



## Governing Body

325th Session, Geneva, 29 October–12 November 2015

GB.325/LILS/4

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

**LILS**

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### FOURTH ITEM ON THE AGENDA

## Choice of Conventions and Recommendations on which reports should be requested under article 19 of the ILO Constitution in 2017

#### Purpose of the document

The Governing Body is invited to provide guidance on the theme of the General Survey to be prepared by the Committee of Experts on the Application of Conventions and Recommendations in 2017 for discussion at the International Labour Conference in 2018, and the instruments that would be covered in this General Survey (see the draft decision in paragraph 12).

**Relevant strategic objective:** All.

**Policy implications:** None.

**Legal implications:** None.

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

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

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

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



## Introduction

1. It is recalled that the topics of the General Surveys prepared by the Committee of Experts on the Application of Conventions and Recommendations (CEACR) on the basis of reports requested under article 19 of the Constitution have been aligned to be discussed at a Conference session preceding the session at which the Conference discusses the corresponding recurrent item under the ILO Declaration on Social Justice for a Fair Globalization and its Follow-up, 2008 (the Social Justice Declaration).
2. At its 321st Session (June 2014)<sup>1</sup> and 322nd Session (November 2014)<sup>2</sup> the Governing Body took ad hoc decisions concerning the General Surveys to be prepared by the CEACR for discussion by the Conference Committee on the Application of Standards in 2016 and 2017, since the decision on the next cycle of recurrent discussions under the follow-up to the Social Justice Declaration may not be taken until after the Conference consideration of the evaluation of the impact of the Social Justice Declaration at its 105th Session (2016). The situation is the same for the General Survey to be prepared by the CEACR in 2017 for discussion by the Committee on the Application of Standards in 2018. Further, the General Surveys may be expected to inform the review of the body of standards within the framework of the Standards Review Mechanism.
3. In this context, the Governing Body may wish to consider the instruments on which governments should be requested to submit reports under article 19 of the Constitution in 2017, and provide guidance to the Office on the choice of instrument, or instruments, from among the following options.

### **Proposed instruments for the General Survey to be prepared by the CEACR in 2017 for discussion by the Committee on the Application of Standards in 2018**

4. Three options are proposed. Concerning the first option, consideration could be given to the Indigenous and Tribal Peoples Convention, 1989 (No. 169), which revised the Indigenous and Tribal Populations Convention, 1957 (No. 107). To date, Convention No. 169 has been ratified by 22 member States, while Convention No. 107 is still in force

<sup>1</sup> GB.321/INS/7 and GB.321/PV, para. 78. The General Survey prepared by the CEACR in 2015, for discussion of the Committee on the Application of Standards in 2016, deals with the labour migration instruments: the Migration for Employment Convention (Revised), 1949 (No. 97), and Migration for Employment Recommendation (Revised), 1949 (No. 86); and the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), and Recommendation, 1975 (No. 151).

<sup>2</sup> GB.322/LILS/4 and GB.322/PV, para. 526. The General Survey prepared by the CEACR in 2016, for discussion of the Committee on the Application of Standards in 2017, will concern the occupational safety and health instruments: the Safety and Health in Construction Convention, 1988 (No. 167), the Safety and Health in Mines Convention, 1995 (No. 176), and the Safety and Health in Agriculture Convention, 2001 (No. 184), and their respective Recommendations in the context of the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), and its corresponding Recommendation, and will take into account the conclusions of the CEACR in its General Survey of 2009 concerning the Occupational Safety and Health Convention, 1981 (No. 155), the Occupational Safety and Health Recommendation, 1981 (No. 164), and the Protocol of 2002 to the Occupational Safety and Health Convention, 1981, as well as the related discussion and conclusions of the Committee on the Application of Standards of the International Labour Conference at its 98th Session (2009).

for 17 Members. Indigenous peoples make up more than 5 per cent of the world's population, which equals some 370 million people, representing more than 5,000 distinct peoples living in more than 70 countries. The vast majority of indigenous peoples live in the developing world and are among the most disadvantaged and vulnerable, making up 15 per cent of the world's poor.

5. Convention No. 169 has not yet been the subject of a General Survey. It was shortlisted among the proposals submitted to the Governing Body at its 320th Session (March 2014) and 322nd Session (November 2014). In the recently published handbook for ILO tripartite constituents *Understanding the Indigenous and Tribal Peoples Convention, 1989 (No. 169)*, it was stressed that "Convention No. 169 is an instrument for good governance and a tool for conflict resolution and reconciliation of diverse interests". In many countries, it has been recognized that there are still considerable challenges in terms of applying Convention No. 169 in law and practice, among others with regard to the right to consultation provided for in the Convention.
6. A General Survey on Convention No. 169 would allow an examination of its relevance and the extent to which effect has been given to its provisions, and an assessment of the difficulties that prevent or delay further ratifications.<sup>3</sup>
7. With respect to the second option, consideration could be given to the working time instruments. Since the adoption of the Hours of Work (Industry) Convention, 1919 (No. 1), the limitation of hours of work, and more broadly, working time regulation has been a central concern of the ILO, with numerous instruments having been adopted on this subject. The most recent General Survey on working hours was discussed ten years ago and only covered two Conventions,<sup>4</sup> and the last General Survey on the instruments related to weekly rest and holidays with pay, dating back to 1984.<sup>5</sup> Other instruments on working time have never been the subject of a General Survey.
8. The relevance of ILO standards on daily and weekly hours of work, weekly rest, paid annual leave, part-time and night work was recognized by the Meeting of Experts on Working-time Arrangements that was held in Geneva in October 2011.<sup>6</sup> In a general observation published in 2014, recalling the conclusions of the 2005 General Survey, the CEACR recognized that the content of Conventions Nos 1 and 30 did not fully reflect modern realities. The Committee noted at the same time that this assessment in no way undermined the pertinence and importance of minimum standards to limit the maximum authorized hours of work and to regulate compulsory rest periods, so as to ensure that modern working-time arrangements are not prejudicial to the health of workers or to the necessary work-life balance.<sup>7</sup> Further, the conclusions concerning the recurrent discussion on social protection held in June 2015 stated that "Beside the number of hours worked, how working hours are arranged can affect workers' well-being and enterprise

<sup>3</sup> GB.325/POL/2 outlines a proposed strategy for ILO action concerning indigenous and tribal peoples.

<sup>4</sup> The Hours of Work (Industry) Convention, 1919 (No. 1), and the Hours of Work (Commerce and Offices) Convention, 1930 (No. 30).

<sup>5</sup> The Reduction of Hours of Work Recommendation, 1962 (No. 116), the Weekly Rest (Industry) Convention, 1921 (No. 14), the Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106), and Recommendation (No. 103), and the Holidays with Pay Convention (Revised), 1970 (No. 132)).

<sup>6</sup> TMEWTA/2011/6.

<sup>7</sup> Report III (Part 1A), ILC, 103rd Session, 2014, p. 469.

performance. For example, highly variable and unpredictable work schedules can impact on work–life balance, income security and health, in particular mental health”.<sup>8</sup>

9. A General Survey on all relevant instruments on working time<sup>9</sup> could provide a comprehensive overview of the current situation in member States regarding the extent to which effect has been given to their provisions as well as the difficulties that prevent or delay additional ratifications, and assist in identifying potential gaps in international labour standards. It may also feed into a tripartite meeting of experts on working time and work–life balance as suggested in the conclusions of the recurrent discussion, that should examine “the various developments and challenges and their impact on the organization and scheduling of working time, taking into account the needs of employers and workers”.<sup>10</sup> A proposal for the organization of this meeting will be submitted to the 326th Session of the Governing Body in March 2016. Depending on the selection of topics for upcoming recurrent discussions, it could also complement a further discussion on labour protection that could draw upon the General Survey on occupational safety and health to be discussed at the Conference in 2017, as well as the previous General Survey on wages.
10. With respect to the third option, consideration could be given to the Social Protection Floors Recommendation, 2012 (No. 202), adopted for the purpose of guiding member States in the establishment of national social protection floors as part of comprehensive social security systems. The need for adequate social protection is globally recognized and is a priority for ILO action, as concluded by the International Labour Conference on numerous occasions.<sup>11</sup> According to ILO estimates, only 27 per cent of the world’s population enjoys access to comprehensive social security, whereas 73 per cent are covered only partially, if at all.<sup>12</sup> Recommendation No. 202 provides key guidance for the realization of the right to social security by closing coverage gaps, with the aim of achieving universal protection. As a first and priority step, it calls upon countries to ensure that all members of society enjoy at least a basic level of social security throughout their lives, through nationally defined sets of essential health care and basic income security

<sup>8</sup> *Provisional Record* No. 12-1, ILC, 104th Session, 2015, para. 14. Text available at: [http://www.ilo.org/ilc/ILCSessions/104/committees/social-protection/WCMS\\_375385/lang--en/index.htm](http://www.ilo.org/ilc/ILCSessions/104/committees/social-protection/WCMS_375385/lang--en/index.htm).

<sup>9</sup> *Up-to-date instruments*: Weekly Rest (Industry) Convention, 1921 (No. 14); Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106); Weekly Rest (Commerce and Offices) Recommendation, 1957 (No. 103); Part-Time Work Convention, 1994 (No. 175); Part-Time Work Recommendation, 1994 (No. 182); Reduction of Hours of Work Recommendation, 1962 (No. 116). *Instruments with interim status*: Hours of Work (Industry) Convention, 1919 (No. 1); Hours of Work (Commerce and Offices) Convention, 1930 (No. 30); Forty-Hour Week Convention, 1935 (No. 47); Holidays with Pay Convention (Revised), 1970 (No. 132); Holidays with Pay Recommendation, 1954 (No. 98). *Instruments to be revised*: Hours of Work and Rest Periods (Road Transport) Convention, 1979 (No. 153); Hours of Work and Rest Periods (Road Transport) Recommendation, 1979 (No. 161).

<sup>10</sup> *Provisional Record* No. 12-1, ILC, 104th Session, 2015, para. 21(a).

<sup>11</sup> Resolution and conclusions concerning social security, ILC, 89th Session, Geneva, 2001; Global Campaign on Social Security and Coverage for All (based on the 2001 resolution and conclusions and officially launched at the 91st Session of the Conference in 2003 by the ILO Director-General); ILO Declaration on Social Justice for a Fair Globalization, ILC, 97th Session, Geneva, 2008; ILO: *Recovering from the crisis: A Global Jobs Pact*, ILC, 98th Session, Geneva, 2009; Social Protection Floors Recommendation, 2012 (No. 202).

<sup>12</sup> ILO: *World Social Protection Report 2014–15: Building economic recovery, inclusive development and social justice*, Geneva, 2014.

guarantees, or “national social protection floors”. The Recommendation further advocates for higher levels of protection to as many people as possible, by integrating social protection floors within comprehensive social security systems guided by ILO social security standards and notably the Social Security (Minimum Standards) Convention, 1952 (No. 102). Measures to give effect to Convention No. 102 could thus also be considered in the proposed survey if this topic is selected.

11. At the time Recommendation No. 202 was adopted in 2012, the International Labour Conference also adopted the resolution concerning efforts to make social protection floors a national reality, calling upon the ILO to support constituents in giving full effect to Recommendation No. 202 as soon as national circumstances allowed, by implementing, inter alia, “... the cost-effective measures aimed at: (a) promoting, through appropriate awareness-raising initiatives, the widespread implementation of the Recommendation ...”.<sup>13</sup> A General Survey reviewing the implementation of Recommendation No. 202 was proposed to promote such implementation in the Office’s strategy to give effect to the resolution, with a view to being discussed at the ILC in 2019.<sup>14</sup> The Office’s strategy was endorsed by the Governing Body at its 316th Session in November 2012.<sup>15</sup> To give effect to the resolution and the strategy, a General Survey could be discussed at the Conference in 2018. This would allow an identification of progress, as well as obstacles to and gaps in the application of the Recommendation, and would enable the optimization of the Office’s assistance to member States in implementing the Recommendation, within the context of Convention No. 102.

### **Draft decision**

12. *The Governing Body requests the Office to prepare the article 19 report form on the selected instruments for the General Survey to be discussed in 2018, for consideration at its 326th Session in March 2016.*

<sup>13</sup> Resolution concerning efforts to make social protection floors a national reality worldwide, ILC, 101st Session, Geneva, 2012.

<sup>14</sup> See document GB.316/INS/5/1(&Corr.), para. 19.

<sup>15</sup> *ibid.*

## Appendix

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

#### 1949

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

#### 1950

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

#### 1951

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

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

**1952**

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

**1953**

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

**1954**

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

**1955**

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

**1956**

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

**1957**

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

**1958**

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



**1959**

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

**1960**

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

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

**1961**

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

**1962**

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

**1963**

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

**1964**

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

**1965**

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

**1966**

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

**1967**

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

**1968**

17 key Conventions

**1969**

R. 97 Protection of Workers' Health Recommendation, 1953

R. 102 Welfare Facilities Recommendation, 1956

R. 112 Occupational Health Services Recommendation, 1959

R. 115 Workers' Housing Recommendation, 1961

**1970**

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

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

**1971**

C. 122 Employment Policy Convention, 1964

R. 122 Employment Policy Recommendation, 1964

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

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

**1972**

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

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

**1973**

R. 119 Termination of Employment Recommendation, 1963

**1974**

C. 100 Equal Remuneration Convention, 1951

R. 90 Equal Remuneration Recommendation, 1951

**1975**

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

**1976**

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

**1977**

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

**1978**

C. 29 Forced Labour Convention, 1930

C. 105 Abolition of Forced Labour Convention, 1957

**1979**

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

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

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

R. 151 Migrant Workers Recommendation, 1975

**1980**

C. 138 Minimum Age Convention, 1973

R. 146 Minimum Age Recommendation, 1973

**1981**

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

**1982**

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

**1983**

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

**1984**

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

**1985**

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

**1986**

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

**1987**

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

**1988**

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

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

**1989**

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

**1990**

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

**1991**

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

**1992**

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

**1993**

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

**1994**

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

**1995**

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

**1996**

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

**1997**

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

**1998**

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

**1999**

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

**2000**

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

**2001**

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

**2002**

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

**2003**

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

**2004**

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

**2005**

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

**2006**

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

**2007**

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

**2008**

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

**2009**

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

**2010**

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

**2011**

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

**2012**

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

**2013**

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

**2014**

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

**2015**

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

**2016**

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