

* National Seamen's Codes Recommendation, 1920 (No. 9)

* Seafarers' Engagement (Foreign Vessels) Recommendation, 1958 (No. 107)

* Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)

* Protocol of 1996 to the Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)

* Merchant Shipping (Improvement of Standards) Recommendation, 1976 (No. 155)

Seafarers' Identity Documents Convention, 1958 (No. 108)

Seafarers' Identity Documents Convention (Revised), 2003 (No. 185)

* Revised by the Maritime Labour Convention, 2006.

[Repatriation (Ship Masters and Apprentices) Recommendation, 1926 (No. 27)]

[Labour Inspection (Seamen) Recommendation, 1926 (No. 28)]

[Vocational Training (Seafarers) Recommendation, 1946 (No. 77)]

[Wages, Hours of Work and Manning (Sea) Recommendation, 1958 (No. 109)]

Protection of children and young persons (4. FPRW)

- * Minimum Age (Sea) Convention, 1920 (No. 7)
- * Medical Examination of Young Persons (Sea) Convention, 1921 (No. 16)
- * Minimum Age (Sea) Convention (Revised), 1936 (No. 58)
- * Protection of Young Seafarers Recommendation, 1976 (No. 153)

Skills (1. Employment)

- * Vocational Training (Seafarers) Recommendation, 1946 (No. 77)
- * Vocational Training (Seafarers) Recommendation, 1970 (No. 137)

Access to employment (1. Employment)

- * Placing of Seamen Convention, 1920 (No. 9)
- * Officers' Competency Certificates Convention, 1936 (No. 53)
- * Certification of Ships' Cooks Convention, 1946 (No. 69)
- * Certification of Able Seamen Convention, 1946 (No. 74)
- * Employment of Seafarers (Technical Developments) Recommendation, 1970 (No. 139)
- * Recruitment and Placement of Seafarers Convention, 1996 (No. 179)
- * Recruitment and Placement of Seafarers Recommendation, 1996 (No. 186)

General conditions of employment (2B. Social protection – Labour protection)

- * Seamen's Articles of Agreement Convention, 1926 (No. 22)
- * Repatriation of Seamen Convention, 1926 (No. 23)
- * Holidays with Pay (Sea) Convention, 1936 (No. 54)
- * Hours of Work and Manning (Sea) Convention, 1936 (No. 57)
- * Hours of Work and Manning (Sea) Recommendation, 1936 (No. 49)

* Revised by the Maritime Labour Convention, 2006.

- * Paid Vacations (Seafarers) Convention, 1946 (No. 72)
- * Wages, Hours of Work and Manning (Sea) Convention, 1946 (No. 76)
- * Wages, Hours of Work and Manning (Sea) Convention (Revised), 1949 (No. 93)
- * Wages, Hours of Work and Manning (Sea) Convention (Revised), 1958 (No. 109)
- * Seafarers' Annual Leave with Pay Convention, 1976 (No. 146)
- * Repatriation of Seafarers Convention (Revised), 1987 (No. 166)
- * Repatriation of Seafarers Recommendation, 1987 (No. 174)
- * Seafarers' Hours of Work and the Manning of Ships Convention, 1996 (No. 180)
- * Seafarers' Wages, Hours of Work and the Manning of Ships Recommendation, 1996 (No. 187)
- *[*Paid Vacations (Seafarers) Convention (Revised), 1949 (No. 91)*]

Safety, health and welfare (2B. Social protection – Labour protection)

- * Seamen's Welfare in Ports Recommendation, 1936 (No. 48)
- * Food and Catering (Ships' Crews) Convention, 1946 (No. 68)
- * Bedding, Mess Utensils and Miscellaneous Provisions (Ships' Crews) Recommendation, 1946 (No. 78)
- * Medical Examination (Seafarers) Convention, 1946 (No. 73)
- * Seafarers (Medical Care for Dependants) Recommendation, 1946 (No. 76)
- * Accommodation of Crews Convention, 1946 (No. 75)
- * Accommodation of Crews Convention (Revised), 1949 (No. 92)
- * Ships' Medicine Chests Recommendation, 1958 (No. 105)
- * Medical Advice at Sea Recommendation, 1958 (No. 106)
- * Social Conditions and Safety (Seafarers) Recommendation, 1958 (No. 108)
- * Accommodation of Crews (Supplementary Provisions) Convention, 1970 (No. 133)
- * Crew Accommodation (Air Conditioning) Recommendation, 1970 (No. 140)
- * Crew Accommodation (Noise Control) Recommendation, 1970 (No. 141)
- * Prevention of Accidents (Seafarers) Recommendation, 1970 (No. 142)
- * Prevention of Accidents (Seafarers) Convention, 1970 (No. 134)
- * Seafarers' Welfare Recommendation, 1970 (No. 138)

- * Seafarers' Welfare Convention, 1987 (No. 163)
- * Seafarers' Welfare Recommendation, 1987 (No. 173)
- * Health Protection and Medical Care (Seafarers) Convention, 1987 (No. 164)

Security of employment (1. Employment)

- * Continuity of Employment (Seafarers) Convention, 1976 (No. 145)
- * Continuity of Employment (Seafarers) Recommendation, 1976 (No. 154)

Social security (2A. Social protection – Social security)

- * Unemployment Indemnity (Shipwreck) Convention, 1920 (No. 8)
- * Unemployment Insurance (Seamen) Recommendation, 1920 (No. 10)
- * Shipowners' Liability (Sick and Injured Seamen) Convention, 1936 (No. 55)
- * Sickness Insurance (Sea) Convention, 1936 (No. 56)
- * Social Security (Seafarers) Convention, 1946 (No. 70)
- Seafarers' Pensions Convention, 1946 (No. 71)
- * Seafarers' Social Security (Agreements) Recommendation, 1946 (No. 75)
- * Social Security (Seafarers) Convention (Revised), 1987 (No. 165)

* Revised by the Maritime Labour Convention, 2006.

Inspection (3. Social dialogue)

* Labour Inspection (Seafarers) Convention, 1996 (No. 178)

* Labour Inspection (Seafarers) Recommendation, 1996 (No. 185)

F. Dockworkers (1. Employment; 2B. Social protection – Labour protection)

Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No. 27)

Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32)

Protection against Accidents (Dockers) Reciprocity Recommendation, 1932 (No. 40)

Dock Work Convention, 1973 (No. 137)

Dock Work Recommendation, 1973 (No. 145)

Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152)

Occupational Safety and Health (Dock Work) Recommendation, 1979 (No. 160)

[Protection against Accidents (Dockers) Convention, 1929 (No. 28)]

G. Fishers

Consolidated instruments

Work in Fishing Convention, 2007 (No. 188) (1. Employment; 2A. Social protection – Social security; 2B. Social protection – Labour protection; 3. Social dialogue; 4. FPRW)

Work in Fishing Recommendation, 2007 (No. 199) (1. Employment; 2A. Social protection – Social security; 2B. Social protection – Labour protection; 3. Social dialogue; 4. FPRW)

Other instruments concerning fishers (1. Employment; 2B. Social protection – Labour protection; 4. FPRW)

** Minimum Age (Fishermen) Convention, 1959 (No. 112)

** Medical Examination (Fishermen) Convention, 1959 (No. 113)

** Fishermen's Articles of Agreement Convention, 1959 (No. 114)

Fishermen's Competency Certificates Convention, 1966 (No. 125)

** Accommodation of Crews (Fishermen) Convention, 1966 (No. 126)

Vocational Training (Fishermen) Recommendation, 1966 (No. 126)

* Revised by the Maritime Labour Convention, 2006.

** Revised by the Work in Fishing Convention, 2007 (No.188)

[Hours of Work (Fishing) Recommendation, 1920 (No. 7)]

[Work in Fishing Recommendation, 2005 (No. 196)]

H. Domestic workers (1. Employment; 2B. Social protection – Labour protection; 3. Social dialogue; 4. FPRW)

Domestic Workers Convention, 2011 (No. 189)

Domestic Workers Recommendation, 2011 (No. 201)

Other specific categories of workers

Hours of Work (Inland Navigation) Recommendation, 1920 (No. 8) (2B. Social protection – Labour protection)

Plantations Convention, 1958 (No. 110) (1. Employment; 2B. Social protection – Labour protection; 3. Social dialogue ; 4. FPRW)

Protocol of 1982 to the Plantations Convention, 1958 (No. 110) (2B. Social protection – Labour protection; 3. Social dialogue; 4. FPRW)

Plantations Recommendation, 1958 (No. 110) (1. Employment; 2. Social protection; 3. Social dialogue; 4. FPRW)

Tenants and Share-croppers Recommendation, 1968 (No. 132) (1. Employment; 2. Social protection; 3. Social dialogue)

Nursing Personnel Convention, 1977 (No. 149) (2B. Social protection – Labour protection)

Nursing Personnel Recommendation, 1977 (No. 157) (1. Employment; 2. Social protection; 3. Social dialogue)

Older Workers Recommendation, 1980 (No. 162) (1. Employment; 2. Social protection; 4. FPRW)

Working Conditions (Hotels and Restaurants) Convention, 1991 (No. 172) (2B. Social protection – Labour protection; 4. FPRW)

Working Conditions (Hotels and Restaurants) Recommendation, 1991 (No. 179) (2B. Social protection – Labour protection; 4. FPRW)

Home Work Convention, 1996 (No. 177) (1. Employment; 2B. Social protection – Labour protection; 4. FPRW)

Home Work Recommendation, 1996 (No. 184) (2. Social protection; 4. FPRW)

Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204) (1. Employment; 2. Social protection; 3. Social dialogue; 4. FPRW)