



FOURTH ITEM ON THE AGENDA

Examination of Recommendations
(fourth stage)**Contents**

	<i>Page</i>
Introduction	1
Summary of the proposals	2
I. Forced labour.....	3
I.1. R.36 – Forced Labour (Regulation) Recommendation, 1930.....	3
II. Employment security.....	4
II.1. R.119 – Termination of employment Recommendation, 1963.....	4
II.2. R.166 – Termination of Employment Recommendation, 1982	4
III. Working conditions	5
Weekly rest.....	5
III.1. R.18 – Weekly Rest (Commerce) Recommendation, 1921	5
III.2. R.103 – Weekly Rest (Commerce and Offices) Recommendation, 1957.....	6
Paid leave	7
III.3. R.47 – Holidays with Pay Recommendation, 1936	7
R.93 – Holidays with Pay (Agriculture) Recommendation, 1952	7
III.4. R.98 – Holidays with Pay Recommendation, 1954	8
III.5. R.148 – Paid Educational Leave Recommendation, 1974.....	9
IV. Occupational safety and health – Protection in certain branches of activity – dockers.....	9
IV.1. R.33 – Protection against Accidents (Dockers) Reciprocity Recommendation, 1929....	9
R.34 – Protection against Accidents (Dockers) Consultation of Organisations Recommendation, 1929	9
IV.2. R.40 – Protection against Accidents (Dockers) Reciprocity Recommendation, 1932	10
IV.3. R.145 – Dock Work Recommendation, 1973	11

IV.4.	R.160 – Occupational Safety and Health (Dock Work) Recommendation, 1979	11
V.	Maternity benefits.....	12
V.1.	R.12 – Maternity Protection (Agriculture) Recommendation, 1921	12
V.2.	R.95 – Maternity Protection Recommendation, 1952.....	13
VI.	Employment of women	13
General		13
VI.1.	R.123 – Employment (Women with Family Responsibilities) Recommendation, 1965	13
Night work.....		13
VI.2.	R.13 – Night Work of Women (Agriculture) Recommendation, 1921	13
VII.	Employment of children and young persons	15
Minimum age.....		15
VII.1.	R.41 – Minimum Age (Non-Industrial Employment) Recommendation, 1932.....	15
R.52 – Minimum Age (Family Undertakings) Recommendation, 1937		15
VII.2.	R.96 – Minimum Age (Coal Mines) Recommendation, 1953	16
VII.3.	R.124 – Minimum Age (Underground Work) Recommendation, 1965.....	16
Night work.....		18
VII.4.	R.14 – Night Work of Children and Young Persons (Agriculture) Recommendation, 1921	18
VII.5.	R.80 – Night Work of Young Persons (Non-Industrial Occupations) Recommendation, 1946	19
Medical examination and conditions of employment.....		19
VII.6.	R.79 – Medical Examination of Young Persons Recommendation, 1946	19
R.125 – Conditions of Employment of Young Persons (Underground Work) Recommendation, 1965		19
VIII.	Older workers	20
VIII.1.	R.162 – Older Workers Recommendation, 1980	20
IX.	Indigenous and tribal peoples, indigenous workers in non-metropolitan territories	22
Indigenous workers		22
IX.1.	R.46 – Elimination of Recruiting Recommendation, 1936.....	22
R.58 – Contracts of Employment (Indigenous Workers) Recommendation, 1939		22
Workers in non-metropolitan territories		23
IX.2.	R.70 – Social Policy in Dependent Territories Recommendation, 1944.....	23
R.74 – Social Policy in Dependent Territories (Supplementary Provisions) Recommendation, 1945		23
Indigenous and tribal peoples		23
IX.3.	R.104 – Indigenous and Tribal Populations Recommendation, 1957	23
X.	Specific categories of workers.....	24
Plantations		24
X.1.	R.110 – Plantations Recommendation, 1958	24
Tenants and sharecroppers.....		25

X.2. R.132 – Tenants and Share-croppers Recommendation, 1968	25
Nursing personnel.....	25
X.3. R.157 – Nursing Personnel Recommendation, 1977	25
XI. Final remarks.....	26

Appendix

Synopsis of Recommendations examined	27
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Introduction

1. At the 274th,¹ 276th² and 277th³ Sessions of the Governing Body, the Working Party examined a total of 123 Recommendations. A new series of 35 Recommendations is submitted in this document for its examination.
2. Among these Recommendations, one concerns forced labour, two concern employment security, six concern working conditions, five concern occupational safety and health of dockers, two concern maternity benefits, two concern employment of women, eight concern employment of children and young people, one concerns older workers, five concern indigenous and tribal peoples and indigenous workers in non-metropolitan territories, and three concern various categories of workers such as plantation workers, tenants and share-croppers, and nursing personnel.
3. The main aspects of the methodology approved by the Working Party for this examination, at the 273rd Session of the Governing Body,⁴ are the following: the case of Recommendations that have been replaced by decision of the Conference is distinguished from that of Recommendations that might de facto have become obsolete following a change in circumstances or the adoption of subsequent standards on the same subject; the term “replace” is reserved without qualification for the first case, that is to say, cases where Recommendations have been replaced in the juridical sense; in the second case, it is specified that Recommendations have been replaced de facto; furthermore, the Recommendations have been divided into two groups, depending on whether they are linked to a Convention or autonomous, based on the principle that the outcome for the Recommendation should normally be the same as that of the Convention to which it is linked.
4. In addition, it was specified during the two previous sessions that the Office uses the term “revision” rather than the more general term “replacement” – which is used in the final provisions of a number of Recommendations – in proposals of decisions for revision in the case of certain Recommendations, since revision is the only procedure provided for in the Standing Orders of the Conference. It is therefore only possible to include a “revision” in the agenda of the Conference even if the result would be a “replacement” of the former Recommendation by the new instrument.⁵
5. Finally, as in the case of previous examinations, a synoptic table of Recommendations examined is attached as an appendix. This table indicates whether a Recommendation is autonomous or linked to a Convention, whether or not it is reproduced in the Office’s compilation and, where appropriate, the decision taken by the Governing Body concerning the corresponding Convention.

¹ Documents GB.274/LILS/WP/PRS/3 and GB.274/10/2.

² Documents GB.276/LILS/WP/PRS/4 and GB.276/10/2.

³ Documents GB.277/LILS/WP/PRS/4, GB.277/LILS/WP/PRS/2 and GB.277/11/2.

⁴ Document GB.273/8/2.

⁵ Documents GB.276/10/2 and GB.277/LILS/WP/PRS/4.

Summary of the proposals

6. The Working Party is invited to examine the following proposals:

- (i) *Promotion of up-to-date Recommendations:* Where a Recommendation can be considered as up to date, the Working Party is invited to recommend to the Governing Body that it promote the said Recommendation and invite member States to give effect to it, in accordance with the provisions of article 19 of the Constitution. This proposal relates to nine Recommendations.⁶
- (ii) *Recommendations for which additional information is requested:* Among the Recommendations referred to above, additional information would appear to be required, regarding obstacles and difficulties in their implementation and the possible need for replacement, including the possibility of consolidation, for two of them,⁷ and only regarding the first question in the case of one other.⁸ In addition, information is also requested on the need to replace two other Recommendations.⁹
- (iii) *Recommendations that have been replaced:* The Working Party is invited to recommend to the Governing Body that it note the replacement (in the juridical sense) of two Recommendations¹⁰ by subsequent instruments.
- (iv) *Recommendations that should be replaced:* It is proposed to add two Recommendations¹¹ to the group of instruments concerning night work of young persons that have been included in the proposals for the agenda of the Conference with a view to possible revision.
- (v) *Obsolete Recommendations:* When a Recommendation can be considered as being obsolete and there is no reason to contemplate replacing it by new standards, the Working Party is invited to recommend to the Governing Body to note that this Recommendation is obsolete. This proposal relates to 14 Recommendations.¹² In the case of ten of these Recommendations,¹³ their withdrawal is also proposed.
- (vi) *Status quo:* Lastly, it is proposed to the Working Party to recommend to the Governing Body that it maintain the status quo with regard to five Recommendations.¹⁴

⁶ Recommendations Nos. 79, 103, 104, 110, 125, 132, 157, 160 and 166.

⁷ Recommendations Nos. 79 and 125.

⁸ Recommendation No. 157.

⁹ Recommendations Nos. 13 and 162.

¹⁰ Recommendations Nos. 119 and 123.

¹¹ Recommendations Nos. 14 and 80.

¹² Recommendations Nos. 12, 18, 33, 34, 36, 40, 46, 47, 58, 70, 74, 93, 96 and 124.

¹³ Recommendations Nos. 12, 18, 33, 34, 36, 46, 58, 70, 74 and 96.

¹⁴ Recommendations Nos. 41, 52, 98, 145 and 162.

I. Forced labour

7. It may be recalled that the Working Party, when it began its examination of the Recommendations, considered that, in principle, Recommendations linked to fundamental Conventions should be considered as being up to date. However, the Forced Labour (Regulation) Recommendation, 1930 (No. 36), is among the instruments that are not reproduced in the Office's compilation and was already considered to be no longer of current interest in 1974.¹⁵ The Office therefore considered that a definitive confirmation regarding the status of this instrument was necessary to complete the work of the Working Party.

I.1. **R.36 – Forced Labour (Regulation) Recommendation, 1930**

- (1) *Related instruments:* Recommendation No. 36 is linked to the Forced Labour Convention, 1930 (No. 29).
- (2) *Need for revision:* This instrument was intended to lay down certain additional rules to be observed when recourse was had to forced labour during a transitional period, as envisaged by Article 1, paragraph 2, of Convention No. 29, pending its complete abolition. The 1974 in-depth review noted that, in the great majority of cases, the transitional period had expired and, moreover, that Convention No. 105 required the immediate abolition of all forms of forced labour within its scope. The survey therefore concluded that the Recommendation was no longer of current interest.¹⁶ The Ventejol Working Parties of 1979 and 1987 placed the Recommendation in the category of "other instruments".¹⁷ The Recommendation is not reproduced in the Office's compilation. The Committee of Experts on the Application of Conventions and Recommendations in 1998 drew attention to the transitional function of Article 1, paragraph 2, of the Convention, which should no longer be invoked.¹⁸ The Recommendation, which was intended only to supplement that provision, has therefore ceased to be relevant and may be considered obsolete.
- (3) *Proposals:* The Working Party might recommend to the Governing Body that it:
 - (a) note that the Forced Labour (Regulation) Recommendation, 1930 (No. 36), is obsolete;
 - (b) propose to the Conference the withdrawal of Recommendation No. 36 in due course.

¹⁵ Document GB.194/PFA/12/5, Appendix I, p. 54.

¹⁶ *ibid.*

¹⁷ *Official Bulletin*, Special Issue, Vol. LXX, 1987, Series A, p. 29, and *Official Bulletin*, Special Issue, Vol. LXII, 1979, Series A, p. 14.

¹⁸ *Report of the Committee of Experts on the Application of Conventions and Recommendations*, Part 1A, 86th Session of the International Labour Conference, 1998, p. 100.

II. Employment security

II.1. R.119 – Termination of employment Recommendation, 1963

- (1) *Related instruments:* This Recommendation is autonomous.
- (2) *Need for revision:* The Recommendation was replaced by the Termination of Employment Convention, 1982 (No. 158), and its accompanying Recommendation (No. 166), in accordance with the provisions of paragraph 27 of Recommendation No. 166.
- (3) *Proposals:* The Working Party might recommend to the Governing Body that it note the replacement of the Termination of Employment Recommendation, 1963 (No. 119), by the Termination of Employment Convention, 1982 (No. 158), and its accompanying Recommendation (No. 166).

II.2. R.166 – Termination of Employment Recommendation, 1982

- (1) *Related instruments:* This Recommendation is linked to the Termination of Employment Convention, 1982 (No. 158), and supplements it. As indicated above, these two instruments replace the Termination of Employment Recommendation, 1963 (No. 119).
- (2) *Need for revision:* The Recommendation has the same structure as the Convention and is intended to supplement each of the three main parts of the latter with detailed provisions. The first part concerns methods of implementation, scope and definitions; the second part concerns standards of general application; and the third part contains supplementary provisions concerning termination of employment for economic, technological, structural or similar reasons. The Ventejol Working Party of 1987 placed this Recommendation in the category of “instruments to be promoted on a priority basis”.¹⁹ The General Survey of the Committee of Experts on the Application of Conventions and Recommendations in 1995 drew attention to:

... the importance of the measures advocated in the Recommendation which, although not legally binding, usefully supplement the Convention. They propose a preventive and also a promotional approach to the issue of employment protection. These measures are related to the supply and demand for labour, working time, training and the mobility of the workforce, as well as a certain quality of employment, and correspond to the provisions contained in several basic ILO instruments establishing overall policies, including the standards on employment policy, employment services, human resources development and collective bargaining. These Conventions are widely ratified, often by the same member States.²⁰

Following the examination of the Convention by the Working Party during the 268th and 271st Sessions of the Governing Body, the Governing Body decided that a short

¹⁹ *Official Bulletin*, Special Issue, Vol. LXX, 1987, Series A, p. 30.

²⁰ *Protection against unjustified dismissal*, General Survey by the Committee of Experts on the Application of Conventions and Recommendations, ILO, Geneva, 1995, p. 139.

survey of Convention No. 158 should be carried out.²¹ That survey is presented to the Working Party at the present session.²² The conclusions of the survey offer two possible options: promotion of the instrument and maintenance of the status quo. Promotion is justified in this particular case by the fact that the principles embodied in the Convention and Recommendation remain highly relevant and the Convention therefore appears still to be very useful. Nevertheless, certain countries, in particular those consulted in 1997 by the Office, have reported difficulties that prevent them from ratifying Convention No. 158. Those difficulties, while apparently technical rather than substantive, might justify the maintenance of the status quo. As regards Recommendation No. 166, such arguments in favour of maintaining the status quo do not appear to apply. The Recommendation is a non-binding instrument which is intended to provide guidelines for member States on a particular aspect of social policy; the relevance of those guidelines is not questioned in this particular case. In addition to this flexibility of form, the instrument has a degree of flexibility in the substance concerning methods of implementation, given that paragraph 1 provides for the possibility of applying the instrument's provisions by various means, including "such other manner consistent with national practice as may be appropriate under national conditions". Furthermore, paragraph 2 allows for fairly wide exclusions from the scope of application of the instrument, while maintaining the safeguards against recourse to contracts for a specified period of time aimed at avoiding the protection resulting from the Convention and Recommendation. In the light of these considerations, the recommendation made by the Ventejol Working Party and the conclusions of the 1995 General Survey still appear to be valid. The Working Party might therefore propose the promotion of Recommendation No. 166.

- (3) *Proposal*: The Working Party might recommend to the Governing Body that it invite member States to give effect to the Termination of Employment Recommendation, 1982 (No. 166).

III. Working conditions

Weekly rest

III.1. R.18 – Weekly Rest (Commerce) Recommendation, 1921

- (1) *Related instruments*: Recommendation No. 18 is linked to the Weekly Rest (Industry) Convention, 1921 (No. 14). The respective scope of each instrument is distinct: Convention No. 14 applies to industrial establishments, while Recommendation No. 18 refers to commercial establishments.
- (2) *Need for revision*: Following the examination of Convention No. 14 by the Working Party, the Governing Body decided at its 268th Session to invite member States to contemplate ratifying this Convention.²³ However, given the difference in the scope of application of each instrument and for other reasons set out below, it does not

²¹ Document GB.271/11/2.

²² Document GB.279/LILS/WP/PRS/1/3.

²³ Document GB.268/8/2.

appear appropriate to recommend the same action with regard to the Recommendation. The main purpose of the Recommendation is to ensure that staff employed in commercial establishments have a weekly rest period of at least 24 consecutive hours. The 1974 in-depth review noted that this instrument had been replaced de facto by Convention No. 106, which provides for the same weekly rest period, and Recommendation No. 103, which recommends a rest period of at least 36 hours, if possible taken consecutively.²⁴ The 1964 General Survey on weekly rest in industry, commerce and offices by the Committee of Experts on the Application of Conventions and Recommendations noted that Recommendation No. 18 had not been taken into account in the survey because Recommendation No. 103 went beyond it.²⁵ Nor was Recommendation No. 18 examined in the 1984 General Survey on working time.²⁶ The Ventejol Working Parties of 1979 and 1987 placed the Recommendation in the category of “other instruments”.²⁷ This instrument is not reproduced in the Office’s compilation. It therefore appears to be obsolete.

- (3) *Proposals*: The Working Party might recommend to the Governing Body that it:
 - (a) note that the Weekly Rest (Commerce) Recommendation, 1921 (No. 18), is obsolete;
 - (b) propose to the Conference the withdrawal of Recommendation No. 18 in due course.

III.2. R.103 – Weekly Rest (Commerce and Offices) Recommendation, 1957

- (1) *Related instruments*: Recommendation No. 103 is linked to the Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106), and supplements it.
- (2) *Need for revision*: This Recommendation provides for a weekly rest period of at least 36 hours, taken consecutively if possible, and contains important supplementary provisions with regard to Convention No. 106 concerning calculation of rest periods, conditions for applying special rest schemes (limiting to three weeks the uninterrupted period of work without a rest period), dissemination of information and maintenance of records necessary for the proper administration of weekly rest periods. Following the examination of Convention No. 106 by the Working Party, the Governing Body decided at its 268th Session to invite member States to contemplate ratifying this instrument.²⁸ The 1974 in-depth review considered that Recommendation No. 103 was still of current interest.²⁹ The Ventejol Working

²⁴ Document GB.194/PFA/12/5, Appendix I, p. 62.

²⁵ *Weekly rest in industry, commerce and offices*, General Survey by the Committee of Experts on the Application of Conventions and Recommendations, ILO, Geneva, 1964, para. 4.

²⁶ *Working time*, General Survey by the Committee of Experts on the Application of Conventions and Recommendations, ILO, Geneva, 1984.

²⁷ *Official Bulletin*, Special Issue, Vol. LXX, 1987, Series A, p. 31, and *Official Bulletin*, Special Issue, Vol. LXII, 1979, Series A, p. 16.

²⁸ Document GB.268/8/2.

²⁹ Document GB.194/PFA/12/5, Appendix I, p. 62.

Parties of 1979 and 1987 placed this Recommendation in the category of “instruments to be promoted on a priority basis”.³⁰ The 1984 General Survey on Working Time by the Committee of Experts on the Application of Conventions and Recommendations refers extensively to this instrument and notes that, although the legal minimum duration is 24 hours in most countries, there is a tendency for the weekly rest period to increase in length and also to be extended to new sectors.³¹ It appears that this instrument might be considered as being up to date.

- (3) *Proposals*: The Working Party might recommend to the Governing Body that it invite member States to give effect to the Weekly Rest (Commerce and Offices) Recommendation, 1957 (No. 103).

Paid leave

III.3. R.47 – Holidays with Pay Recommendation, 1936

R.93 – Holidays with Pay (Agriculture) Recommendation, 1952

- (1) *Related instruments*: Recommendation No. 47 is linked to the Holidays with Pay Convention, 1936 (No. 52). Recommendation No. 93 is linked to the Holidays with Pay (Agriculture) Convention, 1952 (No. 101), and supplements it. The Holidays with Pay Convention (Revised), 1970 (No. 132), revised Conventions Nos. 52 and 101. However, the latter is still open to ratification.
- (2) *Need for revision*: Recommendation No. 47 specifies the methods of applying the system of paid leave envisaged in Convention No. 52 with regard to continuity of service, division of the holiday, increase in the length of the holiday, calculation of remuneration and establishment of a more advantageous system for young persons. Recommendation No. 93, which applies to agricultural workers, contains supplementary provisions with regard to Convention No. 101 relating to the same questions as Recommendation No. 47. The 1974 in-depth review considered that these two Recommendations could be regarded as superseded by the adoption of Convention No. 132,³² which applies to all employed persons except for seafarers. The Ventejol Working Parties of 1979 and 1987 placed them in the category of “other instruments”.³³ Conventions Nos. 52 and 101 were examined by the Working Party at the 268th and 267th Sessions, respectively, of the Governing Body. The Governing Body decided to invite States parties to Convention No. 52 to contemplate ratifying Convention No. 132, which would *ipso jure* involve the immediate denunciation of Convention No. 52. The same recommendation was made to the States parties to Convention No. 101, who were also invited to denounce that instrument. The

³⁰ *Official Bulletin*, Special Issue, Vol. LXX, 1987, Series A, p. 31, and *Official Bulletin*, Special Issue, Vol. LXII, 1979, Series A, p. 16.

³¹ *Working time*, General Survey by the Committee of Experts on the Application of Conventions and Recommendations, ILO, Geneva, 1984, paras. 188-190.

³² Document GB.194/PFA/12/5, Appendix I, p. 63.

³³ *Official Bulletin*, Special Issue, Vol. LXX, 1987, Series A, p. 31, and *Official Bulletin*, Special Issue, Vol. LXII, 1979, Series A, p. 16.

Governing Body furthermore invited the States parties to inform the Office of the obstacles and difficulties encountered, if any, that might prevent or delay the ratification of Convention No. 132.³⁴ It appears that Recommendations Nos. 47 and 93 could be considered obsolete by virtue of the fact that they have been replaced de facto. Nevertheless, Conventions Nos. 52 and 101 remain in force for 42 and 35 States respectively. In these circumstances, the Working Party might consider that Recommendations Nos. 47 and 93 should be withdrawn but given that they supplement the Conventions, the time to do so has not yet arrived. The decision on this issue might therefore be deferred until a later date.

- (3) *Proposals*: The Working Party might recommend to the Governing Body that it:
- (a) note that the Holidays with Pay Recommendation, 1936 (No. 47), and the Holidays with Pay (Agriculture) Recommendation, 1952 (No. 93), are obsolete; and consequently,
 - (b) note that Recommendations Nos. 47 and 93 should be withdrawn, and defer the proposal of withdrawal of these instruments to the Conference until the situation has been re-examined at a later date.

III.4. R.98 – Holidays with Pay Recommendation, 1954

- (1) *Related instruments*: This Recommendation is autonomous.
- (2) *Need for revision*: Recommendation No. 98 provides for an annual holiday with pay entitlement of at least two weeks. It suggests that the appropriate machinery in each country should determine the practical aspects of administering this entitlement and provides for a number of means of implementation. The 1974 in-depth review noted that Recommendation No. 98 could be regarded as superseded by the adoption of Convention No. 132, which provides for a minimum paid holiday entitlement of three weeks.³⁵ The Ventejol Working Parties of 1979 and 1987 placed Recommendation No. 98 in the category of “other instruments”.³⁶ However, while some of the provisions contained in the Recommendation, such as the provision relating to the minimum length of the holiday entitlement, have been superseded by the provisions contained in Convention No. 132, a number of others contain very useful details that are not included in the Convention. For example, Paragraph 7(3) provides guidelines on interruptions of work which should not affect a worker’s entitlement to annual holiday with pay. In these circumstances, the Working Party might wish to recommend the maintenance of the status quo with regard to this instrument.
- (3) *Proposals*:

³⁴ Document GB.268/8/2 in the case of Convention No. 52, and document GB.267/9/2 in the case of Convention No. 101. As part of the examination of Convention No. 132, the Governing Body decided that a short survey should be undertaken (document GB.271/11/2). That study is submitted to the Working Party in the present session (document GB.279/LILS/WP/PRS/1/2).

³⁵ Document GB.194/PFA/12/5, Appendix I, p. 63.

³⁶ *Official Bulletin*, Special Issue, Vol. LXX, 1987, Series A, p. 31, and *Official Bulletin*, Special Issue, Vol. LXII, 1979, Series A, p. 16.

- (a) The Working Party might recommend to the Governing Body the maintenance of the status quo with regard to the Holidays with Pay Recommendation, 1954 (No. 98).
- (b) The Working Party (or the LILS Committee) might re-examine the status of Recommendation No. 98 in due course.

III.5. R.148 – Paid Educational Leave Recommendation, 1974

- (1) *Related instruments:* Recommendation No. 148 is linked to the Paid Educational Leave Convention, 1974 (No. 140).
- (2) *Need for revision:* Convention No. 140 was examined by the Working Party during the 268th and 271st Sessions of the Governing Body. The Governing Body decided to invite member States to contemplate ratifying Convention No. 140 and to inform the Office of any obstacles and difficulties that might prevent or delay ratification of the Convention or that might point to a need for a full or partial revision of the Convention. The Governing Body also decided that a short survey on the Convention be carried out.³⁷ That short survey should be submitted to the Working Party at its next meeting. In view of the likely implications of the conclusions that may be drawn from the survey of the Convention for the associated Recommendation, it is proposed that the Working Party should defer its examination of the Recommendation until that survey is completed.

IV. Occupational safety and health – Protection in certain branches of activity – dockers

IV.1. R.33 – Protection against Accidents (Dockers) Reciprocity Recommendation, 1929

R.34 – Protection against Accidents (Dockers) Consultation of Organisations Recommendation, 1929

- (1) *Related instruments:* Recommendations Nos. 33 and 34 are linked to the Protection against Accidents (Dockers) Convention, 1929 (No. 28). That Convention was revised by the Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32), which is supplemented by the Protection against Accidents (Dockers) Reciprocity Recommendation, 1932 (No. 40). These two Conventions were subsequently revised by the Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152), which is supplemented by Recommendation No. 160 on the same subject.
- (2) *Need for revision:* Convention No. 28 now has only one ratification. Following the examination of the Convention by the Working Party during the 265th Session of the

³⁷ Document GB.271/11/2.

Governing Body, the Governing Body decided to shelve it with immediate effect.³⁸ Given that Recommendations Nos. 33 and 34 supplement a Convention that is no longer relevant, it may be considered that they themselves have lost their relevance. The issue of reciprocity covered by Recommendation No. 33 was taken up in Convention No. 32 and Recommendation No. 40, and later in Convention No. 152. The provisions on tripartite consultations contained in Recommendation No. 34 are now included in Convention No. 152 and Recommendation No. 160. The Ventejol Working Parties of 1979 and 1987 placed both these Recommendations in the category of “other instruments”.³⁹ They are not included in the Office’s compilation. Recommendations Nos. 33 and 34 would appear to be obsolete.

- (3) *Proposals*: The Working Party might recommend to the Governing Body that it:
- (a) note that the Protection against Accidents (Dockers) Reciprocity Recommendation, 1929 (No. 33), and the Protection against Accidents (Dockers) Consultation of Organisations Recommendation, 1929 (No. 34), are obsolete;
 - (b) propose to the Conference the withdrawal of Recommendations Nos. 33 and 34 in due course.

IV.2. R.40 – Protection against Accidents (Dockers) Reciprocity Recommendation, 1932

- (1) *Related instruments*: Recommendation No. 40 is linked to the Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32), and supplements it. As indicated under paragraph IV.1 above, this Convention was revised by the Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152), which is supplemented by Recommendation No. 160 on the same subject.
- (2) *Need for revision*: Following the examination by the Working Party of Convention No. 32, the Governing Body decided at its 268th Session to invite States parties to contemplate ratifying Convention No. 152, which would *ipso jure* involve the immediate denunciation of Convention No. 32, and that the status of the latter, including the possibility of its shelving, would be re-examined in due course.⁴⁰ Recommendation No. 40 is intended to expedite the reciprocity between member States provided for in Article 18 of Convention No. 32. Convention No. 152 replaced this Recommendation de facto, and both the Ventejol Working Parties placed it in the category of “other instruments”.⁴¹ Recommendation No. 40 is not reproduced in the Office’s compilation. It may therefore be considered obsolete. Nevertheless, Convention No. 32 remains in force for 34 member States. Since the decision by the Governing Body in 1997, there have been two ratifications⁴² of Convention No. 152

³⁸ Document GB.265/8/2.

³⁹ *Official Bulletin*, Special Issue, Vol. LXX, 1987, Series A, p. 36, and *Official Bulletin*, Special Issue, Vol. LXII, 1979, Series A, p. 21.

⁴⁰ Document GB.268/8/2.

⁴¹ *Official Bulletin*, Special Issue, Vol. LXX, 1987, Series A, p. 36, and *Official Bulletin*, Special Issue, Vol. LXII, 1979, Series A, p. 21.

⁴² Netherlands and Italy.

involving denunciation of Convention No. 32. In these circumstances, the Working Party might consider that Recommendation No. 40 should be withdrawn but that, given that it supplements Convention No. 32, the time for doing so was not yet ripe. The decision on this issue might be deferred, as was the decision to shelve the Convention concerned.

- (3) *Proposals*: The Working Party might recommend to the Governing Body that it:
- (a) note that the Protection Against Accidents (Dockers) Reciprocity Recommendation, 1932 (No. 40) is obsolete; and consequently,
 - (b) note that Recommendation No. 40 should be withdrawn, and defer the proposal of withdrawal of this instrument to the Conference until the situation has been re-examined at a later date.

IV.3. R.145 – Dock Work Recommendation, 1973

- (1) *Related instruments*: Recommendation No. 145 is linked to the Dock Work Convention, 1973 (No. 137), and supplements it.
- (2) *Need for revision*: This Recommendation concerns the social impact of changes in cargo-handling methods in ports, and is intended to promote the adoption of measures to reduce the negative impact on workers of those changes and enhance their positive impact. The Ventejol Working Parties of 1979 and 1987 placed this instrument in the category of “instruments to be promoted on a priority basis”.⁴³ Convention No. 137 was examined by the Working Party at the 270th Session of the Governing Body. The Governing Body decided: (a) the maintenance of the status quo with regard to Convention No. 137; (b) to invite member States to submit reports under article 19 of the Constitution and request the Committee of Experts to carry out a General Survey on the matter.⁴⁴ That General Survey will be submitted to the Conference in 2002 and will include an examination of the Recommendation in question. While the General Survey is awaited, the Working Party might in the meantime recommend the maintenance of the status quo with regard to Recommendation No. 145.
- (3) *Proposals*:
- (a) The Working Party might recommend to the Governing Body the maintenance of the status quo with regard to the Dock Work Recommendation, 1973 (No. 145).
 - (b) The Working Party (or the LILS Committee) might re-examine the status of Recommendation No. 145 in due course.

IV.4. R.160 – Occupational Safety and Health (Dock Work) Recommendation, 1979

- (1) *Related instruments*: Recommendation No. 160 is linked to the Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152), and supplements it.

⁴³ *Official Bulletin*, Special Issue, Vol. LXX, 1987, Series A, p. 36, and *Official Bulletin*, Special Issue, Vol. LXII, 1979, Series A, p. 21.

⁴⁴ Document GB.270/9/2.

- (2) *Need for revision:* Following the examination by the Working Party of Convention No. 152, the Governing Body decided at its 271st Session to invite member States, especially the States parties to the Protection against Accidents (Dockers) Convention, 1929 (No. 28), and to the Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32), to examine the possibility of ratifying this Convention.⁴⁵ The Recommendation draws attention to the relevance for the application of the Convention of instruments adopted by other international organizations and of the Code of practice on safety and health in dock work published by the Office. It also contains further details intended to supplement Part III of the Convention relating to technical measures. The Ventejol Working Party of 1987 placed this Recommendation in the category of “instruments to be promoted on a priority basis”.⁴⁶ The Recommendation, like the Convention would appear to be up to date.
- (3) *Proposal:* The Working Party might recommend to the Governing Body that it invite member States to give effect to the Occupational Safety and Health (Dock Work) Recommendation, 1979 (No. 160).

V. Maternity benefits

V.I. R.12 – Maternity Protection (Agriculture) Recommendation, 1921

- (1) *Related instruments:* This Recommendation is autonomous. It refers to the Maternity Protection Convention, 1919 (No. 3).
- (2) *Need for revision:* Recommendation No. 12 provides for maternity protection for women employed in agriculture similar to the protection provided by Convention No. 3 for women employed in industry and commerce. Convention No. 3 was revised by the Maternity Protection Convention (Revised), 1952 (No. 103), whose scope is extended to include women employed in agricultural occupations. The 1974 in-depth review of international labour standards noted that Recommendation No. 12 had been superseded by Convention No. 103.⁴⁷ Convention No. 103 and the Maternity Protection Recommendation, 1952 (No. 95), which supplements it, were in their turn recently revised by the Maternity Protection Convention, 2000 (No. 183), which applies to all employed women, including those in atypical forms of dependent work, and the Maternity Protection Recommendation, 2000 (No. 191), respectively. The Ventejol Working Parties of 1979 and 1987 placed Recommendation No. 12 in the category of “other instruments”.⁴⁸ It is not reproduced in the Office’s compilation and may be considered as having lost its relevance.
- (3) *Proposals:* The Working Party might recommend to the Governing Body that it:

⁴⁵ Documents GB.265/8/2 and GB.271/11/2.

⁴⁶ *Official Bulletin*, Special Issue, Vol. LXX, 1987, Series A, p. 36.

⁴⁷ Document GB.194/PFA/12/5, Appendix I, p. 66.

⁴⁸ *Official Bulletin*, Special Issue, Vol. LXX, 1987, Series A, p. 33, and *Official Bulletin*, Special Issue, Vol. LXII, 1979, Series A, p. 19.

- (a) note that the Maternity Protection (Agriculture) Recommendation, 1921 (No. 12), is obsolete;
- (b) propose to the Conference the withdrawal of Recommendation No. 12 in due course.

V.2. R.95 – Maternity Protection Recommendation, 1952

- (1) *Related instruments:* This Recommendation is linked to the Maternity Protection Convention (Revised), 1952 (No. 103), and supplements it.
- (2) *Need for revision:* These two instruments were revised during the last session of the Conference. Convention No. 103 was revised by the Maternity Protection Convention, 2000 (No. 183), and Recommendation No. 95 was revised by the Maternity Protection Recommendation, 2000 (No. 191). Convention No. 183 is not yet in force. In these circumstances, it is proposed that the Working Party should also re-examine the implications of the recent revision for the status of Convention No. 3 and of Convention No. 103 and Recommendation No. 95 at its next meeting.

VI. Employment of women

General

VI.1. R.123 – Employment (Women with Family Responsibilities) Recommendation, 1965

- (1) *Related instruments:* Recommendation No. 123 is autonomous.
- (2) *Need for revision:* This instrument, which is not reproduced in the Office's compilation, was replaced by the Workers with Family Responsibilities Recommendation, 1981 (No. 165), in accordance with Paragraph 35 of the latter.
- (3) *Proposal:* The Working Party might recommend to the Governing Body that it note the replacement of the Employment (Women with Family Responsibilities) Recommendation, 1965 (No. 123), by the Workers with Family Responsibilities Recommendation, 1981 (No. 165).

Night work

VI.2. R.13 – Night Work of Women (Agriculture) Recommendation, 1921

- (1) *Related instruments:* Recommendation No. 13 is autonomous. It was adopted at the same time as a number of other instruments concerning agriculture, in particular the Maternity Protection (Agriculture) Recommendation, 1921 (No. 12), and the Night Work of Children and Young Persons (Agriculture) Recommendation, 1921 (No. 14).

The other instruments that concern night work of women⁴⁹ are 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 (No. 89) [and its Protocol, 1990].

- (2) *Need for revision:* This Recommendation is the only instrument on night work in agriculture and it is aimed exclusively at women. The sole clause in this instrument provides for a period of rest of not less than nine hours, where possible consecutive, for women employed in agricultural undertakings (by comparison, Convention No. 89 provides for 11 hours as a general rule). The 1974 in-depth review considered that Recommendation No. 13 appeared to be of limited value,⁵⁰ and the Ventejol Working Parties of 1979 and 1987 placed the instrument in the category of “other instruments”.⁵¹ Furthermore, in 1975, the International Labour Conference stated in a Declaration the principle that women should be “protected from risks inherent in their employment and occupation on the same basis and with the same standards of protection as men, in the light of advances in scientific and technological knowledge”.⁵² Nevertheless, it is interesting to note, while recalling that its mandate did not cover night work, that the Meeting of Experts on special protective measures for women and equality of opportunity and treatment that took place in Geneva in 1989 came to more nuanced conclusions. Some of the experts considered that particular standards for women in certain sectors, such as agriculture, might be appropriate. The Conference subsequently adopted the Night Work Convention, 1990 (No. 171), and its accompanying Recommendation (No. 178) in 1990, which provide protection for both men and women; in the same year, the Conference also adopted a Protocol to Convention No. 89 which was intended to extend the possibilities for derogations from the prohibition of night work provided for by the Convention. However, those instruments do not apply to agriculture. In the light of the foregoing comments, and given that the Office does not have adequate information on night work in agriculture, the Working Party might recommend that member States be invited to provide additional information on the possible need to replace Recommendation No. 13.

(3) *Proposals:*

- (a) The Working Party might recommend to the Governing Body that it invite member States to communicate to the Office any additional information on the possible need to replace the Night Work of Women (Agriculture) Recommendation, 1921 (No. 13).
- (b) The Working Party (or the LILS Committee) might re-examine the status of Recommendation No. 13 in due course.

⁴⁹ These instruments are the subject of a General Survey of the Committee of Experts on the Application of Conventions and Recommendations, to be examined by the Conference in June 2001.

⁵⁰ Document GB.194/PFA/12/5, Appendix I, p. 67.

⁵¹ *Official Bulletin*, Special Issue, Vol. LXX, 1987, Series A, p. 33, and *Official Bulletin*, Special Issue, Vol. LXII, 1979, Series A, p. 19.

⁵² *Declaration on equality of opportunity and treatment for women workers*, International Labour Conference, 60th Session, 1975, Article 9(2).

VII. Employment of children and young persons

Minimum age

VII.1. R.41 – Minimum Age (Non-Industrial Employment) Recommendation, 1932

R.52 – Minimum Age (Family Undertakings) Recommendation, 1937

- (1) *Related instruments:* Recommendation No. 41 is linked to the Minimum Age (Non-Industrial Employment) Convention, 1932 (No. 33). That Convention was revised and closed to new ratifications by the Minimum Age (Non-Industrial Employment) Convention (Revised), 1937 (No. 60). Both these Conventions were revised by the Minimum Age Convention, 1973 (No. 138). Recommendation No. 52 is linked to the Minimum Age (Industry) Convention (Revised), 1937 (No. 59), and supplements it. Convention No. 138 revised Convention No. 59 but did not close it to new ratifications.
- (2) *Need for revision:* Recommendation No. 41 is intended to guide member States in the application of Convention No. 33, in particular with regard to public entertainment, light work, dangerous employment and the prohibition of employment of children by certain persons. Recommendation No. 52 invites member States to apply their legislation relating to the minimum age of admission to all industrial undertakings, including family undertakings. Following the examination of Conventions Nos. 33 and 59 by the Working Party, the Governing Body decided at its 270th Session to invite, on a priority basis, States parties to those Conventions to contemplate ratifying the Minimum Age Convention, 1973 (No. 138), which would *ipso jure* involve the immediate denunciation of Conventions Nos. 33 and 59 (on the conditions set out in Article 10, paragraph 4(a) and (b), of Convention No. 138).⁵³ Recommendations Nos. 41 and 52 are not reproduced in the Office's compilation. The 1974 in-depth review of international labour standards noted that these instruments had been superseded by the Minimum Age Convention, 1973 (No. 138), and its accompanying Recommendation (No. 146).⁵⁴ The Ventejol Working Parties of 1979 and 1987 placed them in the category of "other instruments".⁵⁵ Convention No. 138 and Recommendation No. 146, together with the Worst Forms of Child Labour Convention, 1999 (No. 182), and its accompanying Recommendation (No. 190), are the up-to-date instruments on this subject matter. However, certain provisions in Recommendations Nos. 41 and 52 retain their utility. In particular, Recommendation No. 41 is the only instrument to provide any details with regard to the concept of "light work", and Recommendation No. 52 pays particular attention to the minimum age in family undertakings which may be excluded from the scope of application of Convention No. 138 on certain conditions. It would appear therefore that these

⁵³ Document GB.270/9/2.

⁵⁴ Document GB.194/PFA/12/5, Appendix I, p. 64.

⁵⁵ *Official Bulletin*, Special Issue, Vol. LXX, 1987, Series A, p. 32, and *Official Bulletin*, Special Issue, Vol. LXII, 1979, Series A, p. 18.

Recommendations retain a certain value. The maintenance of the status quo might be recommended in respect of these instruments.

(3) *Proposals:*

- (a) The Working Party might recommend to the Governing Body the maintenance of the status quo with regard to the Minimum Age (Non-Industrial Employment) Recommendation, 1932 (No. 41), and the Minimum Age (Family Undertakings) Recommendation, 1937 (No. 52).
- (b) The Working Party (or the LILS Committee) might re-examine the status of Recommendations Nos. 41 and 52 in due course.

VII.2. R.96 – Minimum Age (Coal Mines) Recommendation, 1953

- (1) *Related instruments:* Recommendation No. 96 is autonomous.
- (2) *Need for revision:* The aim of this Recommendation is to prohibit the employment of young persons under the age of 16 years in underground work in coalmines and to permit the employment of young persons between 16 and 18 years only for certain specific purposes. The in-depth review of international labour standards noted that this instrument had been superseded by the Minimum Age (Underground Work) Convention, 1965 (No. 123) and Recommendation (No. 124).⁵⁶ The Ventejol Working Parties of 1979 and 1987 placed it in the category of “other instruments”.⁵⁷ The Recommendation is not reproduced in the compilation of the Office. Specific provisions relating to underground work are currently included in Recommendation No. 190 (see paragraph VII.3 below). Recommendation No. 96 may be considered as no longer being of any useful purpose.
- (3) *Proposals:* The Working Party might recommend to the Governing Body that it:
 - (a) note that the Minimum Age (Coal Mines) Recommendation, 1953 (No. 96), is obsolete;
 - (b) propose to the Conference the withdrawal of Recommendation No. 96 in due course.

VII.3. R.124 – Minimum Age (Underground Work) Recommendation, 1965

- (1) *Related instruments:* Recommendation No. 124 is linked to the Minimum Age (Underground Work) Convention, 1965 (No. 123). This Convention was revised, without being closed to further ratifications, by the Minimum Age Convention, 1973 (No. 138), which is supplemented by Recommendation No. 146. These two instruments were supplemented by the Worst Forms of Child Labour Convention, 1999 (No. 182), and its accompanying Recommendation (No. 190).

⁵⁶ Document GB.194/PFA/12/5, Appendix I, p. 64.

⁵⁷ *Official Bulletin*, Special Issue, Vol. LXX, 1987, Series A, p. 32, and *Official Bulletin*, Special Issue, Vol. LXII, 1979, Series A, p. 18.

- (2) *Need for revision:* Recommendation No. 124 aims to progressively raise the minimum age for underground work in mines from 16 to 18 years and contains measures for the protection of persons who wish to work in mines but are too young to be employed in them. Following the examination by the Working Party of Convention No. 123, the Governing Body decided at its 270th Session to invite, on a priority basis, the States parties to Convention No. 123 to contemplate ratifying the Minimum Age Convention, 1973 (No. 138), the ratification of which would, *ipso jure*, involve the immediate denunciation of Convention No. 123 (on the conditions stated in Article 10, paragraph 4(f), of Convention No. 138).⁵⁸ The in-depth review of international labour standards of 1974 noted that Recommendation No. 124 remained of value and was not entirely superseded by Convention No. 138 and Recommendation No. 146 since it contained more specific provisions with regard to underground work.⁵⁹ The Ventejol Working Parties of 1979 and 1987 placed this Recommendation in the category of “instruments to be promoted on a priority basis”.⁶⁰ Nevertheless, new objectives that differ from those contained in Convention No. 123 and Recommendation No. 124 were recently established in Convention No. 182 and Recommendation No. 190; the prohibition and elimination of the worst forms of child labour are currently being targeted. Under Paragraph 3(b) of Recommendation No. 190, Members are recommended to give consideration, *inter alia*, to work underground in determining the worst forms of child labour for the purposes of the Convention, that is to say those requiring immediate action to secure their prohibition and elimination with regard to all persons under the age of 18. Under Paragraph 4 the minimum age can be lowered to 16 years under certain defined conditions and subject to specific guarantees. The provisions contained in Recommendation No. 124 therefore no longer correspond to the modern approach and this instrument may therefore be considered outdated. Nevertheless, Convention No. 123 is still in force for 28 member States. Since the Governing Body’s decision of 1997, five ratifications of Convention No. 138 involving the denunciation of Convention No. 123⁶¹ have been registered. In these circumstances, the Working Party might consider that Recommendation No. 124 should be withdrawn but that the time for doing so has not yet arrived. The decision in this respect might be deferred until the situation has been re-examined at a later date.
- (3) *Proposals:* The Working Party might recommend to the Governing Body that it:
- (a) note that the Minimum Age (Underground Work) Recommendation, 1965 (No. 124), is obsolete; and consequently,
 - (b) note that Recommendation No. 124 should be withdrawn, and defer the proposal of withdrawal of this instrument to the Conference until the situation has been re-examined at a later date.

⁵⁸ Document GB.270/9/2.

⁵⁹ Document GB.194/PFA/12/5, Appendix I, p. 64.

⁶⁰ *Official Bulletin*, Special Issue, Vol. LXX, 1987, Series A, p. 32, and *Official Bulletin*, Special Issue, Vol. LXII, 1979, Series A, p. 18.

⁶¹ Hungary, Jordan, Poland, Switzerland and Zambia.

Night work

VII.4. R.14 – Night Work of Children and Young Persons (Agriculture) Recommendation, 1921

- (1) *Related instruments:* This Recommendation is autonomous. As indicated in paragraph IV.2 above, it was adopted at the same time as Recommendations Nos. 12 and 13 which relate to maternity protection and to the night work of women, respectively, in agriculture.
- (2) *Need for revision:* The Recommendation stipulates a minimum period of rest of ten consecutive hours for children under the age of 14 years working in agricultural undertakings during the night and a minimum period of rest of nine consecutive hours for “young persons” between the ages of 14 and 18 years. These provisions appear to be surpassed by those contained in the modern instruments relating to child labour, and particularly Convention No. 182 and Recommendation No. 190. Under Paragraph 3(e) of Recommendation No. 190, work during the night, in the same way as work underground, should be taken into consideration by Members when determining the worst forms of child labour for the purposes of Convention No. 182. Under Paragraph 4, the minimum age can also be reduced to 16 under certain defined conditions and subject to specific guarantees. The Ventejol Working Party of 1987 placed this Recommendation in the category of “instruments to be revised”⁶² envisaging the possible adoption of new instruments of general scope on the night work of young persons to replace all existing instruments applicable to particular sectors of economic activity. This would correspond to the action taken in respect of standards relating to minimum age which resulted in the adoption of Convention No. 138 and Recommendation No. 146.⁶³ It should be noted that, following the recommendations of the Working Party, the revision of a number of instruments relating to the night work of children and young persons is already included in the proposals for the agenda of the Conference: the instruments in question are the Night Work of Young Persons (Industry) Convention, 1919 (No. 6), the Night Work of Young Persons (Non-Industrial Occupations) Convention, 1946 (No. 79), and the Night Work of Young Persons (Industry) Convention (Revised), 1948 (No. 90).⁶⁴ It seems appropriate to add the revision of this Recommendation to the proposals for the agenda of the Conference relating to the night work of children and young persons.
- (3) *Proposals:* The Working Party might recommend to the Governing Body the revision of the Night Work of Children and Young Persons (Agriculture) Recommendation, 1921 (No. 14), and the inclusion of this revision in the item on the night work of children and young persons included in the proposals for the Conference agenda.

⁶² *Official Bulletin*, Special Issue, Vol. LXX, 1987, Series A, p. 33.

⁶³ *ibid.*, p. 46.

⁶⁴ Documents GB.279/5/1 and GB.276/2.

**VII.5. R.80 – Night Work of Young Persons
(Non-Industrial Occupations)
Recommendation, 1946**

- (1) *Related instruments:* Recommendation No. 80 is linked to the Night Work of Young Persons (Non-Industrial Occupations) Convention, 1946 (No. 79), and supplements it.
- (2) *Need for revision:* The Recommendation provides additional information on the provisions of Convention No. 79, notably as regards its scope of application and the conditions of employment of children and young persons in public entertainment. Following the examination of Convention No. 79 by the Working Party it was considered necessary to bring it up to date, and the Governing Body decided at its 265th Session that it should be revised, possibly together with other instruments relating to the night work of young persons. Furthermore, the issues taken into consideration with regard to the new approach adopted in the more recent instruments on child labour, as well as the proposal of the Ventejol Working Party, mentioned in paragraph VII.4 above, are also valid in respect of this Recommendation. In these circumstances, it appears that Recommendation No. 80 should also be revised and included in the proposals for the Conference agenda with respect to the night work of children and young persons.
- (3) *Proposals:* The Working Party might recommend to the Governing Body the revision of the Night Work of Young Persons (Non-Industrial Occupations) Recommendation, 1946 (No. 80), and the inclusion of this revision in the item on the night work of children and young persons included in the proposals for the Conference agenda.

Medical examination and conditions of employment

**VII.6. R.79 – Medical Examination of Young Persons
Recommendation, 1946**

**R.125 – Conditions of Employment of
Young Persons (Underground Work)
Recommendation, 1965**

- (1) *Related instruments:* Recommendation No. 79 is linked to the Medical Examination of Young Persons (Industry) Convention, 1946 (No. 77), and the Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946 (No. 78), and supplements them. Without addressing precisely the same subject, Recommendation No. 125 nevertheless relates both to the Medical Examination of Young Persons (Underground Work) Convention, 1965 (No. 124), and to the Minimum Age (Underground Work) Convention, 1965 (No. 123), and its accompanying Recommendation (No. 124).
- (2) *Need for revision:* Recommendation No. 79 contains detailed provisions aimed to ensure the uniform application of Conventions Nos. 77 and 78. These provisions relate to the scope of the regulations, the provisions concerning medical examinations, measures of protection for persons unfit for employment, the responsible authorities and methods to ensure that medical examinations are regularly conducted. Recommendation No. 125 stipulates various protective measures to counter safety and health risks, defines the length of weekly rest and annual holidays and contains guarantees for suitable vocational training. The in-depth review of international standards noted with regard to both these Recommendations that they

remained of interest.⁶⁵ The Ventejol Working Parties of 1979 and 1987 placed them in the category of “instruments to be promoted on a priority basis”.⁶⁶ Conventions Nos. 77, 78 and 124 were examined by the Working Party at the 270th Session of the Governing Body. The Governing Body decided to invite member States: (i) to contemplate ratifying Conventions Nos. 77, 78 and 124 and to inform the Office of the obstacles and difficulties encountered, if any, that might prevent or delay the ratification of the Conventions; (ii) to contemplate the need for a full or partial revision of these Conventions, including their possible consolidation. It furthermore invited the Office to examine the possibilities to consolidate Conventions Nos. 77, 78 and 124.⁶⁷ With regard to Recommendations Nos. 79 and 125, one might also consider that these instruments are still relevant in a number of ways but that it might be necessary to examine in greater detail whether certain provisions should be revised in the light of more recent standards relating to child labour. Furthermore, the matter of the medical examination for fitness for employment of children and young persons is one element of the wider issue of their conditions of employment. Consequently, it seems appropriate to group together the examination of these instruments and also to examine the possibilities of consolidating the two Recommendations so as to achieve consistency. The same solution as that adopted by the Working Party for Conventions Nos. 77, 78 and 124 could therefore be proposed for Recommendations Nos. 79 and 125.

- (3) *Proposals:* The Working Party might recommend to the Governing Body that it:
- (1) invite member States:
 - (a) to give effect to the Medical Examination of Young Persons Recommendation, 1946 (No. 79), and to the Conditions of Employment of Young Persons (Underground Work) Recommendation, 1965 (No. 125), and to inform the Office of any obstacles and difficulties encountered, in the implementation of these two Recommendations;
 - (b) to communicate to the Office any additional information on the possible need to replace these two Recommendations, including their possible consolidation;
 - (2) invite the Office to examine the possibilities to consolidate Recommendations Nos. 79 and 125.

VIII. Older workers

VIII.1. R.162 – Older Workers Recommendation, 1980

- (1) *Related instruments:* Recommendation No. 162 is autonomous.

⁶⁵ Document GB.194/PFA/12/5, Appendix I, p. 65.

⁶⁶ *Official Bulletin*, Special Issue, Vol. LXX, 1987, Series A, p. 33, and *Official Bulletin*, Special Issue, Vol. LXII, 1979, Series A, p. 18.

⁶⁷ Document GB.270/9/2.

- (2) *Need for revision:* This Recommendation is the only instrument specifically relating to older workers. Its provisions address in particular equality of opportunity and treatment, measures to ensure appropriate working conditions including specific protection measures, and preparation for and access to retirement. The Ventejol Working Party of 1987 placed it in the category of “instruments to be promoted on a priority basis”.⁶⁸ Nevertheless, as explained in the proposal on the labour market consequences of ageing which is included in the proposals for the agenda of the Conference⁶⁹ with a view towards the holding of a general discussion, this issue now includes several new aspects resulting from the rapid ageing of the population in certain regions of the world. As explained in the analysis of the proposal, these demographic developments have important consequences for labour markets. As the supply of young people in the labour force is declining, the older workforce will have to remain additional years in the labour market, not only to prevent financial problems in pension systems but also to avoid possible bottlenecks in the labour market. These factors nevertheless face numerous obstacles, such as downsizing due to restructuring and insufficient job creation enabling older workers to remain employed. Recommendation No. 162, while containing some provisions that remain valid, does not offer any solutions to these new problems. In these circumstances, the Working Party might wish to propose, firstly, to invite member States to provide information on the possible need to replace this instrument and, secondly, to maintain the status quo for this instrument for the moment.
- (3) *Proposals:*
- (1) The Working Party might recommend to the Governing Body:
 - (a) that it invite member States to inform the Office of the possible need to replace the Older Workers Recommendation, 1980 (No. 162); and, in the meantime,
 - (b) the maintenance of the status quo with regard to this Recommendation.
 - (2) The Working Party (or the LILS Committee) might re-examine the status of Recommendation No. 162 in due course.

⁶⁸ *Official Bulletin*, Special Issue, Vol. LXX, 1987, Series A, p. 33.

⁶⁹ Documents GB.279/5/1 and GB.276/2.

IX. Indigenous and tribal peoples, indigenous workers in non-metropolitan territories

Indigenous workers

IX.1. R.46 – Elimination of Recruiting Recommendation, 1936

R.58 – Contracts of Employment (Indigenous Workers) Recommendation, 1939

- (1) *Related instruments:* Recommendation No. 46 is linked to the Recruiting of Indigenous Workers Convention, 1936 (No. 50); Recommendation No. 58 is linked to the Contracts of Employment (Indigenous Workers) Convention, 1939 (No. 64), and supplements it.
- (2) *Need for revision:* Recommendation No. 58 is not reproduced in the Office's compilation. Following the examination by the Working Party of Conventions Nos. 50 and 64, the Governing Body decided to shelve them with immediate effect and to invite the States parties to these Conventions to contemplate ratifying the Indigenous and Tribal Peoples Convention, 1989 (No. 169), and/or the Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117), the Migration for Employment Convention (Revised), 1949 (No. 97), and the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143). This decision is based on the fact that the practices addressed by these instruments, namely the recruitment and hiring of indigenous workers in dependent territories have virtually disappeared. The problems arising in independent countries should be addressed in the context of the Indigenous and Tribal Peoples Convention, 1989 (No. 169), and those arising in the sphere of international migration should be dealt with in the context of instruments relating to migrant workers. The internal migration of manpower is addressed by the Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117). In these circumstances, it appears that both Recommendations, like the Conventions in question, have lost their relevance.
- (3) *Proposals:* The Working Party might Recommend to the Governing Body that it:
 - (a) note that the Elimination of the Recruiting Recommendation, 1936 (No. 46), and the Contracts of Employment (Indigenous Workers) Recommendation, 1939 (No. 58), are obsolete;
 - (b) propose to the Conference the withdrawal of Recommendations Nos. 46 and 58 in due course.

Workers in non-metropolitan territories

IX.2. R.70 – Social Policy in Dependent Territories Recommendation, 1944

R.74 – Social Policy in Dependent Territories (Supplementary Provisions) Recommendation, 1945

- (1) *Related instruments:* Recommendations Nos. 70 and 74 are autonomous.
- (2) *Need for revision:* Recommendation No. 70 lays down fundamental principles and minimum standards of social policy to be observed in dependent territories. Recommendation No. 74 contains minimum standards to supplement those set forth in Recommendation No. 70. These instruments have been replaced de facto by the Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117). The Ventejol Working Parties of 1979 and 1987 placed them in the category of “other instruments”.⁷⁰ Recommendations Nos. 70 and 74 may be considered obsolete.
- (3) *Proposals:* The Working Party might recommend to the Governing Body that it:
 - (a) note that the Social Policy in Dependent Territories Recommendation, 1944 (No. 70), and the Social Policy in Dependent Territories (Supplementary Provisions) Recommendation, 1945 (No. 74), are obsolete;
 - (b) propose to the Conference the withdrawal of Recommendations Nos. 70 and 74 in due course.

Indigenous and tribal peoples

IX.3. R.104 – Indigenous and Tribal Populations Recommendation, 1957

- (1) *Related instruments:* Recommendation No. 104 is linked to the Indigenous and Tribal Populations Convention, 1957 (No. 107), and supplements it. This Convention was revised by the Indigenous and Tribal Peoples Convention, 1989 (No. 169).
- (2) *Need for revision:* This instrument relates in particular to the regulation of the use of land, the regulation of recruitment and conditions of employment, including the protection of wages and the guarantee of personal liberty, vocational training, promotion of handicrafts and rural industries, social security, health, education and means of communication. The in-depth review of international labour standards of 1974 noted that this instrument retained its full value.⁷¹ The Ventejol Working Parties of 1979 and 1987 placed it in the category of “instruments to be promoted on

⁷⁰ *Official Bulletin*, Special Issue, Vol. LXX, 1987, Series A, p. 37, and *Official Bulletin*, Special Issue, Vol. LXII, 1979, Series A, p. 22.

⁷¹ Document GB.194/PFA/12/5, Appendix I, p. 79.

a priority basis”.⁷² Following the Working Party’s examination of Convention No. 107 the Governing Body decided, at its 270th Session, to invite the States parties to Convention No. 107 to contemplate ratifying Convention No. 169.⁷³ Nevertheless, the revision of Convention No. 107 by Convention No. 169 was not extended to Recommendation No. 104. As noted by the earlier working parties, this Recommendation remains indeed valid and contains useful elements which are not covered by Convention No. 169. Such elements include, for example, the regulation of the conditions, both *de facto* or *de jure*, in which the populations concerned use the land, the elimination of indebtedness, the adaptation of modern cooperative methods to the traditional forms of ownership and to traditional systems of community service and mutual aid, and details on recruitment and employment. Consequently, the Recommendation appears to still be relevant and the Working Party might recommend to continue to give effect to it.

- (3) *Proposal*: The Working Party might recommend to the Governing Body that it invite member States to give effect to the Indigenous and Tribal Populations Recommendation, 1957 (No. 104).

X. Specific categories of workers

Plantations

X.1. R.110 – *Plantations Recommendation, 1958*

- (1) *Related instruments*: Recommendation No. 110 is linked to the Plantations Convention, 1958 (No. 110). The Convention was revised by a Protocol adopted in 1952.
- (2) *Need for revision*: Recommendation No. 110 contains detailed provisions supplementing those of the Convention and which relate in particular to vocational training, wages, equal remuneration for men and women, hours of work, welfare facilities, prevention of accidents, compensation for accidents and occupational diseases, social security and labour inspection. The Ventejol Working Party of 1987 placed this instrument in the category of “instruments to be promoted on a priority basis”.⁷⁴ Convention No. 110 was examined by the Working Party at the 265th Session of the Governing Body. The Governing Body decided that measures should be taken by the Office to promote the ratification of this Convention in order to improve its ratification rate.⁷⁵ The Recommendation’s provisions also appear to remain relevant. The same type of action could therefore be proposed for the Recommendation.

⁷² *Official Bulletin*, Special Issue, Vol. LXX, 1987, Series A, p. 36, and *Official Bulletin*, Special Issue, Vol. LXII, 1979, Series A, p. 22.

⁷³ GB.270/9/2.

⁷⁴ *Official Bulletin*, Special Issue, Vol. LXX, 1987, Series A, p. 36.

⁷⁵ Document GB.265/8/2.

- (3) *Proposal*: The Working Party might recommend to the Governing Body that it invite member States to give effect to the Plantations Recommendation, 1958 (No. 110).

Tenants and sharecroppers

X.2. R.132 – Tenants and Share-croppers Recommendation, 1968

- (1) *Related instruments*: Recommendation No. 132 is autonomous.
- (2) *Need for revision*: This instrument was adopted in the framework of the programme of international action in respect of land reform which was jointly undertaken in 1951 by the United Nations, the ILO and the FAO. The established objective is to promote a progressive and continuing increase in the well-being of tenants, sharecroppers and similar categories of agricultural workers and to assure them the greatest possible degree of stability and security of work and livelihood, account being taken of the need to follow good farming techniques and to make efficient use of natural and economic resources, and regard being had to the financial capacity of the country concerned. The in-depth review of international labour standards of 1974 considered that this instrument remained of current interest.⁷⁶ The Ventejol Working Parties of 1979 and 1987 placed it in the category of “instruments to be promoted on a priority basis”.⁷⁷ While noting that more modern provisions, notably in respect of welfare, than those contained in Paragraphs 18 and 25 of the Recommendation will certainly be included in the instruments on safety and health in agriculture whose adoption is to be discussed at the 89th Session (2001) of the Conference, it appears that Recommendation No. 132, which is the only instrument that relates to the subject in question, may be considered as still being relevant.
- (3) *Proposal*: The Working Party might recommend to the Governing Body that it invite member States to give effect to the Tenants and Share-croppers Recommendation, 1968 (No. 132).

Nursing personnel

X.3. R.157 – Nursing Personnel Recommendation, 1977

- (1) *Related instruments*: Recommendation No. 157 is linked to the Nursing Personnel Convention, 1977 (No. 149).
- (2) *Need for revision*: This instrument contains detailed provisions concerning ways to improve the conditions of employment and work of nursing personnel, which aimed to supplement the general provisions contained in Convention No. 149. These relate in particular to the policy concerning nursing services and nursing personnel, as well as to training, career development, remuneration, occupational health protection,

⁷⁶ Document GB.194/PFA/12/5, Appendix I, p. 79.

⁷⁷ *Official Bulletin*, Special Issue, Vol. LXX, 1987, Series A, p. 37, and *Official Bulletin*, Special Issue, Vol. LXII, 1979, Series A, p. 22.

working time, social security, etc., for this category of workers. The Ventejol Working Parties of 1979 and 1987 placed this Recommendation among the “instruments to be promoted on a priority basis”.⁷⁸ Convention No. 149 was examined by the Working Party at the 270th Session of the Governing Body. The Governing Body decided to invite member States to contemplate ratifying Convention No. 149 and to inform the Office of the obstacles and difficulties encountered, if any, that might prevent or delay the ratification of the Convention.⁷⁹ The same type of action could be proposed for Recommendation No. 157.

- (3) *Proposals*: The Working Party might recommend to the Governing Body that it invite member States to give effect to the Nursing Personnel Recommendation, 1977 (No. 157), and to inform the Office of any obstacles and difficulties encountered in the implementation of this Recommendation.

XI. Final remarks

8. With this fourth series, at the current session the Working Party will have virtually completed the examination of all the Recommendations included in its mandate. At its next session, in March 2001, there will only remain a few Recommendations for it to examine, for which it is proposed to defer the analysis.
9. As regards the Recommendations relating to social security of seafarers, these should be examined, according to usual practice, by the Joint Maritime Committee, on the basis of criteria similar to those applied by the Working Party. This Committee will meet in January 2001 and should communicate its recommendations to the Governing Body. The Working Party will be kept informed by the Office of the results of this examination in the document on the follow-up measures to its recommendations that is regularly submitted to it.
10. ***The Working Party is invited to examine the proposals listed above and to present its recommendations to the Committee on Legal Issues and International Labour Standards.***

Geneva, 9 October 2000.

Point for decision: Paragraph 10.

⁷⁸ *Official Bulletin*, Special Issue, Vol. LXX, 1987, Series A, p. 34, and *Official Bulletin*, Special Issue, Vol. LXII, 1979, Series A, p. 20.

⁷⁹ Document GB.270/9/2.

Appendix

Synopsis of Recommendations examined

Title of Recommendation	Recommendations not reproduced in the Office's compilation (NR)	Nature of the Recommendation (autonomous or linked to a Convention, in which case only the title of the Convention is given)	Decisions of the Governing Body on the Convention
Forced Labour (Regulation) Recommendation, 1930 (No. 36)	NR	Forced Labour Convention, 1930 (No. 29)	Fundamental Convention.
Termination of Employment Recommendation, 1963 (No. 119)	NR	Autonomous	
Termination of Employment Recommendation, 1982 (No. 166)		Termination of Employment Convention, 1982 (No. 158)	The Governing Body has decided that a short survey be carried out on this Convention. Document GB.271/11/2 (March 1998).
Weekly Rest (Commerce) Recommendation, 921 (No. 18)	NR	Weekly Rest (Industry) Convention, 1921 (No. 14)	The Governing Body has decided to invite member States to contemplate ratifying Convention No. 14. Document GB.268/8/2 (March 1997).
Weekly Rest (Commerce and Offices) Recommendation, 1957 (No. 103)		Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)	The Governing Body has decided to invite member States to contemplate ratifying Convention No. 106. Document GB.268/8/2 (March 1997).
Holidays with Pay Recommendation, 1936 (No. 47)		Holidays with Pay Convention, 1936 (No. 52)	The Governing Body has decided to invite the States parties to Convention No. 52 to contemplate ratifying the Holidays with Pay Convention (Revised), 1970 (No. 132), the ratification of which would, ipso jure, involve the immediate denunciation of Convention No. 52, and to inform the Office of the obstacles and difficulties encountered, if any, that might prevent or delay the ratification of Convention No. 132. Document GB.268/8/2 (March 1997).

Title of Recommendation	Recommendations not reproduced in the Office's compilation (NR)	Nature of the Recommendation (autonomous or linked to a Convention, in which case only the title of the Convention is given)	Decisions of the Governing Body on the Convention
Holidays with Pay (Agriculture) Recommendation, 1952 (No. 93)		Holidays with Pay (Agriculture) Convention, 1952 (No. 101)	The Governing Body has decided to invite the States parties to Convention No. 101 to contemplate ratifying Convention No. 132 and to denounce at the same time Convention No. 101, and to inform the Office of the obstacles and difficulties encountered, if any, that might prevent or delay the ratification of Convention No. 132. Document GB.267/9/2 (November 1996).
Holidays with Pay Recommendation, 1954 (No. 98) Paid Educational Leave Recommendation, 1974 (No. 148)		Autonomous Paid Educational Leave Convention, 1974 (No. 140)	The Governing Body has decided: (a) to invite member States to contemplate ratifying Convention No. 140 and, in the case of the member States that had not yet provided any input to the consultations, to inform the Office of the obstacles and difficulties encountered, if any, that might prevent or delay the ratification of the Convention or that might point to the need for its full or partial revision; (b) to request the Office to undertake a short survey concerning this Convention. Document GB.271/11/2 (March 1998).
Protection against Accidents (Dockers) Reciprocity Recommendation, 1929 (No. 33)	NR	Protection against Accidents (Dockers) Convention, 1929 (No. 28)	The Governing Body has decided: (a) to shelve Convention No. 28 with immediate effect; (b) to invite the State party to Convention No. 28 to contemplate ratifying the Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152), if appropriate, and to denounce Convention No. 28 at the same time; (c) that the Working Party (or the ILS Committee) re-examine the status of Convention No. 28 in due course, with a view to its possible abrogation by the Conference. Document GB.265/8/2 (March 1996).
Protection against Accidents (Dockers) Consultation of Organisations Recommendation, 1929 (No. 34)	NR	idem.	idem.

Title of Recommendation	Recommendations not reproduced in the Office's compilation (NR)	Nature of the Recommendation (autonomous or linked to a Convention, in which case only the title of the Convention is given)	Decisions of the Governing Body on the Convention
Protection against Accidents (Dockers) Reciprocity Recommendation, 1932 (No. 40)	NR	Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32)	<p>The Governing Body has decided:</p> <p>(a) to invite States parties to Convention No. 32 to contemplate ratifying the Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152), the ratification of which would, ipso jure, involve the immediate denunciation of Convention No. 32;</p> <p>(b) that the Working Party (or the LILS Committee) re-examine the status of Convention No. 32 in due course, in the light of information received pursuant to the Governing Body request concerning Convention No. 152, including the possibility of shelving Convention No. 32.</p> <p>Document GB.268/8/2 (March 1997).</p>
Dock Work Recommendation, 1973 (No. 145)		Dock Work Convention, 1973 (No. 137)	<p>The Governing Body has decided:</p> <p>(a) the maintenance of the status quo with regard to Convention No. 137;</p> <p>(b) to invite member States to submit reports under article 19 of the Constitution and to request the Committee of Experts to carry out a General Survey on the matter. This General Survey will be submitted to the 90th (2002) Session of the Conference.</p> <p>Document GB.270/9/2 (November 1997).</p>
Occupational Safety and Health (Dock Work) Recommendation, 1979 (No. 160)		Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152)	<p>The Governing Body has decided to invite member States to contemplate ratifying the Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152).</p> <p>Document GB.271/11/2 (March 1998).</p>
Maternity Protection (Agriculture) Recommendation, 1921 (No. 12)	NR	Autonomous	

Title of Recommendation	Recommendations not reproduced in the Office's compilation (NR)	Nature of the Recommendation (autonomous or linked to a Convention, in which case only the title of the Convention is given)	Decisions of the Governing Body on the Convention
Maternity Protection Recommendation, 1952 (No. 95)		Maternity Protection Convention (Revised), 1952 (No. 103)	The Governing Body has decided that the revision of the instruments on maternity protection should be included in the agenda of a forthcoming session of the Conference. Document GB.267/9/2 (November 1996). (The question of the revision of Convention No. 103 and Recommendation No. 95 was placed on the agenda of the 87th and 88th Sessions of the Conference. This resulted in the adoption of the Maternity Protection Convention (No. 183), and Recommendation (No. 191) of 2000.)
Employment (Women with Family Responsibilities) Recommendation, 1965 (No. 123)	NR	Autonomous	
Night Work of Women (Agriculture) Recommendation, 1921 (No. 13)		Autonomous	
Minimum Age (Non-Industrial Employment) Recommendation, 1932 (No. 41)	NR	Minimum Age (Non-Industrial Employment) Convention, 1932 (No. 33)	The Governing Body has decided to invite on a priority basis the States parties to Convention No. 33 to contemplate ratifying the Minimum Age Convention, 1973 (No. 138), the ratification of which would, ipso jure, involve the immediate denunciation of Convention No. 33 (on the conditions stated in Article 10, paragraph 4(b), of Convention No. 138), with a recourse to technical assistance, as required. Document GB.270/9/2 (November 1997).
Minimum Age (Family Undertakings) Recommendation, 1937 (No. 52)	NR	Minimum Age (Industry) Convention (Revised), 1937 (No. 59)	The Governing Body has decided to invite on a priority basis the States parties to Convention No. 59 to contemplate ratifying the Minimum Age Convention, 1973 (No. 138), the ratification of which would, ipso jure, involve the immediate denunciation of Convention No. 59 (on the conditions stated in Article 10, paragraph 4(a), of Convention No. 138), with a recourse to technical assistance, as required. Document GB.270/9/2 (November 1997).
Minimum Age (Coal Mines) Recommendation, 1953 (No. 96)	NR	Autonomous	

Title of Recommendation	Recommendations not reproduced in the Office's compilation (NR)	Nature of the Recommendation (autonomous or linked to a Convention, in which case only the title of the Convention is given)	Decisions of the Governing Body on the Convention
Minimum Age (Underground Work) Recommendation, 1965 (No. 124)		Minimum Age (Underground Work) Convention, 1965 (No. 123)	The Governing Body has decided to invite on a priority basis the States parties to Convention No. 123 to contemplate ratifying the Minimum Age Convention, 1973 (No. 138), the ratification of which would, ipso jure, involve the immediate denunciation of Convention No. 123 (on the conditions stated in Article 10, paragraph 4(f), of Convention No. 138), with a recourse to technical assistance, as required. Document GB.270/9/2 (November 1997).
Night Work of Children and Young Persons (Agriculture) Recommendation, 1921 (No. 14)		Autonomous	
Night Work of Young Persons (Non-Industrial Occupations) Recommendation, 1946 (No. 80)		Night Work of Young Persons (Non-Industrial Occupations) Convention, 1946 (No. 79)	The Governing Body has decided the revision of Convention No. 79, and possibly of other instruments relating to night work of young persons. Document GB.265/8/2 (March 1996).
Medical Examination of Young Persons Recommendation, 1946 (No. 79)		Medical Examination of Young Persons (Industry) Convention, 1946 (No. 77); Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946 (No. 78)	The Governing Body has decided: (a) to invite member States: (i) to contemplate ratifying Conventions Nos. 77 and 78 and to inform the Office of the obstacles and difficulties encountered, if any, that might prevent or delay the ratification of these Conventions; (ii) to contemplate the need for a full or partial revision of these Conventions, including their possible consolidation with the Medical Examination of Young Persons (Underground Work) Convention, 1965 (No. 124); (b) to invite the Office to examine the possibilities to consolidate Conventions Nos. 77, 78 and 124. Document GB.270/9/2 (November 1997).

Title of Recommendation	Recommendations not reproduced in the Office's compilation (NR)	Nature of the Recommendation (autonomous or linked to a Convention, in which case only the title of the Convention is given)	Decisions of the Governing Body on the Convention
Conditions of Employment of Young Persons (Underground Work) Recommendation, 1965 (No. 125)		Medical Examination of Young Persons (Underground Work) Convention, 1965 (No. 124)	<p>The Governing Body has decided:</p> <p>(a) to invite member States:</p> <p>(i) to contemplate ratifying Convention No. 124 and to inform the Office of the obstacles and difficulties encountered, if any, that might prevent or delay the ratification of this Convention;</p> <p>(ii) to contemplate the need for a full or partial revision of this Convention, including its possible consolidation with the Medical Examination of Young Persons (Industry) Convention, 1946 (No. 77), and with the Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946 (No. 78);</p> <p>(b) to invite the Office to examine the possibilities to consolidate Conventions Nos. 77, 78 and 124;</p> <p>(c) that the Working Party (or the ILS Committee) might re-examine the status of Convention No. 124 in due course.</p>
Older Workers Recommendation, 1980 (No. 162)		Autonomous	
Elimination of Recruiting Recommendation, 1936 (No. 46)		Recruiting of Indigenous Workers Convention, 1936 (No. 50)	<p>The Governing Body has decided:</p> <p>(a) to shelve Conventions Nos. 50, 64, 65, 86 and 104 with immediate effect;</p> <p>(b) to invite the States parties to Conventions Nos. 50, 64 and 86 to contemplate ratifying the Indigenous and Tribal Peoples Convention, 1989 (No. 169), and/or the Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117), the Migration for Employment Convention (Revised), 1949 (No. 97), and the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143) and, as appropriate, to denounce Conventions Nos. 50, 64 and 86 at the same time.</p> <p>Document GB.265/8/2 (March 1996).</p>
Contracts of Employment (Indigenous Workers) Recommendation, 1939 (No. 58)	NR	Contracts of Employment (Indigenous Workers) Convention, 1939 (No. 64)	idem.
Social Policy in Dependent Territories Recommendation, 1944 (No. 70)		Autonomous	

Title of Recommendation	Recommendations not reproduced in the Office's compilation (NR)	Nature of the Recommendation (autonomous or linked to a Convention, in which case only the title of the Convention is given)	Decisions of the Governing Body on the Convention
Social Policy in Dependent Territories (Supplementary Provisions) Recommendation, 1945 (No. 74)		Autonomous	
Indigenous and Tribal Populations Recommendation, 1957 (No. 104)		Indigenous and Tribal Populations Convention, 1957 (No. 107)	The Governing Body has decided to invite the States parties to Convention No. 107 to contemplate ratifying the Indigenous and Tribal Peoples Convention, 1989 (No. 169), the ratification of which would, ipso jure, involve the immediate denunciation of Convention No. 107. Document GB.270/9/2 (November 1997).
Plantations Recommendation, 1958 (No. 110)		Plantations Convention, 1958 (No. 110)	The Governing Body has decided that measures would be taken by the Office to promote the ratification of this Convention to improve its ratification rate. Document GB.265/8/2 (March 1996).
Tenants and Share-croppers Recommendation, 1968 (No. 132)		Autonomous	
Nursing Personnel Recommendation, 1977 (No. 157)		Nursing Personnel Convention, 1977 (No. 149)	The Governing Body has decided to invite member States to contemplate ratifying Convention No. 149 and to inform the Office of the obstacles and difficulties encountered, if any, that might prevent or delay the ratification of the Convention. Document GB.270/9/2 (November 1997).