

Governing Body

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Institutional Section

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SECOND ITEM ON THE AGENDA

Agenda of future sessions of the International Labour Conference

Purpose of the document

To initiate consideration of proposals for the Conference agenda for 2020 and beyond, including the strategic approach to be followed (see the draft decision in paragraph 24).

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 2020 and beyond.

Legal implications: Those arising from the application of the Standing Orders of the International Labour 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 338th Session (March 2020).

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

Related documents: GB.334/INS/PV; GB.334/INS/2/1; GB.335/INS/PV; GB.335/INS/2/1.

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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. In accordance with established practice, the Conference agenda includes 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. 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.² For standard-setting items, while a double discussion remains the norm, the Governing Body may decide to hold a single discussion.³ 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. At its 328th Session (October–November 2016), the Governing Body adopted a five-year cycle of recurrent discussions of the four strategic objectives under the ILO Declaration on Social Justice for a Fair Globalization (Social Justice Declaration) 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. 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.⁵

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

² 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).

³ In recent times, the Conference adopted the Social Protection Floors Recommendation, 2012 (No. 202), and the Protocol of 2014 to the Forced Labour Convention, 1930, on the basis of a single discussion.

⁴ See para. 5.1.1 of the [Standing Orders of the Governing Body](#).

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

The strategic and coherent approach (2014–19)

5. At its 322nd Session (October–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's 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.⁶
6. The Governing Body has selected the technical items for the 2017, 2018 and 2019 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 ILO Strategic Plan for 2018–21.⁷ Further, the Governing Body has taken steps to ensure that the agenda of the Conference reflects the ILO's actions to ensure it has a clear, robust and up-to-date body of international labour standards that 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. Thus, the review by the Standards Review Mechanism Tripartite Working Group (SRM TWG) of the ILO's 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.
7. The 2019 Centenary Declaration for the Future of Work (Centenary Declaration) has reaffirmed that the setting of international labour standards, together with their promotion, ratification and application is of fundamental importance to the Organization, and highlighted the work of the SRM TWG in that regard.⁸
8. The establishment of appropriate and effective linkages between recurrent discussions and the topics of the General Surveys prepared by the Committee of Experts on the Application of Conventions and Recommendations on the basis of reports requested under article 19 of the Constitution provides a further element of a strategic and coherent approach, as envisaged by the 2016 resolution on Advancing Social Justice through Decent Work.⁹ The current practice is to select the topic in time for the ensuing General Survey to be discussed at the Conference session preceding the session at which the Conference discusses the related recurrent item.

⁶ 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 International Labour Conference; see [GB.322/INS/12\(Rev.\)](#), para. 4.1.

⁷ [GB.328/PFA/1](#).

⁸ [Centenary Declaration for the Future of Work](#), Part IV(A).

⁹ 2016 [resolution on Advancing Social Justice through Decent Work](#), para. 15.1.

9. A procedural road map 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.¹⁰ The Centenary Declaration has underlined the importance of such transparency.¹¹

B. Decisions taken by the Governing Body at its 335th Session (March 2019)

10. At its 335th Session, the Governing Body adopted a procedural road map as follows:

- 337th Session (October–November 2019): The Governing Body would assess the implications for the setting of the Conference agenda in light of the outcome of the discussions at the Centenary Session (2019) of the Conference, and taking into account the general discussion on effective development cooperation and the recurrent discussion on social dialogue and tripartism under the current five-year cycle. In that light, the Governing Body would take a decision, deferred from the 335th Session, on one technical item to complete the agenda of the 2020 session of the Conference, as well as one technical item to complete the agenda of the 2021 session of the Conference particularly if the choice for the latter would be a standard-setting item.
- 338th Session (March 2020) and beyond: The Governing Body would continue to provide guidance on the agenda of the Conference within the strategic approach. The Governing Body would take a decision on a technical item for the agenda of the 2022 session of the Conference if it chooses a standard-setting item to be governed by the normal double- discussion adoption procedure.

11. The Governing Body further provided guidance on the setting of the Conference agenda beyond 2019, in particular as regards five subjects under consideration, while acknowledging the need to afford the necessary flexibility to follow-up on the Centenary Session.¹²

C. Agenda of the Conference beyond 2019

Consolidating a strategic approach

12. Initial elements were outlined for the consideration of the Governing Body in November 2016.¹³ Constituents have continued to express their support for the coherent and strategic approach to setting the agenda, with support for its continuation after 2019.¹⁴ In pursuing its examination of a strategic approach beyond 2019, the Governing Body may wish to take the following considerations into account.

¹⁰ See [GB.328/INS/3](#), paras 7–15, for more detailed elements on the implementation of the strategic and coherent approach. An updated road map up to 2021 is presented in Appendix III.

¹¹ [Centenary Declaration](#), op. cit., Part IV(A).

¹² See [GB.331/PV](#).

¹³ See [GB.328/INS/3](#), paras 38–39.

¹⁴ See [GB.328/PV](#), [GB.329/PV](#), [GB.331/PV](#), [GB.332/PV](#), [GB.334/INS/PV](#) and [GB.335/INS/PV](#).

13. 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;¹⁵ 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 for Sustainable Development (2030 Agenda).¹⁶ The Centenary Declaration for the Future of Work has added to this a call for the ILO to “carry forward into its second century with unrelenting vigour its constitutional mandate for social justice by further developing its human-centred approach to the future of work, which puts workers’ rights and the needs, aspirations and rights of all people at the heart of economic, social and environmental policies”.¹⁷
14. 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, continue to remain valid.¹⁸ In line with the Social Justice Declaration and the 2016 resolution on Advancing Social Justice through Decent Work, recurrent discussions remain a key driver of the streamlining of the Conference agenda at least until 2023.
15. Further elements have been envisaged. While some constituent groups considered in the course of recent discussions that the outcomes of Regional Meetings could contribute to the standard-setting process, other groups have found them less appropriate for informing the agenda-setting process for the Conference, given the narrow, regional dimension of the discussions.¹⁹ Further guidance as to how outcomes of sectoral and other technical meetings could inform the Conference agenda-setting process may be forthcoming as the Governing

¹⁵ 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) and 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 identified with regard to 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).

¹⁶ 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 Sustainable Development Goals (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 Asia and Pacific group (ASPAG) and 93 group of industrialized market economy countries (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)).

¹⁷ [Centenary Declaration](#), op. cit., Part I(D).

¹⁸ See [GB.329/INS/2](#), para. 21.

¹⁹ See [GB.331/PV](#), para. 16 and [GB.332/PV](#), para. 11. In November 2016, members of the Working Party on the Functioning of the Governing Body and the International Labour Conference “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](#)).

Body progresses in its discussion of the possible review of these meetings.²⁰ Valuable lessons may be drawn from the standard-setting discussion on violence and harassment at work at the most recent session of the Conference to inform ways the Conference can optimize its functioning as regards standard setting in the context of a two-week session.²¹ This would be consistent with the call of the Centenary Declaration that the setting of standards is of fundamental importance and that “social dialogue, including collective bargaining and tripartite cooperation, provides an essential foundation of all ILO action”.²² Additionally, the Governing Body may wish to continue its discussion on the immediate and ongoing impact of the SRM TWG’s recommendations on the agenda of the Conference, notably in light of the Centenary Declaration’s call that international labour standards “need to respond to the changing patterns of the world of work”.²³

Subjects under consideration for possible inclusion in future sessions

16. The agenda of the 109th Session (2020) currently includes a recurrent discussion on social protection (social security) and a general discussion on inequality and the world of work. One slot remains to be filled on the agenda of the 109th Session. It could include a general discussion on one further technical item, and/or one or two follow-up items to the Centenary Session. There is currently still time for the Governing Body to consider the selection of items for sessions after 2020 and to provide guidance to the Office in this regard. That is particularly the case when considering general discussion items on the agenda of the 2021 or 2022 sessions of the Conference. In respect of a standard-setting item on the agenda of the 2022 session of the Conference, however, a decision should preferably be taken no later than the March 2020 Governing Body session.²⁴

²⁰ Earlier discussions in the Working Party 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).

²¹ 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) and 23 (Brazil)).

²² [Centenary Declaration](#), op. cit., Part II(B).

²³ *ibid.*, Part IV(A).

²⁴ See Appendix I to assist in determining a possible timing for the selection of the proposed items currently before the Governing Body. The decision to include a standard-setting item should occur preferably at the upcoming March 2020 session of the Governing Body (for the 2022 session of the Conference) or in March 2021 (for the 2023 session). The decision to include items with a view to a general discussion could occur at the latest at the March 2020 session of the Governing Body (for the 2021 session of the Conference) or March 2021 (for the 2022 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 Conference Standing Orders, for standard-setting items the Office needs to send, not less than 18 months before the opening of the session of the Conference, a report on law and practice and a questionnaire to member States. Thus, in principle, for the June 2022 session of the Conference, a report needs to be sent no later than the end of October 2020 (18 months before) – hence it needs to be decided at the upcoming March 2020 session of the 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 Conference 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 session 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 latest by March of the preceding year.

17. In this context, in March 2019, the Governing Body continued to examine five subjects for inclusion on the agenda of future sessions,²⁵ among which one has been considered for possible inclusion on the agenda of the Conference at one of the next available slots:

- *A just transition of the world of work towards environmentally sustainable economies and societies for all (standard setting or general discussion)*²⁶ – This agenda item has been proposed for standard-setting on a number of occasions in recent years. The proposal elicited a wide diversity of views with some Members supporting a standard-setting discussion and others more inclined towards a general discussion.²⁷ Given that the Centenary Declaration calls on the ILO to “direct its efforts to (i) ensuring a just transition to a future of work that contributes to sustainable development in its economic, social and environmental dimensions”,²⁸ the Governing Body may wish to consider if it retains the item for standard-setting on the Conference agenda. If so, the 2022 session of the Conference would provide the earliest opportunity for the first of a double discussion unless the Governing Body decides on reduced intervals. Alternatively, the item could be considered for a general discussion on the agenda of the 2020, 2021 or 2022 sessions of the Conference.

18. Two subjects are emerging from the Centenary Declaration’s call for a human-centred approach to the future of work and would benefit from the guidance provided by a Conference general discussion:²⁹

- (i) *The social and solidarity economy (SSE) for a human-centred future of work.* The private-sector-led SSE has the potential to generate decent work, productive employment and improved living standards for all, provided it is supported by an enabling environment.³⁰ A Conference discussion could illuminate measures to support sustainable enterprises in the social and solidarity economy.
- (ii) *Skills and lifelong learning.* Developing a human-centred approach to the future of work includes strengthening the capacities of all people to benefit from the opportunities of a changing world of work through, among other avenues, effective lifelong learning and quality education for all and effective measures to support people through the transitions they will face throughout their working lives.^{31 32}

²⁵ See [GB.329/INS/2](#), paras 23–27.

²⁶ See Appendix I, section 1(A), para. 3, for the views expressed at the 328th Session (October–November 2016) of the Governing Body.

²⁷ See [GB.334/INS/PV](#) and [GB.335/INS/PV](#).

²⁸ [Centenary Declaration](#), op. cit., Part II(A)(i).

²⁹ See Appendix I for a synopsis of the strategic value a Conference general discussion on either topic would add to the work of the Organization.

³⁰ [Centenary Declaration](#), op. cit., Part II(A)(ix).

³¹ *ibid.*, Part III(A)(ii) and (iv).

³² It should be noted that the general discussion on “skills and lifelong learning” would not be feasible in 2021 or 2022 given the need to avoid overlap with other items on the agenda of the Conference in those years, particularly the standard-setting discussion on apprenticeships.

19. Five 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. Firstly, 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 proceeds with the development of proposals for the Governing Body's further consideration at its 338th Session in March 2020 following the discussions on this matter at the fifth meeting of the SRM TWG.
20. Secondly, in relation to three other subject matters, 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 subject matters are considered suitable for inclusion on the agenda of the Conference. The three subjects are: ³³
- resolution of individual labour disputes;
 - decent work in the world of sport; and
 - independence and protection in public service (fight against corruption).
21. Finally, one subject is newly added in light of the support of some members of the Governing Body in March 2019 and the call of the Centenary Declaration for "policies and measures that ensure appropriate privacy and personal data protection, and respond to challenges and opportunities in the world of work relating to the digital transformation of work, including platform work". ³⁴ While more work remains to be done to prepare for a Conference discussion on decent work in the platform economy, such discussion should be scheduled as soon as practical in light of the anticipated continued expansion of this type of work, and the related opportunities for job creation and economic growth and challenges to decent work.
22. The attention of the Governing Body is drawn to a possible future agenda item on including safe and healthy working conditions in the ILO's framework of fundamental principles and rights. Proposals to this end are made to the Governing Body in a separate document. ³⁵ Depending on the Governing Body's consideration of these proposals, the number of technical items on the agenda of future Conferences may be reduced.

D. Procedural road map

23. The updated proposal for the procedural road map is as follows:
- 337th Session (October–November 2019): The Governing Body would assess the implications of the outcomes of the discussions at the Centenary Session (2019) of the Conference on the setting of the Conference agenda items. The Governing Body would complete the agenda of the 109th Session of the Conference (2020) with the choice of an item for general discussion, and may choose to complete the agenda of the 110th Session of the Conference (2021) with the choice of an item for general discussion. It would provide guidance on discussions at the 110th Session (2021) of the Conference, as well as of later sessions.

³³ See [GB.328/PV](#), paras 17 (Workers' group), 19 (Africa group) and 20 (IMEC).

³⁴ [Centenary Declaration](#), op. cit., Part III(C)(v).

³⁵ GB.337/INS/3/2.

- 338th Session (March 2020): The Governing Body would take a decision on a technical item for the agenda of the 2022 session of the Conference if it chooses a standard-setting item to be governed by the normal double-discussion adoption procedure. It would continue to provide guidance on the agenda of the Conference within the strategic approach.

Draft decision

24. The Governing Body decided to:

- (a) place on the agenda of the 109th Session of the Conference (2020) an item related to:***
 - (i) decent work and the social and solidarity economy for a human-centred future of work (general discussion); OR***
 - (ii) skills and lifelong learning (general discussion);***
- (b) place on the agenda of the 110th Session of the Conference (2021) an item related to:***
 - (i) decent work and the social and solidarity economy (general discussion); OR***
 - (ii) a just transition of the world of work towards environmentally sustainable economies and societies for all (standard-setting discussion or general discussion); and***
- (c) request the Office to take into account the guidance provided in preparing the paper for the 338th Session (March 2020) of the Governing Body.***

Appendix I. Items for the agenda of future sessions of the Conference

1. Three possible items for the agenda of future sessions of the Conference

A. *The social and solidarity economy (SSE) for a human-centred future of work (general discussion)*

Source, nature and context of the proposed item

1. The proposal seeks to generate guidance for the ILO following the adoption of the ILO Centenary Declaration for the Future of Work, 2019, (Centenary Declaration) and the 2008 ILO Declaration on Social Justice for a Fair Globalization, which calls for a “vibrant social economy”. In particular, the Centenary Declaration notes the supporting role of the SSE in generating decent work, productive employment and improved living standards for all. It is important to identify and understand the role of different forms of SSE enterprises and organizations, which can accommodate tailored solutions to improve the organization of work and production while creating decent jobs. The ILO Regional Tripartite Conference held in Johannesburg in 2009 provided a definition for SSE: “enterprises and organizations (cooperatives, mutual benefit societies, associations, foundations and social enterprises) which produce goods, services and knowledge that meet the needs of the community they serve, through the pursuit of specific social and environmental objectives and the fostering of solidarity”. Since then, the ILO has organized ten SSE Academies with the participation of over 1,500 policy makers, practitioners, experts and scholars from ILO constituents, and cooperative and SSE movements.

Constituents’ needs and realities in light of the ILO’s strategic objectives

2. Calls are growing for new models of development. As value-driven enterprises, cooperatives and SSE enterprises, associations and organizations emerge with innovative solutions to creating and sustaining jobs. They hold great potential in advancing decent work and achieving Sustainable Development Goal 8 by contributing towards formalizing the informal economy, integrating women and youth into the workplace, and eliminating child labour. A growing number of countries are developing or have adopted measures to advance SSE in the past two decades. Such measures include:
 - legal or policy frameworks on the SSE adopted by the Governments of Ecuador, France, Mexico, Philippines, Portugal and Spain, as well as Quebec (Canada);
 - SSE policies are currently being developed in South Africa and Tunisia;
 - ministries or departments of the SSE established in Colombia, France, Republic of Korea and Luxembourg;
 - national and local programmes promoting the SSE launched in Colombia, India, Republic of Korea, Nicaragua, Spain and Uganda; and
 - sectoral programmes (e.g. health) developed on the SSE in West Africa.

The ILO co-founded the UN Inter-Agency Task Force on Social and Solidarity Economy (TFSSE) in 2013, which comprises 19 UN agencies, the European Union and the Organisation for Economic Co-operation (OECD) as members and ten civil society organizations as observers.

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

3. The growing global interest in cooperatives and SSE enterprises, coupled with the 2019 Centenary Declaration, calls for an enabling environment for entrepreneurship and sustainable enterprises, including for cooperatives and the SSE. Other recent ILO standards such as the Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204), have also reflected the importance of cooperatives and the SSE. Cooperatives constitute the largest and most organized segment of the SSE. The ILO's Promotion of Cooperatives Recommendation, 2002 (No. 193), also provides a very solid basis for national policies on cooperatives. The debate on the SSE is, however, much broader than co-operatives and it will be timely to fully discuss their added value and the role that the SSE can play in fulfilling the ILO Decent Work Agenda.

Expected outcome

4. The expected outcomes would be conclusions and a resolution, with a view to providing further guidance to the ILO regarding:
 - (a) providing a universal definition of the term "social and solidarity economy", including its associated principles and values;
 - (b) assessing the contribution of the SSE to managing and promoting the overall support for people through the transitions they will face throughout their working lives;
 - (c) providing policy guidelines for member States wishing to establish a conducive environment for their national social and solidarity economy;
 - (d) engaging in the promotion of the SSE worldwide, including through development cooperation;
 - (e) establishing and maintaining a wide range of partnerships with institutions, organizations and agencies representing the SSE, or involved in the promotion of the SSE.

Preparation of the Conference discussion

5. The Conference discussions would benefit from the results of the 2013 session of the Conference general discussion and the work of the tripartite meeting of experts held in October 2015. The Conference could draw from the Centenary Declaration, which illustrates an enhanced understanding of decent work and climate change issues faced by the ILO's constituents and the Organization's readiness to provide informed policy guidance in this area.

B. Skills and lifelong learning
(general discussion)

Source, nature and context of the proposed item

6. The acquisition of skills, competencies and qualifications for all workers throughout their working lives and strengthening the capacities of all people to benefit from the opportunities of a changing world of work through effective lifelong learning have featured prominently in discussions at the Centenary Session of the Conference¹ and in the Centenary

¹ ILO: [Fourth item on the agenda: ILO Centenary outcome document – Report of the Committee of the Whole: Summary of proceedings](#), Provisional Record No. 6B(Rev.), International Labour Conference, 108th Session, Geneva, June 2019.

Declaration.² In consultations following the Centenary Session, constituents have identified “skills and lifelong learning” as a possible topic of interest for a general discussion at the Conference in 2020.

7. The ILO’s normative work on skills development has elaborated lifelong learning concepts from the time they first entered international policy debates in the 1970s. Most recently, these concepts have been embedded in the Human Resources Development Recommendation, 2004 (No. 195). However, in the context of ongoing changes to education and training systems, labour markets and the societies they seek to serve, it is timely to reconsider the concept of skills and lifelong learning, examine the key issues that shape the design and implementation of policies and institutions, and to outline priority current and possible future actions for the ILO.

Constituents’ needs and realities in light of the ILO’s strategic objectives

8. Recent years have witnessed a growing interest in skills and lifelong learning as an indispensable element of policy responses to the future of work. A general discussion at the Conference could address different aspects including:
 - (a) tripartite, multi-stakeholder and cross-sectoral institutional arrangements to address the governance challenges of skills and lifelong learning systems;
 - (b) equitable financing models and mechanisms that support lifelong learning for individuals and enable the contribution of enterprises to skills development;
 - (c) the particular demands on skills and lifelong learning systems arising from the “youth bulge”, and the need for up-skilling and reskilling of adults and within ageing societies;
 - (d) equal access to skills development for all workers, irrespective of the contractual arrangement or employment status;
 - (e) the link between skills development, skills utilisation, decent work and sustainable enterprise growth;
 - (f) the role of lifelong learning as an organizing principle of education and training systems and, more broadly, societies.

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

9. The Centenary Declaration provides new impetus to the discussion on skills and lifelong learning suggesting it may have to go beyond the scope of Recommendation No. 195, and consider the implications for constituents and people arising from rapidly changing labour markets as they are transformed by the forces of globalization, technological progress, demographic shifts and climate change.
10. A general discussion would support the third recurrent discussion on employment scheduled for 2021 in which skills development will feature strongly as part of an integrated approach to the promotion of employment.
11. The logic behind the sequencing is that a general discussion would provide a solid ground for the recurrent discussion on employment, while at the same time not interfering with the standard-setting discussion on apprenticeships.

² [Centenary Declaration](#), op. cit., Parts II(A)(iii) and III(A)(ii).

Expected outcome

12. A general discussion could provide sharper and innovative guidance and direction concerning the design and implementation of skills systems and policies that support lifelong learning, with the ultimate goal to leave no one behind by equipping people with the right skills to utilize decent work opportunities and by enabling enterprises to prosper through the development and utilization of skills. As such, the outcome could help inform the ILO's contribution to the 2030 Agenda for Sustainable Development and contribute to the recurrent discussion on employment (2021).
13. The guidance and direction provided by the Conference would set the parameters for an ILO strategy on skills and lifelong learning and therefore help inform the future work of the Office in that area and would also help form the basis of guidance by the Office to member States.

Preparation of the Conference discussion

14. Given the very short period available to prepare for a general discussion, and given the current work under way for the standard-setting discussion on apprenticeships and the recurrent discussion on employment, the general discussion would draw heavily on existing and ongoing research, policy dialogues, tripartite consultations and other activities being carried out at the global, regional and country levels.

C. *A just transition of the world of work towards environmentally sustainable economies and societies for all*
(*standard setting, double discussion*)

Source, nature and context of the possible item ³

15. In 2013, the 102nd Session of the Conference adopted conclusions concerning achieving decent work, green jobs and sustainable development, including a proposal to convene a meeting of experts to provide further normative guidance on issues related to the greening of economies, green jobs and a just transition for all. ⁴ At its March and June 2014 sessions, the Governing Body mandated a meeting of experts to adopt in particular draft guidelines. In October 2015, the Meeting of Experts unanimously adopted *Guidelines for a just transition towards environmentally sustainable economies and societies for all*. At its 325th Session (October–November 2015), the Governing Body requested the Director-General to use the Guidelines as a basis for activities and outreach. ⁵
16. The Workers' group has expressed support for a standard-setting process throughout, calling in November 2015 "for the development of an instrument on a just transition with a view to sustainable development", and viewing "the Guidelines as a first step towards such a standard". The Employers' group has maintained the view throughout that there is no value

³ 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) and 31 (United Kingdom); [GB.319/INS/2](#), Appendix VIII, paras 6–9; [GB.319/PV](#), para 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).

⁴ See *Conclusions concerning achieving decent work, green jobs and sustainable development*, paras 19(d) and 24.

⁵ See [GB.325/PV](#), para. 494(b). See also [GB.335/INS/PV](#), para. 21.

in standard setting as the ILO had adopted Guidelines which addressed the matter.⁶ The position of Government members has varied over time, most recently suggesting support from Africa and group of industrialized market economy countries for a reconsideration of a standard-setting item on a just transition after the Centenary Conference.⁷

17. The current proposal is made for a standard-setting or general discussion on a just transition to a future of work that contributes to sustainable development. It seeks to generate new guidance for the ILO following the adoption of the Centenary Declaration. Indeed, the Centenary Declaration notes that the ILO enters into its second centenary at a time of transformative change in the world of work marked, among others, by environmental and climate change, which have profound impacts on the nature and future of work.

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

18. Recent research by the ILO highlighted that over 1 billion jobs depend on a sustainable environment and healthy ecosystems, making environmental degradation a serious risk for decent work. 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 guidance 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 and practices, including social dialogue, fully taking into consideration the imperative of decent work, could create many new decent jobs, protect workers and enterprises while providing remedies for those affected by changes.

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

19. The Centenary Declaration notes that in discharging its constitutional mandate, the ILO must direct its efforts to ensuring a just transition to a future of work that contributes to sustainable development in its economic, social and environmental dimensions. The concept of "just transition" is increasingly used by a number of different groups, organizations and institutions. However, these actors are not always defining or using the concept in a similar way and, as part of the same process, they may use it to address different constituencies for different purposes. This may entail a lack of coherence in policies and approaches to a just transition. ILO guidance would provide a shared and international definition of "just transition", which would ensure the inclusion of decent work as the ILO's tripartite constituents have defined it.
20. 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

⁶ See [GB.328/PV](#), paras 15 and 20. See also [GB.335/INS/PV](#), para. 15.

⁷ See [GB.335/INS/PV](#), paras 27 and 29.

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).

emanate from the governance structures in the current climate change arena. It must originate from the ILO as the only tripartite United Nations agency mandated to provide appropriate guidance to promote sustainable development, productive employment and decent work for all women and men.

Expected outcome

21. Expected outcomes are conclusions and a resolution, with a view to providing further guidance to the ILO to advance the integration of decent work dimensions in the pursuit of environmental sustainability, including in the context of UN reforms and country support. It will enable member States to pursue an inclusive approach to the governance of sustainable development, bringing labour and social issues to the core, in line with the 2030 Agenda. The Conference discussion would represent an important milestone following the Centenary Declaration and a global context of urgency to tackle environmental and climate change and prevent unavoidable damage to economies and societies.

Preparation of the Conference discussion

22. The Conference discussions would benefit from the results of the 2013 session of the Conference general discussion and the work of the tripartite meeting of experts held in October 2015. The Conference could draw on the Centenary Declaration, which illustrates an enhanced understanding of decent work and climate change issues faced by the ILO's constituents and the Organization's readiness to provide informed policy guidance in this area.

2. Update as regards the follow-up envisaged in relation to subjects currently under preparation

A. *Resolution of individual labour disputes*

23. The Conference conclusions from the 2013 recurrent discussion called on member States to ensure respect for the rule of law, including through the strengthening of dispute prevention and resolution mechanisms. They further called on the Office to expand its assistance to strengthen and improve the performance of labour dispute prevention and resolution systems and mechanisms, including for the effective handling of individual labour complaints. In turn, the Conference conclusions from the 2018 recurrent discussion on social dialogue called on member States to establish, where appropriate, and develop with social partners dispute prevention and resolution mechanisms that are effective, accessible and transparent. They further called on the Office to assist Members and constituents to strengthen dispute prevention and resolution systems at various levels that promote effective social dialogue and build trust.
24. The Office is progressing in its research on mechanisms for resolution of labour disputes in the framework of the plan of action to implement the Conference conclusions from 2013. This includes research to identify guiding principles for effective resolution of labour disputes, and analysis of global developments in the promotion of access to justice, in the context of the SDGs. Preliminary research findings suggest that individual labour disputes have been increasing worldwide. Causes include growing labour forces, particularly in high labour migration regions; an increased range of protection of individual rights; a decrease in trade union density and/or collective bargaining coverage; and increased inequality as a result of segmented labour markets. It appears that the increase in individual labour disputes has contributed to challenges that can limit access to labour justice. These can include high costs and delays; a lack of independence and impartiality; insufficient capacity to address evolving forms of labour disputes; and reduced scope for social dialogue, including collective mechanisms. Member States have responded in a variety of ways including: the establishment of new or additional dispute resolution mechanisms and bodies; modified

procedural rules and institutional structures; improved capacity of dispute resolution practitioners; specialized dispute resolution mechanisms for vulnerable groups of workers; and increased dispute prevention measures, including through the promotion of workplace mechanisms.

25. The preliminary research findings also suggest that the existing body of international labour standards could be enhanced. First, there is no single standard that directly and comprehensively addresses the issue of labour dispute resolution. Secondly, there is a relative lack of detail in the guidance in existing standards. Matters on which guidance could be valuable include: the role of the State in ensuring the effective application of the rule of law through access to labour justice; the role and operation of courts and non-judicial mechanisms in resolving labour disputes, including specialist labour courts; and the role of the social partners in effective labour dispute prevention and resolution.
26. Existing standards are set to be reviewed by the Standards Review Mechanism Tripartite Working Group: four of the six instruments in set 12 relate to dispute resolution. This, together with ongoing 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. During the 2020–21 biennium, the Office will publish: (1) comparative research on individual labour dispute resolution systems in non-OECD countries; (2) an analysis of how international labour standards offer guidance on the promotion of access to justice; (3) a study on access to justice and the role of labour courts; and (4) a number of related policy briefs. Given the wide variety of national practices, the interconnections between different types of labour disputes, and the use of similar institutions and procedures for different types of disputes, a possible first next step would be a meeting of experts to be scheduled in the 2022–23 biennium. This meeting might then advise on subsequent action, including either a general discussion or a standard-setting item for a future session of the Conference.

B. Decent work in the world of sport⁹

27. This subject is considered in the framework of the agenda of the Conference on the basis of a suggestion made by the Workers' group.¹⁰ 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 January 2017, the sectoral advisory bodies 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).¹¹ At its 334th Session (October–November 2018), the Governing Body decided that a “Global Dialogue Forum on Decent Work in the World of Sport” would be held in Geneva from 3 to 5 December 2019.¹² The Governing Body further decided that its purpose would be to discuss current and emerging issues related to the promotion of decent work in the world of sport, with the aim of adopting points of consensus, including recommendations for future action by the ILO and its Members.

⁹ See [GB.328/INS/3](#), Appendix I, section 2(C), paras 39–40. See also [GB.328/PV](#), para. 17 (Workers' group).

¹⁰ See [GB.320/INS/2](#), para. 30.

¹¹ See [GB.329/POL/4](#), Appendix II; [GB.329/PV](#), para. 512.

¹² See [GB.334/POL/3](#), Appendix I; [GB.334/POL/PV](#), para. 64.

C. *Independence and protection in public service (fight against corruption)*¹³

28. The conclusions of the Global Dialogue Forum on Challenges to 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 meeting of 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, impartiality and protection of certain categories of public service workers, notably through the fight against corruption.¹⁴
29. As this is an emerging topic and the issues are still under debate, 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 meeting from 11 to 13 January 2017, the sectoral advisory bodies recommended that the Office undertake research on the topic as part of the sectoral programme 2018–19. As a result, the Office has published a working paper on national law and practice on protecting whistle-blowers in the public and financial services sectors.¹⁵ The topic is now considered sufficiently mature for examination by a meeting of experts. To this effect, the Governing Body could consider including a meeting of experts in the programme of global sectoral meetings for the 2020–21 biennium using the resources kept in reserve for one additional meeting per biennium in accordance with decisions taken in the context of the review of the Sectoral Policies Department.¹⁶

D. *Decent work in the platform economy*

30. The Centenary Declaration directs the Office to ensure “that diverse forms of work arrangements, production and business models, including in domestic and global supply chains, leverage opportunities for social and economic progress, provide for decent work and are conducive to full, productive and freely chosen employment”. The question of whether diverse forms of work arrangements meet these objectives has been a recurring call in the Governing Body, especially since the February 2015 Meeting of Experts on Non-Standard Forms of Employment and the subsequent recurrent discussion on labour protection at the 104th Session (2015) of the Conference.
31. Online digital labour platforms, which have emerged over the past decade, are part of the growing diversity of work arrangements. Work on these platforms includes both “cross-border, web-based platforms” (also sometimes referred to as “crowdwork” or “online outsourcing”) and location-based applications (apps) which allocate work to individuals in a specific geographical area. For cross-border web-based platforms, the work is outsourced

¹³ See [GB.328/INS/3](#), Appendix I, section 2(D), paras 41–43. See also [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) and 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).

¹⁴ See [GB.325/INS/2](#), para. 31.

¹⁵ ILO: *Law and practice on protecting whistle-blowers in the public and financial services sectors*, Working Paper No. 328, Geneva, 2019.

¹⁶ [GB.328/POL/8](#), Appendix II, see the recommendations concerning meetings, as confirmed at the January 2017 session of the sectoral advisory bodies.

through an open call to a geographically dispersed crowd or to individuals through freelancing platforms. Though some of these jobs entail the movement of work from the offline to the online economy, in other instances they are new tasks that permit the smooth functioning of web-based industries or the advancement of artificial intelligence systems, such as content moderation on social media sites, or data annotation. Typical activities of location-based applications (apps) are transportation, delivery and home services.

32. Reliable estimates of the employment share of the platform economy are scarce. Figures for 14 EU Member States indicate that it concerns approximately 2 per cent of the adult population; an ILO estimate for Ukraine indicates that it is around 3 per cent of the labour force. An ILO survey of 3,500 workers on five major crowdwork platforms revealed there were workers from 75 countries, with strong representation from Africa, Asia and the Americas. Nevertheless, it is expected that work on digital labour platforms will continue to expand. According to the Oxford Internet Institute's Online Labour Index, activity on the five largest English-language web-based labour platforms expanded by one third between July 2016 and March 2019. This number is likely to increase given the interest of Fortune 500 companies to scale up platform sourcing.
33. The platform economy has disrupted existing business models but also the employment model upon which these business models relied. Work on digital labour platforms provides workers with the opportunity to work from any place, at any time and is particularly attractive for countries with weak labour demand. Yet engaging in such work generates risks for workers with regard to their status of employment, employment and income security, social protection and other benefits, as most of this work is being performed outside the existing scope of labour law. Moreover, in the cross-border, web-based platforms, workers face difficulty in exercising their right to freedom of association and collective bargaining as the platform, and its clients, may be located in a different jurisdiction than the workers. This can also make it difficult for regulators to apply local labour laws.
34. Understanding of the mechanisms to ensure decent work for workers on digital labour platforms needs to be further enhanced. While the Office continues research on this topic, including the preparation of the 2020 World Employment and Social Outlook (WESO) flagship report, constituents have recognized the need for official discussions on this topic. The Centenary Declaration calls on all Members, with the support of the ILO, to "respond to challenges and opportunities in the world of work relating to the digital transformation of work, including platform work" and develop "policies and measures that ensure appropriate privacy and personal data protection". In addition, the March 2019 session of the Governing Body recalled the discussion in November 2018, in which some governments proposed to prioritize action towards decent work in the platform economy. The discussion referred to the resolution concerning the second recurrent discussion on social dialogue and tripartism (2018) calling for "(e) ... access to freedom of association and the effective recognition of the right to collective bargaining of digital platform and gig economy workers".
35. The Office proposes to hold a tripartite meeting of experts on ensuring decent work in the platform economy to help in shaping the necessary policy approach. This could be scheduled for the first semester of 2021, and could draw from the outcomes of the 2020 general discussion on inequalities at the Conference, which will include references to developments in the platform economy as well as other forms of work arrangements, including temporary contracts. The outcome from this meeting could also enrich discussions at the 111th Session of the Conference (2022) on the recurrent item on labour protection, which will pay attention to the opportunities and challenges associated with the growing diversity of forms of work arrangements. Depending on the outcome of the meeting, either a general discussion or a standard-setting item on decent work in the platform economy could be envisaged at the 112th Session of the Conference (2023).

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 Social Protection Floors – 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.
104th (2015)	Facilitating transitions 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.	

Session	Technical items			
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 the Employment (Transition from War to Peace) Recommendation, 1944 (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)	Violence and harassment against women and men in the world of work – standard-setting , double discussion (second discussion).	Centenary Declaration for the Future of Work	Organization of debates and events connected to the ILO's Centenary.	
109th (2020) (to be completed)	To be decided at the 337th Session of the Governing Body.	Inequality and the world of work – general discussion .	A recurrent discussion on the strategic objective of social protection (social security), under the follow-up to the Social Justice Declaration.	Abrogation of Conventions Nos 8, 9, 16, 53, 73, 74, 91 and 145 and withdrawal of Conventions Nos 7, 54, 57, 72, 76, 93, 109, 179 and 180 as well as of Recommendations Nos 27, 31, 49, 107, 137, 139, 153, 154, 174, 186 and 187.
110th (2021) (to be completed)	Apprenticeships – standard-setting , double discussion (first discussion).	To be decided at the 337th or 338th Session of the Governing Body.	A recurrent discussion on the strategic objective of employment, under the follow-up to the Social Justice Declaration.	
111th (2022) (to be completed)	Apprenticeships – standard-setting , double discussion (second discussion).	To be decided at the 337th or 338th Session of the Governing Body.	A recurrent discussion on the strategic objective of social protection (labour protection), under the follow-up to the Social Justice Declaration.	Withdrawal of Recommendation No. 20.

Session	Technical items
112th (2023) (to be completed)	A recurrent discussion on the strategic objective of fundamental principles and rights at work, under the follow-up to the Social Justice Declaration.
113th (2024) (to be completed)	Abrogation of Conventions Nos 45, 62, 63 and 85.

Appendix III. Agenda of the ILO – Timeline (2017–21)

