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Legal Issues and International Labour Standards Section

LILS

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Choice of Conventions and Recommendations on which reports could be requested under article 19, paragraphs 5(e) and 6(d), of the ILO Constitution in 2023

Purpose of the document

The Governing Body is invited to provide guidance on the instruments that would be covered in the General Survey to be prepared by the Committee of Experts on the Application of Conventions and Recommendations (CEACR) in 2023 for discussion at the International Labour Conference in 2024 (see the draft decision in paragraph 27).

Relevant strategic objective: All four strategic objectives.

Main relevant outcome: Outcome 2: Ratification and application of international labour standards.

Policy implications: In accordance with the strategic approach to setting the agenda of future sessions of the International Labour Conference, the choice of instruments is determined by the topic of the recurrent discussion item on the agenda of the Conference in 2025.

Legal implications: None.

Financial implications: None at this stage.

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

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

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/LILS/4](#); [GB.328/PV](#); [GB.331/PV](#), [GB.335/INS/5](#) and [GB.341/INS/PV](#).

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▶ Introduction

1. In accordance with established practice, the Governing Body is invited to examine and approve proposals regarding the choice of Conventions and Recommendations on which governments might be requested to submit reports under article 19(5)(e) and (6)(d) of the Constitution, with a view to the preparation of the annual General Surveys by the Committee of Experts on the Application of Conventions and Recommendations (CEACR).
2. It is recalled that the choice of instruments for the General Surveys prepared by the CEACR on the basis of reports requested under article 19 of the Constitution has been aligned with the theme of the corresponding recurrent item under the follow-up to the ILO Declaration on Social Justice for a Fair Globalization, 2008. General Surveys are discussed by the Conference Committee on the Application of Standards at the Conference session one year in advance of the session at which the Conference discusses the related recurrent item.
3. Moreover, in its 2016 resolution on advancing social justice through decent work, the Conference called on the ILO to “[e]nsure that there are appropriate and effective linkages between the recurrent discussions and the outcomes of the Standards Initiative, including exploring options for making better use of article 19, paragraphs 5(e) and 6(d), of the ILO Constitution, without increasing the reporting obligations of member States”.¹ This includes the adoption of appropriate modalities to ensure that General Surveys and the related discussion by the Conference Committee on the Application of Standards (CAS) contribute to recurrent discussions.²
4. Following its decision establishing the cycle of recurrent discussions to be held in the framework of the follow-up to the resolution on advancing social justice through decent work, the Governing Body decided to place an item concerning a recurrent discussion on fundamental principles and rights at work on the agenda of the 112th Session of the International Labour Conference (2024).³ This will conclude the current cycle of recurrent discussions. At its present session, the Governing Body will consider a proposal to initiate a new cycle of recurrent discussions and include an item on social dialogue on the agenda of the 113th Session of the Conference (2025).⁴ Should the proposal be adopted, the Governing Body may wish to consider the options presented below in respect of instruments governing social dialogue to be examined in a General Survey.
5. It is further noted that the General Surveys and their discussion in the CAS may be expected to inform the ongoing examination of ILO standards in the context of the Standards Review Mechanism. In accordance with the ILO Centenary Declaration for the Future of Work (Centenary Declaration), the fundamental importance of international labour standards requires the Organization to have and promote a clear, robust, up-to-date body of international labour standards. With a view to expanding the reach and

¹ Para. 15.1 of the 2016 [Resolution on Advancing Social Justice through Decent Work](#).

² Para. 15.2(b) of the resolution.

³ [GB.328/PV](#), para. 25(1)(iv). In view of the deferral of the 109th Session of the International Labour Conference to 2021, the Governing Body decided “to defer accordingly the remaining part of the five-year cycle for recurrent discussions adopted at its 328th Session”, and confirmed that the recurrent discussion on fundamental principles and rights at work would be included on the agenda of the 112th Session of the International Labour Conference in 2024 (see [GB.341/INS/PV](#), para. 47).

⁴ [GB.343/INS/2](#), para. 23.

- improving the implementation of standards, proposals to enhance the linkages between General Surveys, the Standards Review Mechanism and recurrent discussions have been made in the context of the work plan on strengthening the supervisory system.⁵
6. In this context, the Governing Body may wish to consider one or more instruments on which governments should be requested to submit reports under article 19 of the Constitution in 2023 for discussion by the CAS in 2024, one year in advance of the recurrent discussion on social dialogue at work in 2025.
 7. At its present session, the Governing Body is considering a proposal to initiate a new cycle of recurrent discussions, starting with putting a recurrent discussion on social dialogue on the agenda of the 113th Session of the Conference (2025).⁶ Should the Governing Body decide to undertake an evaluation of the ILO Declaration on Social Justice for a Fair Globalization in 2025, it could consider that the General Survey, which is the subject of this document, could be undertaken by the Committee of Experts in 2024 instead of 2023.
 8. In formulating its proposals, the Office has been mindful of the guidance provided by the Governing Body to strictly limit the number of instruments proposed for selection. The Governing Body may wish to provide guidance to the Office for the subsequent preparation of the report form for the 344th Session of the Governing Body (March 2022).

▶ Proposed instruments for the General Survey to be prepared by the CEACR in 2023 for discussion by the Committee on the Application of Standards (CAS) in 2024

First option: Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), Tripartite Consultation (Activities of the International Labour Organisation) Recommendation, 1976 (No. 152), and Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205)

9. A General Survey of Convention No. 144 and Recommendation No. 152 as they relate to Recommendation No. 205 could provide a comprehensive overview across Member States of the role that tripartite social dialogue has played in addressing the COVID-19 crisis, both in the context of immediate response and in the framework of building back better to increase resilience and facilitate recovery. Recommendation No. 205 provides that “[i]n responding to crisis situations, Members should ... ensure that all measures provided for in this Recommendation are developed or promoted through gender-inclusive social dialogue, taking into account the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144).”⁷ Social dialogue is one of the four pillars of action defined by the ILO to lessen the impact of COVID-19 on businesses, jobs and the most vulnerable members of society.⁸

⁵ Formerly known as the “Standards Initiative”, see [GB.335/INS/5](#), para. 67.

⁶ See [GB.343/INS/2](#), para. 23.

⁷ [Employment and Decent Work for Peace and Resilience Recommendation, 2017 \(No. 205\)](#), Para. 24(a).

⁸ See the ILO repository of [Country policy responses](#).

10. A combined examination of these instruments would provide an early review of the effect given to the global call to action for a human-centred recovery from the COVID-19 crisis (the “global call to action”).⁹ The section in the global call to action dedicated to social dialogue calls on Member States to “build upon the role that social dialogue, both bipartite and tripartite, has played in the immediate response to the COVID-19 pandemic”, and to further “promote social dialogue ... to support delivery of the outcomes set out in this global call to action, including through governments consulting with social partners on designing and implementing national recovery plans and policies addressing the need for retention and creation of decent jobs, business continuity, and investment in priority sectors and areas, both public and private, to ensure a job-rich recovery”.
11. Convention No. 144 requires ratifying States to operate procedures that ensure effective consultations between government and the most representative organizations of employers and workers on matters relating to international labour standards. Recommendation No. 152 recommends expanding the scope of tripartite consultations to “other matters of mutual concern”, in particular as they relate to ILO activities.¹⁰
12. Recommendation No. 205 provides a unique normative framework focusing on world-of-work-related measures to prevent and respond to the devastating effects of crises on economies and societies. It outlines a strategic approach to crisis response, including comprehensive strategies for enabling recovery, building resilience and safeguarding social cohesion in the short, medium and long term. It includes all types of disasters, that is to say serious disruptions to the functioning of a community or a society of any scale, leading to human, material, economic or environmental losses and impacts. It therefore applies to the COVID-19 crisis. Recommendation No. 205 highlights the critical importance of social dialogue in all aspects of the development, implementation, monitoring and review of policy responses to crisis situations, such as the COVID-19 crisis, to ensure that these are grounded in respect for rights at work, tailored to national circumstances and benefiting from local ownership, while supporting sustainable enterprises to ensure business continuity. It underlines the key role of consultation and encouraging the active participation of employers’ and workers’ organizations in planning, implementing and monitoring measures for recovery and resilience, and calls on Member States to recognize the vital role of employers’ and workers’ organizations in crisis response.
13. A General Survey on Convention No. 144 and Recommendation No. 205 would also respond to the Centenary Declaration’s call for Member States to work on the basis of tripartism and social dialogue to further develop a human-centred approach to the future of work, in the conviction that tripartite representation and dialogue contribute to the overall cohesion of societies and are a matter of public interest. They contribute to well-functioning and productive economies and labour markets.
14. The objectives outlined in the two instruments are also inextricably linked to the achievement of the Sustainable Development Goals (SDGs), particularly but not limited to Goals 8 and 16.¹¹
15. The Governing Body requested reports under article 19 of the Constitution on Convention No. 144 in 1981 and 1999. The 2000 General Survey concerning Convention No. 144 and Recommendation No. 152 concluded that States’ difficulties in the application or

⁹ “Global call to action for a human-centred recovery from the covid-19 crisis that is inclusive, sustainable and resilient”, adopted at the 109th Session of the International Labour Conference, June 2021.

¹⁰ Tripartite Consultation (Activities of the International Labour Organisation) Recommendation, 1976 (No. 152), Para. 6.

¹¹ SDG target 16.7: Ensure responsive, inclusive, participatory and representative decision-making at all levels.

ratification of the Convention are related not to a lack of political will, but mostly to the choice of the most appropriate form of consultation, to the representativeness of employers' and workers' organizations, to problems arising from the transition to political pluralism and the market economy, inadequate administrative resources, or to financial constraints.

16. In the meantime, Convention No. 144 benefited from extended ratification campaigns as part of promotion efforts for governance Conventions and on the occasion of the ILO's Centenary. It has attracted an additional 55 ratifications since 2000 and has now been ratified by 156 Member States. It has become the most widely ratified governance Convention, and remains only 31 ratifications short of universal ratification.

Second option: Labour Administration Convention, 1978 (No. 150) and Labour Administration Recommendation, 1978 (No. 158)

17. A General Survey on Convention No. 150 and Recommendation No. 158 could provide a comprehensive overview of the impact that the COVID-19 crisis has had on national systems of labour administration across the world and illustrate the central role they have played in managing the immediate response to the crisis and in planning and implementing the longer term recovery, in consultation with the social partners. It can also provide an illustration of the assistance provided by the ILO and other United Nations (UN) system entities in this framework and help identify good practices in building back better in line with UN-wide guidance.
18. Convention No. 150 and Recommendation No. 158 relate to the achievement of a number of SDGs, including Goal 8 (considering Convention No. 150 envisages the system of labour administration as the primary system responsible for the preparation, administration, coordination, checking and review of national labour policy) and Goal 16 (considering the instruments set standards for an "effective, accountable and transparent" labour market institution).¹²
19. Convention No. 150 requires ratifying countries to ensure, in a manner appropriate to national conditions, the organization and effective operation in their territory of a system of labour administration, the functions and responsibilities of which are properly coordinated. The labour administration system should be responsible for: the formulation, implementation and supervision of national labour standards; employment and human resources development; and studies, research and statistics on labour. It should also provide support for labour relations. Participation by workers and employers and their respective organizations in national labour policies should also be ensured. Labour administration staff should have the status, material means and financial resources necessary for the effective performance of their duties. Convention No. 150 has been ratified by 78 countries to date and is regarded as an up-to-date instrument. Recommendation No. 158 provides guidance on the role, functions and organization of labour administration systems, identifying among its functions labour inspection and the promotion of sound labour relations. Given the key role of labour administrations in tackling the COVID-19 crisis, the General Survey could serve to identify obstacles preventing ratification and provide guidance on ways to overcome them.
20. A General Survey on this subject would constitute a concrete follow-up to the global call to action and take stock of the extent to which ILO Member States have strengthened "the

¹² SDG target 16.6: Develop effective, accountable and transparent institutions at all levels.

capacity of public administrations and employers' and workers' organizations to participate in such [social] dialogue as the means to develop and implement regional, national, sectoral and local recovery strategies, policies and programmes", ¹³ as well as ILO efforts to "strengthen the capacity of labour administrations, labour inspectorates and other relevant authorities to ensure implementation of rules and regulations [in the context of COVID-19], especially regarding social protection and occupational safety and health". ¹⁴ The General Survey would also draw upon the Centenary Declaration, which underlines that safe and healthy working conditions are fundamental to decent work and calls on the ILO to direct its efforts towards "strengthening labour administration and inspection". ¹⁵

21. The Governing Body requested reports under article 19 of the Constitution on these instruments in 1996. The 1997 General Survey was the first General Survey dealing specifically with Convention No. 150 and Recommendation No. 158 and remains the only one to date.

Third option: Workers' Representatives Convention, 1971 (No. 135) and Workers' Representatives Recommendation, 1971 (No. 143)

22. A General Survey on Convention No. 135 and Recommendation No. 143 would enable the Conference to examine for the first time the effect given to these two instruments and the essential protection they provide for the exercise of freedom of association rights in the workplace. Workers' representatives, in other words both trade union representatives and representatives freely elected by the undertaking's workers, play a central role in workplace cooperation mechanisms and in other forms of social dialogue, even if the functions of freely elected workers' representatives should not include activities that are recognized as the exclusive prerogative of trade unions and their existence should not be used to undermine the position of the trade unions concerned or their representatives. ¹⁶
23. Convention No. 135 provides that workers' representatives in an undertaking should enjoy effective protection against any act prejudicial to them, including dismissal, based on their status or activities as a workers' representative or on union membership or participation in union activities, insofar as they act in conformity with existing laws or collective agreements or other jointly agreed arrangements. Facilities in the undertaking should be afforded to workers' representatives as may be appropriate in order to enable them to carry out their functions promptly and efficiently. The accompanying Recommendation No. 143 provides additional guidance with regard to protection and facilities afforded to workers' representatives in the undertaking. Both instruments contribute to the achievement of SDGs 8 and 16. ¹⁷
24. To date, Convention No. 135 has been ratified by 85 countries and is classified as an up-to-date instrument. Despite a relatively advanced total number of ratifications, only one ratification has been registered since 2010, and the Convention remains less ratified than other freedom of association instruments despite the importance of its provisions for effective workplace cooperation. In the current context, a General Survey on Convention

¹³Global call to action, para. I.11.D.c.

¹⁴Global call to action, para. II.13.d.

¹⁵ ILO, *ILO Centenary Declaration for the Future of Work*, 2019, para. II.A(xi).

¹⁶ Articles 3(b) and 5 of [Convention No. 135](#), echoed in Article 3(2) of the [Collective Bargaining Convention, 1981 \(No. 154\)](#).

¹⁷ See para. 12.

- No. 135 and its accompanying Recommendation No. 143 would present an opportunity to identify any obstacles preventing wider ratification of the Convention, as well as ways to address them.
25. A General Survey on these instruments would follow up on and illustrate progress towards fulfilling the Centenary Declaration and the global call to action. The latter calls on Member States to build on the role that social dialogue, both bipartite and tripartite, has played in the immediate response to the COVID-19 pandemic in many countries and sectors, based on respect for, and the promotion and realization of, the enabling rights of freedom of association and the effective recognition of the right to collective bargaining. One of the consequences of the COVID-19 pandemic has been the acceleration of the digital transformation in the world of work, which has had a dramatic impact on the exercise of the functions of workers' representatives and the consequent protection they need. For example, the increase in telework fundamentally changes the ways in which workplaces may be accessed by workers' representatives as, in such cases, the "workplace" encompasses a digital network. This also leads to data privacy questions and the need to ensure protection of workers' representatives against digital methods of discrimination and harassment such as cyberbullying. The General Survey could examine the way in which the functions of workers' representatives have been impacted by these developments and ways to address these emerging issues.
 26. The Centenary Declaration also provides that effective workplace cooperation is a tool to help ensure safe and productive workplaces, insofar as it respects collective bargaining and its outcomes, and does not undermine the role of trade unions. Building on this statement, the General Survey could illustrate the importance of the safeguards that protect workers' representatives in the context of negotiations and consultations over the introduction of COVID-19 response measures in the workplace such as occupational safety and health preventative and protective measures, working time adaptations and wage issues.

▶ Draft decision

27. **The Governing Body requested the Office to prepare, for its consideration at its 344th Session (March 2022), the article 19 report form on the instruments selected from the three options contained in document GB.343/LILS/2 for the General Survey to be prepared by the Committee of Experts on the Application of Conventions and Recommendations (CEACR) in 2023 for discussion by the Conference Committee on the Application of Standards in 2024.**

► **Appendix****List of Conventions and Recommendations on which the Governing Body has previously decided to request reports from governments under article 19 of the Constitution ¹**

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
1952	
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. 97	Migration for Employment Convention (Revised), 1949
R. 86	Migration for Employment Recommendation (Revised), 1949

¹ The dates indicated correspond to the year in 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.

1953	
C. 94	Labour Clauses (Public Contracts) Convention, 1949
R. 84	Labour Clauses (Public Contracts) Recommendation, 1949
C. 95	Protection of Wages Convention, 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
R. 79	Medical Examination of Young Persons Recommendation, 1946
C. 79	Night Work of Young Persons (Non-Industrial Occupations) Convention, 1946
R. 80	Night Work of Young Persons (Non-Industrial Occupations) Recommendation, 1946
1955	
C. 98	Right to Organise and Collective Bargaining Convention, 1949
R. 91	Collective Agreements Recommendation, 1951
C. 100	Equal Remuneration Convention, 1951
R. 90	Equal Remuneration Recommendation, 1951
1956	
C. 81	Labour Inspection Convention, 1947
R. 81	Labour Inspection Recommendation, 1947
R. 82	Labour Inspection (Mining and Transport) Recommendation, 1947
C. 87	Freedom of Association and Protection of the Right to Organise Convention, 1948
1957	
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
1958	
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. 84	Right of Association (Non-Metropolitan Territories) Convention, 1947
R. 91	Collective Agreements Recommendation, 1951
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 were also 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 Conventions (basic human rights, social policy, labour administration, employment policy and services, wages, social security, minimum age and maternity protection)	
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
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

P. 89	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
P. 81	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
P. 155	Protocol of 2002 to the Occupational Safety and Health Convention, 1981
R. 164	Occupational Safety and Health Recommendation, 1981
2009	
C. 88	Employment Service Convention, 1948
C. 122	Employment Policy Convention, 1964
C. 142	Human Resources Development Convention, 1975
C. 181	Private Employment Agencies Convention, 1997
R. 189	Job Creation in Small and Medium-Sized Enterprises Recommendation, 1998
R. 193	Promotion of Cooperatives Recommendation, 2002
2010	
C. 102	Social Security (Minimum Standards) Convention, 1952
C. 168	Employment Promotion and Protection against Unemployment Convention, 1988
R. 67	Income Security Recommendation, 1944
R. 69	Medical Care Recommendation, 1944
2011	
C. 29	Forced Labour Convention, 1930
C. 105	Abolition of Forced Labour Convention, 1957
C. 87	Freedom of Association and Protection of the Right to Organise Convention, 1948
C. 98	Right to Organise and Collective Bargaining Convention, 1949

C. 100	Equal Remuneration Convention, 1951
C. 111	Discrimination (Employment and Occupation) Convention, 1958
C. 138	Minimum Age Convention, 1973
C. 182	Worst Forms of Child Labour Convention, 1999
2012	
C. 151	Labour Relations (Public Service) Convention, 1978
C. 154	Collective Bargaining Convention, 1981
R. 159	Labour Relations (Public Service) Recommendation, 1978
R. 163	Collective Bargaining Recommendation, 1981
2013	
C. 131	Minimum Wage Fixing Convention, 1970
R. 135	Minimum Wage Fixing Recommendation, 1970
2014	
C. 11	Right of Association (Agriculture) Convention, 1921
C. 141	Rural Workers' Organisations Convention, 1975
R. 149	Rural Workers' Organisations Recommendation, 1975
2015	
C. 97	Migration for Employment Convention (Revised), 1949
C. 143	Migrant Workers (Supplementary Provisions) Convention, 1975
R. 86	Migration for Employment Recommendation (Revised), 1949
R. 151	Migrant Workers Recommendation, 1975
2016	
C. 167	Safety and Health in Construction Convention, 1988
C. 176	Safety and Health in Mines Convention, 1995
C. 184	Safety and Health in Agriculture Convention, 2001
C. 187	Promotional Framework for Occupational Safety and Health Convention, 2006
R. 175	Safety and Health in Construction Recommendation, 1988
R. 183	Safety and Health in Mines Recommendation, 1995
R. 192	Safety and Health in Agriculture Recommendation, 2001
R. 197	Promotional Framework for Occupational Safety and Health Recommendation, 2006
2017	
C. 1	Hours of Work (Industry) Convention, 1919
C. 14	Weekly Rest (Industry) Convention, 1921
C. 30	Hours of Work (Commerce and Offices) Convention, 1930
C. 47	Forty-Hour Week Convention, 1935
R. 116	Reduction of Hours of Work Recommendation, 1962
C. 89	Night Work (Women) Convention (Revised), 1948
P. 89	Protocol of 1990 to the Night Work (Women) Convention (Revised), 1948
R. 13	Night Work of Women (Agriculture) Recommendation, 1921
C. 106	Weekly Rest (Commerce and Offices) Convention, 1957
R. 103	Weekly Rest (Commerce and Offices) Recommendation, 1957
C. 132	Holidays with Pay Convention (Revised), 1970
R. 98	Holidays with Pay Recommendation, 1954
C. 171	Night Work Convention, 1990
R. 178	Night Work Recommendation, 1990
C. 175	Part-Time Work Convention, 1994
R. 182	Part-Time Work Recommendation, 1994
2018	
R. 202	Social Protection Floors Recommendation, 2012

2019	
C. 122	Employment Policy Convention, 1964
C. 159	Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983
C. 177	Home Work Convention, 1996
R. 168	Vocational Rehabilitation and Employment (Disabled Persons) Recommendation, 1983
R. 169	Employment Policy (Supplementary Provisions) Recommendation, 1984
R. 184	Home Work Recommendation, 1996
R. 198	Employment Relationship Recommendation, 2006
R. 204	Transition from the Informal to the Formal Economy Recommendation, 2015

2020

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2021	
C. 149	Nursing Personnel Convention, 1977
R. 157	Nursing Personnel Recommendation, 1977
C. 189	Domestic Workers Convention, 2011
R. 201	Domestic Workers Recommendation, 2011

2022	
C. 111	Discrimination (Employment and Occupation) Convention, 1958
R. 111	Discrimination (Employment and Occupation) Recommendation, 1958
C. 156	Workers with Family Responsibilities Convention, 1981
R. 165	Workers with Family Responsibilities Recommendation, 1981
C. 183	Maternity Protection Convention, 2000
R. 191	Maternity Protection Recommendation, 2000

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To be decided by the Governing Body