



## FIRST ITEM ON THE AGENDA

**Follow-up on the recommendations of  
the Working Party****Contents**

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## Introduction

1. This document contains updated information concerning follow-up on the recommendations of the Working Party on Policy regarding the Revision of Standards and is submitted for examination by the Working Party at its tenth meeting during the 277th Session (March 2000) of the Governing Body.<sup>1</sup> It responds to a request for a yearly review of such activities. This review of follow-up activities in 1999 is presented in two separate documents. In addition to the present document, the detailed result of follow-up in the form of consultations on certain decisions concerning seafarers is reported in a separate document,<sup>2</sup> in which the Working Party is also invited to re-examine six of the instruments concerning seafarers in the light of the consultations held.
2. The present report initially highlights general follow-up on action taken by the Office on the recommendations of the Working Party. The second part focuses on follow-up action with respect to specific Conventions. This part has been structured in the same way as the *Information note on the progress of work and decisions taken concerning the revision of standards* (Information note) (see below) and the information presented is thus organized by category of decision. In a concluding section proposals are made for future follow-up action by the Office.
3. In accordance with the demands of the Working Party, the Office regularly updates the Information note containing a summary of the work of the Working Party. The present updated version (Appendix I) covers decisions taken by the Governing Body up to and including its 276th Session (November 1999). Some modifications in the presentation have also been made in the light of comments made during the latest meeting of the Working Party.
4. The Office has also updated the *table listing ratifications and denunciations of relevant Conventions* (Appendix II) since the establishment of the Working Party, which now covers the period 1 November 1995 to 31 December 1999 inclusive.
5. Following a request by the Working Party in November 1999, the Office has also prepared *summary tables* (Appendix III) including the decisions by the Governing Body resulting from the work of the Working Party. The main purpose of these tables is to offer an easily accessible overview of the current status regarding ILO standards. Unlike the Information note, these tables do not, however, and cannot reflect the nuances of the decisions taken by the Working Party. The Information note and the summary tables thus complement one another.

## I. General follow-up action

6. During the 87th Session (June 1999) of the International Labour Conference, the Chairperson of the Working Party informed the members of the *Conference Committee on the Application of Standards* of progress in the work of the Working Party with specific

<sup>1</sup> The Working Party has examined detailed reports on this issue at previous meetings. See GB.268/LILS/WP/PRS/2, GB.270/LILS/WP/PRS/1/1 and GB.274/LILS/WP/PRS/1.

<sup>2</sup> GB.277/LILS/WP/PRS/1/2.

reference to an updated version of the Information note which, as in previous years, was circulated as a Committee document.<sup>3</sup>

7. The Office has also been promoting policy regarding the revision of standards through meetings, seminars and lectures. On the occasion of a *ministerial meeting* in San José in November 1999, ILO policy regarding the revision of standards was presented to representatives of Costa Rica, El Salvador, Guatemala, Honduras, Panama and the Dominican Republic with the assistance of the multidisciplinary advisory team in San José.
8. At the annual *seminar* organized by the International Labour Standards Department in cooperation with the International Training Centre of the ILO, Turin, during the two weeks preceding the International Labour Conference 1999, participants were informed of the latest developments in policy regarding the revision of standards and were called on to analyse the Governing Body's decisions in relation to their relevance to their particular country. At a further seminar held in Turin in August, for lawyers and legal educators, an extensive discussion took place on the revision of international labour standards.
9. A regional seminar was held in the Bahamas covering the Caribbean region. This seminar formed part of a series of *regional seminars* organized by the International Labour Standards Department. While mainly focused on the contents and application of standards of particular relevance to the region and the comments of the supervisory bodies, the agenda also included policy on revision and the portfolio for new and revised standards.
10. Similarly, in a series of *national tripartite seminars* held in Bangladesh, Bosnia and Herzegovina, Costa Rica, Egypt, India, Nicaragua, Pakistan, Panama and Uruguay, for example, emphasis was placed on providing assistance to and training for participants on international labour standards and the supervisory machinery in general. Participants directly concerned by standard setting were also made aware of the need to give effect to the decisions on policy regarding the revision of standards.
11. In addition to the Information note and the summary tables described above, the Office also prepares, on an ad hoc basis, country-by-country analyses. These are documents which reflect the relevance of the decisions resulting from the work of the Working Party on a country-by-country basis. They have been used in national tripartite seminars and have occasionally served as briefing notes for missions by the Director-General. Within the limits of the resources available, the Office will continue to prepare these analyses as the need arises.
12. Similarly, the Office continuously disseminates information on international labour standards and on the work of keeping standards up to date on the *ILO website*. A major overhaul of the site was undertaken in autumn 1999, and the home page for the International Labour Standards Department is regularly upgraded.<sup>4</sup>
13. The ILO frequently receives groups of professionals and representatives of associations from different parts of the world on *study visits*. The Office received a second visit by a group representing the Swedish United Nations Association, and presented the work on policy regarding the revision of standards to a group of students from the Institute of Social Studies from The Hague (Netherlands).

<sup>3</sup> Document C.App./D.4.

<sup>4</sup> An overview of the results of the work of the Working Party can be found on the ILO site at the following address: <http://mirror/public/english/standards/norm/comefrom/uptodate/revise2.htm>.

14. The cooperation of all units and officials concerned, in particular the specialists in the multidisciplinary teams, is essential if appropriate effect is to be given to the decisions on policy regarding the revision of standards. Building on the experience of 1997, a seminar for standards specialists in the *multidisciplinary teams* was held during the Conference in June 1999 which specifically addressed questions of policy regarding the revision of standards. The objective is to involve the multidisciplinary teams and the regional and area offices further, in accordance with the guidelines on the Active Partnership Policy, in follow-up on decisions on policy regarding the revision of standards. Increased attention now seems to be being given to follow-up action on policy regarding the revision of standards by the standards specialists in the field according to reports received.

## II. Follow-up action by category of decision

### 1. Conventions on fundamental rights at work and priority Conventions

15. A separate document submitted to the Governing Body at its present session<sup>5</sup> reports on progress regarding the campaign for the ratification of Conventions on *fundamental human rights at work* launched by the Director-General in May 1995 and on the campaign for the ratification of the recently adopted Worst Forms of Child Labour Convention, 1999 (No. 182). There has been a very significant increase in the level of ratifications of the eight fundamental Conventions. In the period covered by the present report 57 new ratifications were registered (Appendix II).
16. As regards the four *priority Conventions*, 29 new ratifications have been registered since 1 November 1995, seven of them in 1999. It is noteworthy that, since 1995, 17 ratifications have been registered for the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), five of which were registered in 1999. The Office actively promotes the application of this Convention in all its follow-up action in member States. As regards the Labour Inspection Convention (No. 81), 1947, special promotional activities have been undertaken in particular in Africa, Latin America, Arab States and Azerbaijan.

### 2. Decision to revise

17. As regards the instruments on maternity protection, it is recalled that the International Labour Conference will hold a second discussion on revised instruments in this area at its 88th Session (2000).
18. With respect to the remaining 11 Conventions to be revised, proposals to that effect are included in the portfolio.<sup>6</sup> Following discussions in the Governing Body at its 276th Session in November 1999 on the portfolio<sup>7</sup> and in the Working Party and the Committee on Legal Issues and International Labour Standards on a document on methods of revision,<sup>8</sup> the Office was requested to carry out a more in-depth examination of the

<sup>5</sup> GB.277/LILS/5.

<sup>6</sup> The most recent version is GB.276/2.

<sup>7</sup> GB.276/2.

<sup>8</sup> GB.276/LILS/WP/PRS/2.

directions the revisions of these instruments could take and to initiate this work with an examination of the instruments concerning occupational safety and health. Such an exercise should be seen, inter alia, in the light of the Director-General's recommendations in his Report to the Conference of 1999, *Decent work*, to adopt a framework approach to ILO standards. A report on this question is to be submitted to the Working Party at its meeting in November 2000.

19. As regards Conventions concerning seafarers, it is expected that the Joint Maritime Commission, at its next session in January 2001, will discuss the direction that the revision of these Conventions will take. The Joint Maritime Commission will also probably have the occasion to consider the proposed joint revision of the Medical Examination of Young Persons (Sea) Convention, 1921 (No. 16), and the Medical Examination (Seafarers) Convention, 1946 (No. 73).
20. Furthermore, a general discussion will be held on *human resources training and development* at the 89th Session (2000) of the Conference. While the Governing Body has decided to consider the Human Resources Development Convention, 1975 (No. 142), up to date, this discussion might lead to a later revision of the corresponding Recommendation (No. 150). It should also be noted that one of the instruments the Working Party will examine at this session is the Vocational Training (Fishermen) Recommendation, 1966 (No. 126).<sup>9</sup> It is proposed to recommend the revision of this instrument. It might become relevant to consider this proposal in the light of the outcome of the general discussion in June 2000.
21. In addition, following the Tripartite Meeting on Safety and Health in the Fishing Industry (Geneva, 13-17 December 1999), the Governing Body will, at its present session, examine a recommendation to convene a Meeting of Experts to examine the question of extending to fishermen ILO instruments applicable to seafarers.<sup>10</sup>

### **3. Promotion of the ratification of revised Conventions**

22. Since the inception of the work of the Working Party, 84 new ratifications of revised Conventions and 100 denunciations of outdated Conventions have been registered. Ninety of these denunciations resulted directly from the ratification of revised Conventions or were related to the ratification of a corresponding up-to-date Convention.
23. It is particularly noteworthy that two of the recently adopted revised Conventions (No. 176 (safety and health in mines) and No. 181 (private employment agencies)) have rapidly attracted a significant number of ratifications.<sup>11</sup> Convention No. 181 will enter into force in 2000,<sup>12</sup> as will Convention No. 179 (recruitment and placement of seafarers) which has now received four ratifications. A wide range of promotional activities has been undertaken by the Office with respect in particular to Convention No. 181, including

<sup>9</sup> GB.277/LILS/WP/PRS/2.

<sup>10</sup> GB.277/STM/3/3.

<sup>11</sup> Convention No. 176 has received 12 ratifications since 1995 and Convention No. 181 eight ratifications since its adoption in 1998.

<sup>12</sup> Convention No. 179: 22.4.2000 and Convention No. 181: 10.05.2000.

seminars and conferences organized in Cyprus, Ethiopia, Israel, Mexico, Namibia and Norway.

24. The Office has endeavoured to contribute to the ratification of revised Conventions in conducting two major follow-up activities regarding Governing Body decisions concerning these Conventions, in 1998<sup>13</sup> and in 1999.<sup>14</sup> These measures have already produced a number of results, although the ratification and, in relevant cases, the denunciation processes necessarily involve rather lengthy procedures at the national level.

#### 4. Promotion of the ratification of up-to-date Conventions

25. In addition to the revised Conventions that member States have been invited to contemplate ratifying, the Working Party has identified 34 Conventions that are up to date and whose ratification should be promoted. Since 1 November 1995 these up-to-date Conventions have attracted 86 new ratifications. Generally, and where considered appropriate, the supervisory bodies (in particular the Committee of Experts and the Conference Committee on the Application of Standards) have drawn the attention of governments to recent instruments that could be ratified.
26. As regards more specifically the *Labour Administration Convention, 1978 (No. 150)*, the Office disseminates the kits for information and promotion prepared in 1998. It also provides technical assistance at the national level to member States wishing to strengthen their labour administration systems. In addition, the Office has set up a database – ATLAS – accessible via the Internet,<sup>15</sup> of information on labour administrations in different member States.<sup>16</sup> A meeting in February 1999 organized by the *Centre régional africain d'administration du travail* (African Regional Labour Administration Centre – CRADAT, Abidjan) resulted in a common declaration signed by ten Heads of State urging ratification of Convention No. 150. Convention No. 150 has received eight new ratifications since 1996, four in 1999.
27. The promotion of the *Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)*, continues, and in 1999 five new ratifications were registered. The Governing Body discussed the policies and activities concerning vocational rehabilitation in March 1999 and paid particular attention to this Convention as a cornerstone for ILO action in the field of rehabilitation.<sup>17</sup> Technical cooperation is playing an increasingly important role in this area and has focused on activities in Central and South America and in the Asia and Pacific region.
28. As regards the *Labour Statistics Convention, 1985 (No. 160)*, a direct reference was made to the recommendations of the Working Party in a general direct request adopted in December 1999 by the Committee of Experts. This direct request was addressed to the

<sup>13</sup> For a detailed report, see GB.274/LILS/WP/PRS/1, paras. 41-67.

<sup>14</sup> GB.277/LILS/WP/PRS/1/2.

<sup>15</sup> <http://www.ilo.org/public/english/dialogue/govlab/admitra/avservic/atlas/index.htm>

<sup>16</sup> This database is being expanded. At present 14 member States are covered, and this will increase to 30 member States by the end of May 2000.

<sup>17</sup> ILO policies and activities concerning vocational rehabilitation, GB.273/ESP/3.

States parties to Convention No. 63 and invited them to ratify Convention No. 160. The Committee of Experts stressed that this Convention was drafted to permit flexible and gradual implementation. In accordance with the reporting cycle for Convention No. 160, reports on this question will be requested in 2004. Four new ratifications have been registered for this Convention<sup>18</sup> and, with technical assistance which is being provided, further ratifications should be forthcoming.

29. It should also be noted that a significant increase in the level of ratifications (more than five new ratifications) has also been registered for Conventions No. 108 (seafarers' identity documents), No. 135 (workers' representatives), No. 147 (merchant shipping (minimum standards)), No. 151 (labour relations (public service)), and No. 154 (collective bargaining).

## 5. Requests for additional information

30. *General surveys.* The Working Party has also made recommendations for *General surveys* on several Conventions. The most recent was that on migrant workers,<sup>19</sup> which was discussed at the 88th Session (June 1999) of the Conference. The Governing Body will at its present session examine a detailed proposal to place the question of migrant workers on the agenda of the 90th Session (2002) of the International Labour Conference.<sup>20</sup> The Governing Body has also decided to request general surveys on night work of women<sup>21</sup> for the year 2000 and dockworkers in 2001.<sup>22</sup> A date has still to be fixed for the general survey on hours of work.<sup>23</sup>
31. *Short surveys.* In the cases of three Conventions the Governing Body has requested that short surveys be carried out. Such surveys have been commissioned by the Office from independent experts with international expertise. A first survey concerning the Holidays with Pay Convention (Revised), 1970 (No. 132), will be examined by the Working Party at the present session.<sup>24</sup> As regards the Termination of Employment Convention, 1982 (No. 158), 1982 and the Paid Educational Leave Convention, 1974 (No. 140), the short surveys will be submitted to the Working Party in November 2000.

<sup>18</sup> Benin has submitted an instrument of ratification which has not yet been registered.

<sup>19</sup> ILO: Migrant workers: *General Survey of the Reports on the Migration for Employment Convention (Revised) (No. 97), and Recommendation (Revised) (No. 86), 1949; and the Migrant Workers (Supplementary Provisions) Convention (No. 143), and Recommendation (No. 151), 1975, Geneva, 1999.*

<sup>20</sup> GB.277/2/1, paras. 133-159.

<sup>21</sup> Recommended by the Working Party in November 1996 and based on the Night Work (Women) Convention, 1919 (No. 4), the Night Work (Women) Convention (Revised), 1934 (No. 41), and the Night Work (Women) Convention (Revised), 1948 [and Protocol, 1990] (No. 89).

<sup>22</sup> Recommended by the Working Party in November 1997 and based on the Dock Work Convention, 1973 (No. 137).

<sup>23</sup> Recommended by the Working Party in November 1996 and based on the Hours of Work (Industry) Convention, 1919 (No. 1), and the Hours of Work (Commerce and Offices) Convention, 1930 (No. 30).

<sup>24</sup> GB.277/LILS/WP/PRS/2/1.

32. *Requests for ad hoc information.* In the cases of several Conventions the Working Party has decided to request additional information from member States in order to evaluate more precisely the need for revision of these instruments. The 1999 follow-up action concerning seafarers included requests for information on the obstacles and difficulties affecting ratification as well as the possible need for a full or partial revision of six Conventions. The results of this action will be examined at the present session.<sup>25</sup>
33. The decisions regarding the 24 social security Conventions include several requests for additional information, and the Office is considering follow-up action on these decisions in the course of 2000.<sup>26</sup>
34. While still considered for promotion, the views of constituents are to be requested with respect to the possible need for revision of Conventions Nos. 77, 78 and 124 on the medical examination of young persons, including on the question of their possible consolidation.

## 6. Withdrawal, abrogation and shelving

35. *Withdrawal.* The Office is pursuing the implementation of the decisions to withdraw instruments that are obsolete and which have not entered into force. At the 88th Session (2000) of the Conference the question of the withdrawal of Conventions Nos. 31, 46, 51, 61 and 66 will be examined. At the present session the Governing Body has before it a proposal to place the question of the withdrawal of 20 Recommendations which are obsolete on the agenda of the 90th Session (2002) of the Conference.<sup>27</sup>
36. *Abrogation.* The constitutional amendment on the abrogation of Conventions, adopted at the 86th Session (1997) of the International Labour Conference and based on an initiative of the Working Party, has already received 50 ratifications or acceptations.<sup>28</sup> During the 87th Session (June 1999) of the International Labour Conference the Chairperson of the Working Party invited the members of the Conference Committee on the Application of Standards to convey the call addressed to the authorities of their countries for the early ratification of the 1997 instrument amending the Constitution.<sup>29</sup>
37. *Shelving.* As regards the Conventions that have been shelved and those proposed for possible abrogation, the Office no longer requests States to send in a report to the supervisory bodies. The multidisciplinary teams have also been called upon to cease encouraging the ratification of shelved Conventions. Furthermore, in publications and research work, and on the ILO website,<sup>30</sup> Conventions that have been shelved are identified as such.

<sup>25</sup> GB.277/LILS/WP/PRS/1/2.

<sup>26</sup> See further para. 39, below.

<sup>27</sup> GB.277/2/2.

<sup>28</sup> As at 31.12.1999. For further details, see Information note, Appendix I, para. 34.

<sup>29</sup> ILC, 87th Session, report of the Committee on the Application of Standards, General Report, para. 20.

<sup>30</sup> See further para. 12, above.

## 7. Status quo

38. With respect to the Conventions concerning which the Governing Body decided on the maintenance of the status quo, seven new ratifications have been registered.

## Final remarks

39. As regards *future follow-up action* on its recommendations, the Office will undertake, as a priority, follow-up on the 24 Conventions on social security. It would seem timely to do so in the light of the general discussion on *Social security – Issues, challenges and prospects* which was placed on the agenda of the 89th Session (2001) of the International Labour Conference by the Governing Body in March 1999.
40. The Working Party will be regularly informed of progress made during consultations and of the results obtained. The Office proposes to present an updated version of the Information note and the summary tables to the Working Party at its meeting during the 279th Session of the Governing Body in November 2000, and to continue reporting in detail on follow-up on the Working Party's recommendations.
41. *The Working Party on Policy regarding the Revision of Standards is invited to take note of the information contained in this document and to request the Office to continue reporting in detail on the follow-up on the recommendations of the Working Party.*

Geneva, 16 February 2000.

*Point for decision:* Paragraph 41.

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## Appendix I

### Information note on the progress of work and decisions taken concerning the revision of standards

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## **Introduction**

1. In accordance with the request by the Working Party on Policy regarding the Revision of Standards, the Office has been regularly preparing and updating an information note on the progress of work and decisions taken concerning the revision of standards. This updated information note takes into account the decisions of the Governing Body through its 276th Session (November 1999).

2. The setting up of a Working Party on Policy regarding the Revision of Standards was approved by the Governing Body at its 262nd Session (March-April 1995).<sup>1</sup> This decision was taken following the discussions on standard-setting policy at the International Labour Conference in 1994. Since its creation, the Working Party has held nine meetings (November 1995, March and November 1996, March and November 1997, March and November 1998, March and November 1999). It has formulated a significant number of proposals that have been unanimously approved by the Committee on Legal Issues and International Labour Standards (LILS Committee) and the Governing Body. This note reviews the decisions taken thus far by the Governing Body, in order *to inform* the technical and regional departments, the external offices and the multidisciplinary teams, and *to guide them in the development of follow-up measures that the Governing Body decisions require*.

3. The Working Party has now almost concluded the case-by-case examinations of the Conventions and started the examination of the Recommendations. Decisions have been taken by the Governing Body on 147 Conventions and 76 Recommendations.<sup>2</sup> Information on Governing Body decisions are presented below in a systematic and concise manner.

### **I. Decisions concerning international labour Conventions**

#### **1. Conventions on fundamental rights at work and priority Conventions**

4. The Governing Body has confirmed the central role of 12 Conventions within the ILO standards system. It considers that these Conventions remain fully relevant and up to date.

<sup>1</sup> The mandate of the Working Party is annexed to GB.267/LILS/WP/PRS/2.

<sup>2</sup> The text of the decisions appears in GB.264/9/2, GB.265/8/2, GB.267/9/2, GB.268/8/2, GB.270/9/2, GB.271/11/2, GB.273/8/2, GB.274/10/2 and GB.276/10/2. The factual background and analysis of the Conventions and Recommendations examined are contained in GB.265/LILS/WP/PRS/1, GB.267/LILS/WP/PRS/2, GB.268/LILS/WP/PRS/1, GB.270/LILS/WP/PRS/2, GB.271/LILS/WP/PRS/1, GB.271/LILS/WP/PRS/2, GB.271/4/2, GB.273/LILS/WP/PRS/2 and GB.273/LILS/WP/PRS/4, GB.274/LILS/WP/PRS/2, GB.274/LILS/WP/PRS/3 and GB.276/LILS/WP/PRS/4.

### A. *Eight Conventions on fundamental rights at work*

Subject-matter	Conventions proposed for ratification
Freedom of association	Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
Forced labour	Forced Labour Convention, 1930 (No. 29) Abolition of Forced Labour Convention, 1957 (No. 105)
Non-discrimination	Equal Remuneration Convention, 1951 (No. 100) Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
Child labour	Minimum Age Convention, 1973 (No. 138) Worst Forms of Child Labour Convention, 1999 (No. 182) <sup>3</sup>

5. Ratification campaigns are under way aiming at the universal ratification of Conventions on fundamental rights at work. The importance of the protection and promotion of these rights was recognized at the World Summit for Social Development in Copenhagen (1995). The adoption by the Conference in June 1998 of the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up constitutes a decisive step in the same direction.

### B. *Four priority Conventions*

Subject-matter	Conventions proposed for ratification
Employment policy	Employment Policy Convention, 1964 (No. 122)
Labour inspection	Labour Inspection Convention, 1947 (No. 81) Labour Inspection (Agriculture) Convention, 1969 (No. 129)
Tripartite consultation	Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)

6. The Governing Body decided in 1993<sup>4</sup> that detailed reports on the application of these Conventions be requested every two years for examination by the Committee of Experts on the Application of Conventions and Recommendations.

## 2. **Decisions to revise**

7. Proposals for revision have been approved by the Governing Body with respect to 15 Conventions.

<sup>3</sup> Convention No. 182 will come into force on 19 November 2000.

<sup>4</sup> GB.258/6/19, Annex I.

### A. *Thirteen proposals are final*

Subject-matter	Conventions proposed for revision
Hours of work	Hours of Work and Rest Periods (Road Transport) Convention, 1979 (No. 153)
Occupational safety and health	White Lead (Painting) Convention, 1921 (No. 13) Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No. 27) Guarding of Machinery Convention, 1963 (No. 119) Maximum Weight Convention, 1967 (No. 127) Benzene Convention, 1971 (No. 136)
Maternity protection	Maternity Protection Convention, 1919 (No. 3) Maternity Protection Convention (Revised), 1952 (No. 103)
Night work of children and young persons	Night Work of Young Persons (Industry) Convention, 1919 (No. 6) Night Work of Young Persons (Non-Industrial Occupations) Convention, 1946 (No. 79) Night Work of Young Persons (Industry) Convention (Revised), 1948 (No. 90)
Seafarers	Medical Examination of Young Persons (Sea) Convention, 1921 (No. 16) Medical Examination (Seafarers) Convention, 1946 (No. 73) <sup>5</sup>

8. The first discussion on the revision of Convention No. 103 on maternity protection took place during the 87th Session (1999) of the Conference. The Working Group recommended that Convention No. 3 be taken into account in this context. The second discussion will take place at the 88th Session (2000). In addition, member States which have ratified both Conventions Nos. 3 and 103 have been invited to examine the possibility of denouncing Convention No. 3.

### B. *Two proposals are conditional*

Subject-matter	Conventions proposed for revision
Hours of work	Sheet-Glass Works Convention, 1934 (No. 43) Reduction of Hours of Work (Glass-Bottle Works) Convention, 1935 (No. 49)

9. The Working Party has recommended that these two Conventions be included among the Conventions that might be revised should the Working Party recommend a revision of other Conventions dealing with hours of work and working conditions of shiftworkers.

## 3. Promotion of the ratification of revised Conventions

10. The Governing Body has considered that 55 Conventions are no longer up to date. It has decided to invite the States parties to these Conventions to contemplate ratifying the recent Convention and denouncing, at the same time, the corresponding previous Convention. In some cases, this invitation is accompanied by a request for information on the obstacles and difficulties encountered, if any, that might prevent or delay the ratification of the recent instruments.

<sup>5</sup> Member States have also been invited to inform the Office whether the revision of these Conventions should be considered as separate proposals or a joint proposal in the portfolio of proposals for the agenda of the International Labour Conference. The results of this consultation are presented above.

**11.** The main concern of the Working Party has been to avoid a member State deciding on an immediate denunciation of a Convention while postponing, until an uncertain later date, the ratification of the corresponding recent Convention. In this regard, during the discussions in the Working Party, both the Employer and the Worker members stressed that these two measures (ratification/denunciation) together constituted a balanced action that should not be disrupted, and that they should be taken concurrently.<sup>6</sup>

**12.** The Governing Body has also emphasized that the implementation of these decisions implied that the member States would engage in tripartite consultations, particularly taking into account the procedures provided for in the framework of the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), and the Tripartite Consultation (Activities of the International Labour Organisation) Recommendation, 1976 (No. 152).

**13.** The revised Conventions have not always attracted a large number of ratifications, and in certain cases the older Conventions have remained in force. The Working Party has made proposals aimed at reactivating the ratification of revised Conventions and the denunciation, at the same time, of such older Conventions.<sup>7</sup> The Governing Body has decided accordingly in the following cases:

Subject-matter	Conventions proposed for ratification	Conventions proposed for denunciation
Employment services	Private Employment Agencies Convention, 1997 (No. 181) <sup>8</sup>	Fee-Charging Employment Agencies Convention, 1933 (No. 34)
Labour statistics	Labour Statistics Convention, 1985 (No. 160)	Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63)
Hours of work	Hours of Work and Rest Periods (Road Transport) Convention, 1979 (No. 153)	Hours of Work and Rest Periods (Road Transport) Convention, 1939 (No. 67)
Paid leave	Holidays with Pay Convention (Revised), 1970 (No. 132) <sup>9</sup>	Holidays with Pay Convention, 1936 (No. 52) Holidays with Pay (Agriculture) Convention, 1952 (No. 101)

<sup>6</sup> The technical modalities for denunciation vary from one instrument to the other. Conventions incorporating the standard final provisions state that ratification of the revised Convention shall *ipso jure* involve the immediate denunciation of the former Convention. Where the Conference has decided otherwise, however, and for most of the Conventions adopted before 1929 that did not contain this provision, denunciation is not automatic. In such cases, technically the registration of a denunciation can only be made during a given period of time. However, the Governing Body wished to stress the political decision to be taken by the governments, in consultation with the social partners, and not the technical modalities that vary according to the Convention.

<sup>7</sup> See previous footnote.

<sup>8</sup> The Governing Body has also invited the States parties to the Fee-Charging Employment Agencies Convention, 1949 (No. 96), to contemplate ratifying, as appropriate, the Private Employment Agencies Convention, 1997 (No. 181).

<sup>9</sup> In accordance with a Governing Body decision, a short survey has been undertaken on this Convention and is submitted to the Working Party at its current session: document GB.277/LILS/WP/PRS/3/1. See also below, section 5B, para. 24.

Subject-matter	Conventions proposed for ratification	Conventions proposed for denunciation
Social security	Employment Injury Benefits Convention, 1964 (No. 121) [Schedule I amended in 1980]	Workmen's Compensation (Accidents) Convention, 1925 (No. 17) Workmen's Compensation (Occupational Diseases) Convention, 1925 (No. 18) Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934 (No. 42)
	Medical Care and Sickness Benefits Convention, 1969 (No. 130)	Sickness Insurance (Industry) Convention, 1927 (No. 24) Sickness Insurance (Agriculture) Convention, 1927 (No. 25)
	Invalidity, Old-Age and Survivors' Benefits Convention, 1967 (No. 128)	Old-Age Insurance (Industry, etc.) Convention, 1933 (No. 35) Old-Age Insurance (Agriculture) Convention, 1933 (No. 36) Invalidity Insurance (Industry, etc.) Convention, 1933 (No. 37) Invalidity Insurance (Agriculture) Convention, 1933 (No. 38) Survivors' Insurance (Industry, etc.) Convention, 1933 (No. 39) Survivors' Insurance (Agriculture) Convention, 1933 (No. 40)
	Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168)	Unemployment Provision Convention, 1934 (No. 44)
	Maintenance of Social Security Rights Convention, 1982 (No. 157)	Maintenance of Migrants' Pension Rights Convention, 1935 (No. 48)
Occupational safety and health	Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152)	Protection against Accidents (Dockers) Convention, 1929 (No. 28) Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32)
	Safety and Health in Construction Convention, 1988 (No. 167)	Safety Provisions (Building) Convention, 1937 (No. 62)
Employment of women	Night Work (Women) Convention (Revised), 1948 [and Protocol, 1990] (No. 89), <i>or</i> Night Work Convention, 1990 (No. 171)	Night Work (Women) Convention, 1919 (No. 4), <i>and/or</i> Night Work (Women) Convention (Revised), 1934 (No. 41)

Subject-matter	Conventions proposed for ratification	Conventions proposed for denunciation
Minimum age	Minimum Age Convention, 1973 (No. 138) <sup>10</sup>	Minimum Age (Industry) Convention, 1919 (No. 5) Minimum Age (Agriculture) Convention, 1921 (No. 10) Minimum Age (Non-Industrial Employment) Convention, 1932 (No. 33) Minimum Age (Industry) Convention (Revised), 1937 (No. 59) Minimum Age (Non-Industrial Employment) Convention (Revised), 1937 (No. 60) Minimum Age (Underground Work) Convention, 1965 (No. 123)
Indigenous and tribal peoples	Indigenous and Tribal Peoples Convention, 1989 (No. 169)	Indigenous and Tribal Populations Convention, 1957 (No. 107)
Seafarers — Training and entry into employment	Recruitment and Placement of Seafarers' Convention, 1996 (No. 179)	Placing of Seamen Convention, 1920 (No. 9)
Seafarers — General conditions of employment	Repatriation of Seafarers Convention (Revised), 1987 (No. 166)	Repatriation of Seamen Convention, 1926 (No. 23)
	Seafarers' Annual Leave with Pay Convention, 1976 (No. 146)	Holidays with Pay (Sea) Convention, 1936 (No. 54) Paid Vacations (Seafarers) Convention, 1946 (No. 72) Paid Vacations (Seafarers) Convention (Revised), 1949 (No. 91)
	Seafarers' Hours of Work and the Manning of Ships Convention, 1996 (No. 180)	Hours of Work and Manning (Sea) Convention, 1936 (No. 57) Wages, Hours of Work and Manning (Sea) Convention, 1946 (No. 76) Wages, Hours of Work and Manning (Sea) Convention (Revised), 1949 (No. 93) Wages, Hours of Work and Manning (Sea) Convention (Revised), 1958 (No. 109)
Seafarers — Safety, health and welfare	Accommodation of Crews Convention (Revised), 1949 (No. 92), <i>and</i> Accommodation of Crews (Supplementary Provisions) Convention, 1970 (No. 133)	Accommodation of Crews Convention, 1946 (No. 75)

<sup>10</sup>The Governing Body invited, *on a priority basis*, the States parties to Conventions Nos. 5, 10, 33, 59 and 123 to contemplate ratifying Convention No. 138, with recourse to technical assistance as required.

Subject-matter	Conventions proposed for ratification	Conventions proposed for denunciation
Seafarers — Minimum age	Minimum Age Convention, 1973 (No. 138)	Minimum Age (Trimmers and Stokers) Convention, 1921 (No. 15)
	Minimum Age Convention, 1973 (No. 138), <i>or if they are not in a position to do so</i> , Seafarers' Hours of Work and the Manning of Ships Convention, 1996 (No. 180)	Minimum Age (Sea) Convention, 1920 (No. 7) Minimum Age (Sea) Convention (Revised), 1936 (No. 58) <sup>11</sup>

**14.** In eight other cases, although the previous Convention had not been formally revised, the Governing Body decided, as regards the States parties to such Conventions, to promote the ratification of the recent corresponding Convention while inviting them to denounce, at the same time, the earlier Convention.

Subject-matter	Conventions proposed for ratification	Conventions proposed for denunciation
Night work	Night Work Convention, 1990 (No. 171)	Night Work (Bakeries) Convention, 1925 (No. 20)
Underground work	Safety and Health in Mines Convention, 1995 (No. 176)	Underground Work (Women) Convention, 1935 (No. 45) <sup>12</sup>
Migrant workers	Migration for Employment Convention (Revised), 1949 (No. 97)	Inspection of Emigrants Convention, 1926 (No. 21)
Indigenous workers	Indigenous and Tribal Peoples Convention, 1989 (No. 169), <i>and/or</i> Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117) Migration for Employment Convention (Revised), 1949 (No. 97) Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)	Recruiting of Indigenous Workers Convention, 1936 (No. 50) Contracts of Employment (Indigenous Workers) Convention, 1939 (No. 64) Contracts of Employment (Indigenous Workers) Convention, 1947 (No. 86)
	Indigenous and Tribal Peoples Convention, 1989 (No. 169)	Penal Sanctions (Indigenous Workers) Convention, 1939 (No. 65) Abolition of Penal Sanctions (Indigenous Workers) Convention, 1955 (No. 104)

**15.** In the case of the Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19), the Governing Body invited the States parties to this Convention to contemplate ratifying the Equality of Treatment (Social Security) Convention, 1962 (No. 118), accepting the obligations of Convention No. 118 in particular in respect of its branch (g) (employment injury benefit).

<sup>11</sup> The invitation to the States parties to Convention No. 58 to ratify Convention No. 180 is not accompanied by an invitation to denounce Convention No. 58.

<sup>12</sup> The Governing Body invited the States parties to Convention No. 45 to contemplate ratifying Convention No. 176 and *possibly* denouncing Convention No. 45.

**16.** In addition, in the case of four Conventions relating to workers in non-metropolitan territories, the Governing Body asked the Office to engage in consultations with the governments concerned.<sup>13</sup> These Conventions will be re-examined by the Working Party at a later stage, taking into account the outcome of these consultations. Furthermore, in the context of the examination of the Right of Association (Agriculture) Convention, 1921 (No. 11), the Governing Body invited the member States to ratify on a priority basis the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87).

#### **4. Promotion of the ratification of up-to-date Conventions**

**17.** In the case of the following 34 Conventions, the Governing Body considered that their ratification should be encouraged because these Conventions continued to respond to current needs.

**18.** With respect to 13 Conventions, the Governing Body has invited the member States to contemplate ratifying the Convention.

Subject-matter	Conventions proposed for ratification
Equality of opportunity and treatment	Workers with Family Responsibilities Convention, 1981 (No. 156)
Employment	Human Resources Development Convention, 1975 (No. 142) Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)
Labour administration	Labour Administration Convention, 1978 (No. 150)
Wages	Labour Clauses (Public Contracts) Convention, 1949 (No. 94) Protection of Wages Convention, 1949 (No. 95)
Weekly rest	Weekly Rest (Industry) Convention, 1921 (No. 14) Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)
Occupational safety and health	Hygiene (Commerce and Offices) Convention, 1964 (No. 120) Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152)
Plantations	Plantations Convention, 1958 [and Protocol, 1982] (No. 110)

<sup>13</sup> With regard to the Social Policy (Non-Metropolitan Territories) Convention, 1947 (No. 82), it is a matter of making sure that its provisions are being applied by States parties in the framework of other Conventions in the non-metropolitan territories concerned.

In the case of the Labour Standards (Non-Metropolitan Territories) Convention, 1947 (No. 83), it is a matter of examining in what way the Conventions listed in the Annex to Convention No. 83 could continue to be applied in the non-metropolitan territories concerned.

The member States that have made a formal commitment to apply the provisions of the Right of Association (Non-Metropolitan Territories) Convention, 1947 (No. 84), are invited to contemplate ratifying the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and/or, as appropriate, the Right to Organise and Collective Bargaining Convention, 1949 (No. 98).

The five States parties to the Labour Inspectorates (Non-Metropolitan Territories) Convention, 1947 (No. 85), are invited to contemplate extending the application of the Labour Inspection Convention, 1947 (No. 81), and/or of the Labour Inspection (Agriculture) Convention, 1969 (No. 129), to non-metropolitan territories that continue to be governed by the provisions of Convention No. 85.

Subject-matter	Conventions proposed for ratification
Seafarers	Merchant Shipping (Minimum Standards) Convention, 1976 [and Protocol, 1996] (No. 147) Seafarers' Identity Documents Convention, 1958 (No. 108)

**19.** As concerns 15 other Conventions, the invitation to the member States to contemplate ratifying the Convention is accompanied by a request for information on the obstacles and difficulties encountered, if any, with regard to ratification.

Subject-matter	Conventions proposed for ratification
Freedom of association	Workers' Representatives Convention, 1971 (No. 135) Rural Workers' Organisations Convention, 1975 (No. 141) Labour Relations (Public Service) Convention, 1978 (No. 151)
Labour relations	Collective Bargaining Convention, 1981 (No. 154)
Wages	Minimum Wage Fixing Convention, 1970 (No. 131)
Paid leave	Paid Educational Leave Convention, 1974 (No. 140) <sup>14</sup>
Occupational safety and health	Radiation Protection Convention, 1960 (No. 115) Occupational Cancer Convention, 1974 (No. 139) Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148) Occupational Safety and Health Convention, 1981 (No. 155)
Social security	Equality of Treatment (Social Security) Convention, 1962 (No. 118) Employment Injury Benefits Convention, 1964 (No. 121) [Schedule I amended in 1980]
Nursing personnel	Nursing Personnel Convention, 1977 (No. 149)
Seafarers	Continuity of Employment (Seafarers) Convention, 1976 (No. 145) Seafarers' Annual Leave with Pay Convention, 1976 (No. 146)

**20.** In the case of six other Conventions, the Governing Body invited member States which had not yet ratified these Conventions to examine the possibility to do so and inform the Office of the obstacles and difficulties encountered, if any, that might prevent or delay ratification of these Conventions or which might point to the possible need for their full or partial revision.<sup>15</sup>

<sup>14</sup> The Governing Body has also decided that a short survey be undertaken on this Convention. See below, section 5B, para. 24.

<sup>15</sup> See below, section 5C, para. 26.

Subject-matter	Conventions
Social security	Invalidity, Old-Age and Survivors' Benefits Convention, 1967 (No. 128) Medical Care and Sickness Benefits Convention, 1969 (No. 130) Maintenance of Social Security Rights Convention, 1982 (No. 157)
Employment of children and young persons	Medical Examination of Young Persons (Industry) Convention, 1946 (No. 77) Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946 (No. 78) Medical Examination of Young Persons (Underground Work) Convention, 1965 (No. 124) <sup>16 16</sup>

**21.** In addition, in the course of the examination of the Social Security (Minimum Standards) Convention, 1952 (No. 102), the Governing Body noted the importance of the issues covered by this Convention. The *World Labour Report 1999-2000* should contain a review on the principles of this Convention.<sup>17</sup> The Governing Body also requested ad hoc information on the possible obstacles to ratification of Convention No. 102 and on the reasons for the limited recourse to the flexibility clauses that it contains.<sup>18</sup>

## 5. Requests for additional information

**22.** In the case of 24 Conventions, the Governing Body decided that additional information should be requested from the constituents in order to be able to evaluate more precisely the obstacles to ratification or the need for revision of these instruments.

### A. General Surveys

**23.** As regards eight Conventions, the Governing Body decided to invite the member States to provide reports under article 19 of the Constitution and to request the Committee of Experts to carry out General Surveys based on such reports. A General Survey concerning two of these Conventions, the Migration for Employment Convention (Revised), 1949 (No. 97), and the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), was examined by the International Labour Conference in June 1999. Following this examination it was agreed to include an item on migrant workers in the portfolio of proposals for the agenda of the Conference with a view to holding a general discussion on this question which will enable to examine the possibility of revising Conventions Nos. 97 and 143.<sup>19</sup> During its 276th Session, the Governing Body decided that this question would be included in the short list of proposals for the agenda of the 90th Session (2002) of the Conference, to be submitted to the Governing Body in March 2000.<sup>20</sup>

Subject-matter	Conventions	General Survey
Hours of work	Hours of Work (Industry) Convention, 1919 (No. 1) Hours of Work (Commerce and Offices) Convention, 1930 (No. 30)	Year to be determined

<sup>16</sup> The request for information on the need for revision of Conventions Nos. 77, 78 and 124 includes the question of their possible consolidation.

<sup>17</sup> In addition, an item entitled "Social security issues, challenges and prospects" has been placed on the agenda of the 89th Session (2001) of the Conference with a view to a general discussion.

<sup>18</sup> See below, section 5C, para. 27.

<sup>19</sup> GB.276/2.

<sup>20</sup> Document GB.277/2.

Subject-matter	Conventions	General Survey
Night work of women	Night Work (Women) Convention, 1919 (No. 4) Night Work (Women) Convention (Revised), 1934 (No. 41) Night Work (Women) Convention (Revised), 1948 [and Protocol, 1990] (No. 89)	Requested for 2000
Migrant workers	Migration for Employment Convention (Revised), 1949 (No. 97) Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)	Submitted 1999
Dockers	Dock Work Convention, 1973 (No. 137)	Requested for 2001

### B. Short surveys

**24.** The Governing Body has requested the Office to undertake short surveys concerning three Conventions.

Subject-matter	Conventions	Short survey
Employment security	Termination of Employment Convention, 1982 (No. 158)	Expected in November 2000
Paid leave	Holidays with Pay Convention (Revised), 1970 (No. 132) Paid Educational Leave Convention, 1974 (No. 140) <sup>21</sup>	Submitted in March 2000 <sup>22</sup> Expected in November 2000

### C. Requests for ad hoc information

**25.** In the case of six Conventions, member States have been invited to inform the Office of the obstacles and difficulties encountered, if any, that might prevent or delay the ratification or which might point to the need for their full or partial revision.<sup>23</sup>

Subject-matter	Conventions
Seafarers	Seamen's Articles of Agreement Convention, 1926 (No. 22) Food and Catering (Ships' Crews) Convention, 1946 (No. 68) Certification of Ships' Cooks Convention, 1946 (No. 69) Certification of Able Seamen Convention, 1946 (No. 74) Accommodation of Crews Convention (Revised), 1949 (No. 92) <sup>24</sup> Prevention of Accidents (Seafarers) Convention, 1970 (No. 134)

**26.** Concerning six other Conventions, the requests for ad hoc information are accompanied by invitations to contemplate ratifying the Conventions.<sup>25</sup>

<sup>21</sup> The Governing Body also decided to promote the ratification of this Convention. See above, section 4, para. 19.

<sup>22</sup> Document GB.277/LILS/WP/PRS/3/1.

<sup>23</sup> The results of this consultation are reproduced in the current document (para. XXX).

<sup>24</sup> As regards Convention No. 92, the request for information is limited to possible obstacles and difficulties encountered which might prevent or delay its ratification.

<sup>25</sup> See above, section 4, para. 20.

27. Furthermore, the Governing Body invited member States which had not yet ratified the Social Security (Minimum Standards) Convention, 1952 (No. 102), to provide ad hoc information.<sup>26</sup>

## 6. Shelving, abrogation and withdrawal

### A. Decisions to shelve

28. The Governing Body considered that certain Conventions no longer corresponded to current needs, and that they had become outmoded or obsolete. It accordingly decided to shelve, with immediate effect, the following 27 Conventions.

Subject-matter	Conventions shelved
Employment service	Fee-Charging Employment Agencies Convention, 1933 (No. 34)
Hours of work	Hours of Work (Coal Mines) Convention, 1931 (No. 31) Sheet-Glass Works Convention, 1934 (No. 43) Hours of Work (Coal Mines) Convention (Revised), 1935 (No. 46) Reduction of Hours of Work (Glass-Bottle Works) Convention, 1935 (No. 49) Reduction of Hours of Work (Public Works) Convention, 1936 (No. 51) Reduction of Hours of Work (Textiles) Convention, 1937 (No. 61) Hours of Work and Rest Periods (Road Transport) Convention, 1939 (No. 67)
Night work	Night Work (Bakeries) Convention, 1925 (No. 20)
Occupational safety and health	Protection against Accidents (Dockers) Convention, 1929 (No. 28)
Social security	Old-Age Insurance (Industry, etc.) Convention, 1933 (No. 35) Old-Age Insurance (Agriculture) Convention, 1933 (No. 36) Invalidity Insurance (Industry, etc.) Convention, 1933 (No. 37) Invalidity Insurance (Agriculture) Convention, 1933 (No. 38) Survivors' Insurance (Industry, etc.) Convention, 1933 (No. 39) Survivors' Insurance (Agriculture) Convention, 1933 (No. 40) Maintenance of Migrants' Pension Rights Convention, 1935 (No. 48)
Minimum age	Minimum Age (Non-Industrial Employment) Convention (Revised), 1937 (No. 60)
Migrant workers	Inspection of Emigrants Convention, 1926 (No. 21) Migration for Employment Convention, 1939 (No. 66)
Indigenous workers	Recruiting of Indigenous Workers Convention, 1936 (No. 50) Contracts of Employment (Indigenous Workers) Convention, 1939 (No. 64) Penal Sanctions (Indigenous Workers) Convention, 1939 (No. 65) Contracts of Employment (Indigenous Workers) Convention, 1947 (No. 86) Abolition of Penal Sanctions (Indigenous Workers) Convention, 1955 (No. 104)
Seafarers — General conditions of employment	Paid Vacations (Seafarers) Convention (Revised), 1949 (No. 91)

<sup>26</sup> See above, section 4, para. 21.

Subject-matter	Conventions shelved
Seafarers — Minimum age	Minimum Age (Trimmers and Stokers) Convention, 1921 (No. 15)

**29.** Ratification of shelved Conventions is no longer encouraged and their publication in Office documents, studies and research papers will be modified. Shelving also means that detailed reports on the application of these Conventions will no longer be requested on a regular basis. However, the right to invoke provisions relating to representations and complaints under articles 24 and 26 of the Constitution remains intact. In addition, employers' and workers' organizations may still submit observations in accordance with the regular supervisory procedures, for a review by the Committee of Experts on the Application of Conventions and Recommendations resulting, where necessary, in requests for detailed reports. Finally, shelving has no impact on the status of these Conventions in the legal systems of member States that have ratified them.

*B. Deferred decisions to shelve*

**30.** The Governing Body further decided to postpone the decision to shelve ten Conventions.

**31.** It considered that the shelving of Conventions Nos. 63 (statistics), 4 and 41 (night work for women) could not be envisaged until the number of ratifications of these Conventions has decreased.

**32.** As regards Conventions Nos. 32 and 62 (occupational safety and health), 24, 25 and 44 (social security), the States parties are invited to communicate to the Office information on the obstacles and difficulties, if any, that might prevent or delay the ratification of the more recent Conventions, namely the Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152), the Safety and Health in Construction Convention, 1988 (No. 167), the Medical Care and Sickness Benefits Convention, 1969 (No. 130), and the Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168).

**33.** Finally, in the case of two Conventions relating to workers in non-metropolitan territories (Conventions Nos. 82 and 83) the question of shelving will be re-examined in the light of consultations to be held with the member States concerned.

*C. Prospects for abrogation or withdrawal*

**34.** At its 85th Session in June 1997, the Conference adopted a proposal to amend the ILO Constitution and the Standing Orders of the Conference which introduces a possibility for the Conference to abrogate or withdraw Conventions or Recommendations. The Constitution has been amended to enable the Conference to abrogate, by a majority of two-thirds of the votes of delegates present, any Convention that has lost its purpose or that no longer makes a useful contribution to attaining the objectives of the Organization.<sup>27</sup> By 31.12.1999, 50 member States

<sup>27</sup> Pursuant to article 36 of the Constitution, this amendment will take effect when ratified or accepted by two-thirds of the Members of the Organization including five of the ten Members which are represented on the Governing Body as Members of chief industrial importance.

had ratified or accepted this amendment.<sup>28</sup> Following the amendment of its Standing Orders,<sup>29</sup> the Conference can also decide on the withdrawal of Conventions which have not entered into force or which are no longer in force as a result of denunciations, or of recommendations.

**35.** The Governing Body has retained five shelved Conventions as candidates for a possible abrogation:

- *Hours of work*: Convention No. 67;
- *Occupational safety and health*: Convention No. 28;
- *Minimum age*: Conventions Nos. 15 and 60;
- *Seafarers*: Convention No. 91.<sup>30</sup>

**36.** Furthermore, the Governing Body decided to propose to the Conference the withdrawal of 11 Conventions which had not entered into force.<sup>31</sup>

- *Hours of work*: Conventions Nos. 31, 46, 51, 61;
- *Migrant workers*: Convention No. 66;
- *Seafarers*: Conventions Nos. 54, 57, 72, 75, 76 and 93.

The question of the withdrawal of five of them is already on the agenda of the 88th Session (2000) of the Conference: Conventions Nos. 31, 46, 51, 61, 66.

## 7. Status quo

**37.** Regarding the following ten Conventions, the Governing Body decided to maintain the status quo, considering that no other type of decision was appropriate.

Subject-matter	Conventions
Employment policy	Unemployment Convention, 1919 (No. 2)
Employment services	Employment Service Convention, 1948 (No. 88)
Social policy	Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117)
Wages	Minimum Wage-Fixing Machinery Convention, 1928 (No. 26) Minimum Wage Fixing Machinery (Agriculture) Convention, 1951 (No. 99)
Hours of work	Forty-Hour Week Convention, 1935 (No. 47)

<sup>28</sup> *Albania, Bahrain, Barbados, Bulgaria, Canada, China, Cyprus, Czech Republic, Dominica, Dominican Republic, Ecuador, Egypt, Ethiopia, Finland, Hungary, India, Iceland, Ireland, Jordan, Republic of Korea, Kuwait, Lebanon, Libyan Arab Jamahiriya, Malawi, Malaysia, Mauritius, Mexico, Moldova, Namibia, Nepal, New Zealand, Nicaragua, Norway, Pakistan, Panama, Peru, Portugal, Qatar, Romania, San Marino, Saudi Arabia, Singapore, Slovakia, Spain, Sri Lanka, Sweden, Tajikistan, Thailand, United Arab Emirates and Zambia.*

<sup>29</sup> Article 45bis of the Standing Orders of the Conference.

<sup>30</sup> The Working Party (or LILS Committee) will re-examine the situation of Convention No. 91 in due course with a view to its possible abrogation when the level of ratifications of Convention No. 91 has substantially decreased as a consequence of the ratification of Convention No. 146.

<sup>31</sup> Furthermore, the Working Party (or LILS Committee) will re-examine the situation of Convention No. 109 including its possible withdrawal in due course, after the entry into force of Convention No. 180.

Subject-matter	Conventions
Employment injury benefits	Workmen's Compensation (Agriculture) Convention, 1921 (No. 12)
Dockworkers	Dock Work Convention, 1973 (No. 137)
Seafarers — Certificates of competency	Officers' Competency Certificates Convention, 1936 (No. 53)
Seafarers — Safety, health and welfare	Accommodation of Crews (Supplementary Provisions) Convention, 1970 (No. 133)

## **II. Decisions concerning international labour Recommendations**

**38.** During the 276th Session (November 1999) of the Governing Body, the Working Party examined a second group of Recommendations. The Governing Body took decisions with respect to 46 of them. Recommendations are non-binding instruments which define the Organization's objectives in a specific sphere and at a given time, and which establish guidelines to be used by member States in the area of social policy. Contrary to Conventions, Recommendations are not subject to ratification.

**39.** According to the methodology adopted by the Working Party for their examination, Recommendations which have been replaced by way of explicit Conference decisions have been distinguished from Recommendations which may have become de facto obsolete following a change of circumstances or the adoption of later standards on the same subject. In addition, a distinction has been made between Recommendations which accompany or supplement a Convention and those which are autonomous. The Governing Body decisions concerning the former group of Recommendations tend to follow the decisions taken for the corresponding Conventions.<sup>32</sup>

### **1. Decisions to revise**

**40.** The Governing Body decided that the Hours of Work and Rest Periods (Road Transport) Recommendation, 1979 (No. 161), be revised in conjunction with the revision of Convention No. 153, and that this question be included in the portfolio of proposals for the agenda of the Conference.

### **2. Up-to-date Recommendations**

**41.** When a Recommendation is considered up-to-date, the Governing Body has invited the member States to give it effect, in accordance with the provisions of article 19 of the Constitution. The Governing Body decided accordingly in the cases of the following 17 Recommendations.

<sup>32</sup> See table attached to this information note (Appendix).

Subject-matter	Recommendations
Freedom of association	Workers' Representatives Recommendation, 1971 (No. 143) Rural Workers' Organisations Recommendation, 1975 (No. 149) Labour Relations (Public Service) Recommendation, 1978 (No. 159)
Equality of opportunity and treatment	Workers with Family Responsibilities Recommendation, 1981 (No. 165)
Rehabilitation and employment of disabled persons	Vocational Rehabilitation (Disabled) Recommendation, 1955 (No. 99) Vocational Rehabilitation and Employment (Disabled Persons) Recommendation, 1983 (No. 168)
Labour administration	Labour Administration Recommendation, 1978 (No. 158)
Labour relations	Collective Agreements Recommendation, 1951 (No. 91) Consultation (Industrial and National Levels) Recommendation, 1960 (No. 113) Collective Bargaining Recommendation, 1981 (No. 163)
Wages	Labour Clauses (Public Contracts) Recommendation, 1949 (No. 84) Protection of Wages Recommendation, 1949 (No. 85) Minimum Wage Fixing Recommendation, 1970 (No. 135)
Hours of Work	Reduction of Hours of Work Recommendation, 1962 (No. 116)
Seafarers — General provisions	Continuity of Employment (Seafarers) Recommendation, 1976 (No. 154) Merchant Shipping (Improvement of Standards) Recommendation, 1976 (No. 155)
Seafarers — General conditions of employment	Protection of Young Seafarers Recommendation, 1976 (No. 153)

### 3. Recommendations expressly replaced

42. The Working Party took note of the fact that, in practice, the Conference had tended to replace Recommendations rather than revising them pursuant to article 45 of its Standing Orders. The Governing Body took note of the replacement of 11 Recommendations by subsequent instruments.

Subject-matter	Recent instruments	Replaced Recommendations
Vocational guidance and training	Vocational Training Recommendation, 1962 (No. 117) <sup>33</sup>	Vocational Training Recommendation, 1939 (No. 57) Apprenticeship Recommendation, 1939 (No. 60) Vocational Training (Adults) Recommendation, 1950 (No. 88)
	Human Resources Development Recommendation, 1975 (No. 150)	Vocational Guidance Recommendation, 1949 (No. 87) Vocational Training (Agriculture) Recommendation, 1956 (No. 101) Vocational Training Recommendation, 1962 (No. 117)

<sup>33</sup> This Recommendation has, in turn, been replaced by the Human Resources Development Recommendation, 1975 (No. 150); see below.

Subject-matter	Recent instruments	Replaced Recommendations
Employment security	Termination of Employment Convention, 1982 (No. 158), <i>and</i> Termination of Employment Recommendation, 1982 (No. 166)	Termination of Employment Recommendation, 1963 (No. 119)
Seafarers — Training and entry into employment	Vocational Training (Seafarers) Recommendation, 1970 (No. 137) <sup>34</sup>	Vocational Training (Seafarers) Recommendation, 1946 (No. 77)
Seafarers — General conditions of employment	Repatriation of Seafarers Convention (Revised), 1987 (No. 166) <i>and</i> Repatriation of Seafarers Recommendation, 1987 (No. 174)	Repatriation (Ship Masters and Apprentices) Recommendation, 1926 (No. 27)
	Seafarers' Wages and Hours of Work and Manning of Ships Recommendation, 1996 (No. 187)	Wages, Hours of Work on Board Ship and Manning Recommendation, 1958 (No. 109)
Seafarers — Labour inspection	Labour Inspection (Seafarers) Convention, 1996 (No. 178) <i>and</i> Labour Inspection (Seafarers) Recommendation, 1996 (No. 185)	Labour Inspection (Seamen) Recommendation, 1926 (No. 28)

#### 4. Requests for additional information

43. The Governing Body has invited member States to inform the Office on the possible need to replace 11 Recommendations.

#### 5. Withdrawal

44. As regards 25 other Recommendations, the Governing Body noted that they were obsolete and decided that their withdrawal be proposed to the Conference in due time.<sup>35</sup>

Subject-matter	Recommendations
Employment policy	Unemployment Recommendation, 1919 (No. 1) Unemployment (Agriculture) Recommendation, 1921 (No. 11) Unemployment (Young Persons) Recommendation, 1935 (No. 45) Public Works (International Co-operation) Recommendation, 1937 (No. 50) Public Works (National Planning) Recommendation, 1937 (No. 51) Public Works (National Planning) Recommendation, 1944 (No. 73)
Employment services and agencies	Employment Agencies Recommendation, 1933 (No. 42) Employment Service Recommendation, 1944 (No. 72)

<sup>34</sup> See also below, para. 43.

<sup>35</sup> Document GB.277/2/2.

Subject-matter	Recommendations
Vocational guidance and training	Vocational Education (Agriculture) Recommendation, 1921 (No. 15) Vocational Education (Building) Recommendation, 1937 (No. 56)
Labour inspection	Labour Inspection (Health Services) Recommendation, 1919 (No. 5) Inspection (Building) Recommendation, 1937 (No. 54) Labour Inspectorates (Indigenous Workers) Recommendation, 1939 (No. 59)
Hours of work	Hours of Work (Hotels etc.) Recommendation, 1930 (No. 37) Hours of Work (Theatres, etc.) Recommendation, 1930 (No. 38) Hours of Work (Hospitals, etc.) Recommendation, 1930 (No. 39) Control Books (Road Transport) Recommendation, 1939 (No. 63) Night Work (Road Transport) Recommendation, 1939 (No. 64) Methods of Regulating Hours (Road Transport) Recommendation, 1939 (No. 65) Rest Periods (Private Chauffeurs) Recommendation, 1939 (No. 66)
Seafarers — General conditions of employment	Hours of Work and Manning (Sea) Recommendation, 1936 (No. 49)
Seafarers — Safety, health and welfare	Ships' Medicine Chest Recommendation, 1958 (No. 105) Medical Advice at Sea Recommendation, 1958 (No. 106) Seamen's Welfare in Ports Recommendation, 1936 (No. 48) Seafarers' Welfare Recommendation, 1970 (No. 138)

**45.** At the current session, the Governing Body has before it a document containing a proposal to place on the agenda of the 90th session (2002) of the Conference the withdrawal of the following 20 Recommendations:

- *Employment policy*: Recommendations Nos. 1, 11, 45, 50, 51 and 73;
- *Employment services and agencies*: Recommendations Nos. 42 and 72;
- *Vocational guidance and training*: Recommendations Nos. 15 and 56;
- *Labour inspection*: Recommendations Nos. 5, 54 and 59;
- *Hours of work*: Recommendations Nos. 37, 38, 39, 63, 64, 65 and 66.

## 6. Status quo

**46.** Regarding the following 11 Recommendations, the Governing Body has decided on the maintenance of the status quo.

Subject-matter	Recommendations
Employment policy	Special Youth Schemes Recommendation, 1970 (No. 136)
Employment services and agencies	Employment Service Recommendation, 1948 (No. 83)
Vocational guidance and training	Human Resources Development Recommendation, 1975 (No. 150)
Labour inspection	Labour Inspection Recommendation, 1923 (No. 20)

Subject-matter	Recommendations
Wages	Minimum Wage Fixing Machinery Recommendation, 1928 (No. 30) Minimum Wage Fixing (Agriculture) Recommendation, 1951 (No. 89)
Seafarers — General provisions	National Seamen's Codes Recommendation, 1920 (No. 9) Seafarer's Engagement (Foreign Vessels) Recommendation, 1958 (No. 107) Social Conditions and Safety (Seafarers) Recommendation, 1958 (No. 108)
Seafarers — Safety, health and welfare	Crew Accommodation (Air Conditioning) Recommendation, 1970 (No. 140) Crew Accommodation (Noise Control) Recommendation, 1970 (No. 141)

### **Final remarks**

**47.** The Governing Body has asked the Office to continue to solicit the information requested in its decisions concerning policy regarding the revision of standards, to promote the ratification of revised or up-to-date Conventions (inviting the member States to denounce at the same time, as appropriate, the corresponding older, outdated Conventions) as well as to invite member States to give effect to the up-to-date Recommendations. The Office has been asked also to provide technical assistance as required by member States in order to enable them to respond in detail to these requests for information. Such responses will assist in directing the future work of the Organization on policy regarding the revision of standards.

**48.** The Director-General would expect the full cooperation from all units and officials concerned, and in particular from the specialists in the multidisciplinary teams, in the follow-up on the decisions taken by the Governing Body, which are of crucial importance to the credibility and the effectiveness of the standards system of the Organization.

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## Appendix

**Table of links between the Conventions and Recommendations examined**

Subject-matter	Recommendations	Linked Conventions	Reference to the decision of the Governing Body on the Convention <sup>1</sup>
Freedom of association	Workers' Representatives Recommendation, 1971 (No. 143)	Workers' Representatives Convention, 1971 (No. 135)	Section 4, para. 19
	Rural Workers' Organisations Recommendation, 1975 (No. 149)	Rural Workers' Organisations Convention, 1975 (No. 141)	Section 4, para. 19
	Labour Relations (Public Service) Recommendation, 1978 (No. 159)	Labour Relations (Public Service) Convention, 1978 (No. 151)	Section 4, para. 19
Equality of opportunity and treatment	Workers with Family Responsibilities Recommendation, 1981 (No. 165)	Workers with Family Responsibilities Convention, 1981 (No. 156)	Section 4, para. 18
Employment policy	Unemployment Recommendation, 1919 (No. 1)	Unemployment Convention, 1919 (No. 2)	Section 7, para. 37
Employment services and agencies	Employment Agencies Recommendation, 1933 (No. 42)	Fee-Charging Employment Agencies Convention, 1933 (No. 34)	Section 6A, para. 28
	Employment Service Recommendation, 1948 (No. 83)	Employment Service Convention, 1948 (No. 88)	Section 7, para. 37
Vocational guidance and training	Human Resources Development Recommendation, 1975 (No. 150)	Human Resources Development Convention, 1975 (No. 142)	Section 4, para. 18
Rehabilitation and employment of disabled persons	Vocational Rehabilitation and Employment (Disabled Persons) Recommendation, 1983 (No. 168)	Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)	Section 4, para. 18
Employment security	Termination of Employment Recommendation, 1982 (No. 166)	Termination of Employment Convention, 1982 (No. 158)	Section 5B, para. 24
Labour administration	Labour Administration Recommendation, 1978 (No. 158)	Labour Administration Convention, 1978 (No. 150)	Section 4, para. 18
Labour relations	Collective Bargaining Recommendation, 1981 (No. 163)	Collective Bargaining Convention, 1981 (No. 154)	Section 4, para. 19

Subject-matter	Recommendations	Linked Conventions	Reference to the decision of the Governing Body on the Convention <sup>1</sup>
Wages	Minimum Wage Fixing Machinery Recommendation, 1928 (No. 30)	Minimum Wage Fixing Machinery Convention, 1928 (No. 26)	Section 7, para. 37
	Minimum Wage Fixing Machinery (Agriculture) Recommendation, 1951 (No. 89)	Minimum Wage fixing Machinery (Agriculture) Convention, 1951 (No. 99)	Section 7, para. 37
	Minimum Wage Fixing Recommendation, 1970 (No. 135)	Minimum Wage Fixing Convention, 1970 (No. 131)	Section 4, para. 19
	Protection of Wages Recommendation, 1949 (No. 85)	Protection of Wages Convention, 1949 (No. 95)	Section 4, para. 18
	Labour Clauses (Public Contracts) Recommendation, 1949 (No. 84)	Labour Clauses (Public Contracts) Convention, 1949 (No. 94)	Section 4, para. 18
Hours of work	Hours of Work (Hotels, etc.) Recommendation, 1930 (No. 37) Hours of Work (Theatres, etc.) Recommendation, 1930 (No. 38) Hours of Work (Hospitals, etc.) Recommendation, 1930 (No. 39)	Hours of Work (Commerce and Offices) Convention, 1930 (No. 30)	Section 5A, para. 23
	Control Books (Road Transport) Recommendation, 1939 (No. 63) Night Work (Road Transport) Recommendation, 1939 (No. 64) Methods of Regulating Hours (Road Transport) Recommendation, 1939 (No. 65) Rest Periods (Private Chauffeurs) Recommendation, 1939 (No. 66)	Hours of Work and Rest Periods (Road Transport) Convention, 1939 (No. 67)	Section 6A, para. 28 and section 6C, para. 35
	Hours of Work and Rest Periods (Road Transport) Recommendation, 1979 (No. 161)	Hours of Work and Rest Periods (Road Transport) Convention, 1979 (No. 153)	Section 2, para. 7

Subject-matter	Recommendations	Linked Conventions	Reference to the decision of the Governing Body on the Convention <sup>1</sup>
Seafarers — General provisions	Merchant Shipping (Improvement of Standards) Recommendation, 1976 (No. 155)	Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)	Section 4, para. 18
	Continuity of Employment (Seafarers) Recommendation, 1976 (No. 154)	Continuity of Employment (Seafarers) Convention, 1976 (No. 145)	Section 4, para. 19
Seafarers — Training and entry into employment	Vocational Training (Seafarers) Recommendation, 1946 (No. 77)	Certification of Able Seamen Convention, 1946 (No. 74)	Section 5C, para. 25
Seafarers — General conditions of employment	Repatriation (Ship Masters and Apprentices) Recommendation, 1926 (No. 27)	Repatriation of Seamen Convention, 1926 (No. 23)	Section 3, para. 13
	Hours of Work and Manning (Sea) Recommendation, 1936 (No. 49)	Hours of Work and Manning (Sea) Convention, 1936 (No. 57)	Section 3, para. 13
	Wages, Hours of Work and Manning (Sea) Recommendation, 1958 (No. 109)	Wages, Hours of Work and Manning (Sea) Convention (Revised), 1958 (No. 109)	Section 3, para. 13
Seafarers — Safety, health and welfare	Bedding, Mess Utensils and Miscellaneous Provisions (Ships' Crews) Recommendation, 1946 (No. 78)	Accommodation of Crews Convention, 1946 (No. 75)	Section 3, para. 13
	Crew Accommodation (Air Conditioning) Recommendation, 1970 (No. 140) Crew Accommodation (Noise Control) Recommendation, 1970 (No. 141)	Accommodation of Crews (Supplementary Provisions) Convention, 1970 (No. 133)	Section 7, para. 37
	Prevention of Accidents (Seafarers) Recommendation, 1970 (No. 142)	Prevention of Accidents (Seafarers) Convention, 1970 (No. 134)	Section 5C, para. 25
<sup>1</sup> See Part 1 of the present information note.			

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## Appendix II

### Ratifications and denunciations registered between 1 November 1995 and 31 December 1999

#### Ratifications registered between 1 November 1995 and 31 December 1999

Conventions	Country	Date of ratification
<b>I. Conventions on fundamental rights at work and priority Conventions</b>		
Forced Labour Convention, 1930 (No. 29)	Estonia	07.02.1996
	South Africa	05.03.1997
	Turkmenistan	15.05.1997
	Botswana	05.06.1997
	Qatar	12.03.1998
	Zimbabwe	27.08.1998
	Saint Vincent and the Grenadines	21.10.1998
	Oman	30.10.1998
	Turkey	30.10.1998
	Malawi	19.11.1999
Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)	South Africa	19.02.1996
	Moldova, Republic of	12.08.1996
	Zambia	02.09.1996
	Mozambique	23.12.1996
	Turkmenistan	15.05.1997
	Botswana	22.12.1997
	Indonesia	09.06.1998
	Cape Verde	01.02.1999
	Chile	01.02.1999
	Georgia	03.08.1999
Cambodia	23.08.1999	
Malawi	19.11.1999	
Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	South Africa	19.02.1996
	Suriname	05.06.1996
	Moldova, Republic of	12.08.1996
	Zambia	02.09.1996
	Nepal	11.11.1996
	Mozambique	23.12.1996
	Turkmenistan	15.05.1997
	Georgia	22.06.1997
	Burundi	10.10.1997
	Botswana	22.12.1997
	Madagascar	03.06.1998
	Zimbabwe	27.08.1998
	Saint Vincent and the Grenadines	21.10.1998
	Chile	01.02.1999
	Switzerland	17.08.1999
	Cambodia	23.08.1999
	Seychelles	04.10.1999
Congo	26.10.1999	

Conventions	Country	Date of ratification	
Equal Remuneration Convention, 1951 (No. 100)	Estonia	10.05.1996	
	United Arab Emirates	24.02.1997	
	Turkmenistan	15.05.1997	
	Trinidad and Tobago	29.05.1997	
	Botswana	05.06.1997	
	Georgia	22.06.1997	
	Malaysia	09.09.1997	
	Viet Nam	07.10.1997	
	Korea, Republic of	08.12.1997	
	Lesotho	27.01.1998	
	Bangladesh	28.01.1998	
	Thailand	08.02.1999	
	Ethiopia	24.03.1999	
	Belize	22.06.1999	
	Cambodia	23.08.1999	
	Seychelles	23.11.1999	
	Congo	26.11.1999	
	Abolition of Forced Labour Convention, 1957 (No. 105)	Estonia	07.02.1996
		Czech Republic	06.08.1996
Georgia		23.09.1996	
United Arab Emirates		24.02.1997	
Albania		27.02.1997	
South Africa		05.03.1997	
Croatia		05.03.1997	
Mauritania		03.04.1997	
Turkmenistan		15.05.1997	
Botswana		05.06.1997	
Slovenia		24.06.1997	
Burkina Faso		25.08.1997	
Slovakia		29.09.1997	
Uzbekistan		15.12.1997	
Russian Federation		02.07.1998	
Bahrein		14.07.1998	
Romania		03.08.1998	
Zimbabwe		27.08.1998	
St Vincent and the Grenadines		21.10.1998	
Chile		01.02.1999	
Kyrgyzstan		18.02.1999	
Bulgaria		23.03.1999	
Ethiopia		24.03.1999	
Indonesia		07.06.1999	
Togo		10.07.1999	
Cambodia		23.08.1999	
Tajikistan		23.09.1999	
Malawi		19.11.1999	
Congo		26.11.1999	

Conventions	Country	Date of ratification
Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	Moldova, Republic of	12.08.1996
	Albania	27.02.1997
	South Africa	05.03.1997
	Turkmenistan	15.05.1997
	Botswana	05.06.1997
	Georgia	22.06.1997
	Viet Nam	07.10.1997
	Lesotho	27.01.1998
	Sri Lanka	27.11.1998
	Korea, Republic of	04.12.1998
	Ireland	22.04.1999
	Indonesia	07.06.1999
	United Kingdom	08.06.1999
	Belize	22.06.1999
	Zimbabwe	23.06.1999
	Cambodia	23.08.1999
	Seychelles	23.11.1999
Congo	26.11.1999	
Kazakhstan	06.12.1999	
Minimum Age Convention, 1973 (No. 138)	El Salvador	23.01.1996
	Georgia	23.09.1996
	Argentina	11.11.1996
	Nepal	30.05.1997
	Botswana	05.06.1997
	Bolivia	11.06.1997
	Malaysia	09.09.1997
	Slovakia	29.09.1997
	Cyprus	02.10.1997
	Denmark	13.11.1997
	Albania	16.02.1998
	Jordan	23.03.1998
	Guyana	15.04.1998
	Portugal	20.05.1998
	Hungary	28.05.1998
	Philippines	04.06.1998
	Lithuania	22.06.1998
	United Arab Emirates	02.10.1998
	Turkey	30.10.1998
	Tanzania, United Republic of	16.12.1998
	Korea, Republic of	28.01.1999
	Chile	01.02.1999
	Burkina Faso	11.02.1999
	China	28.04.1999
	Ethiopia	27.05.1999
	Indonesia	07.06.1999
	Egypt	09.06.1999
Dominican Republic	15.06.1999	
Switzerland	17.08.1999	
Cambodia	23.08.1999	
Kuwait	15.11.1999	
Congo	26.11.1999	
Iceland	06.12.1999	
Worst Forms of Child Labour Convention, 1999 (No. 182) <sup>1</sup>	Seychelles	28.09.1999
	Malawi	19.11.1999
	Ireland	20.12.1999
	Slovakia	20.12.1999

<sup>1</sup> The United States submitted an instrument of ratification of Convention No. 182 on 02.12.1999.

Conventions	Country	Date of ratification
Labour Inspection Convention, 1947 (No. 81)	Moldova, Republic of	12.08.1996
	Russian Federation	02.07.1998
	Saint Vincent and the Grenadines	21.10.1998
	Congo	26.11.1999
Employment Policy Convention, 1964 (No. 122)	Moldova, Republic of	12.08.1996
	Mozambique	23.12.1996
	Georgia	22.06.1997
	China	17.12.1997
	India	17.11.1998
Labour Inspection (Agriculture) Convention, 1969 (No. 129)	Kazakhstan	06.12.1999
	Belgium	08.09.1997
Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	Moldova, Republic of	09.12.1997
	Jamaica	12.08.1996
	Mozambique	23.10.1996
	Slovakia	23.12.1996
	Madagascar	10.02.1997
	Botswana	22.04.1997
	Burundi	05.06.1997
	Chad	10.10.1997
	Lesotho	07.01.1998
	Fiji	27.01.1998
	Bulgaria	18.05.1998
	Mongolia	12.06.1998
	Dominican Republic	10.08.1998
	Albania	15.06.1999
	Colombia	30.06.1999
	Korea, Republic of	09.11.1999
	Congo	15.11.1999
	16.11.1999	
<b>II. Decisions to revise</b>		
Maternity Protection Convention (Revised), 1952 (No. 103)	Moldova, Republic of	14.02.1997
	San Marino	23.09.1998
Maximum Weight Convention, 1967 (No. 127)	Moldova, Republic of	09.12.1997
<b>III. Promotion of the ratification of revised Conventions</b>		
Medical Examinations of Young Persons (Sea) Convention, 1921 (No. 16)	Saint Vincent and the Grenadines	21.10.1998
Medical Examination (Seafarers) Convention, 1946 (No.73)	Lithuania	19.11.1997
Accommodation of Crews Convention (Revised), 1949 (No. 92)	Equatorial Guinea	23.04.1996
Fee-Charging Employment Agencies Convention (Revised), 1949 (No. 96)	Argentina	19.09.1996
Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117)	Moldova, Republic of	12.08.1996
	Georgia	21.10.1997
Employment Injury Benefits Convention, 1964 (No. 121)	Chile	30.09.1999
Minimum Age Convention, 1973 (No. 138)	See under Conventions on fundamental rights at work	
Seafarers' Annual Leave with Pay Convention, 1976 (No. 146)	Brazil	24.09.1998
Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152)	Netherlands	13.05.1998

Conventions	Country	Date of ratification
Labour Statistics Convention, 1985 (No. 160)	Canada	22.11.1995
	Panama	03.04.1996
	Korea, Republic of	08.12.1997
	Lithuania	10.06.1999
Repatriation of Seafarers Convention (Revised), 1987 (No. 166)	Guyana	10.06.1996
	Brazil	04.03.1997
Safety and Health in Construction Convention, 1988 (No. 167)	Finland	23.01.1997
	Lesotho	27.01.1998
	Dominican Republic	04.06.1998
Indigenous and Tribal Peoples Convention, 1989 (No. 169)	Denmark	22.02.1996
	Guatemala	05.06.1996
	Netherlands	02.02.1998
	Fiji	03.03.1998
	Ecuador	15.05.1998
Night Work Convention, 1990 (No. 171)	Portugal	27.11.1995
	Czech Republic	06.08.1996
	Belgium	28.05.1997
Safety and Health in Mines Convention, 1995 (No. 176)	Spain	22.05.1997
	Botswana	05.06.1997
	Finland	09.06.1997
	Sweden	09.06.1997
	Philippines	27.02.1998
	Slovakia	03.06.1998
	Ireland	09.06.1998
	Germany	06.09.1998
	Zambia	04.01.1999
	Armenia	27.04.1999
Austria	28.05.1999	
Norway	11.06.1999	
Recruitment and Placement of Seafarers Convention, 1996 (No. 179)	Philippines	13.03.1998
	Ireland	22.04.1999
	Finland	25.05.1999
	Norway	11.06.1999
Seafarers' Hours of Work and the Manning of Ships Convention, 1996 (No. 180)	Ireland	22.04.1999
Private Employment Agencies Convention, 1997 (No. 181)	Ethiopia	24.03.1999
	Morocco	10.05.1999
	Finland	25.05.1999
	Spain	15.06.1999
	Albania	30.06.1999
	Japan	28.07.1999
	Panama	10.08.1999
Netherlands	15.09.1999	
<b>IV. Promotion of the ratification of up-to-date Conventions</b>		
Weekly Rest (Industry) Convention, 1921 (No. 14)	Belize	22.06.1999
Labour Clauses (Public Contracts) Convention, 1949 (No. 94)	Norway	12.02.1996
	Saint Vincent and the Grenadines	21.10.1998
Protection of Wages Convention, 1949 (No. 95)	Moldova, Republic of	12.08.1996
	Botswana	05.06.1997
	Saint Vincent and the Grenadines	21.10.1998

Conventions	Country	Date of ratification
Seafarers' Identity Documents Convention, 1958 (No. 108)	Sri Lanka	24.11.1995
	Czech Republic	06.08.1996
	Estonia	11.12.1996
	Lithuania	19.11.1997
	Saint Vincent and the Grenadines	21.10.1998
Employment Injury Benefits Convention, 1964 (No. 121)	See under Promotion of the ratification of revised Conventions	
Minimum Wage Fixing Convention, 1970 (No. 131)	Chile	13.09.1999
Workers' Representatives Convention, 1971 (No. 135)	Cyprus	03.01.1996
	Estonia	07.02.1996
	Moldova, Republic of	12.08.1996
	Mongolia	08.10.1996
	Burundi	10.10.1997
	Uzbekistan	15.12.1997
	Chad	07.01.1998
	Lesotho	27.01.1998
	Zimbabwe	27.08.1998
	Belize	22.06.1999
Chile	13.09.1999	
Occupational Cancer Convention, 1974 (No. 139)	Belgium	11.10.1996
	Portugal	03.05.1999
Paid Educational Leave Convention, 1974 (No. 140)	Zimbabwe	27.08.1998
	Belize	22.06.1999
	Chile	13.09.1999
Rural Workers' Organisations Convention, 1975 (No. 141)	Burkina Faso	25.08.1997
	Belize	22.06.1999
Human Resources Development Convention, 1975 (No. 142)	Georgia	22.06.1997
Seafarers' Annual Leave with Pay Convention, 1976 (No. 146)	See under Promotion of the ratification of revised Conventions	
Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)	Croatia	19.07.1996
	India	26.09.1996
	Israel	06.12.1996
	Latvia	12.11.1998
	Iceland	11.05.1999
	Trinidad and Tobago	03.06.1999
	Slovenia	21.06.1999
Protocol of 1996 to the Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)	Ireland	22.04.1999
Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148)	Guatemala	22.02.1996
	Kazakhstan	30.07.1996
	Seychelles	23.11.1999
Labour Administration Convention, 1978 (No. 150)	Namibia	28.06.1996
	Korea, Republic of	08.12.1997
	Russian Federation	02.07.1998
	Zimbabwe	27.08.1998
	Dominican Republic	15.06.1999
	Cambodia	23.08.1999
	Malawi	19.11.1999
Seychelles	23.11.1999	

Conventions	Country	Date of ratification
Labour Relations (Public Service) Convention, 1978 (No. 151)	Greece	29.07.1996
	Belarus	08.09.1997
	Botswana	22.12.1997
	Chad	07.01.1998
	Belize	22.06.1999
	Albania	30.06.1999
	Seychelles	23.11.1999
Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152)	Netherlands	13.05.1998
Collective Bargaining Convention, 1981 (No. 154)	Suriname	05.06.1996
	Greece	17.09.1996
	Guatemala	29.10.1996
	Moldova, Republic of	14.02.1997
	Belarus	08.09.1997
	Uzbekistan	15.12.1997
	Tanzania, United Republic of	14.08.1998
Occupational Safety and Health Convention, 1981 (No. 155)	Belize	22.06.1999
	Kazakhstan	30.07.1996
	Mongolia	03.02.1998
	Russian Federation	02.07.1998
Workers with Family Responsibilities Convention, 1981 (No. 156)	Belize	22.06.1999
	Russian Federation	13.02.1998
	Bolivia	01.09.1998
Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)	Belize	22.06.1999
	Cuba	03.10.1996
	Bolivia	19.12.1996
	Mongolia	03.02.1998
	Madagascar	03.06.1998
	Kuwait	26.06.1998
	Zimbabwe	27.08.1998
	Portugal	03.05.1999
	Bahrain	02.06.1999
	Trinidad and Tobago	03.06.1999
Côte d'Ivoire	22.10.1999	
Korea, Republic of	15.11.1999	

#### V. Status quo

Workmen's Compensation (Agriculture) Convention, 1921 (No. 12)	Saint Vincent and the Grenadines	21.10.1998
Minimum Wage-Fixing Machinery Convention, 1928 (No. 26)	Saint Vincent and the Grenadines	21.10.1998
Forty-Hour Week Convention, 1935 (No. 47)	Moldova, Republic of	09.12.1997
Employment Service Convention, 1948 (No. 88)	Moldova, Republic of	12.08.1996
	Madagascar	03.06.1998
Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117)	Moldova, Republic of Georgia	12.08.1996 21.10.1997

#### VI. Other Conventions

Food and Catering (Ships' Crews) Convention, 1946 (No. 68)	Equatorial Guinea	23.04.1996
Accommodation of Crews Convention (Revised), 1949 (No. 92)	Equatorial Guinea	23.04.1996

Conventions	Country	Date of ratification
Holidays with Pay Convention (Revised), 1970 (No. 132)	Czech Republic	23.08.1996
	Moldova, Republic of	27.01.1998
	Hungary	19.08.1998
	Brazil	23.09.1998
Prevention of Accidents (Seafarers) Convention, 1970 (No. 134)	Brazil	25.07.1996
Termination of Employment Convention, 1982 (No. 158)	Portugal	27.11.1995
	Namibia	28.06.1996
	Moldova, Republic of	14.02.1997
Occupational Health Services Convention, 1985 (No. 161)	Burkina Faso	25.08.1997
	Benin	10.11.1998
	Chile	30.09.1999
Asbestos Convention, 1986 (No. 162)	Belgium	11.10.1996
	Portugal	03.05.1999
	Netherlands	15.09.1999
Seafarers' Welfare Convention, 1987 (No. 163)	Brazil	04.03.1997
Health Protection and Medical Care (Seafarers) Convention, 1987 (No. 164)	Brazil	04.03.1997
	Norway	11.06.1999
Chemicals Convention, 1990 (No. 170)	Brazil	23.12.1996
	Burkina Faso	15.09.1997
	Zimbabwe	27.08.1998
	Tanzania, United Republic of	15.03.1999
Working Conditions (Hotels and Restaurants) Convention, 1991 (No. 172)	Guyana	20.08.1996
	Cyprus	28.02.1997
	Barbados	22.06.1997
	Dominican Republic	04.06.1998
	Ireland	09.06.1998
Prevention of Major Industrial Accidents Convention, 1993 (No. 174)	Armenia	03.01.1996
	Netherlands	25.03.1997
	Colombia	09.12.1997
Part-Time Work Convention, 1994 (No. 175)	Mauritius	14.06.1996
	Cyprus	28.02.1997
	Guyana	03.09.1997
	Finland	25.05.1999
Protocol of 1995 to the Labour Inspection Convention, 1947 (No. 81)	Moldova	12.08.1996
	Finland	09.06.1997
	Sweden	09.06.1997
	Guyana	15.04.1998
	Ireland	09.06.1998
	Russian Federation	02.07.1998
	Saint Vincent and the Grenadines	21.10.1998
	Norway	11.06.1999
	Congo	26.11.1999

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**Denunciations registered between 1 November 1995  
and 31 December 1999 of Conventions that have  
been shelved or revised**

Conventions	Country	Date of registration of the denunciation
Maternity Protection Convention, 1919 (No. 3)	Chile	03.10.1997
Night Work (Women) Convention, 1919 (No. 4)	Peru	05.02.1997
Minimum Age (Industry) Convention, 1919 (No. 5)	Argentina	11.11.1996
	Bolivia	11.06.1997
	Slovakia	29.09.1997
	Denmark	13.11.1997
	Albania	16.02.1998
	Guyana	15.04.1998
	Chile	01.02.1999
	Burkina Faso	11.02.1999
	Dominican Republic	15.06.1999
	Switzerland	17.08.1999
Congo	26.11.1999	
Minimum Age (Sea) Convention, 1920 (No. 7)	Argentina	11.11.1996
	Malaysia	09.09.1997
	Denmark	13.11.1997
	Guyana	15.04.1998
	Portugal	20.05.1998
	Hungary	28.05.1998
	Chile	01.02.1999
	China	28.04.1999
	Dominican Republic	15.06.1999
Placing of Seamen Convention, 1920 (No. 9)	Australia	31.08.1998
	Finland	25.05.1999
	Norway	11.06.1999
Minimum Age (Agriculture) Convention, 1921 (No. 10)	Argentina	11.11.1996
	Slovakia	29.09.1997
	Albania	16.02.1998
	Guyana	15.04.1998
	Hungary	18.05.1998
	Chile	01.02.1999
	Dominican Republic	15.06.1999
Minimum Age (Trimmers and Stokers) Convention, 1921 (No. 15)	Argentina	11.11.1996
	Malaysia	09.09.1997
	Cyprus	02.10.1997
	Denmark	13.11.1997
	Guyana	15.04.1998
	Hungary	28.05.1998
	Turkey	30.10.1998
	Tanzania, United Republic of	16.12.1998
	Zanzibar	16.12.1998
	Chile	01.02.1999
	China	28.04.1999
	Switzerland	17.08.1999
	Iceland	06.12.1999
	Night Work (Bakeries) Convention, 1925 (No. 20)	Peru
Luxembourg		02.06.1998
Inspection of Emigrants Convention, 1926 (No. 21)	Belgium	14.08.1998
	Albania	30.06.1999
Hours of Work (Commerce and Offices) Convention, 1930 (No. 30)	Finland	26.06.1999

Conventions	Country	Date of registration of the denunciation
Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32)	Netherlands	13.04.1998
Minimum Age (Non-Industrial Employment) Convention, 1932 (No. 33)	Argentina	11.11.1996
	Burkina Faso	11.02.1999
	Congo	26.11.1999
Fee-Charging Employment Agencies Convention, 1933 (No. 34)	Argentina	19.09.1996
Night Work (Women) Convention (Revised), 1934 (No. 41)	Peru	13.01.1997
Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934 (No. 42)	Chile	30.09.1999
Underground Work (Women) Convention, 1935 (No. 45)	Chile	30.05.1997
	Peru	09.06.1997
	Finland	19.09.1997
	Zambia	03.03.1998
	Netherlands	29.04.1998
Maintenance of Migrants' Pension Rights Convention, 1935 (No. 48)	Netherlands	27.07.1999
Recruiting of Indigenous Workers Convention, 1936 (No. 50)	Belgium	13.09.1999
Holidays with Pay Convention, 1936 (No. 52)	Czech Republic	23.08.1996
	Hungary	19.08.1998
	Brazil	23.09.1998
Minimum Age (Sea) Convention (Revised), 1936 (No. 58)	Cyprus	02.10.1997
	Denmark	13.11.1997
	Albania	16.02.1998
	Turkey	30.10.1998
	Switzerland	16.08.1999
	Iceland	06.12.1999
Minimum Age (Industry) Convention (Revised), 1937 (No. 59)	Albania	16.02.1998
	Philippines	04.06.1998
	Turkey	30.10.1998
	Tanzania, United Republic of	16.12.1998
	China	28.04.1999
Safety Provisions (Building) Convention, 1937 (No. 62)	Finland	23.01.1997
Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63)	Canada	22.11.1995
	Panama	03.04.1996
Contracts of Employment (Indigenous Workers) Convention, 1939 (No. 64)	Belgium	18.11.1998
	Mauritius	08.07.1999
Penal Sanctions (Indigenous Workers) Convention, 1939 (No. 65)	Mauritius	08.07.1999
Paid Vacations (Seafarers) Convention (Revised), 1949 (No. 91)	Brazil	24.09.1998
Fee-Charging Employment Agencies Convention, (Revised), 1949 (No. 96)	Spain	15.06.1999
	Japan	28.07.1999
	Panama	10.08.1999
	Netherlands	15.09.1999
Holidays with Pay (Agriculture) Convention, 1952 (No. 101)	Hungary	19.08.1998
	Brazil	23.09.1998

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Conventions	Country	Date of registration of the denunciation
Indigenous and Tribal Populations Convention, 1957 (No. 107)	Ecuador	15.05.1998
Minimum Age (Fishermen) Convention, 1959 (No. 112)	Denmark	13.11.1997
	Albania	16.02.1998
Minimum Age (Underground Work) Convention, 1965 (No. 123)	Jordan	23.03.1998
	Hungary	28.05.1998
	Switzerland	17.08.1999
	Zambia	13.10.1999
<b>Denunciations of other Conventions</b>		
Hours of Work (Commerce and Offices) Convention, 1930 (No. 30)	Finland	23.06.1999
Termination of Employment Convention, 1982 (No. 158)	Brazil	20.11.1996

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## Appendix III

### Summary tables

1. The three tables that follow contain a summary account of the decisions taken by the Governing Body in the context of the policy regarding the revision of standards.
2. In the first table, Conventions and Recommendations are grouped together following the classified guide of international labour standards. Nevertheless, for reasons of simplicity, instruments that cover more than one subject-matter appear only once in the table. Thus, for example, Maternity Protection Convention, 1919 (No. 3), is included only under the heading “Social security — Maternity benefits” and does not appear under the heading “Employment of women — Maternity protection”.
3. The other two tables present the Conventions and Recommendations, respectively, in chronological order.
4. For reasons of clarity, the decisions have been arranged into five categories: “Up-to-date instruments”, “Instruments to be revised”, “Outdated instruments”, “Requests for information” and “Other instruments”. Not all the nuances contained in the Governing Body decisions have therefore been reflected in the tables.
5. The category “Up-to-date instruments” includes, in addition to the fundamental and priority Conventions (appearing in bold) and the instruments adopted since 1985, the Conventions the ratification of which the Governing Body has decided to promote and the Recommendations the implementation of which it also has decided to promote.
6. The “Instruments to be revised” include those instruments the revision of which has been decided by the Governing Body, in addition to two Conventions whose possible revision depends on the revision of other instruments on the same subject-matter.
7. The category “Outdated instruments” includes the Conventions that have been shelved and those Conventions which the Governing Body has invited States parties to denounce while inviting them at the same time to ratify more recent Conventions on the same subject-matter. This category also includes Recommendations that have been juridically replaced by subsequent instruments or have been declared obsolete by the Governing Body.
8. The “Requests for information”, which constitutes the fourth category, includes the instruments for which the Governing body has requested that a general survey or a short survey be carried out, as well as ad hoc requests for additional information.
9. The last category, “Other instruments”, includes the Conventions and Recommendations for which the Governing Body has decided to maintain the status quo, in addition to those that, having been the object of particular decisions of the Governing Body, cannot be classified in any of the other four categories.

Subject Matter	Up-to-date instruments	Instruments to be revised	Outdated instruments	Requests for information	Other instruments
<b>BASIC HUMAN RIGHTS</b>					
Freedom of Association	C87 (Freedom of association) C98 (Right to organise and collective bargaining) C135 and R143 (Workers' representatives) C141 and R149 (Rural workers) C151 and R159 (Public service)			C84 (Non-metropolitan territories) C135 (Workers' representatives) C141 (Rural workers) C151 (Public service)	C11 (Agriculture)
Forced Labour	C29, C105 (Abolition of forced labour)				
Equality of Opportunity and Treatment	C100 and R90 (Equal remuneration of men and women) C111 and R111 (Discrimination in employment and occupation) C156 and R165 (Workers with family responsibilities)				
Child Labour	C138 and R146 (Minimum age) C182 and R190 (Worst forms of child labour)				
<b>EMPLOYMENT</b>					
Employment Policy	C122 and R122, R169 (Employment policy) R189 (Small and medium-sized enterprises)		R1 (Unemployment) R11 (Agriculture) R45 (Young persons) R50, R51, R73 (Public works)	R71 (Transition from war to peace)	C2 (Unemployment) R136 (Youth schemes)
Employment Services and Fee-Charging Employment Agencies	C181 and R188 (Private employment agencies)		C34 and R42 (Employment agencies) R72 (Employment service)		C88 and R83 (Employment service) C96 (Fee-charging employment agencies)
Vocational Guidance and Training	C142 (Human resources development)		R15 (Agriculture) R56 (Building) R57 (Vocational training) R60 (Apprenticeship) R87 (Vocational guidance) R88 (Adults) R101 (Agriculture) R117 (Vocational training)		R150 (Human resources development)
Rehabilitation and Employment of Disabled Persons	R99 (Vocational rehabilitation) C159 and R168 (Vocational rehabilitation and employment)				
Employment Security			R119 (Termination of employment)	C158 (Termination of employment)	
<b>SOCIAL POLICY</b>					

Subject Matter	Up-to-date instruments	Instruments to be revised	Outdated instruments	Requests for information	Other instruments
		R127 (Co-operatives)		C82 (non-metropolitan territories)	C117 (Basic aims and standards)
<b>LABOUR ADMINISTRATION</b>					
General	C150 and R158 (Labour administration)				
Labour Inspection	<b>C81</b> and R81 (Industry and commerce) P81 (Non-commercial services) <b>C129</b> and R133 (Agriculture)		R5 (Health services) R54 (Building) R59 (Indigenous workers)	C85 (Non-metropolitan territories)	R20 (Inspection)
Statistics	C160 and R170 (Labour statistics)		C63 (Statistics of wages and hours of work)	R19 (Migration statistics)	
Tripartite Consultation	<b>C144</b> and R152 (Tripartite consultation)				
<b>INDUSTRIAL RELATIONS</b>					
	R91 (Collective agreements) C154 and R163 (Collective bargaining) R113 (Consultation)			C154 (Collective bargaining) R92 (Voluntary conciliation) R94 (Cooperation at the level of the undertaking) R129 (Communication) R130 (Grievances)	
<b>CONDITIONS OF WORK</b>					
Wages	C131 and R135 (Minimum wage fixing) C95 and R85 (Protection of wages) C173 and R180 (Employer's insolvency) C94 and R84 (Labour clauses, public contracts)			C131 (Minimum wage fixing)	C26 and R30 (Minimum wage fixing machinery) C99 and R89 (Minimum wage fixing machinery, agriculture)
Hours of Work	R116 (Reduction of hours of work)	C43 (Sheet-Glass works) C49 (Glass-bottle works) C153 and R161 (Road transport)	C31 (Coal mines) C43 (Sheet-Glass works) C46 (Coal mines) C49 (Glass-bottle works) C51 (Public works) C61 (Textiles) C67, R63, R64, R65, R66 (Road transport) R37 (Hotels, etc.) R38 (Theatres etc.) R39 (Hospitals etc.)	C1 (Industry) C30 (Commerce and offices)	C47 (Forty-hour week)
Night Work	C171 and R178 (Night work)		C20 (Bakeries)		
Weekly Rest	C14 (Industry) C106 (Commerce and offices)				

Subject Matter	Up-to-date instruments	Instruments to be revised	Outdated instruments	Requests for information	Other instruments
Paid Leave	C140 (Paid educational leave)		C52 (Industry and commerce) C101 (Agriculture)	C132 (Holidays with pay) C140 (Paid educational leave)	
Part-Time Work	C175 and R182 (Part-time work)				
Home Work	C177 and R184 (Home work)				
<b>OCCUPATIONAL SAFETY AND HEALTH</b>					
General	C155 (Occupational safety and health) C161 and R171 (Occupational health services) C174 and R181 (Major industrial accidents) C176 and R183 (Mines)			C155 (Occupational safety and health)	
Toxic Substance and Agents	C115 (Radiation) C139 (Occupational cancer) C162 and R172 (Asbestos) C170 and R177 (Chemicals)	C13 (White lead) C136 (Benzene)		C115 (Radiation) C139 (Occupational cancer)	
Machinery		C119 (Guarding of machinery)			
Maximum Weight		C127 (Maximum weight)			
Air Pollution, Noise and Vibration	C148 (Air pollution, noise and vibration)			C148 (Air pollution, noise and vibration)	
Building Industry	C167 and R175 (Construction)		C62 (Safety provisions)		
Commerce and Offices	C120 (Hygiene)				
Dock Work	C152 (Occupational safety and health, dock work)	C27 (Marking of weight)	C28, C32 (Protection against accidents)		
<b>SOCIAL SECURITY</b>					
Comprehensive Standards	C102 (Minimum standards) C118 (Equality of treatment) C157 (Maintenance of rights)			C102 (Minimum standards) C118 (Equality of treatment) C157 (Maintenance of rights)	C19 (Equality of treatment, accident compensation)
Medical Care and Sickness Benefit	C130 (Medical care and sickness benefits)		C24 (Industry) C25 (Agriculture)	C130 (Medical care and sickness benefits)	
Old Age, Invalidity and Survivors' Benefits	C128 (Invalidity, old-age and survivors' benefits)		C35, C36 (Old-age insurance) C37, C38 (Invalidity insurance) C39, C40 (Survivors' insurance) C48 (Maintenance of Migrants' pension rights)	C128 (Invalidity, old-age and survivors' benefits)	
Employment Injury Benefit	C121 (Employment injury benefits)		C17 (Workmen's compensation, accidents) C18, C42 (Occupational diseases)	C121 (Employment injury benefits)	C12 (Workmen's compensation, agriculture)

Subject Matter	Up-to-date instruments	Instruments to be revised	Outdated instruments	Requests for information	Other instruments
Unemployment Benefits	C168 and R176 (Employment promotion and protection against unemployment)		C44 (Unemployment)		
Maternity Benefit		C3, C103, R95 (Maternity protection)			
<b>EMPLOYMENT OF WOMEN</b>					
Night Work				C4, C41, C89, P89 (Night work, women)	
Underground Work					C45 (Underground work, women)
<b>EMPLOYMENT OF CHILDREN AND YOUNG PERSONS</b>					
Minimum Age			C5 and C59 (Industry) C10 (Agriculture) C33, C60 (Non-industrial employment) C123 (Underground work)		
Night Work		C6, C90 (Industry) C79 (Non-industrial occupations)			
Medical Examination	C77 (Industry) C78 (Non-industrial occupations) C124 (Underground work)			C77 (Industry) C78 (Non-industrial occupations) C124 (Underground work)	
<b>MIGRANT WORKERS</b>					
			C21 (Inspection of emigrants on board ships) C66 (Recruitment, placement and conditions of work)		C97, C143 (Migrant workers)
<b>INDIGENOUS AND TRIBAL PEOPLES, INDIGENOUS WORKERS IN NON-METROPOLITAN TERRITORIES</b>					
Indigenous Workers			C50 (Recruitment) C64, C86 (Contracts of employment) C65, C104 (Penal sanctions)		
Workers in non-metropolitan territories				C83 (Labour standards)	
Indigenous and tribal peoples	C169 (Indigenous and tribal peoples)		C107 (Indigenous and tribal populations)		
<b>SEAFARERS</b>					

<b>Subject Matter</b>	<b>Up-to-date instruments</b>	<b>Instruments to be revised</b>	<b>Outdated instruments</b>	<b>Requests for information</b>	<b>Other instruments</b>
General	C108 (Identity documents) C145 and R154 (Continuity of employment) C147, P147 and R155 (Minimum standards)			C145 (Continuity of employment) R139 (Employment, technical developments)	R9 (National seamen's codes) R107 (Seafarers' engagement-foreign vessels) R108 (Social conditions and safety)
Training and entry into employment	C179 and R186 (Recruitment and placement)		C9 (Placing) R77 (Vocational training)	C22 (Articles of agreement) R137 (Vocational training)	
Conditions for admission to employment		C16 (Medical examination of young persons) C73 (Medical examination, seafarers)	C7 (Minimum age, sea) C15 (Minimum age, trimmers and stokers)		C58 (Minimum age, sea)
Certificate of competency				C69 (Cooks) C74 (Certification of able seamen)	C53 (Officers)
General conditions of employment	C146 (Annual leave with pay) R153 (Young seafarers) C166 and R174 (Repatriation) C180 (Hours of work and manning) R187 (Wages, hours of work and manning)		C23, R27 (Repatriation) C54, C72, C91 (Holidays with pay) C57 and R49 (Hours of work and manning) C76, C93, C109 and R109 (Wages, hours of work and manning)	C146 (Annual leave with pay)	
Safety, health and welfare	C163 and R173 (Welfare) C164 (Health protection and medical care)		C75 (Accommodation) R48 (Welfare in ports) R105 (Medicine chests) R106 (Medical advice) R138 (Welfare)	C68 (Food and catering) C92 (Accommodation) C134 (Prevention of accidents) R78 (Bedding, mess utensils) R142 (Prevention of accidents)	C133 (Accommodation) R140, R141 (Accommodation)
Labour inspection	C178 and R185 (Inspection of working and living conditions)		R28 (General principles)		
<b>INLAND NAVIGATION</b>					
				R8 (Hours of work)	
<b>DOCKWORKERS</b>					
				C137 and R145 (Dock work)	C137 (Dock work)
<b>PLANTATIONS</b>					
	C110, P110 (Plantations)				
<b>NURSING PERSONNEL</b>					
	C149 (Nursing personnel)			C149 (Nursing personnel)	
<b>HOTELS AND RESTAURANTS</b>					

Subject Matter	Up-to-date instruments	Instruments to be revised	Outdated instruments	Requests for information	Other instruments
	C172 and R179 (Working conditions)				
<b>TOTAL:</b>	68 Conventions, 3 Protocols 46 Recommendations	15 Conventions 3 Recommendations	54 Conventions 36 Recommendations	40 Conventions, 1 Protocol 12 Recommendations	17 Conventions 11 Recommendations

**Table 2.**

**Chronological Table - International Labour Conventions**

Convention	Decision								
C1	4	C43	2 - 3	C85	4	C127	2	C169	1
C2	5	C44	3	C86	3	C128	1 - 4	C170	1
C3	2	C45	5	C87	1	C129	1	C171	1
C4	4	C46	3	C88	5	C130	1 - 4	C172	1
C5	3	C47	5	C89	4	C131	1 - 4	C173	1
C6	2	C48	3	C90	2	C132	4	C174	1
C7	3	C49	2 - 3	C91	3	C133	5	C175	1
C8	/	C50	3	C92	4	C134	4	C176	1
C9	3	C51	3	C93	3	C135	1 - 4	C177	1
C10	3	C52	3	C94	1	C136	2	C178	1
C11	5	C53	5	C95	1	C137	4 - 5	C179	1
C12	5	C54	3	C96	5	C138	1	C180	1
C13	2	C55	/	C97	5	C139	1 - 4	C181	1
C14	1	C56	/	C98	1	C140	1 - 4	C182	1
C15	3	C57	3	C99	5	C141	1 - 4		
C16	2	C58	5	C100	1	C142	1		
C17	3	C59	3	C101	3	C143	5		
C18	3	C60	3	C102	1 - 4	C144	1		
C19	5	C61	3	C103	2	C145	1 - 4		
C20	3	C62	3	C104	3	C146	1 - 4		
C21	3	C63	3	C105	1	C147	1		
C22	4	C64	3	C106	1	C148	1 - 4		
C23	3	C65	3	C107	3	C149	1 - 4		
C24	3	C66	3	C108	1	C150	1		
C25	3	C67	3	C109	3	C151	1 - 4		
C26	5	C68	4	C110	1	C152	1		
C27	2	C69	4	C111	1	C153	2		
C28	3	C70	/	C112	/	C154	1 - 4		
C29	1	C71	/	C113	/	C155	1 - 4		
C30	4	C72	3	C114	/	C156	1		
C31	3	C73	2	C115	1 - 4	C157	1 - 4		
C32	3	C74	4	C116	/	C158	4		
C33	3	C75	3	C117	5	C159	1		
C34	3	C76	3	C118	1 - 4	C160	1		
C35	3	C77	1 - 4	C119	2	C161	1		
C36	3	C78	1 - 4	C120	1	C162	1		
C37	3	C79	2	C121	1 - 4	C163	1		
C38	3	C80	/	C122	1	C164	1		
C39	3	C81	1	C123	3	C165	/		
C40	3	C82	4	C124	1 - 4	C166	1		
C41	4	C83	4	C125	/	C167	1		

**Caption**

1 : Up-to-date Conventions  
2 : Conventions to be revised  
3 : Outdated Conventions  
4 : Requests for information  
5 : Other Conventions  
/ : Conventions not yet examined

**Summary**

68 Up-to-date Conventions  
15 Conventions to be revised  
54 Outdated Conventions  
40 Requests for information  
17 "Other" Conventions

C42	3	C84	4	C126	/	C168	1
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**Table 3.**  
**Chronological table - International Labour Recommendations**

R1	3	R43	/	R85	1	R127	2	R169	1
R2	/	R44	/	R86	/	R128	/	R170	1
R3	/	R45	3	R87	3	R129	4	R171	1
R4	/	R46	/	R88	3	R130	4	R172	1
R5	3	R47	/	R89	5	R131	/	R173	1
R6	/	R48	3	R90	1	R132	/	R174	1
R7	/	R49	3	R91	1	R133	1	R175	1
R8	4	R50	3	R92	4	R134	/	R176	1
R9	5	R51	3	R93	/	R135	1	R177	1
R10	/	R52	/	R94	4	R136	5	R178	1
R11	3	R53	/	R95	2	R137	4	R179	1
R12	/	R54	3	R96	/	R138	3	R180	1
R13	/	R55	/	R97	/	R139	4	R181	1
R14	/	R56	3	R98	/	R140	5	R182	1
R15	3	R57	3	R99	1	R141	5	R183	1
R16	/	R58	/	R100	/	R142	4	R184	1
R17	/	R59	3	R101	3	R143	1	R185	1
R18	/	R60	3	R102	/	R144	/	R186	1
R19	4	R61	/	R103	/	R145	4	R187	1
R20	5	R62	/	R104	/	R146	1	R188	1
R21	/	R63	3	R105	3	R147	/	R189	1
R22	/	R64	3	R106	3	R148	/	R190	1
R23	/	R65	3	R107	5	R149	1	<p style="text-align: center;"><b>Caption</b></p> <p>1 : Up-to-date Recommendations  2 : Recommendations to be revised  3 : Outdated Recommendations  4 : Requests for information  5 : Other Recommendations  / : Recommendations not yet examined</p> <p style="text-align: center;"><b>Summary</b></p> <p>46 Up-to-date Recommendations  3 Recommendations to be revised  36 Outdated Recommendations  12 Requests for information  11 "Other" Recommendations</p>	
R24	/	R66	3	R108	5	R150	5		
R25	/	R67	/	R109	3	R151	/		
R26	/	R68	/	R110	/	R152	1		
R27	3	R69	/	R111	1	R153	1		
R28	3	R70	/	R112	/	R154	1		
R29	/	R71	4	R113	1	R155	1		
R30	5	R72	3	R114	/	R156	/		
R31	/	R73	3	R115	/	R157	/		
R32	/	R74	/	R116	1	R158	1		
R33	/	R75	/	R117	3	R159	1		
R34	/	R76	/	R118	/	R160	/		
R35	/	R77	3	R119	3	R161	2		
R36	/	R78	4	R120	/	R162	/		
R37	3	R79	/	R121	/	R163	1		
R38	3	R80	/	R122	1	R164	/		
R39	3	R81	1	R123	/	R165	1		
R40	/	R82	/	R124	/	R166	/		

R41	/	R83	5	R125	/	R167	/
R42	3	R84	1	R126	/	R168	1