



INTERNATIONAL LABOUR OFFICE

## Appendices

# **Manual for drafting ILO Instruments**

Office of the Legal Adviser

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## **Explanatory note**

These appendices supplement the Manual for drafting ILO instruments by providing either additional information concerning the themes discussed in the Manual or examples to facilitate the work of those responsible for drafting future instruments of the International Labour Organization. The list of appendices that follows specifies the parts of the Manual to which they refer.



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## **Annexes**

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## **Introductory note**



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## Appendix 1

### Summary description of ILO instruments

#### 1. *International labour Conventions and Protocols*

Synonymous with international treaties, international labour Conventions go through a pre-established tripartite discussion procedure and are also adopted within a tripartite framework. Once a Convention has been adopted by the ILC, the member States are required under the Constitution to bring it before the competent authorities “for the enactment of legislation or other action”. This innovative requirement is intended to generate democratic debate at national level on whether it is appropriate to ratify the international labour Convention concerned. If the member State decides to ratify the Convention, it is only at that point that it acquires binding force for that State and that the State has to take such action as may be necessary to make its provisions effective.

Generally speaking, it is recognized that Conventions have to be universal – in other words ratifiable by the largest possible number of States – adapted to national conditions, flexible and viable. Some Conventions are more technical, setting out specific standards which the member States undertake to comply with or to achieve through ratification, while others are more of a promotional nature, setting aims that have to be pursued by means of ongoing national action plans. From the point of view of the ILO Constitution, international labour Conventions do not affect more favourable national provisions. Furthermore, if a State withdraws from the ILO, it remains bound by Conventions which it has previously ratified.

Since the Organization was founded, the ILC has pursued an intense programme of legislative activity with 185 Conventions adopted to date, which involved more than 7,000 ratifications. They cover all labour-related issues.

Protocols are also international treaties, but which, in the ILO context, do not exist independently since they are always linked to a Convention. Like Conventions, they are subject to ratification (however, the Convention to which they are linked also remains open for ratification). They are used for the purpose of partially revising Conventions, in other words where the subject of the revision is limited. They thus allow adaptation to changing conditions and they enable practical difficulties to be dealt with which have arisen since the Convention was adopted, thus making the Conventions more relevant and up to date. Protocols are particularly appropriate where the aim is to keep intact a Convention which has already been ratified and which may receive further ratifications, while amending or adding to certain provisions on specific points. The ILC has adopted five Protocols to date.

#### 2. *International labour Recommendations*

International labour Recommendations go through the same tripartite drafting and adoption process as Conventions. They too have to be brought before the competent authorities, but they are not subject to ratification and do not therefore have binding force. The ILO Constitution provides that Recommendations shall be adopted where the subject, or aspect of it, dealt with by the ILC, is not suitable for a Convention. However, practice has moved away from the primary role provided for in the Constitution, and most up-to-date Recommendations supplement and clarify the content of the Conventions they accompany. Only a small number of independent Recommendations have been adopted by the ILC. Recommendations serve above all to define the standards that are to guide government action.

The ILC has adopted 195 Recommendations to date.

#### 3. *Other ILO instruments*

Although Conventions and Recommendations are the instruments most commonly used by the ILC to formulate standards, it has also, in its long practice, used other types of texts.

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(a) ILC and Governing Body declarations

Declarations are generally used by the ILO ILC or Governing Body in order to make a formal statement and reaffirm the importance which the constituents attach to certain principles and values. Although declarations are not subject to ratification, they are intended to have a wide application and contain symbolic and political undertakings by the member States. In some cases declarations could be regarded as an expression of customary law. Four declarations have been adopted by the ILO: the Declaration of Philadelphia in 1944, which has since formed an integral part of the ILO Constitution; the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy in 1977; the Declaration on apartheid in 1964; and lastly, in 1998, the Declaration on Fundamental Principles and Rights at Work.

(b) ILC resolutions

The ILC generally uses resolutions for two different purposes. First, it may use resolutions as a way of formally expressing its will or its opinion on a given subject. These resolutions are intended as a response to practical situations and specific needs. Some are used as guidelines in terms of social policy standards and as reference points by the ILO's supervisory bodies for evaluating national situations. Secondly, the ILC may adopt resolutions accompanied by conclusions following general tripartite discussions within one of its technical committees. Although such discussions may not lead directly to a standard-setting action, in many cases they enable problems to be explored in detail and from every angle (this was the case with social security in 2001, the informal economy in 2002, the employment relationship and occupational safety and health in 2003, and migrant workers in 2004).

(c) Other ILO texts

Technical committees of experts, special or regional conferences and bodies set up to deal with particular issues (social security, labour statistics, health and safety) or sectors (industrial committees, joint maritime commissions, etc.) are also required to adopt texts which may take various forms (resolutions, guidelines, standard regulations). These standards vary both in their content, which may relate to fundamental principles or technical matters, and in the authority conferred on them. However, they are certainly useful in that they are designed to respond to practical situations and have been adopted by bodies representing the interests involved.

Lastly, mention must be made of the guidelines and codes of practice prepared by the International Labour Office's technical departments and branches. Although not binding, they are still useful in that they are sometimes provided for in the Conventions themselves, and they develop and flesh out international labour standards. Their amendment procedure is also much more flexible than for the international labour Conventions and Recommendations. These guidelines and codes of practice are subject to the tripartite discussion process and to the Governing Body.

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## **1. Formal structure of the instrument**

### **1.2. Preamble**



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## Appendix 2

### Minute from C.W. Jenks to Jean Morellet of 25 May 1934

Mr. Morellet,

It would seem desirable to take this year a step which we have contemplated for some time, and to include in the text of Conventions as they are submitted to the Conference by the Drafting Committee the short titles for future citation.

In this connection I think three birds could be killed with one stone if we substitute the short title for the present last four lines of the Preamble to Conventions – i.e. if for “the following Draft Convention for ratification by the Members of the International Labour Organisation, in accordance with the provisions of Part XIII of the Treaty of Versailles and of the corresponding parts of the other Treaties of Peace” we substitute “the following Draft Convention which may be cited as the Unemployment Insurance and Relief Convention, 1934, etc.” By doing this –

- (a) we can get in the short title and get it in at a convenient place at the head of the Convention;
- (b) we can get out the reference to ratification by Members which is superfluous and becomes a little inapt if an accession clause is included;
- (c) we can get rid of the mention of the Treaty of Versailles and the corresponding parts of the other Treaties of Peace.

I think this change could be made by the Drafting Committee without preliminary authorisation by the Conference.

[Original in English]

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## Appendix 3

### Letter from J. Morellet to J.H. Nisot of 10 August 1937

10 August 1937

Dear Nisot,

Thank you for your letter of 5 August. It is true, unfortunately, that the expression “partial revision” may create confusion since a complete Convention comes out of the revision in any case, even when it is partial. This terminological imprecision dates back to the time when the Office had to present and explain the revision procedure to the Governing Body. It is, if I may say, “encysted” in the texts rather fortuitously and it does not cause other inconvenience but inelegancy of expression. We will, however, try to have it disappear.

Cordially yours,

Mr. Nisot  
Legal Service of the League of Nations Secretariat  
Geneva

[Original in French (translation of the Office)]

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## **2. Substantive content of the instrument**

### **2.1. Terminology and definitions**



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## Appendix 4

### List of defined terms in ILO instruments

This appendix contains an exhaustive list of terms defined in ILO Conventions and Recommendations as well as provisions which use those terms. Certain definitions are of limited interest. Definitions which seem most useful are listed in Appendix 5 “Glossary”.

Terms	Conventions and Recommendations
Able seaman	C76, C93 and C109 (Art. 4(c))
Access	C152 (Art. 3(g)); R160 (Para. 2(g))
Accommodation of crews	C75 and C92 (Art. 2 (g)); C133 (Art. 2(h))
Activities in the non-commercial services sector	P81 (Art. 1(2))
Adult	C133 (Art. 2(g))
Age normally qualifying workers for an old-age benefit	R162 (Para. 20(d))
Agricultural occupations	C103 (Art. 1(4))
Agricultural undertaking <sup>1</sup>	R70 (Annex, Art. 46(a)); R74 (Annex, Art. 25(a))
Agricultural undertakings <sup>2</sup>	C129 (Art. 1(1))
Agricultural worker	C44 (Art. 2(4)) – shall be defined by legislation
Agriculture	C184 (Art. 1)
Air pollution	C148 (Art. 3(a))
Airborne asbestos dust	C162 (Art. 2(c)); R172 (Para. 3(c))
Allowance	C44 (Art. 1(1)(b))
Apprenticeship	R60 (Para. 1); R57 (Para. 1(c))
Approved	C75 and C92 (Art. 2(i)); C126 (Art. 2(h)); C133 (Art. 2 (j))
Article	C170 (Art. 2(e))
Asbestos	C162 (Art.2(a)); R172 (Para. 3(a))
Asbestos dust	C162 (Art. 2(b)), R172 (Para. 3(b))
Authorized person	C152 (Art. 3(d)); R160 (Para. 2(d))
Basic pay or wages	C76 (Art. 4(d)); C95 (Art. 1); R187 (Para. 2(a))
Benefit <sup>3</sup>	C44 (Art. 1(1)(a))
Benefit <sup>4</sup>	C102 (Art. 1(2)); C118 (Art. 1(b))
Benefits awarded/granted under traditional schemes	C118 (Art. 1(c)); C157 (Art. 1(o))
Bottles	C49 (Art. 1(2))

<sup>1</sup> In French: *établissement*.

<sup>2</sup> In French: *entreprises*.

<sup>3</sup> In French: *indemnité*.

<sup>4</sup> In French: *prestation*.

<b>Terms</b>	<b>Conventions and Recommendations</b>
Branches of economic activity	C155 (Art. 3(a)); C170 (Art. 2(d)); R164 (Para. 2(a))
Breach of contract	C110 (Art. 23)
Central authority	C81 (Art. 4(2))
Central body	C129 (Art. 7(2))
Central coordinating authority	C178 (Art. 1(7)(a))
Chemicals	C170 (Art. 2(a))
Chief engineer	C53 (Art. 2(c))
Child	C3, C103 and C182 (Art. 2); C102 (Art. 1(1)(e)); C110 (Art. 46); C128 (Art. 1(h)); C130 (Art. 1(g)); C183 (Art. 1); R131 (Para. 1(f)); R134 (Para. 1(f))
Coal mines	C46 (Art. 1(1))
Collective agreement	R91 (Para. 2(1))
Collective bargaining	C154 (Art. 2)
Commercial undertaking	C3 (Art. 1(2)); R70 (Annex, Art. 46(b)); R74 (Annex, Art. 25(b))
Commuting accident	P155 (Art. 1(d))
Comparable full-time worker	C175 (Art. 1(c)); R182 (Para. 2(c))
Competencies	R195 (Para. 2(b))
Competent authority	C29 (Art. 3); C179 (Art. 1(1)(a)); C180 (Art. 2(a)); R187 (Para. 2(a))
Competent Member	C157 (Art. 1(c)); C165 (Art. 1(f))
Competent person	C152 (Art. 3(b)); C167 (Art. 2(f)); R160 (Para. 2(b)), R175 (Para. 2(g))
Complaint	C147 (Art. 4(3))
Consolidated wage	R187 (Para. 2(c))
Construction	C167 (Art. 2 (a)); R175 (Para. 2(a))
Construction site	C167 (Art. 2(b)); R175 (Para. 2(b))
Contract	C64 and C86 (Art. 1(d))
Contributory benefit	R131 (Para. 1(h))
Contributory benefit and non-contributory benefit	C128 (Art. 1(j))
Convention, the	R176 (Para. 1(c))
Dangerous occurrence	P155 (Art. 1(c))
Death grant	C118 (Art. 1(d))
Dependant <sup>5</sup>	C165 (Art. 1(d))
Dependant <sup>6</sup>	C70 (Art. 1(1)(b))
Dependent	C121 (Art. 1(d)); C128(Art. 1(e)); C130(Art. 1(e)); R121 and R131(Para. 1(c)); R134 (Para. 1(d))
Dependent child	C121 (Art. 1(e)); C156 (Art. 1(3)); R165 (Para. 1(3))
Disabled person <sup>7</sup>	R99 (Para. 1(b))

<sup>5</sup> In French: *personne à charge*.

<sup>6</sup> In French: *personne à la charge des gens de mer*.

<sup>7</sup> In French: *invalide*.

Terms	Conventions and Recommendations
Disabled person <sup>8</sup>	C159 (Art. 1(1)) and R168 (Para. 1(1))
Discrimination	C111 (Art. 1(1) and (2)); R111 (Para. 1(1))
Distant trade ship	C76 and C93 (Art. 11(b)); C109 (Art. 12(b))
Dock work	C152 (Art. 1); R160 (Para. 1)
Dock work	C137 (Art. 1(2)) and R145 (Para. 2) – to be defined by national legislation; R145
Dockworkers	C137 (Art. 1(2) states that this term shall be defined by national legislation); R 145 (Para. 2)
Emergency <sup>9</sup>	C29 (Art. 2(2)(d));
Employability	R195 (Para. 2(d))
Employer	In the context of indigenous workers: C64 and C86 (Art. 1(b)). C119 (Art. 14); C167 (Art. 2(e)); C176 (Art. 1(2)); C177 (Art. 1(c)); R175 (Para. 2(f)); R184 (Para. 1(c))
Employment	C111 (Art. 1(3)); R111 (Para. 1(3))
Engineer	C125 (Art. 3(c)); R126 (Para. 2(c))
Engineer officer in charge of a watch	C53 (Art. 2(d))
Equal remuneration for men and women workers for work of equal value	C100 (Art. 1 (b))
Exposure to asbestos	C162 (Art.2(e)); R172 (Para. 3(e))
Fee-charging employment agencies	C34 (Art. 1); C96 (Art. 1)
Fisherman	C114 (Art. 2)
Fishing vessel	C112 and C113 (Art. 1(1)); C114 (Art. 1(1)); C125 (Art. 1); C126 (Art. 2(a)); R126 (Para. 1(1))
Force majeure	C4 and C41 (Art. 4(a)); C30 (Art. 5(1))
Forced or compulsory labour	C29 (Art. 2(1) and (2))
Full-time worker affected by partial unemployment	R182 (Para. 2(d))
Hazardous chemicals	C170 (Art. 2(b))
Hazardous substance	C174 (Art. 3(a))
Health	C155 (Art. 3(e)); R164 (Para. 2(e))
Health service	C161 (Art. 1(a))
Home trade vessel	C22 (Art. 2(d))
Home work	C177 (Art. 1(a)); R184 (Para. 1(a))
Hours of rest	C180 (Art. 2(c))
Hours of work	C30 (Art. 2); C51 (Art. 2(5)); C57 (Art. 2(d)); C61 (Art. 3(1)); C67 (Art. 4(a)); C76 and C93 (Art. 11(d)); C109 (Art. 12(d)); C153 (Art. 4); C172 (Art. 4(1)); C180 (Art. 2(b)); R161 (Para. 5); R179 (Para. 6); R187 (Para. 2(d))
Inconvenient hours	R157 (Para. 30(d))
Indigenous worker	C50 (Art. 2(b))

<sup>8</sup> In French: *personne handicapée*.

<sup>9</sup> In French: *force majeure*.

<b>Terms</b>	<b>Conventions and Recommendations</b>
Industrial undertaking <sup>10</sup>	C77 and C103 (Art. 1(2)); C128 and C130 (Art. 1(f)); R134 (Para. 1(e)); R131 (Para. 1(d))
Industrial undertaking <sup>11</sup>	C1, C3, C4, C41, C5, C6, C14 and C59 (Art. 1(1)); C89 and C90 (Art. 1(1)); C121 (Art. 1(c)); R70 (Annex, Art. 46(c))
Insolvency	C173 (Art. 1(1)); R180 (Para. 1(1))
Inspector	C178 (Art. 1(7)(b))
Institution	C157 (Art. 1(d))
Introduction	R61 (Para. 1(1)(b)); R86 (Para. 1(c))
Labour administration	C150 (Art. 1(a)); R158(Para. 1(a))
Landowner	R132 (Para. 3)
Lands	C169 (Art. 13(2))
Legal provisions <sup>12</sup>	C81 (Art. 27); C129 (Art. 2); C178 (Art. 1(7)(c))
Legislation	C118, C121 and C168 (Art. 1(a)); C128 and C130 (Art. 1(a)); C157 and C165 (Art. 1(b)); R121, R131, R134 and R176 (Para. 1(a)); R167 (Para. 1(b))
Length	C126 (Art. 2(c))
Lifelong learning	R195 (Para. 2(a))
Lifting appliance	C152 (Art. 3(e)); C167 (Art. 2(h)); R160 (Para. 2(e)); R175 (Para. 2(ii))
Lifting gear	C167 (Art. 2(i)); R175 (Para. 2(j))
Lignite mines	C31 (Art. 1(2)); C46 (Art. 1(2))
Long-service benefit	R162 (Para. 20(e))
Loose gear	C152 (Art. 3(f)); R160 (Para. 2(f))
Machinery	C152 (Art. 13(7))
Major accident	C174 (Art. 3(d))
Major hazard installation	C174 (Art. 3(c))
Manual transport of loads	C127 (Art. 1(a)); R128 (Para. 1(a))
Master	C22 (Art. 2(c)); C23 (Art. 2(c)); C53 (Art. 2(a))
Mate	C125 (Art. 3(b)); R126 (Para. 2(b))
Medical care	C130 (Art. 1(k)); R134 (Para. 1(i))
Member	C157 and C165 (Art. 1(a)); R167 (Para. 1(a))
Member of the family	C157 (Art. 1(g)); R167 (Para. 1(e))
Migrant for employment	R86 (Para. 1(a))
Migrant worker	C97 and C143 (Art. 11(1)); R100 (Para. 2)
Mine	C45 (Art. 1); C123, C124 and C176 (Art. 1(1)); R124 and R125 (Para 1(1))
National authorities	R97 (Para. 19) (within federal States)

<sup>10</sup> In French: *entreprises industrielles*.

<sup>11</sup> In French: *établissement industrielles*.

<sup>12</sup> In French: *dispositions légales*.

<b>Terms</b>	<b>Conventions and Recommendations</b>
National laws or regulations <sup>13</sup>	R97 (Para. 19) (in Federal States)
Navigating officer in charge of a watch	C53 (Art. 2(b))
Near miss	C174 (Art. 3(f))
Near trade ship	C76 and C93 (Art. 11(a)); C109 (Art. 12(a))
Necessarily continuous operations (in the context of glassworks)	C43 (Art. 1(2))
Night	C4 (Art. 2(1)); C6 (Art. 3(1)); C20, C89 and C90 (Art. 2); C57 (Art. 11(2)); C60 (Art. 3(5)); C76 and C93 (Art. 19(2)); C109 (Art. 20); C180 (Art. 6); R70 (Annex, Art. 46(f)); R153 (Para. 4(1)(c))
Night work	C171 (Art. 1(a)); R178 (Para. 1(a))
Night worker	C171 (Art. 1(b)); R178 (Para. 1(b))
Noise	C148 (Art. 3(b))
Non-contributory	C165 (Art. 1(n)); C157 (Art. 1(j))
Non-industrial occupations	C78 (Art. 1(2)); C79 (Art. 1(2)); C103 (Art. 1(3))
Normal hours of work	C63 (Art. 14(4)); R116 (Para. 11); R157 (Para. 30(a))
Nursing personnel	C149 (Art. 1(1)); R157 (Para. 1)
Occupation	C111 (Art. 1(3)); R111 (Para. 1(3))
Occupational accidents	C134 (Art. 1(3)); P155 (Art. 1(a)); R142 (Para. 1(b))
Occupational disease	C18 and C42 (Art. 2 and Table); C130 (Art. 30(j)); P155 (Art. 1(b))
Occupational health service	R112 (Para. 1)
Officer	C57 (Art. 2(b)); C75 and C92 (Art. 2(d)), C76, C93 and C109 (Art. 4(a)); C126 and C133 (Art. 2(d))
Old-age benefit	R162 (Para. 20(b))
On-call duty	R157 (Para. 30(c))
Organization	C87 (Art. 10); C110 (Art. 69)
Other member of the immediate family who needs care or support	R165 (Para. 1(3))
Overtime	R157 (Para. 30(b)); R187 (Para. 2(e))
Paid educational leave	C140 (Art. 1); R148 (Para. 1)
Part-time worker	C175 (Art. 1(a)); R182 (Para. 2(a))
Passenger ship	C75 and C92 (Art. 2(b)); C76 and C93 (Art. 11(c)); C109 (Art. 12(c)); C133 (Art. 2(c))
Period of insurance	C157 (Art. 1(k))
Period of residence	C157 (Art. 1(m))
Periods of employment and periods of occupational activity	C157 (Art. 1(l))
Petty officer	C75, C92 and C133 (Art. 2(f))
Placing	R61 (Para. 1(1)(c)); R86 (Para. 1(d))
Plantation	C110 and P110 (Art. 1(1)); R110 (Para. 1(1)(3))
Prescribed	C75 and C92 (Art. 2(h)); C118 (Art. 1(f)); C121, C128, C130 and C168 (Art. 1(b));

<sup>13</sup> In French: *legislation*.

Terms	Conventions and Recommendations
	C126 (Art. 2(g)); C133 (Art. 2(i)); C102 (Art. 1(a)); R121, R131, R134 and R176 (Para. 1(b)); R162 (Para. 20(a))
Private employment agency	C181 (Art. 1(1))
Processes	C28 and C32 (Art. 1(1))
Processing of personal data of workers	C181 (Art. 1(3))
Production worker	R88 (Para. 1(b))
Public employee	C151 (Art. 2 refers to Art. 1 for person employed by public authorities)
Public employees' organisation	C151 (Art. 3)
Qualifications	R195 (Para. 2(c))
Qualifying period	C102 (Art. 1(1)(f)); C128 and C130 (Art. 1(i)); R131 and R134 (Para. 1(g)); R162 (Para. 20(f))
Rating <sup>14</sup>	C57 (Art. 2(c))
Rating <sup>15</sup>	C75, C92, C126 and C133 (Art. 2(e)); C76, C93 and C109 (Art. 4(b))
Recruiting	C50 (Art. 2(a))
Recruitment	C110 (Art. 5); R61 (Para. 1(1)(a)); R86 (Para. 1(b))
Recruitment and placement service	C179 (Art. 1(1)(b))
Refugee	C118 (Art. 1(g)); C157 (Art. 1(e)); C165 (Art. 1(k)); R167 (Para. 1(c))
Registered	C75 and C92 (Art. 2(j)); C126 (Art. 2(i)); C133 (Art. 2(k))
Regular manual transport of loads	C127 (Art. 1(b)); R128 (Para. 1(b))
Regulations	C64 <sup>16</sup> (Art. 1(c)); C86 <sup>17</sup> (Art. 1(c)); C155 (Art. 3(d)); R164 (Para. 2(d))
Remuneration	C100 (Art. 1(a))
Repatriation	C70 (Art. 1(1)(c)); 165 (Art. 1(i))
Representative organizations	C144 (Art. 1); R152 (Para. 1)
Residence	C102 (Art. 1(1)(b)); C118 (Art. 1(e)); C128 and C130 (Art. 1(d)); C157 (Art. 1(i)); C165 (Art. 1(g)); R134 (Para. 1(c)); R167 (Para. 1(g))
Resident	C102 (Art. 1(1)(b)); C130 (Art. 1(d))
Respirable asbestos fibres	C162 (Art. 2(d)); R172 (Para. 3(d))
Responsible person	C152 (Art. 3(c)); R160 (Para. 2(c))
Retirement benefit	R162 (Para. 20(c))
Road transport vehicle	C67 (Art. 1(2))
Running time of the vehicle	C67 (Art. 4(b))
Rural workers	C141 (Art. 2(1)); R149 (Para. 2(1))
Safety report	C174 (Art. 3(e))
Scaffold	C167 (Art. 2(g)); R175 (Para. 2(h))

<sup>14</sup> In French: *personnel subalterne*.

<sup>15</sup> In French: *personnel*.

<sup>16</sup> In French: *dispositions légales*.

<sup>17</sup> In French: *dispositions légales*.

Terms	Conventions and Recommendations
Seafarer <sup>18</sup>	C163 (Art. 1(1)(a)); C164 and C166 (Art. 1(4)); C180 (Art. 2(d)); C185 (Art. 1(1)); R173 (Para. 1(1)(a)); R187 (Para. 2(f))
Seafarers <sup>19</sup>	C70 and C163 (Art. 1(a)); C71 (Art. 1); C134 (Art. 1(1)); C145 (Art. 1(2)): with reference to national legislation; C146 (Art. 2(2)); C164 (Art. 1(4)); C165 (Art. 1(c)); C178 (Art. 1(7)(d)); C179 (Art. 1(1)(d)); C180 (Art. 2(d)); C185 (Art. 1(1)); R142 (Para. 1(a)); R154 (Para. 1(2)); R173 (Para. 1(a)); R187 (Para. 2(f))
Seafarers' working and living conditions	C178 (Art. 1(7)(e))
Seaman <sup>20</sup>	C8 (Art. 1(1)); C9 (Art. 1); C22 (Art. 2(b)); C23 (Art. 2(b))
Semi-tribal	C107 (Art. 1(2))
Ship <sup>21</sup>	C52 (Art. 3(h)); C75 and C92 (Art. 2(b)); C133 (Art. 2(a)); C152 (Art. 3(h)); R160 (Para. 2(h))
Ship's cook	C69 (Art. 2)
Shipowner	C179 (Art. 1(1)(c)); C180 (Art. 2(e)); R18 (Para. 2(g))
Sickness	R134 (Para. 1(h))
Skilled fisherman	R126 (Art. 2(d))
Skipper (or master) <sup>22</sup>	C53 (Art. 2(a)); C125 (Art. 3(a)); R126 (Para. 2(a))
Standard beneficiary	C130 (Art. 1(h))
Stateless person	C118 (Art. 1(h)); C157 (Art. 1(f)); C165 (Art. 1(1)); R167 (Para. 1(d))
Structural change	R122 (Para. 13(2))
Subsidiary work	C67 (Art. 4(c))
Survivor	C157 (Art. 1(h)); C165 (Art. 1(e)); R167 (Para. 1(f))
System of labour administration	C150 (Art. 1(b)); R158 (Para. 1(b))
Technical education	R57 (Para. 1(b))
Temporarily resident/temporary residence	C157 (Art. 1(j)); C165 (Art. 1(h))
Termination (of employment)	C158 (Art. 3); R166 (Para. 4)
Threshold quantity	C174 (Art. 3(b))
Tip	C172 (Art. 6(1))
Tons	C57 (Art. 2(a)); C75, C92, C126 and C133 (Art. 2(b))
Trade	C26 (Art. 1(2))
Use of chemicals at work	C170 (Art. 2(c))

<sup>18</sup> In French: *marin*.

<sup>19</sup> In French: *gens de mer*.

<sup>20</sup> In French: *marin*.

<sup>21</sup> In French: *navire*, here as on every usage of the term "ship".

<sup>22</sup> In French: *patron*.

<b>Terms</b>	<b>Conventions and Recommendations</b>
Vessel <sup>23</sup>	C7 (Art. 1); C8 (Art. 1(2)); C15 (Art. 1); C16 (Art. 1); C22 (Art. 2(a)); C23 (Art. 2(a)); C58 (Art. 1); R70 (Annex, Art. 46 (e))
Vibration	C148 (Art. 3(c))
Vocational guidance	R87 (Para. 1(1)); R150 (Para. 2(1))
Vocational rehabilitation	R99 (Para. 1(a))
Vocational training	R57 and R88 (Para. 1(a))
Welfare facilities and services	C163 (Art. 1(b)); R173 (Para. 1(b))
Widow	C102 (Art. 1(1)(d)); C128 (Art. 1(g)), R131 (Para. 1(e))
Wife	C102 (Art. 1(1)(c)); C128 (Art. 1(f)); C130 (Art. 1(f)); R131 (Para. 1(d)); R134 (Para. 1(e))
Woman	C3 (Art. 2); C103 (Art. 2); C110 (Art. 46); C183 (Art. 1)
Worker	Dockworker: C28 and C32 (Art. 1(2)). Indigenous: C64 (Art. 1(a)); C86 (Art. 1(a)). C152 (Art. 3(a)); C155 (Art. 3(b)); C162 (Art. 2(f)); C167 (Art. 2(d)); C181 (Art. 1(2)); R160 (Para. 2(a)); R164 (Para. 2(b)); R175 (Para. 2(d)); R172 (Para. 3(f))
Worker <sup>24</sup>	C31 (Art. 2); C46 (Art. 2)
Workers concerned, the	C172 (Art. 2(1)); R179 (Para. 3)
Workers' representatives	C135 (Art. 3); C162 (Art. 2(g)); C170 (Art. 2(f)), C171 (Art. 10(2)); R143 (Para. 2); R166 (Para. 20(3)); R175 (Para. 2(e)); R179 (Para. 7(2)); R172 (Para. 3(g)) – persons recognized as such by national law or practice but defined in accordance with C135
Workers' representatives concerned	C158 (Art. 13(3)); R166 (Para. 20(3))
Workplace	C155 (Art. 3(c)); C167 (Art. 2(c)); R164 and R175 (Para. 2(c))
Worst forms of child labour, the	C182 (Art. 3)
Year	C132 (Art. 4(2)); C146 (Art. 4(2))
Young seafarers	R153 (Para. 2(1))
Young worker	C127 (Art. 1(c)); R128 (Para. 1(c))

<sup>23</sup> In French: *navire*, here as on every usage of the term “vessel”.

<sup>24</sup> In French: *ouvrier*.

## Appendix 5

### Glossary of frequently defined terms in ILO instruments

This appendix repeats some of the terms listed in Appendix 4 and therefore does not include all the definitions included in ILO instruments. The terms listed below were chosen because of their significance for the drafting of future ILO instruments, or to bring to the attention of those responsible for drafting that one term may have several definitions.

Terms	Conventions	Definitions
Adult	C133 (Art. 2(g))	means a person who is at least 18 years of age (French: <i>adulte</i> )
Agricultural occupations	C103 (Art. 1(4))	includes all occupations carried on in agricultural undertakings, including plantations and large-scale industrialised agricultural undertakings (French: <i>travaux agricoles</i> )
Agricultural undertaking	<b>A:</b> C129 (Art. 1(1)): [French: <i>entreprise agricole</i> ] <b>B:</b> R70 (Annex, Art. 46(a)); R74 (Annex, Art. 25(a)) [French: <i>établissement agricole</i> ]	<b>A:</b> undertakings and parts of undertakings engaged in cultivation, animal husbandry including livestock production and care, forestry, horticulture, the primary processing of agricultural products by the operator of the holding or any other form of agricultural activity (French: <i>entreprise agricole</i> ) <b>B: R70 (Annex, Art. 46(a)):</b> may be defined so as to include processes conducted on the undertaking for the preservation and despatch of the agricultural products of the undertaking, unless it is desired to classify these processes as parts of an industrial undertaking; idem R74 (Para. 25) (French: <i>établissement agricole</i> )
Agriculture	C184 (Art. 1)	covers agricultural and forestry activities carried out in agricultural undertakings including crop production, forestry activities, animal husbandry and insect raising, the primary processing of agricultural and animal products by or on behalf of the operator of the undertaking as well as the use and maintenance of machinery, equipment, appliances, tools, and agricultural installations, including any process, storage, operation or transportation in an agricultural undertaking, which are directly related to agricultural production (French: <i>agriculture</i> )
Apprenticeship	R60 (Para. 1); R57 (Para. 1(c))	<b>R60 (Para. 1):</b> means any system by which an employer undertakes by contract to employ a young person and to train him or have him trained systematically for a trade for a period the duration of which has been fixed in advance and in the course of which the apprentice is bound to work in the employer's service (French: <i>apprentissage</i> )
Basic pay or wages	C76, C93 and C109 (Art. 4(d)); R187 (Para. 2(a))	<b>C76 (Art. 4(d)):</b> the term <b>basic pay or wages</b> means the remuneration of an officer or rating in cash, exclusive of overtime, premiums or any other allowances either in cash or in kind; idem C93 <b>C109 (Art. 4(d)):</b> the term <b>basic pay or wages</b> means the remuneration of an officer or rating in cash exclusive of the cost of food, overtime, premiums or any other allowances either in cash or in kind <b>R187 (Para. 2(a)):</b> the term <b>basic pay or wages</b> means the pay, however composed, for normal hours of work; it does not include payments for overtime worked, bonuses, allowances, paid leave or any other additional remuneration (French: <i>salaire ou solde de base</i> )
Benefit	C44 (Art. 1(1)a))	a payment related to contributions paid in respect of the beneficiary's employment whether under a compulsory or a voluntary scheme (French: <i>indemnité</i> )
Benefits granted under transitional schemes	C118 (Art. 1(c)); C157 (Art. 1(o))	<b>C118 (Art. 1(c)):</b> means either benefits granted to persons who have exceeded a prescribed age at the date when the legislation applicable came into force, or benefits granted as a transitional measure in consideration of events occurring or periods completed outside the present boundaries of the territory of a Member; idem C157 (French: <i>prestations accordées au titre de régimes transitoires</i> )
Central coordinating authority	C178 (Art. 1(7)(a))	ministers, government departments or other public authorities having power to issue and supervise the implementation of regulations, orders or other instructions having the force of law in respect of inspection of seafarers' working and living conditions in relation to any ship registered in the territory of the Member (French: <i>autorité centrale de coordination</i> )

Terms	Conventions	Definitions
Chief engineer	C53 (Art. 2(c))	means any person permanently responsible for the mechanical propulsion of a vessel (French: <i>chef mécanicien</i> )
Child	C3, C103 and C182 (Art. 2); C102 (Art. 1(1)(e)); C110 (Art. 46); C128 (Art. 1(h)); C130 (Art. 1(g)); C183 (Art. 1); R131 and R134 (Para. 1(f))	<p><b>C3 (Art. 2):</b> signifies any child whether legitimate or illegitimate</p> <p><b>C103 (Art. 2):</b> means any child whether born of marriage or not; idem C110</p> <p><b>C102 (Art. 1(e)):</b> means a child under school-leaving age or under 15 years of age, as may be prescribed</p> <p><b>C128 (Art. 1(h)):</b> covers: (i) a child under school-leaving age or under 15 years of age, whichever is the higher; (ii) a child under a prescribed age higher than that specified in clause (i) of this subparagraph and who is an apprentice or student or has a chronic illness or infirmity disabling him for any gainful activity, under prescribed conditions: Provided that this requirement shall be deemed to be met where national legislation defines the term so as to cover any child under an age appreciably higher than that specified in clause (i) of this subparagraph</p> <p><b>C130 (Art. 1(g)):</b> covers: (i) a child under school-leaving age or under 15 years of age, whichever is the higher: Provided that a Member which has made a declaration under Article 2 may, while such declaration is in force, apply the Convention as if the term covered a child under school-leaving age or under 15 years of age; (ii) a child under a prescribed age higher than that specified in clause (i) of this subparagraph and who is an apprentice or student or has a chronic illness or infirmity disabling him for any gainful activity, under prescribed conditions: Provided that this requirement shall be deemed to be met where national legislation defines the term so as to cover any child under an age appreciably higher than that specified in clause (i) of this subparagraph</p> <p><b>C183 (Art. 1):</b> applies to any child without discrimination whatsoever</p> <p><b>R131 (Para. 1(f)):</b> covers: (i) a child under school-leaving age or under 15 years of age, whichever is the higher; (ii) a child under a prescribed age higher than that specified in subclause (i) of this clause and who is an apprentice or student or has a chronic illness or infirmity disabling him for any gainful activity, under prescribed conditions</p> <p><b>R134 (Para. 1(f)):</b> covers: (i) a child under school-leaving age or under 15 years of age, whichever is the higher; (ii) a child under a prescribed age higher than that specified in subclause (i) of this clause and who is an apprentice or student or has a chronic illness or infirmity disabling him for any gainful activity, under prescribed conditions</p> <p><b>C182 (Art. 2):</b> shall apply to all persons under the age of 18 (French: <i>enfant</i>)</p>
Collective agreement	R91 (Para. 2(1))	means all agreements in writing regarding working conditions and terms of employment concluded between an employer, a group of employers or one or more employers' organisations, on the one hand, and one or more representative workers' organisations, or, in the absence of such organisations, the representatives of the workers duly elected and authorised by them in accordance with national laws and regulations, on the other (French: <i>convention collective</i> )
Collective bargaining	C154 (Art. 2)	extends to all negotiations which take place between an employer, a group of employers or one or more employers' organisations, on the one hand, and one or more workers' organisations, on the other, for: (a) determining working conditions and terms of employment; and/or (b) regulating relations between employers and workers; and/or (c) regulating relations between employers or their organisations and a workers' organisation or workers' organisations (French: <i>négociation collective</i> )
Commercial undertaking	C3 (Art. 1(2)); R70 (Annex, Art. 46(b)); R74 (Annex, Art. 25(b))	<p><b>C3 (Art. 1(2)):</b> includes any place where articles are sold or where commerce is carried on</p> <p><b>R70 (Annex, Art. 46(b)):</b> includes: (i) commercial establishments and offices, including establishments engaging wholly or mainly in the sale, purchase, distribution, insurance, negotiation, loan or administration of goods or services of any kind; (ii) establishments for the treatment or care particularly of the aged, infirm, sick, destitute, or mentally unfit; (iii) hotels, restaurants, boarding houses, clubs, cafés and other refreshment houses; (iv) theatres and places of public amusement; (v) any establishment similar in character to those enumerated in sub-paragraphs (i), (ii), (iii), and (iv) above; idem R74 (French: <i>établissement commercial</i>)</p>
Comparable full-time worker	C175 (Art. 1(c)); R182 (Para. 2(c))	<b>C175 (Art. 1(c)):</b> refers to a full-time worker who: (i) has the same type of employment relationship; (ii) is engaged in the same or a similar type of work or

Terms	Conventions	Definitions
		occupation; and (iii) is employed in the same establishment or, when there is no comparable full-time worker in that establishment, in the same enterprise or, when there is no comparable full-time worker in that enterprise, in the same branch of activity as the part-time worker concerned; idem R182 (French: <i>travailleur à plein temps se trouvant dans une situation comparable</i> )
Competencies	R195 (Para. 2(b))	covers the knowledge, skills and know-how applied and mastered in a specific context (French: <i>compétence</i> )
Competent authority	C179 (Art. 1(1)(a)); C180 (Art. 2(a)); R187 (Para. 2(a))	<b>C179 (Art. 1(a)):</b> means the minister, designated official, government department or other authority having power to issue regulations, orders or other instructions having the force of law in respect of the recruitment and placement of seafarers; idem C180 and R187 (French: <i>autorité compétente</i> )
Competent member	C157 (Art. 1(c)); C165 (Art. 1(f));	<b>C157, Art. 1(c):</b> means the Member under whose legislation the person concerned can claim benefit; idem, C165 (French: <i>membre compétent</i> )
Competent person	C152 (Art. 3(b)); C167 (Art. 2(f)); R160 (Para. 2(b)); R175 (Para. 2(g))	<b>C167 (Art. 2(f)):</b> means a person possessing adequate qualifications, such as suitable training and sufficient knowledge, experience and skill for the safe performance of the specific work. The competent authorities may define appropriate criteria for the designation of such persons and may determine the duties to be assigned to them <b>C152 (Art. 3(b)):</b> means a person possessing the knowledge and experience required for the performance of a specific duty or duties and acceptable as such to the competent authority; idem R160 <b>R175 (Para. 2(g)):</b> means a person possessing adequate qualifications, such as suitable training and sufficient knowledge, experience and skill for the safe performance of the specific work. The competent authorities may define appropriate criteria for the designation of such persons and may determine the duties to be assigned to them (French: <i>personne compétente</i> )
Consolidated wage	R187 (Para. 2(c))	means a wage or salary which includes the basic wage and other pay-related benefits; a consolidated wage may include compensation for all overtime hours which are worked and all other pay-related benefits, or it may include only certain benefits in a partial consolidation (French: <i>salaire forfaitaire</i> )
Contract	C64 and C86 (Art. 1(d))	<b>C64 (Art. 1(d)):</b> when used in an article following Article 3, means, unless the contrary intention appears, a contract which is required by Article 3 to be made in writing <b>C86 (Art. 1(d)):</b> a contract of employment by which a worker enters the service of an employer as a worker for remuneration in cash or in any other form whatsoever, but does not include contracts of apprenticeship made in accordance with special provisions relating to apprenticeship contained in the regulations (French: <i>contrat</i> )
Contributory benefit	R131 (Para. 1(h))	means benefits the grant of which depends on direct financial participation by the persons protected or their employer or on a qualifying period of occupational activity (French: <i>prestation contributive</i> )
Contributory benefit and non-contributory benefit	C128 (Art. 1(j))	mean respectively benefits the grant of which depends or does not depend on direct financial participation by the persons protected or their employer or on a qualifying period of occupational activity (French: <i>prestation contributive et prestation non contributive</i> )
Disabled person	R99 (Para. 1(b))	means an individual whose prospects of securing and retaining suitable employment are substantially reduced as a result of physical or mental impairment (French: <i>invalide</i> )
Disabled person	C159 (Art. 1(1)); R168 (Para. 1(1))	<b>C159 (Art. 1(1)):</b> means an individual whose prospects of securing, retaining and advancing in suitable employment are substantially reduced as a result of a duly recognised physical or mental impairment; idem R168 (French: <i>personne handicapée</i> )
Discrimination	C111 (Art. 1(1) and (2)); R111 (Para. 1(1))	<b>C11 (Art. 1(1) and (2)):</b> includes: (a) any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation; (b) such other distinction, exclusion or preference which has the effect of nullifying or impairing equality of opportunity or

Terms	Conventions	Definitions
		treatment in employment or occupation as may be determined by the Member concerned after consultation with representative employers' and workers' organisations, where such exist, and with other appropriate bodies. Any distinction, exclusion or preference in respect of a particular job based on the inherent requirements thereof shall not be deemed to be discrimination; idem R111 (French: <i>discrimination</i> )
Distant trade ship	C76 and C93 (Art. 11(b)); C109 (Art. 12(b))	<b>C76 (Art. 11(b)):</b> means a vessel other than a near trade ship; idem C93 and C109 (French: <i>navire affecté à la grande navigation</i> )
Employer	C64 and C86 (Art. 1(b)): In the context of indigenous workers; C119 (Art. 14); C167 (Art. 2(e)); C176 (Art. 1(2)); C177 (Art. 1(c)); R175 (Para. 2(f)); R184 (Para. 1(c))	<b>C64 (Art. 1(b)):</b> includes, unless the contrary intention appears, any public authority, individual, company or association, whether non-indigenous or indigenous; idem C86 <b>C119 (Art. 14):</b> for the purpose of this Part of this Convention includes, where appropriate under national laws or regulations, a prescribed agent of the employer <b>C167 (Art. 2(e)):</b> means: (i) any physical or legal person who employs one or more workers on a construction site; (ii) as the context requires, the principal contractor, the contractor or the subcontractor; idem R175 <b>C176 (Art. 1(2)):</b> means any physical or legal person who employs one or more workers in a mine and, as the context requires, the operator, the principal contractor, contractor or subcontractor <b>C177 (Art. 1(c)):</b> means a person, natural or legal, who, either directly or through an intermediary, whether or not intermediaries are provided for in national legislation, gives out home work in pursuance of his or her business activity; idem R184 (French: <i>employeur</i> )
Employment	C111 (Art. 1(3)); R111 (Para. 1(3))	<b>C111 (Art. 1(3)):</b> <i>employment and occupation</i> include access to vocational training, access to employment and to particular occupations, and terms and conditions of employment; idem R111 (French: <i>emploi et profession</i> )
Equal remuneration for men and women workers for work of equal value	C100 (Art. 1(b))	refers to rates of remuneration established without discrimination based on sex (French: <i>égalité de rémunération entre la main-d'oeuvre masculine et la main-d'oeuvre féminine pour un travail égal</i> )
Fee-charging employment agencies	C34 and C96 (Art. 1(1))	<b>C34 (Art. 1(1)):</b> means (a) employment agencies conducted with a view to profit, that is to say, any person, company, institution, agency or other organisation which acts as an intermediary for the purpose of procuring employment for a worker or supplying a worker for an employer with a view to deriving either directly or indirectly any pecuniary or other material advantage from either employer or worker; the expression does not include newspapers or other publications unless they are published wholly or mainly for the purpose of acting as intermediaries between employers and workers; (b) employment agencies not conducted with a view to profit, that is to say, the placing services of any company, institution, agency or other organisation which, though not conducted with a view to deriving any pecuniary or other material advantage, levies from either employer or worker for the above services an entrance fee, a periodical contribution or any other charge; idem C96 (French: <i>bureaux de placement payants</i> )
Fisherman/fisher	C114 (Art. 2)	includes every person employed or engaged in any capacity on board any fishing vessel and entered on the ship's articles. It excludes pilots, cadets and duly indentured apprentices, naval ratings, and other persons in the permanent service of a government (French: <i>pêcheur</i> )
Fishing vessel	C112 (Art. 1(1)); C113 (Art. 1(1)); C114 (Art. 1(1)); C125 (Art. 1); R126 (Para. 1(1))	<b>C113 (Art. 1(1)):</b> includes all ships and boats, of any nature whatsoever, whether publicly or privately owned, which are engaged in maritime fishing in salt waters; idem C112 <b>C114 (Art. 1(1)):</b> includes all registered or documented ships and boats of any nature whatsoever, whether publicly or privately owned, which are engaged in maritime fishing in salt waters <b>C125 (Art. 1):</b> includes all ships and boats, of any nature whatsoever, whether publicly or privately owned, which are engaged in maritime fishing in salt waters and are registered in a territory for which the Convention is in force, with the exception of -- (a) ships and boats of less than 25 gross registered tons; (b) ships and boats engaged in whaling or similar pursuits; (c) ships and boats engaged in fishing for

Terms	Conventions	Definitions
		sport or recreation; (d) fishery research and fishery protection vessels <b>R126 (Para. 1(1))</b> : includes all ships and boats, of any nature whatsoever, whether publicly or privately owned, which are engaged in maritime fishing in salt waters, with the exception of ships and boats engaged in whaling or similar pursuits and fishery research and fishery protection vessels (French: <i>bateau de pêche</i> )
Force majeure	C4 and C41 (Art. 4(a)); C29 (Art. 2(2)(d)); C30 (Art. 5(1))	<b>C4 (Art. 4(a))</b> : when in any undertaking there occurs an interruption of work which it was impossible to foresee, and which is not of a recurring character; idem C41 <b>C29 (Art. 2(2)(d))</b> : that is to say, in the event of war or of a calamity or threatened calamity, such as fire, flood, famine, earthquake, violent epidemic or epizootic diseases, invasion by animal, insect or vegetable pests, and in general any circumstance that would endanger the existence or the well-being of the whole or part of the population <b>C30 (Art. 5(1))</b> : accidents to plant, interruption of power, light, heating or water, or occurrences causing serious material damage to the establishments (French: <i>force majeure</i> )
Forced or compulsory labour	C29 (Art. 2(1) and (2))	<b>C29 (Art. 2(1) and (2))</b> : the term <i>forced or compulsory labour</i> shall mean all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily. (2) Nevertheless, for the purposes of this Convention, the term <i>forced or compulsory labour</i> shall not include: (a) any work or service exacted in virtue of compulsory military service laws for work of a purely military character; (b) any work or service which forms part of the normal civic obligations of the citizens of a fully self-governing country; (c) any work or service exacted from any person as a consequence of a conviction in a court of law, provided that the said work or service is carried out under the supervision and control of a public authority and that the said person is not hired to or placed at the disposal of private individuals, companies or associations; (d) any work or service exacted in cases of emergency, that is to say, in the event of war or of a calamity or threatened calamity, such as fire, flood, famine, earthquake, violent epidemic or epizootic diseases, invasion by animal, insect or vegetable pests, and in general any circumstance that would endanger the existence or the well-being of the whole or part of the population; (e) minor communal services of a kind which, being performed by the members of the community in the direct interest of the said community, can therefore be considered as normal civic obligations incumbent upon the members of the community, provided that the members of the community or their direct representatives shall have the right to be consulted in regard to the need for such services (French: <i>travail forcé ou obligatoire</i> )
Full-time workers affected by partial unemployment	R182 (Para. 2(d))	that is by a collective and temporary reduction in their normal hours of work for economic, technical or structural reasons, are not considered to be part-time workers (French: <i>travailleur à plein temps en chômage partiel</i> )
Home trade vessel	C22 (Art. 2(d)); C23 (Art. 2(d))	<b>C22 (Art. 2(d))</b> : means a vessel engaged in trade between a country and the ports of a neighbouring country within geographical limits determined by the national law (French: <i>navire affecté au home trade</i> ); idem C23
Home work	C177 (Art. 1(a)); R184 (Para. 1(a))	<b>C177 (Art. 1(a) and (b))</b> : means work carried out by a person, to be referred to as a homemaker, (i) in his or her home or in other premises of his or her choice, other than the workplace of the employer; (ii) for remuneration; (iii) which results in a product or service as specified by the employer, irrespective of who provides the equipment, materials or other inputs used, unless this person has the degree of autonomy and of economic independence necessary to be considered an independent worker under national laws, regulations or court decisions; (b) persons with employee status do not become homeworkers within the meaning of this Convention simply by occasionally performing their work as employees at home, rather than at their usual workplaces; idem R184 (French: <i>travail à domicile</i> )
Hours of rest	C180 (Art. 2(c))	means time outside hours of work; this term does not include short breaks (French: <i>heures de repos</i> )
Hours of work	C30 (Art. 2); C51 (Art. 2(5)); C57 (Art. 2(d)); C61 (Art. 3(1)); C67	<b>C30 (Art. 2)</b> : the time during which the persons employed are at the disposal of the employer; it does not include rest periods during which the persons employed are not at the disposal of the employer <b>C51 (Art. 2(5))</b> : the time during which the persons employed are at the disposal of

Terms	Conventions	Definitions
	(Art. 4(a)); C76 and C93 (Art. 11(d)); C109 (Art. 12); C153 (Art. 4); C172 (Art. 4(1)); C180 (Art. 2(b)); R161 (Para. 5); R179 (Para. 6); R187 (Para. 2(d))	<p>the employer and does not include rest periods during which they are not at his disposal; idem C61 (Art. 3.1)</p> <p><b>C57 (Art. 2(d)):</b> time during which a member of the crew is required by the orders of a superior to do any work on account of the vessel or the owner, or to be at the disposal of a superior outside the crew's quarters</p> <p><b>C67:</b> the time during which the persons concerned are at the disposal of the employer or of any other person entitled to claim their services, or in the case of owners of vehicles and members of their families, the time during which they are engaged on their own account in work connected with a road transport vehicle, its passengers or its load, and includes: (i) time spent in work done during the running time of the vehicle; (ii) time spent in subsidiary work; (iii) periods of mere attendance; (iv) breaks for rest and interruptions of work, which breaks or interruptions do not exceed a duration to be prescribed by the competent authority</p> <p><b>C76 (Art. 11(d)):</b> time during which a person is required by the orders of a superior to do work on account of the vessel or the owner; idem C93 and C109</p> <p><b>C153 (Art. 4):</b> the time spent by wage-earning drivers on -- (a) driving and other work during the running time of the vehicle; and (b) subsidiary work in connection with the vehicle, its passengers or its load. 2. Periods of mere attendance or stand-by, either on the vehicle or at the workplace and during which the drivers are not free to dispose of their time as they please, may be regarded as hours of work to an extent to be prescribed in each country by the competent authority or body, by collective agreements or by any other means consistent with national practice</p> <p><b>C172 (Art. 4(1)):</b> the time during which a worker is at the disposal of the employer; idem R179</p> <p><b>C180 (Art. 2(b)):</b> time during which a seafarer is required to do work on account of the ship</p> <p><b>R161 (Para. 5):</b> the time spent by the persons covered by Paragraph 1 of the Recommendation on: (a) driving and other work during the running time of the vehicle; (b) subsidiary work in connection with the vehicle, its passengers or its load</p> <p><b>R187 (Para. 2(d)):</b> means time during which a seafarer is required to do work on account of the ship (French: <i>durée du travail</i>)</p>
Industrial undertaking	<p><b>A:</b> C77 and C103 (Art. 1(2)); C89 and C90 (Art. 1(1)); C128 et C130 (Art. 1 (c)): [French: <i>entreprise industrielle</i>]</p> <p><b>B:</b> C1, C3, C4, C41, C5, C6, C14 and C59 (Art. 1(1)); C121 (Art. 1(c)); R70 (Annex, Art. 46(c)): [French: <i>établissements industriels</i>]</p>	<p><b>A: C128 (Art. 1(c)):</b> includes all undertakings in the following branches of economic activity: mining and quarrying; manufacturing; construction; electricity, gas, water and sanitary services; and transport, storage and communication; idem C130</p> <p><b>C89 (Art. 1(1)):</b> For the purpose of this Convention, the term <i>industrial undertakings</i> includes particularly: (a) mines, quarries, and other works for the extraction of minerals from the earth; (b) undertakings in which articles are manufactured, altered, cleaned, repaired, ornamented, finished, adapted for sale, broken up or demolished, or in which materials are transformed, including undertakings engaged in shipbuilding or in the generation, transformation or transmission of electricity or motive power of any kind; (c) undertakings engaged in building and civil engineering work, including constructional, repair, maintenance, alteration and demolition work</p> <p><b>C90 (Art. 1(1)):</b> the term <i>industrial undertaking</i> includes particularly: (a) mines, quarries, and other works for the extraction of minerals from the earth; (b) undertakings in which articles are manufactured, altered, cleaned, repaired, ornamented, finished, adapted for sale, broken up or demolished, or in which materials are transformed, including undertakings engaged in shipbuilding or in the generation, transformation or transmission of electricity or motive power of any kind; (c) undertakings engaged in building and civil engineering work, including constructional, repair, maintenance, alteration and demolition work; (d) undertakings engaged in the transport of passengers or goods by road or rail, including the handling of goods at docks, quays, wharves, warehouses or airports; idem C103, C77 (French: <i>entreprise industrielle</i>)</p> <p><b>B: C1 (Art. 1(1)):</b> the term <i>industrial undertaking</i> includes particularly: (a) mines, quarries, and other works for the extraction of minerals from the earth; (b) industries in which articles are manufactured, altered, cleaned, repaired, ornamented, finished, adapted for sale, broken up or demolished, or in which materials are transformed; including shipbuilding and the generation, transformation, and transmission of electricity or motive power of any kind; (c) construction, reconstruction, maintenance, repair, alteration, or demolition of any building, railway, tramway, harbour, dock, pier, canal, inland waterway, road, tunnel, bridge, viaduct, sewer, drain, well, telegraphic.</p>

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		<p>or telephonic installation, electrical undertaking, gas work, waterwork or other work of construction, as well as the preparation for or laying the foundations of any such work or structure; (d) transport of passengers or goods by road, rail, sea or inland waterway, including the handling of goods at docks, quays, wharves or warehouses, but excluding transport by hand; idem C3, C5, C6, C14 and C59. C4, C41 and C89 are idem except for subparagraph (d) which is deleted</p> <p><b>C121 (Art. 1(c))</b>: includes all undertakings in the following branches of economic activity: mining and quarrying; manufacturing; construction; electricity, gas, water and sanitary services; and transport, storage and communication</p> <p><b>R70 (Annex, Art. 46(c))</b>: includes: (i) undertakings in which articles are manufactured, altered, cleaned, repaired, ornamented, finished, adapted for sale, broken up or demolished, or in which materials are transformed, including undertakings engaged in shipbuilding, in the generation, transformation, or transmission of electricity, in the production or distribution of gas or motive power of any kind, in the purification or distribution of water, or in heating; (ii) undertakings engaged in the construction, reconstruction, maintenance, repair, alteration, or demolition of any one or more of the following: buildings, railways, tramways, airports, harbours, docks, piers, works of protection against floods or coast erosion, canals, works for the purpose of inland, maritime or aerial navigation, roads, tunnels, bridges, viaducts, sewers, drains, wells, irrigation or drainage works, telecommunication installations, works for the production or distribution of electricity or gas, pipelines, waterworks, and undertakings engaged in other similar work or in the preparation for or laying the foundations of any such work or structure; (iii) mines, quarries or other works for the extraction of minerals from the earth; (iv) undertakings engaged in the transport of passengers or goods, excluding transport by hand, unless such undertakings are regarded as parts of the operation of an agricultural or commercial undertaking (French: <i>établissements industriels</i>)</p>
Insolvency	C173 (Art. 1(1)); R180 (Para. 1(1))	<b>C173 (Art. 1(1))</b> : refers to situations in which, in accordance with national law and practice, proceedings have been opened relating to an employer's assets with a view to the collective reimbursement of its creditors; idem R180 (French: <i>insolvabilité</i> )
Introduction	R61 (Para. 1(1)(b)); R86 (Para. 1(c))	<b>R61 (Para. 1(1)(b))</b> : means any operations for ensuring or facilitating the arrival in or admission to a territory of persons who have been recruited within the meaning of (a); idem R86 (French: <i>introduction</i> )
Labour administration	C150 (Art. 1(a)); R158 (Para. 1(a))	<b>C150 (Art. 1(a))</b> : means public administration activities in the field of national labour policy; idem R158 (French: <i>administration du travail</i> )
Legislation/national laws or regulations	C118, C121, C128, C130 and C168 (Art. 1(a)); C157 and C165 (Art. 1(b)); R97 (Para. 19): federal State; R121 (Para. 1(a)); R131, R134 and R176 (Para. 1(a)); R167 (Para. 1(b))	<b>C118 (Art. 1(a))</b> : includes any social security rules as well as laws and regulations; idem C121, C128, C130, C157, C165, C168, R134, R167, R176 and R131 <b>R97 (Para. 19)</b> : where the term national is used in this Recommendation in reference to laws, regulations, or authorities, it shall be understood, in the case of a federal State, to refer, as appropriate, to the federal, state, provincial, cantonal or other competent governmental unit (French: <i>legislation</i> )
Lifelong learning	R195 (Para. 2(a))	encompasses all learning activities undertaken throughout life for the development of competencies and qualifications (French: <i>éducation et formation tout au long de la vie</i> )
Long-service benefit	R162 (Para. 20 (e))	means a benefit the grant of which depends only upon the completion of a long qualifying period, irrespective of age (French: <i>prestation d'ancienneté</i> )
Master	C22 (Art. 2(c)); C23 (Art. 2(c)); C53 (Art. 2(a))	<b>C22 (Art. 2(c))</b> : includes every person having command and charge of a vessel except pilots; idem C23 <b>C53 (Art. 2(a))</b> : <i>master or skipper</i> means any person having command or charge of a vessel (French: <i>capitaine</i> )
Medical care	R134 (Para. 1(i))	includes allied benefits (French: <i>soins médicaux</i> )

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Member	C157 and C165 (Art. 1(a)); R167 (Para. 1(a))	<b>C157 (Art. 1(a)):</b> means any Member of the International Labour Organization that is bound by the Convention; idem C165 <b>R167:</b> means any State Member of the International Labour Organization (French: <i>membre</i> )
Migrant worker/for employment	C97 (Art.11(1)); C143 (Art. 11(1)); R86 (Para. 1(a)); R100 (Para. 2)	<b>C97 (Art. 11(1)):</b> means a person who migrates from one country to another with a view to being employed otherwise than on his own account and includes any person regularly admitted as a migrant for employment; idem R86 <b>C143 (Art. 11(1)):</b> means a person who migrates or who has migrated from one country to another with a view to being employed otherwise than on his own account and includes any person regularly admitted as a migrant worker <b>R100 (Para. 2):</b> means any worker participating in such migratory movements either within the countries and territories described in clause (a) of Paragraph 1 above or from such countries and territories into or through the countries and territories described in clauses (b) and (c) of Paragraph 1 above, whether he has taken up employment, is moving in search of employment or is going to arranged employment, and irrespective of whether he has accepted an offer of employment or entered into a contract. Where applicable, the term <i>migrant worker</i> also means any worker returning temporarily or finally during or at the end of such employment (French: <i>travailleur migrant</i> )
National authorities	R97 (Para. 19): within federal States	where the term <i>national</i> is used in this Recommendation in reference to laws, regulations, or authorities, it shall be understood, in the case of a federal State, to refer, as appropriate, to the federal, state, provincial, cantonal or other competent governmental unit (French: <i>autorités nationales</i> )
Near miss	C174 (Art. 3(f))	means any sudden event involving one or more hazardous substances which, but for mitigating effects, actions or systems, could have escalated to a major accident (French: <i>quasi-accident</i> )
Near trade ship	C76 and C93 (Art. 11(a)); C109 (Art. 12(a))	<b>C76 (Art. 11(a)):</b> means a vessel exclusively engaged in voyages upon which it does not proceed farther from the country from which it trades than the near-by ports of neighbouring countries within geographical limits which (i) are clearly specified by national laws, regulations or by collective agreement between organisations of shipowners and seafarers; (ii) are uniform in respect of the application of all the provisions of this Part of the Convention; (iii) have been notified by the Member when registering its ratification by a declaration annexed thereto; (iv) have been fixed after consultation with the other Members concerned; idem C93 and C109 (French: <i>navire affecté à la petite navigation</i> )
Night	C4 (Art. 2(1)); C6 (Art. 3(1)); C20, C89 and C90 (Art. 2); C57 (Art. 11(2)); C60 (Art. 3(5)); C76 and C93 (Art. 19(2)); C109 (Art. 20(2)); C180 (Art. 6); R70 (Annex, Art. 46(f)); R153 (Para. 4(1)(c))	<b>C4 (Art. 2):</b> signifies a period of at least eleven consecutive hours, including the interval between ten o'clock in the evening and five o'clock in the morning. 2. In those countries where no Government regulation as yet applies to the employment of women in industrial undertakings during the night, the term <i>night</i> may provisionally, and for a maximum period of three years, be declared by the Government to signify a period of only ten hours, including the interval between ten o'clock in the evening and five o'clock in the morning <b>C6 (Art. 3(1)):</b> signifies a period of at least eleven consecutive hours, including the interval between ten o'clock in the evening and five o'clock in the morning <b>C20 (Art. 2):</b> signifies a period of at least seven consecutive hours. The beginning and end of this period shall be fixed by the competent authority in each country after consultation with the organisations of employers and workers concerned, and the period shall include the interval between eleven o'clock in the evening and five o'clock in the morning. When it is required by the climate or season, or when it is agreed between the employers' and workers' organisations concerned, the interval between ten o'clock in the evening and four o'clock in the morning may be substituted for the interval between eleven o'clock in the evening and five o'clock in the morning <b>C41 (Art. 2):</b> signifies a period of at least eleven consecutive hours, including the interval between ten o'clock in the evening and five o'clock in the morning. 2. Provided that, where there are exceptional circumstances affecting the workers employed in a particular industry or area, the competent authority may, after consultation with the employers' and workers' organisations concerned, decide that in the case of women employed in that industry or area. the interval between

Terms	Conventions	Definitions
		<p>eleven o'clock in the evening and six o'clock in the morning may be substituted for the interval between ten o'clock in the evening and five o'clock in the morning. 3. In those countries where no Government regulation as yet applies to the employment of women in industrial undertakings during the night, the term <b>night</b> may provisionally, and for a maximum period of three years, be declared by the Government to signify a period of only ten hours, including the interval between ten o'clock in the evening and five o'clock in the morning</p> <p><b>C57 (Art. 11(2))</b>: means a period of at least nine consecutive hours between times before and after midnight to be prescribed by national laws or regulations</p> <p><b>C60 (Art. 3(5))</b>: means: (a) in the case of children under fourteen years of age, a period of at least twelve consecutive hours comprising the interval between 8 p.m. and 8 a.m.; (b) in the case of children over fourteen years of age, a period which shall be prescribed by national laws or regulations but the duration of which shall not, except in the case of tropical countries where a compensatory rest is accorded during the day, be less than twelve hours</p> <p><b>C76 (Art. 19(2))</b>: means a period of at least nine consecutive hours between times before and after midnight to be prescribed by national laws or regulations or collective agreements; idem C93 and C109</p> <p><b>C89 (Art. 2)</b>: signifies a period of at least eleven consecutive hours, including an interval prescribed by the competent authority of at least seven consecutive hours falling between ten o'clock in the evening and seven o'clock in the morning; the competent authority may prescribe different intervals for different areas, industries, undertakings or branches of industries or undertakings, but shall consult the employers' and workers' organisations concerned before prescribing an interval beginning after eleven o'clock in the evening</p> <p><b>C90 (Art. 2)</b>: a period of at least twelve consecutive hours</p> <p><b>R70 (Annex, Art. 46(f))</b>: signifies a period of at least eleven consecutive hours: Provided that in those tropical countries in which work is suspended during the middle of the day, the night period may be shorter if compensatory rest is accorded during the day (French: <i>nuît</i>)</p> <p><b>R153 (Para. 4(1)(c))</b>: means a period of at least nine consecutive hours between times before and after midnight to be prescribed by national laws or regulations or by collective agreements</p>
Night work	C171 (Art. 1(a)); R178 (Para. 1(a))	<b>C171 (Art. 1(a))</b> : the term night work means all work which is performed during a period of not less than seven consecutive hours, including the interval from midnight to 5 a.m., to be determined by the competent authority after consulting the most representative organisations of employers and workers or by collective agreements; idem R178 (French: <i>travail de nuit</i> )
Night worker	C171 (Art. 1(b)); R178 (Para. 1(b))	<b>C171 (Art. 1(b))</b> : means an employed person whose work requires the performance of a substantial number of hours of night work which exceeds a specified limit. This limit shall be fixed by the competent authority after consulting the most representative organisations of employers and workers or by collective agreements; idem R178 (French: <i>travailleur de nuit</i> )
Non-industrial occupations	C78 and C79 (Art. 1(2)); C103 (Art. 1(3))	<b>C78 (Art. 1(2))</b> : includes all occupations other than those recognised by the competent authority as industrial, agricultural and maritime occupations; idem C79 <b>C103 (Art. 1(3))</b> : includes all occupations which are carried on in or in connection with the following undertakings or services, whether public or private: (a) commercial establishments; (b) postal and telecommunication services; (c) establishments and administrative services in which the persons employed are mainly engaged in clerical work; (d) newspaper undertakings; (e) hotels, boarding houses, restaurants, clubs, cafés and other refreshment houses; (f) establishments for the treatment and care of the sick, infirm or destitute and of orphans; (g) theatres and places of public entertainment; (h) domestic work for wages in private households; and any other non-industrial occupations to which the competent authority may decide to apply the provisions of the Convention (French: <i>travaux non industriels</i> )
Normal hours of work	C63 (Art. 14(4))	where not fixed by or in pursuance of laws or regulations, collective agreements or arbitral awards, shall be taken as meaning the number of hours, per day, week or other period, in excess of which any time worked is remunerated at overtime rates or forms an exception to the rules or custom of the establishment relating to the classes of wage earners concerned (French: <i>heures de travail normales</i> )

Terms	Conventions	Definitions
Nursing personnel	C149 (Art. 1(1)); R157 (Para. 1)	includes all categories of persons providing nursing care and nursing services (French: <i>personnel infirmier</i> )
Occupation	C111 (Art. 1(3)); R111 (Para. 1(3))	<b>C111 (Art. 1(3))</b> : the terms <b>employment</b> and <b>occupation</b> include access to vocational training, access to employment and to particular occupations, and terms and conditions of employment; idem R111 (French: <i>profession</i> )
Occupational accidents	C134 (Art. 1(3)); P155 (Art. 1(a)); R142, (Para. 1(b))	<b>C134 (Art. 1(3))</b> : accidents to seafarers arising out of or in the course of their employment; idem R142 (French: <i>accidents du travail</i> ) <b>P155 (Art. 1(a))</b> : covers an occurrence arising out of, or in the course of, work which results in fatal or non-fatal injury
(Occupational) health service	<b>A</b> : R112 (Para. 1): [French: <i>service de médecine du travail</i> ] <b>B</b> : C161 (Art. 1(a)): [French: <i>service de santé au travail</i> ]	<b>A</b> : means a service established in or near a place of employment for the purposes of: (a) protecting the workers against any health hazard which may arise out of their work or the conditions in which it is carried on; (b) contributing towards the workers' physical and mental adjustment, in particular by the adaptation of the work to the workers and their assignment to jobs for which they are suited; and (c) contributing to the establishment and maintenance of the highest possible degree of physical and mental well-being of the workers (French: <i>service de médecine du travail</i> ) <b>B</b> : the term <b>occupational health services</b> means services entrusted with essentially preventive functions and responsible for advising the employer, the workers and their representatives in the undertaking on (i) the requirements for establishing and maintaining a safe and healthy working environment which will facilitate optimal physical and mental health in relation to work; (ii) the adaptation of work to the capabilities of workers in the light of their state of physical and mental health (French: <i>service de santé au travail</i> )
Old-age benefit	R162 (Para. 20(b))	means a benefit provided in the case of survival beyond a prescribed age (French: <i>prestation de vieillesse</i> )
Organization	C87 (Art. 10); C110 (Art. 69)	<b>C87 (Art. 10)</b> : means any organisation of workers or of employers for furthering and defending the interests of workers or of employers; idem C110 (French: <i>organisation</i> )
Overtime	R157 (Para. 30 (b)); R187 (Para. 2(e))	<b>R157 (Para. 30(b))</b> : means hours worked in excess of normal hours of work <b>R187 (Para. 2(e))</b> : means time worked in excess of the normal hours of work (French: <i>heures supplémentaires</i> )
Part-time worker	C175 (Art. 1(a)); R182 (Para. 2(a))	means an employed person whose normal hours of work are less than those of comparable full-time workers; idem R182 (French: <i>travailleur à temps partiel</i> )
Passenger ship	C75 and C92 (Art. 2(c)); C76 and C93 (Art. 11(c)); C109 (Art. 12(c)); C133 (Art. 2(c))	<b>C75 (Art. 2(c))</b> : means a ship in respect of which there is in force either (i) a safety certificate issued in accordance with the provisions of the International Convention for the Safety of Life at Sea for the time being in force or (ii) a passenger certificate; idem C92 <b>C76 (Art. 11(c))</b> : means a vessel licensed to carry more than twelve passengers; idem C93 and C109 <b>C133 (Art. 2(c))</b> : means a ship in respect of which there is in force either (i) a passenger ship safety certificate issued in accordance with the provisions of the International Convention for the Safety of Life at Sea for the time being in force, or (ii) a passenger certificate (French: <i>navire à passagers</i> )
Period of employment	C157 (Art. 1(l))	means periods defined or recognised as such by the legislation under which they were completed and such other periods as are regarded by that legislation as equivalent to periods of employment or periods of occupational activity respectively (French: <i>période d'emploi</i> )
Period of residence	C157 (Art. 1(m))	means a period of residence defined or recognised as such by the legislation under which it was completed (French: <i>période de résidence</i> )
Plantation	C110 (Art. 1(1) and (3)); R110 (Para. 1(1) and (3))	<b>C110 (Art. 1(1) and (3))</b> : includes any agricultural undertaking regularly employing hired workers which is situated in the tropical or subtropical regions and which is mainly concerned with the cultivation or production for commercial purposes of coffee, tea, sugarcane, rubber, bananas, cocoa, coconuts, groundnuts, cotton, tobacco, fibres (sisal, jute and hemp), citrus, palm oil, cinchona or pineapple; it does not include family or small-scale holdings producing for local consumption and not regularly employing hired workers. 3. For the purpose of this Article the term

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		<b>plantation</b> shall ordinarily include services carrying out the primary processing of the product or products of the plantation; idem R110 (French: <i>plantation</i> )
Private employment agency	C181 (Art. 1(1))	means any natural or legal person, independent of the public authorities, which provides one or more of the following labour market services: (a) services for matching offers of and applications for employment, without the private employment agency becoming a party to the employment relationships which may arise therefrom; (b) services consisting of employing workers with a view to making them available to a third party, who may be a natural or legal person (referred to hereafter as a "user enterprise") which assigns their tasks and supervises the execution of these tasks; (c) other services relating to jobseeking, determined by the competent authority after consulting the most representative employers' and workers' organizations, such as the provision of information, that do not set out to match specific offers of and applications for employment (French: <i>agence d'emploi privée</i> )
Production worker	R88 (Para. 1(b))	includes any individual employed in or training for employment in any branch of economic activity in any capacity other than a supervisory or managerial capacity (French: <i>personnel d'exécution</i> )
Public employee	C151 (Art. 2): reference to Article 1	person employed by public authorities (French: <i>agent public</i> )
Qualifications	R195 (Para. 2(c))	means a formal expression of the vocational or professional abilities of a worker which is recognized at international, national or sectoral levels (French: <i>qualifications</i> )
Qualifying period	C102 (Art. 1(1)(f)); C128 and C130 (Art. 1(i)); R131 and R134 (Para. 1(g)); R162 (Para. 20(f))	<b>C102 (Art. 1(1)(f))</b> : means a period of contribution, or a period of employment, or a period of residence, or any combination thereof, as may be prescribed; idem C128, C130, R134, R162 and R131 (French: <i>stage</i> )
Rating	C57 (Art. 2(c))	means a member of the crew other than an officer (French: <i>personnel</i> )
Rating	C75, C92, C126 and C133 (Art. 2(e)); C76, C93 and C109 (Art. 4(b))	<b>C75 (Art. 2(e))</b> : means a member of the crew other than an officer; idem C92, C126 and C133 <b>C76 (Art. 4(b))</b> : means a member of the crew other than a master or officer and includes a certificated seaman; idem C93 and C109 (French: <i>personnel subalterne</i> )
Recruiting/ recruitment	C50 (Art. 2(a)); R61 (Para. 1(1)(a)); R86 (Para. 1(b))	<b>C50 (Art. 2(a))</b> : includes all operations undertaken with the object of obtaining or supplying the labour of persons who do not spontaneously offer their services at the place of employment or at a public emigration or employment office or at an office conducted by an employers' organisation and supervised by the competent authority <b>R61 (Para. 1(1)(a))</b> : means: (i) the engagement of a person in one territory on behalf of an employer in another territory, or (ii) the giving of an undertaking to a person in one territory to provide him with employment in another territory, together with the making of any arrangements in connection with the operations mentioned in (i) and (ii) including the seeking for and selection of would-be emigrants and the preparation for departure of the emigrants <b>R86 (Para. 1(b))</b> : means: (i) the engagement of a person in one territory on behalf of an employer in another territory, or (ii) the giving of an undertaking to a person in one territory to provide him with employment in another territory, together with the making of any arrangements in connection with the operations mentioned in (i) and (ii) including the seeking for and selection of emigrants and the preparation for departure of the emigrants (French: <i>recrutement</i> )
Recruitment and placement service	C179 (Art. 1(1)(b))	means any person, company, institution, agency or other organization, in the public or the private sector, which is engaged in recruiting seafarers on behalf of employers or placing seafarers with employers (French: <i>service de recrutement et de placement</i> )
Refugee	C118 (Art. 1(g)); C157 (Art. 1(e)); C165 (Art. 1(k)); R167 (Para. 1(c))	<b>C118 (Art. 1(g))</b> : has the meaning assigned to it in Article 1 of the Convention relating to the Status of Refugees of 28 July 1951 <b>C157 (Art. 1(e))</b> : has the meaning assigned to it in Article 1 of the Convention relating to the Status of Refugees of 28 July 1951 and in paragraph 2 of Article 1 of the Protocol relating to the Status of Refugees of 31 January 1967; idem C165

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		<b>R167 (Para. 1(c)):</b> has the meaning assigned to it in Article 1 of the Convention relating to the Status of Refugees of 28 July 1951 and in paragraph 2 of Article 1 of the Protocol relating to the Status of Refugees of 31 January 1967, without geographical limitation (French: <i>réfugié</i> )
Remuneration	C100 (Art. 1(a))	includes the ordinary, basic or minimum wage or salary and any additional emoluments whatsoever payable directly or indirectly, whether in cash or in kind, by the employer to the worker and arising out of the worker's employment (French: <i>rémunération</i> )
Representative organisations	C144 (Art. 1); R152 (Para. 1)	<b>C144 (Art. 1):</b> means the most representative organisations of employers and workers enjoying the right of freedom of association; idem R152 (French: <i>organisations représentatives</i> )
Responsible person	C152 (Art. 3(c)); R160 (Para. 2(c))	<b>C152 (Art. 3(c)):</b> means a person appointed by the employer, the master of the ship or the owner of the gear, as the case may be, to be responsible for the performance of a specific duty or duties and who has sufficient knowledge and experience and the requisite authority for the proper performance of the duty or duties; idem R160 (French: <i>personne responsable</i> )
Retirement benefit	R162 (Para. 20(c))	means old-age benefit the award of which is subject to the cessation of any gainful activity (French: <i>prestation de retraite</i> )
Rural worker	C141 (Art. 2(1)); R149 (Para. 2(1))	<b>C141 (Art. 2(1)):</b> means any person engaged in agriculture, handicrafts or a related occupation in a rural area, whether as a wage earner or, subject to the provisions of paragraph 2 of this Article, as a self-employed person such as a tenant, sharecropper or small owner-occupier <b>R149 (Para. 2(1)):</b> means any person engaged in agriculture, handicrafts or a related occupation in a rural area, whether as a wage earner or, subject to the provisions of subparagraph (2) of this Paragraph, as a self-employed person such as a tenant, sharecropper or small owner-occupier (French: <i>travailleurs ruraux</i> )

Terms	Conventions	Definitions
Seafarers	C70 and C163 (Art. 1(a)); C71 (Art. 1); C134 (Art. 1(1)); C145 (Art. 1(2)); defined by law; C146 (Art. 2(2)); C164 (Art. 1(4)); C165 (Art. 1(c)); C178 (Art. 1(7)(d)); C179 (Art. 1(1)(d)); C180 (Art. 2(d)); C185 (Art. 1(1)); R142 (Para. 1(a)); R154 (Para. 1(2)); R173 (Para. 1(a)); R187 (Para. 2(f))	<p><b>C70 (Art. 1(a)):</b> includes every person employed on board or in the service of any sea-going vessel, other than a ship of war, which is registered in a territory for which this Convention is in force; idem C71</p> <p><b>C134 (Art. 1(1)):</b> covers all persons who are employed in any capacity on board a ship, other than a ship of war, registered in a territory for which the Convention is in force and ordinarily engaged in maritime navigation.</p> <p><b>C145 (Art. 1(2)):</b> means persons defined as such by national law or practice or by collective agreement who are normally employed as crew members on board a sea-going ship other than (a) a ship of war; (b) a ship engaged in fishing or in operations directly connected therewith or in whaling or in similar pursuits; idem R154</p> <p><b>C146 (Art. 2(2)):</b> means a person who is employed in any capacity on board a sea-going ship registered in a territory for which the Convention is in force, other than-- (a) a ship of war; (b) a ship engaged in fishing or in operations directly connected therewith or in whaling or in similar pursuits</p> <p><b>C163 (Art. 1(a)):</b> means any person who is employed in any capacity on board a seagoing ship, whether publicly or privately owned, other than a ship of war; idem 173</p> <p><b>C164 (Art. 1(4)):</b> means any person who is employed in any capacity on board a seagoing ship to which this Convention applies</p> <p><b>C165 (Art. 1(c)):</b> means persons employed in any capacity on board a seagoing ship which is engaged in the transport of cargo or passengers for the purpose of trade, is utilised for any other commercial purpose or is a seagoing tug, with the exception of persons employed on (i) small vessels including those primarily propelled by sail, whether or not they are fitted with auxiliary engines; (ii) vessels such as oil rigs and drilling platforms when not engaged in navigation</p> <p><b>C178 (Art. 1(7)(d)):</b> means persons who are employed in any capacity on board a seagoing ship to which the Convention applies. In the event of any doubt as to whether any categories of persons are to be regarded as seafarers for the purpose of this Convention, the question shall be determined by the central coordinating authority after consulting the organizations of shipowners and seafarers concerned</p> <p><b>C179 (Art. 1(1)(d)):</b> the term <i>seafarer</i> means any person who fulfils the conditions to be employed or engaged in any capacity on board a seagoing ship other than a government ship used for military or non-commercial purposes</p> <p><b>C180 (Art. 2(d)):</b> means any person defined as such by national laws or regulations or collective agreements who is employed or engaged in any capacity on board a seagoing ship to which this Recommendation applies; idem R187</p> <p><b>C185 (Art. 1(1)):</b> means any person who is employed or is engaged or works in any capacity on board a vessel, other than a ship of war, ordinarily engaged in maritime navigation (French: <i>gens de mer</i>)</p> <p><b>R142 (Para. 1(a)):</b> covers all persons who are employed in any capacity on board a ship, other than a ship of war, ordinarily engaged in maritime navigation</p>
Seaman/seafarer	C8 (Art. 1(1)); C9 (Art. 1); C22 Art. 2(b)); C23 Art. 2(b)); C163 (Art. 1(1)(a)); C164 and C166 (Art. 1(4)); C180 (Art. 2(d)); C185 (Art. 1(1)); R173 (Para. 1(1)(a)); R187 (Para. 2(f))	<p><b>C8 (Art 1(1)):</b> includes all persons employed on any vessel engaged in maritime navigation</p> <p><b>C9 (Art. 1):</b> includes all persons, except officers, employed as members of the crew on vessels engaged in maritime navigation</p> <p><b>C163 (Art. 1(1)(a)):</b> means any person who is employed in any capacity on board a seagoing ship, whether publicly or privately owned, other than a ship of war; idem R173</p> <p><b>C180 (Art. 2(d)):</b> means any person defined as such by national laws or regulations or collective agreements who is employed or engaged in any capacity on board a seagoing ship to which this Convention applies</p> <p><b>C185 (Art. 1(1)):</b> means any person who is employed or is engaged or works in any capacity on board a vessel, other than a ship of war, ordinarily engaged in maritime navigation</p> <p><b>C22 (Art. 2(b)):</b> includes every person employed or engaged in any capacity on board any vessel and entered on the ship's articles. It excludes masters, pilots, cadets and pupils on training ships and duly indentured apprentices, naval ratings, and other persons in the permanent service of a Government; idem C23</p> <p><b>C166 (Art. 1(4)):</b> means any person who is employed in any capacity on board a seagoing ship to which this Convention applies; idem C164</p> <p><b>R187 (Para. 2(f)):</b> means any person defined as such by national laws or regulations</p>

Terms	Conventions	Definitions
		or collective agreements who is employed or engaged in any capacity on board a seagoing ship to which this Recommendation applies (French: <i>marin</i> )
Ship's cook	C69 (Art. 2)	means the person directly responsible for the preparation of meals for the crew of the ship (French: <i>cuisinier de navire</i> )
Shipowner	C179 (Art. 1(1)(c)); C180 (Art. 2(e)); R187 (Para. 2(g))	<b>C179 (Art. 1(c))</b> : means the owner of the ship or any other organization or person, such as the manager, agent or bareboat charterer, who has assumed the responsibility for operation of the ship from the shipowner and who on assuming such responsibilities has agreed to take over all the attendant duties and responsibilities; idem C180 and R187 (French: <i>armateur</i> )
Sickness	R134 (Para. 1(h))	means any morbid condition, whatever its cause (French: <i>maladie</i> )
Skipper	C53 (Art. 2(a)); C125 (Art. 3(a)); R126 (Para. 2(a))	<b>C53 (Art. 2(a))</b> : master or skipper means any person having command or charge of a vessel <b>C125 (Art. 3(a))</b> : any person having command or charge of a fishing vessel <b>R126 (Para. 2(a))</b> : any person having command or charge of a fishing vessel (French: <i>patron</i> )
Stateless person	C118 (Art. 1(h)); C157 (Art. 1(f)); C165 (Art. 1(1)); R167 (Para. 1(d))	<b>C118 (Art. 1(h))</b> : has the meaning assigned to it in Article 1 of the Convention relating to the Status of Stateless Persons of 28 September 1954; idem C157, C165 and R167 (French: <i>apatride</i> )
System of labour administration	C150 (Art. 1(b)); R158 (Para. 1(b))	<b>C150 (Art. 1(b))</b> : covers all public administration bodies responsible for and/or engaged in labour administration – whether they are ministerial departments or public agencies, including parastatal and regional or local agencies or any other form of decentralised administration – and any institutional framework for the co-ordination of the activities of such bodies and for consultation with and participation by employers and workers and their organisations; idem 158 (French: <i>système d'administration du travail</i> )
Termination of employment	C158 (Art. 3); R166 (Para. 4)	<b>C158 (Art. 3)</b> : means termination of employment at the initiative of the employer; idem R166 (French: <i>licenciement</i> )
Tip	C172 (Art. 6(1))	means an amount of money given voluntarily to the worker by a customer, in addition to the amount which the customer has to pay for the services received (French: <i>pourboire</i> )
Vessel/ship	C7, C15, C16 and C58 (Art. 1); C8 (Art. 1(2)); C22, C23, C75, C92 and C133 (Art. 2(a)); C152 (Art. 3 (h)) R70 (Annex, Art. 6(e)); R160 (Para. 2(h))	<b>C7 (Art. 1)</b> : includes all ships and boats, of any nature whatsoever, engaged in maritime navigation, whether publicly or privately owned; it excludes ships of war; idem C8, C15, C16 and C58 <b>C22 (Art. 2(a))</b> : includes any ship or boat of any nature whatsoever, whether publicly or privately owned, ordinarily engaged in maritime navigation; idem C23 <b>C58 (Art. 1)</b> : includes all ships and boats, of any nature whatsoever, engaged in maritime navigation, whether publicly or privately owned; it excludes ships of war <b>C75 (Art. 2(a))</b> : means a vessel to which the Convention applies; idem C92 and C133 <b>C152 (Art. 3(h))</b> : covers any kind of ship, vessel, barge, lighter or hovercraft, excluding ships of war <b>R70 (Annex, Art. 46(e))</b> : includes all ships and boats, of any nature whatsoever, engaged in maritime navigation, whether publicly or privately owned, excluding ships of war; it may be interpreted as excluding vessels of less than a specified tonnage and carrying a crew of less than a specified number <b>R160 (Para. 2(h))</b> : covers any kind of ship, vessel, barge, lighter or hovercraft, excluding ships of war (French: <i>navire</i> )
Vocational guidance	R87 (Para. 1(1)); R150 (Para. 2(1))	<b>R87 (Para. 1(1))</b> : means assistance given to an individual in solving problems related to occupational choice and progress with due regard for the individual's characteristics and their relation to occupational opportunity; (French: <i>orientation professionnelle</i> ) <b>R150 (Para. 2(1))</b> : means that guidance and training are directed to identifying and developing human capabilities for a productive and satisfying working life and, in conjunction with the different forms of education, to improve the ability of the individual to understand and, individually or collectively, to influence working

Terms	Conventions	Definitions
		conditions and the social environment
Vocational rehabilitation	R99 (Para. 1(a))	means that part of the continuous and co-ordinated process of rehabilitation which involves the provision of those vocational services, e. g. vocational guidance, vocational training and selective placement, designed to enable a disabled person to secure and retain suitable employment; (French: <i>adaptation et réadaptation professionnelle</i> )
Vocational training	R57 and R88 (Para. 1(a)); R150 (Para. 2(1))	<b>R57 (Para. 1(a))</b> : means any form of training by means of which technical or trade knowledge can be acquired or developed, whether the training is given at school or at the place of work <b>R88 (Para. 1(a))</b> : means any form of training for employment by means of which technical, trade or supervisory knowledge or skill can be acquired or developed, whether the training is given inside or outside an undertaking, and includes retraining <b>R150 (Para. 2(1))</b> : means that guidance and training are directed to identifying and developing human capabilities for a productive and satisfying working life and, in conjunction with the different forms of education, to improve the ability of the individual to understand and, individually or collectively, to influence working conditions and the social environment (French: <i>formation professionnelle</i> )
Widow	C102 (Art. 1(1)(d)); C128 (Art. (1)(g)), R131 (Para. 1(e))	<b>C102 (Art. 1(1)(d))</b> : means a woman who was maintained by her husband at the time of his death; idem C128 and R131 (French: <i>veuve</i> )
Worker	C31 (Art. 2); C46 (Art. 2)	<b>C31 (Art. 2)</b> : shall mean: (a) in underground coal mines, any person occupied underground, by whatever employer and on whatever kind of work he may be employed, except persons engaged in supervision or management who do not ordinarily perform manual work; (b) in open coal mines, any person employed directly or indirectly in the extraction of coal, except persons engaged in supervision or management who do not ordinarily perform manual work; idem 46 (French: <i>ouvrier</i> );
Worker	C28 and C32 (Art. 1(2)); dockworker; C64 (Art. 1(a)): indigenous; C86 (1(a)); C152 (Art. 3(a)); C155 (Art. 3(b)); C162 (Art. 2(f)); 167 (Art. 2(d)); C181 (Art. 1(2)); R160 (Para. 2(a)); R164 (Para. 2(b)); R175 (Para. 2(d)); R172 (Para. 3(f))	<b>C28 (Art. 1(2))</b> : means any person employed in the processes; idem C32 <b>C64 (Art. 1(a))</b> : means an indigenous worker, that is to say a worker belonging to or assimilated to the indigenous population of a dependent territory of a Member of the Organisation or belonging to or assimilated to the dependent indigenous population of the home territory of a Member of the Organisation <b>C86 (Art. 1(a))</b> : means an indigenous worker, that is to say a worker belonging to or assimilated to the indigenous population of a non-metropolitan territory <b>C152</b> : means any person engaged in dock work <b>C155 (Art. 3(b))</b> : covers all employed persons, including public employees <b>C162 (Art. 2(f))</b> : includes the members of production co-operatives; idem R172 <b>C167 (Art. 2(d))</b> : means any person engaged in construction; idem R175 <b>C181 (Art. 1(2))</b> : includes jobseekers <b>R160 (Para. 2(a))</b> : means any person engaged in dock work <b>R164 (Para. 2(b))</b> : covers all employed persons, including public employees (French: <i>travailleur</i> )
Workers concerned, the	C172 (Art. 2(1)); R179 (Para. 3)	<b>C172 (Art. 2(1))</b> : means workers employed within establishments to which the Convention applies pursuant to the provisions of Article 1, irrespective of the nature and duration of their employment relationship. However, each Member may, in the light of national law, conditions and practice and after consulting the employers' and workers' organisations concerned, exclude certain particular categories of workers from the application of all or some of the provisions of this Convention <b>R179 (Para. 3)</b> : means workers employed within establishments to which this Recommendation applies pursuant to the provisions of paragraphs 1 and 2, irrespective of the nature and duration of their employment relationship (French: <i>travailleurs concernés</i> )
Workers' representatives	C135 (Art. 3); C162 (Art. 2(g)); C170 (Art. 2(f)); C171 (Art. 10(2)); R143 (Para. 2); R175 (Para. 2(e))	<b>C135 (Art. 3)</b> : means persons who are recognised as such under national law or practice, whether they are: (a) trade union representatives, namely representatives designated or elected by trade unions or by the members of such unions; or (b) elected representatives, namely representatives who are freely elected by the workers of the undertaking in accordance with provisions of national laws or regulations or of collective agreements and whose functions do not include activities

Terms	Conventions	Definitions
	R179 (Para. 7(2)); R172 (Para. 3(g))	which are recognised as the exclusive prerogative of trade unions in the country concerned; idem R143 and R175 <b>C162 (Art. 2(g)):</b> means the workers' representatives recognised as such by national law or practice, in conformity with the Workers' Representatives Convention, 1971; idem R179, R172 <b>C170 (Art. 2(f)):</b> means persons who are recognised as such by national law or practice, in accordance with the Workers' Representatives Convention, 1971; idem 171 (French: <i>représentants des travailleurs</i> )
Workers' representatives in the undertaking	C161 (Art. 1(b)); R171 (Para. 47)	<b>C161 (Art. 1(b)):</b> following the definition in national legislation <b>R171 (Para. 47):</b> means persons who are recognised as such under national law or practice (French: <i>représentants des travailleurs dans l'entreprise</i> )
Workplace	C155 (Art. 3(c)); C167 (Art. 2(c)); R164 and R175 (Para. 2(c))	<b>C155 (Art. 3(c)):</b> covers all places where workers need to be or to go by reason of their work and which are under the direct or indirect control of the employer; idem R164 <b>C167 (Art. 2(c)):</b> means all places where workers need to be or to go by reason of their work and which are under the control of an employer as defined in subparagraph (e) below; idem R175 (French: <i>lieu de travail</i> )
Young seafarer	R153 (Para. 2(1))	includes all young persons under 18 years of age employed in any capacity on board a sea-going ship other than (a) a ship of war; (b) a ship engaged in fishing or in operations directly connected therewith or in whaling or similar pursuits (French: <i>jeunes marins</i> )

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### **2.3. Changes to scope and application of obligations**



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## Appendix 6

### Exclusion, exception, inclusion

Appendix 6 presents examples of provisions included in ILO Conventions which allow for derogation at the time of ratification, for example, by authorizing specific exclusions or inclusions, by granting the competent authority the possibility to determine the scope of the instrument or by expressly providing for exclusions. Both the Conventions and corresponding provisions containing derogations are indicated.

Convention	Contents of clause
Sickness Insurance (Industry) Convention, 1927 (No. 24)	Article 2(2): Exclusion to be provided by law
Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No. 25)	Article 2(2): Exclusion to be provided by law
Hours of Work (Commerce and Offices) Convention, 1930 (No. 30)	Article 1(2) and (3): Exclusion specifically provided and exemptions to be defined by the competent authority
Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32)	Article 15: Exclusion for small tonnage and information to be reported to the ILO
Minimum Age (Non-Industrial Employment) Convention, 1932 (No. 33)	Article 1(2) and (3): Exception specifically provided and exemption by the competent authority
Underground Work (Women) Convention, 1935 (No. 45)	Article 3: Possible exclusion of certain categories of persons from the application of the Convention
Holidays with Pay Convention, 1936 (No. 52)	Article 1(2): Determination of the scope of application by the competent authority  Article 1(3): Possible exclusion of designated persons from the scope of the Convention
Safety Provisions (Building) Convention, 1937 (No. 62)	Article 2(2): Possible exceptions allowed by legislation, limited to work of such a character that reasonably safe conditions normally obtain
Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946 (No. 78)	Article 1(2): Determination at the national level of the branches to which the Convention does not apply  Article 1(3): Determination by the competent authority of the object of the Convention  Article 1(4): Exception specifically provided for family undertakings
Night Work of Young Persons (Non-Industrial Occupations) Convention, 1946 (No. 79)	Article 1(2): Determination at the national level of the branches to which the Convention does not apply  Article 1(3): Determination by the competent authority of the object of the Convention  Article 1(4): Exception specifically provided limited to specified situations

<b>Convention</b>	<b>Contents of clause</b>
Labour Inspection Convention, 1947 (No. 81)	Article 2(2): Possible exclusion of certain undertakings from the application of the Convention
Night Work of Young Persons (Industry) Convention (Revised), 1948 (No. 90)	Article 1(3): Possible exclusion of certain employments from the application of the Convention
Paid Vacations (Seafarers) Convention (Revised), 1949 (No. 91)	Article 1(3): Exclusion of certain craft from the scope of the Convention  Article 1(4): Possible exclusion of vessels of less than 200 gross register tons from the application of the Convention by national laws or regulations or collective agreements  Article 2(1): Exception specifically provided by the Convention  Article 2(2): Possible exclusion of categories of persons specifically designated by legislation under condition of service which are not less favourable
Accommodation of Crews Convention (Revised), 1949 (No. 92)	Article 1(5): Possible exception by the competent authority to create overall conditions which are not less favourable
Labour Clauses (Public Contracts) Convention, 1949 (No. 94)	Article 1(5): Possible exclusion of certain persons from the application of the Convention
Protection of Wages Convention, 1949 (No. 95)	Article 2(2): Possible exclusion of certain categories of persons whose circumstances and conditions of employment are such that the application to them of the Convention would be inappropriate  Article 2(3): Notification of the exclusions in the first report submitted under article 22 of the Constitution
Minimum Wage Fixing Machinery (Agriculture) Convention, 1951 (No. 99)	Article 1(2): Determination of the undertakings, occupations and categories of persons to which Article 1(1) applies  Article 1(3): Exception provided for persons whose conditions of employment render the provisions inapplicable to them
Holidays with Pay (Agriculture) Convention, 1952 (No. 101)	Article 4(1): Determination of the undertakings, occupations and categories of persons to which the Convention applies  Article 4(2): Exception provided for persons whose conditions of employment render the provisions inapplicable to them
Maternity Protection Convention (Revised), 1952 (No. 103)	Article 1(6): Possible exclusion of exclusively family-run undertakings from the application of the Convention

<b>Convention</b>	<b>Contents of clause</b>
Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)	<p>Article 3(1) and (2): Possible to include by declaration one or several of the categories mentioned</p> <p>Article 3(3): Obligation to indicate in the report under article 22 of the Constitution to what extent the Member intends to expand the declaration of the preceding paragraphs to the specified undertakings which have not yet been concerned by such a declaration</p>
Fishermen's Articles of Agreement Convention, 1959 (No. 114)	<p>Article 1(2): Determination of the exclusions by the competent authority</p> <p>Article 1(3): Possible exclusion by the competent authority of the application of the Convention for matters regulated by collective agreement</p>
Hygiene (Commerce and Offices) Convention, 1964 (No. 120)	<p>Article 2: Possible exclusion by the competent authority of the Convention in those cases where the "circumstances and conditions of employment are such that the application [of the Convention] would be inappropriate"</p>
Employment Injury Benefits Convention, 1964 (No. 121)	<p>Article 3: Exclusion specifically provided: declaration to exclude notified with the ratification</p> <p>Article 4(2): Possible exclusion limited to the categories of persons specified as the Member deems it necessary</p>
Accommodation of Crews (Fishermen) Convention, 1966 (No. 126)	<p>Article 1(2): Determination at the national level of the content of the definitions of the workplaces to which the Convention applies</p> <p>Article 1(3): Exclusion of boats of less than 75 tons from the scope of the Convention</p>
Invalidity, Old-Age and Survivors' Benefits Convention, 1967 (No. 128)	<p>Article 9(2): Possible declaration of limited temporary exclusion</p> <p>Article 16(2): Possible declaration of limited temporary exclusion</p>
Labour Inspection (Agriculture) Convention, 1969 (No. 129)	<p>Article 1(2): Determination by the competent authority of the matters included in the scope of application and matters excluded from it</p>
Holidays with Pay Convention (Revised), 1970 (No. 132)	<p>Article 2(2): Possible declaration to exclude limited categories of persons</p>
Minimum Age Convention, 1973 (No. 138)	<p>Article 3(2): Possibility to determine by national laws or regulations or by the competent authority the types of employment included within the scope of the Convention</p> <p>Article 3(3): Possible exception to the minimum age for admission to employment</p> <p>Article 4: Possible exclusion of categories of employment or work in respect of which special and substantial problems of application arise</p>

<b>Convention</b>	<b>Contents of clause</b>
Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)	Article 11: Exclusion of certain categories of persons from the scope of a part of the Convention
Seafarers' Annual Leave with Pay Convention, 1976 (No. 146)	Article 2(2): Exclusion of certain workers from the scope of the Convention according to the workplace  Article 2(3): Determination by national laws or regulations of the workplaces subject to the Convention  Article 2(4): Declaration to include the persons excluded as a result of paragraph 2
Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148)	Article 1(2): Possible exclusion of particular branches of economic activity in respect of which special problems of a substantial nature arise  Article 2(1): Possibility to partially accept the obligations of the Convention by fragmenting it according to the risks regulated by the Convention
Hours of Work and Rest Periods (Road Transport) Convention, 1979 (No. 153)	Article 2(1): Possibility to exclude persons who perform tasks specifically determined by this provision
Occupational Safety and Health Convention, 1981 (No. 155)	Article 2: Possibility to exclude by declaration limited categories of workers in respect of which there are particular difficulties from the application of the Convention
Termination of Employment Convention, 1982 (No. 158)	Article 2(2): Possibility to exclude certain categories of workers specifically designated by the provision
Asbestos Convention, 1986 (No. 162)	Article 1(2): Possibility to exclude branches of economic activities or particular undertakings from the application of certain provisions of the Convention if such application is unnecessary  Article 1(3): Factors to consider in excluding branches of economic activity or undertakings: frequency, duration and level of exposure, as well as the type of work and the conditions at the workplace
Seafarers' Welfare Convention, 1987 (No. 163)	Article 1(2): Determination by national laws or regulations of the scope of the Convention by establishing the definition of "seagoing ship" for the purpose of the Convention
Health Protection and Medical Care (Seafarers) Convention, 1987 (No. 164)	Article 1(3): Determination by the competent authority of the content of the definitions of the workplaces subject to the Convention
Social Security (Seafarers) Convention (Revised), 1987 (No. 165)	Article 2(2): Possible inclusion of commercial maritime fishing within the scope of the Convention
Repatriation of Seafarers Convention (Revised), 1987 (No. 166)	Article 1(2): Possible inclusion of commercial maritime fishing within the scope of the Convention

Convention	Contents of clause
Safety and Health in Construction Convention, 1988 (No. 167)	<p>Article 1(2): Possible exclusion of particular branches of activity or undertakings in respect of which special problems of a substantial nature arise, on condition that a safe and healthy working environment is maintained</p>
Chemicals Convention, 1990 (No. 170)	<p>Article 1(3): Extension of the scope of the Convention to such self-employed persons as may be specified by national laws or regulations</p> <p>Article 1(2): Possible exclusion of particular branches of activity, undertakings or products when particular application problems arise and when the overall protection afforded in pursuance of national law and practice is not inferior to that provided in the Convention</p>
Night Work Convention, 1990 (No. 171)	<p>Article 1(3) and (4): Specific exclusions of certain products from the scope of the Convention</p> <p>Article 1(a) and (b): Determination at the national level by the competent authority of the content of the definition of “night work” and of the moment from which a worker is deemed to be a night worker</p>
Working Conditions (Hotels and Restaurants) Convention, 1991 (No. 172)	<p>Article 1(2): Possible exclusion of establishments which fall within the definition of the scope of application but where special problems of a substantial nature arise</p> <p>Article 1(3)(a): Possible inclusion of related establishments within the scope of application by means of a declaration appended to the ratification</p>
Protection of Workers' Claims (Employer's Insolvency) Convention, 1992 (No. 173)	<p>Article 1(3)(b): Possible inclusion of related establishments within the scope of the Convention after ratification by means of a declaration notified to the Director-General of the ILO</p> <p>Article 3(1): The Member shall indicate in a declaration accompanying its ratification by which Parts of the Convention it shall be bound</p> <p>Article 3(2): Possible inclusion of the Parts of the Convention excluded at the moment of ratification by means of a declaration to the Director-General of the ILO</p>
Prevention of Major Industrial Accidents Convention, 1993 (No. 174)	<p>Article 3(3): Possible limitation, in the declaration of acceptance, of the scope of Part III to certain categories of workers and to certain branches of economic activity</p> <p>Article 3(4): Obligation to state the reason for the exclusions in the first report under article 22 of the Constitution</p> <p>Article 3(3): Exclusions from the scope of application specifically provided in the Convention</p> <p>Article 1(4): Possible exclusion of installations or branches of economic activity for which equivalent protection is provided</p>

Convention	Contents of clause
Part-Time Work Convention, 1994 (No. 175)	Article 1: Possible exclusion of particular categories of workers or of establishments when application to them would raise particular problems of a substantial nature
Safety and Health in Mines Convention, 1995 (No. 176)	Article 2: Possible exclusion of certain categories of mines from the application of the Convention when the protection afforded under national law and practice is not inferior
Labour Inspection (Seafarers) Convention, 1996 (No. 178)	Article 1(2): Determination by national laws or regulations of content of the definition of "seagoing ship" for the purpose of the Convention
Seafarers' Hours of Work and the Manning of Ships Convention, 1996 (No. 180)	Article 1(4): Exclusion of certain vessels from the scope of the Convention. Determination by the central coordinating authority of the specific vessels to which this provision applies
Private Employment Agencies Convention, 1997 (No. 181)	Article 2(d): Determination of the definition of "seafarers" for the purposes of application of the Convention by national laws or regulations or collective agreements
Worst Forms of Child Labour Convention, 1999 (No. 182)	Article 2(2): Exclusion of the recruitment and placement of seafarers from the scope of the Convention
Maternity Protection Convention, 2000 (No. 183)	Article 2(4)(b): Possible exclusion of workers in certain branches of economic activity where adequate protection is otherwise assured for the workers concerned
Worst Forms of Child Labour Convention, 1999 (No. 182)	Article 4: Determination by national laws or regulations or by the competent authority of certain types of work included in the scope of the Convention
Maternity Protection Convention, 2000 (No. 183)	Article 2: Possible exclusion of limited categories of workers when its application to them would raise special problems of a substantial nature
Protocol of 1995 to the Labour Inspection Convention, 1947 (No. 81)	Article 2(2): Possible exclusion of certain undertakings from the application of the Convention

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## Appendix 7

### References to terms such as “adequate”, “appropriate”, “suitable”, “proper”, “relevant”, “consistent”, “convenient”, “(in)compatible”, “satisfactory”

Appendix 7 contains certain terms that are used in ILO Conventions which give Members discretion regarding the substance of the measures to be taken. The terms are, in particular, “adequate”, “appropriate”, “suitable”, “proper”, “relevant”, “consistent”, “convenient”, “(in)compatible”, and “satisfactory”. Both the Conventions and provisions in which those terms are used are indicated. The French translation of those expressions is mentioned at the beginning of each table. When a different French expression is used, it is indicated in a footnote.

### Reference to the term “adequate”

The French term *adéquat(e)(s)*, which means appropriate, is generally translated in English by such terms as “sufficient”, “adequate”, or “satisfactory” (often with the implication of meeting minimum requirements), or, when followed by “to”, as “proportionate”. The differences between the meanings of those terms in English may result in inconsistencies between the French and English texts.

Convention	Wording of the clause
Forced Labour Convention, 1930 (No. 29)	Article 7(3): “Chiefs who are duly recognised and who do not receive adequate remuneration in other forms ...”
Hours of Work (Commerce and Offices) Convention, 1930 (No. 30)	Article 11(1): “The necessary measures shall be taken to ensure adequate inspection”
Food and Catering (Ships’ Crews) Convention, 1946 (No. 68)	Article 2: “The following functions shall be discharged by the competent authority, except in so far as these functions are adequately discharged in virtue of collective agreements: ...”
Accommodation of Crews Convention, 1946 (No. 75)	Article 3(2): “The laws or regulations shall [...] (c) prescribe adequate penalties for any violation thereof”  Article 11(4): “Adequate mess room accommodation shall be provided for the catering department ...”
Social Policy (Non-Metropolitan Territories) Convention, 1947 (No. 82)	Article 15(7): “Where food, housing, clothing and other essential supplies and services form part of remuneration, all practicable steps shall be taken by the competent authority to ensure that they are adequate ...”
Accommodation of Crews Convention (Revised), 1949 (No. 92)	Article 11(4): “Adequate mess room accommodation shall be provided for the catering department ...”
Labour Clauses (Public Contracts) Convention, 1949 (No. 94)	Article 4: “The laws, regulations or other instrument giving effect to the provisions of this Convention [...] (b) shall [...] provide for the maintenance of: i) adequate records of the time worked by, and the wages paid to, the workers concerned”

<b>Convention</b>	<b>Wording of the clause</b>
Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	Article 1(1): "Workers shall enjoy adequate protection against acts of anti-union discrimination in respect of their employment"
Plantations Convention, 1958 (No. 110)	Article 24(2): "Where no adequate arrangements exist for the fixing of minimum wages by collective agreement, the necessary arrangements shall be made whereby minimum rates of wages can be fixed ..."
Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117)	Article 10(2): "Where no adequate arrangements exist for the fixing of minimum wages by collective agreement, the necessary arrangements shall be made whereby minimum rates of wages can be fixed ..."
Accommodation of Crews (Fishermen) Convention, 1966 (No. 126)	Article 3(2): "The laws or regulations shall [...] (d) prescribe adequate penalties for any violation thereof"
Minimum Wage Fixing Convention, 1970 (No. 131)	Article 5: "Appropriate measures, such as adequate inspection reinforced by other necessary measures, shall be taken ..."
Accommodation of Crews (Supplementary Provisions) Convention, 1970 (No. 133)	Article 4(2): "The laws or regulations shall [...] (c) prescribe adequate penalties for any violation thereof"
	Article 7(1): "Recreation accommodation conveniently situated and appropriately <sup>25</sup> furnished ..."
Prevention of Accidents (Seafarers) Convention, 1970 (No. 134)	Article 6(1): "Appropriate measures shall be taken to ensure the proper application of the provisions referred to in Article 4, by means of adequate inspection or otherwise"
Benzene Convention, 1971 (No. 136)	Article 8(1): "Workers who may have skin contact with liquid benzene or liquid products containing benzene shall be provided with adequate means of personal protection ..."
Minimum Age Convention, 1973 (No. 138)	Article 3(3): "... national laws or regulations or the competent authority may [...] authorise employment or work as from the age of 16 years on condition [...] that the young persons have received adequate specific instruction ..."
Paid Educational Leave Convention, 1974 (No. 140)	Article 7: "The financing of arrangements for paid educational leave shall be on a regular and adequate basis and in accordance with national practice"
Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	Article 5(2): "In order to ensure adequate consideration of the matters referred to in paragraph 1 of this Article, consultation shall be undertaken at appropriate intervals fixed by agreement, but at least once a year"
Seafarers' Annual Leave with Pay Convention, 1976 (No. 146)	Article 13: "Effective measures appropriate to the manner in which effect is given to the provisions of this Convention shall be taken to ensure the proper application and enforcement of regulations or provisions concerning annual leave with pay, by means of adequate inspection ..."

<sup>25</sup> In French: *d'une manière convenable*

Convention	Wording of the clause
Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)	Article 2(d): "Each Member which ratifies this Convention undertakes [...] (d) to ensure that: (i) adequate procedures [...] exist for the engagement of seafarers ..."
Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148)	Article 13: "All persons concerned shall be adequately and suitably [...] (b) instructed ..."
Labour Relations (Public Service) Convention, 1978 (No. 151)	Article 5(2): "Public employees' organisations shall enjoy adequate protection against any acts of interference by a public authority in their establishment ..."
Hours of Work and Rest Periods (Road Transport) Convention, 1979 (No. 153)	Article 2(2): "The competent authority or body in each country shall lay down adequate standards concerning driving time ..."
Termination of Employment Convention, 1982 (No. 158)	Article 10: "... the bodies [...] shall be empowered to order payment of adequate compensation ..."
Occupational Health Services Convention, 1985 (No. 161)	Article 5: "... health services shall have such of the following functions as are adequate ..."
Asbestos Convention, 1986 (No. 162)	Article 9: "... exposure to asbestos shall be prevented or controlled by [...] making work in which exposure to asbestos may occur subject to regulations prescribing adequate engineering controls and work practices ..."
Seafarers' Welfare Convention, 1987 (No. 163)	Article 2(1): "Each Member for which this Convention is in force undertakes to ensure that adequate welfare facilities and services are provided for seafarers both in port and on board ship"
Repatriation of Seafarers Convention (Revised), 1987 (No. 166)	Article 11: "The competent authority of each Member shall ensure by means of adequate supervision that the owners of ships registered in its territory comply with the provisions of the Convention ..."
Safety and Health in Construction Convention, 1988 (No. 167)	Article 2(f): "the term <i>competent person</i> means a person possessing adequate qualifications, such as suitable training ..."
Indigenous and Tribal Peoples Convention, 1989 (No. 169)	Article 14(3): "Adequate procedures shall be established within the national legal system to resolve land claims by the peoples concerned"
Chemicals Convention, 1990 (No. 170)	Article 13(1): "Employers shall make an assessment of the risks arising from the use of chemicals at work, and shall protect workers against such risks by appropriate means, such as: [...] the use of adequate engineering control measures"
Home Work Convention, 1996 (No. 177)	Article 9(2): "Adequate remedies, including penalties where appropriate, in case of violation of these laws and regulations shall be provided for and effectively applied"
Recruitment and Placement of Seafarers Convention, 1996 (No. 179)	Article 2(c): "A Member shall ensure that the competent authority: [...] (c) require that the management and staff of recruitment and placement services for seafarers should be adequately trained persons having relevant knowledge of the maritime industry"

Convention	Wording of the clause
Seafarers' Hours of Work and the Manning of Ships Convention, 1996 (No. 180)	Article 7(3): “... the master shall ensure that any seafarers who have performed work in a scheduled rest period are provided with an adequate period of rest”
Private Employment Agencies Convention, 1997 (No. 181)	Article 2(4): “... a Member may: [...] (b) exclude, under specific circumstances, workers in certain branches of economic activity, or parts thereof, from the scope of the Convention or from certain of its provisions, provided that adequate protection is otherwise assured for the workers concerned”

## Reference to the term “appropriate”

The qualifier “appropriate” is translated in French as *approprié(e)(s)* (i.e. adapted for a specific use or well adapted). In English it means “suitable” or “proper” depending on the circumstances.

Convention	Wording of the clause
Seamen's Articles of Agreement Convention, 1926 (No. 22)	Article 8: “... measures to be taken to enable clear information to be obtained on board as to the conditions of employment, either by posting the conditions of the agreement in a place easily accessible from the crew's quarters, or by some other appropriate means”
Protection against Accidents (Dockers) Convention, 1929 (No. 28)	Article 4: “... appropriate measures shall be prescribed to ensure their safe transport ...”  Article 9: “Appropriate measures shall be prescribed to ensure that no hoisting machine ...”  Article 9(8): “Appropriate measures shall be taken ...”
Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32)	Article 4: “... appropriate measures shall be prescribed to ensure their safe transport ...”
Accommodation of Crews Convention, 1946 (No. 75)	Article 12(2): “Recreation accommodation, conveniently situated and appropriately furnished, shall be provided ...”
Medical Examination of Young Persons (Industry) Convention, 1946 (No. 77)	Article 6(1): “Appropriate measures shall be taken by the competent authority ...”  Article 8: “... the authority may exempt such areas from the application of the Convention either generally or with such exceptions in respect of particular undertakings or occupations ...”
Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946 (No. 78)	Article 4(2): “... or empower an appropriate authority to specify, the occupations or categories of occupations ...”  Article 8(1): “... the authority may exempt such areas from the application of the Convention either generally or with such exceptions in respect of particular undertakings or occupations as it thinks fit”

Convention	Wording of the clause
Night Work of Young Persons (Non-Industrial Occupations) Convention, 1946 (No. 79)	Article 4(3) and 5(1): “National laws or regulations may empower an appropriate authority to grant ...”
Labour Inspection Convention, 1947 (No. 81)	Article 5: “The competent authority shall make appropriate arrangements to promote ...”  Article 9: “... in such manner as may be deemed most appropriate under national conditions ...”
Social Policy (Non-Metropolitan Territories) Convention, 1947 (No. 82)	Article 4: “All possible steps shall be taken by appropriate international, regional, national and territorial measures ...”  Article 5: “... where appropriate and possible”
Protection of Wages Convention, 1949 (No. 95)	Article 7(2): “... the competent authority shall take appropriate measures with the object of ensuring ...”  Article 8(2): “... in the manner deemed most appropriate by the competent authority ...”
Migration for Employment Convention (Revised), 1949 (No. 97)	Article 3(1): “... take all appropriate steps against misleading propaganda relating to emigration and immigration”  Article 5: “... undertakes to maintain, within its jurisdiction, appropriate medical services ...”
Minimum Wage Fixing Machinery (Agriculture) Convention, 1951 (No. 99)	Article 4(2): “... shall be entitled to recover, by judicial or other appropriate proceedings, the amount by which he has been underpaid ...”
Social Security (Minimum Standards) Convention, 1952 (No. 102)	Article 10(4): “... by such means as may be deemed appropriate ...”  Article 49(4): “... by such means as may be deemed appropriate ...”
Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)	Article 1: “... in such other manner consistent with national practice as may be appropriate under national conditions ...”  Article 5: “... the competent authority or through the appropriate machinery in each country ...”  Article 10(1): “Appropriate measures shall be taken ...”

Convention	Wording of the clause
Plantations Convention, 1958 (No. 110)	<p>Article 17(1): “... take all appropriate steps against misleading propaganda relating to emigration and immigration”</p> <p>Article 30(2): “... shall take appropriate measures with the object of ensuring ...”</p> <p>Article 31(2): “... in the manner deemed most appropriate by the competent authority ...”</p> <p>Article 34 “... to ensure that workers are informed, in an appropriate [...] manner ...”</p> <p>Article 60: “Machinery appropriate to national conditions shall be established ...”</p> <p>Article 61: “Measures appropriate to national conditions shall be taken, where necessary ...”</p>
Minimum Age (Fishermen) Convention, 1959 (No. 112)	<p>Article 2(3): “... other appropriate authority designated by such laws or regulations ...”</p>
Radiation Protection Convention, 1960 (No. 115)	<p>Article 1: “... undertakes to give effect thereto by means of laws or regulations, codes of practice or other appropriate means”</p> <p>Article 3(1): “... all appropriate steps shall be taken to ensure effective protection ...”</p> <p>Article 7(1): “Appropriate levels shall be fixed ...”</p> <p>Article 9(1): “Appropriate warnings ...”</p> <p>Article 11: “Appropriate monitoring of workers ...”</p>
Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117)	<p>Article 13(a): “... the worker shall undergo an appropriate medical examination”</p> <p>Article 3(2)(a): “... close study of the causes and effect of migratory movements and appropriate action where necessary”</p>
Guarding of Machinery Convention, 1963 (No. 119)	<p>Article 2(1): “The sale and hire of machinery of which the dangerous parts [...] are without appropriate guards shall be prohibited by national laws or regulations ...”</p> <p>Article 3(1)(a): “... as safe as if they were guarded by appropriate safety devices”</p>

Convention	Wording of the clause
Hygiene (Commerce and Offices) Convention, 1964 (No. 120)	Article 4: “... and, where appropriate under national laws or regulations ...”
Minimum Age (Underground Work) Convention, 1965 (No. 123)	Article 6: “... which [...] is without appropriate guards shall be prohibited by national laws or regulations ...”
Medical Examination of Young Persons (Underground Work) Convention, 1965 (No. 124)	Article 15(1): “... including the provision of appropriate penalties ...”  Article 17: “Workers shall be protected by appropriate and practicable measures ...”  Article 4(1): “All necessary measures, including the provision of appropriate penalties ...”  Article 4(2): “... undertakes either to maintain an appropriate inspection service for the purpose of supervising the application of the provisions of the Convention or to satisfy itself that appropriate inspection is carried out”  Article 3(1)(b): “The medical examinations provided for in Article 2 [...] e certified in an appropriate manner”
Labour Inspection (Agriculture) Convention, 1969 (No. 129)	Article 4(1): “All necessary measures, including the provision of appropriate penalties ...”  Article 4(2): “... undertakes either to maintain an appropriate inspection service for the purpose of supervising the application of the provisions of the Convention or to satisfy itself that appropriate inspection is carried out”  Article 9(3): “... and measures shall be taken to give them appropriate further training in the course of their employment”
Minimum Wage Fixing Convention, 1970 (No. 131)	Article 12(2): “... the competent authority may either entrust certain inspection functions at the regional or local level on an auxiliary basis to appropriate government services or public institutions ...”  Article 13: “The competent authority shall make appropriate arrangements to promote ...”  Article 1(1): “... whose terms of employment are such that coverage would be appropriate”  Article 2(1): “... failure to apply them shall make the person or persons concerned liable to appropriate penal or other sanctions”

<b>Convention</b>	<b>Wording of the clause</b>
Holidays with Pay Convention (Revised), 1970 (No. 132)	Article 4(2): “... period of the same length determined [...] through the appropriate machinery in the country concerned”
Benzene Convention, 1971 (No. 136)	Article 6(2): “... to be determined by the competent authority or through the appropriate machinery in each country ...”  Article 10(1)(b): “The medical examinations provided for in Article 9, paragraph 1, of this Convention shall be [...] certified in an appropriate manner”  Article 13: “... receives appropriate instructions on measures to safeguard health ...”
Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)	Article 12(e): “... formulate and apply a social policy appropriate to national conditions and practice ...”  Article 14(b): “... after appropriate consultation with the representative organisations of employers and workers ...”
Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	Article 5(2): “... consultation shall be undertaken at appropriate intervals fixed by agreement, ...”  Article 6: “When this is considered appropriate [...] the competent authority shall issue an annual report ...”
Seafarers’ Annual Leave with Pay Convention, 1976 (No. 146)	Article 1: “... such other manner consistent with national practice as may be appropriate under national conditions ...”  Article 6(b): “... under conditions to be determined by the competent authority or through the appropriate machinery in each country”
Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)	Article 2(f): “... to verify by inspection or other appropriate means ...”
Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148)	Article 4(2): “... through technical standards, codes of practice and other appropriate methods”  Article 6(2): “In appropriate circumstances, the competent authority shall prescribe general procedures for this collaboration”  Article 7(2): “... obtain information and training and to appeal to appropriate bodies ...”
Nursing Personnel Convention, 1977 (No. 149)	Articles 2(1) and 5(1): “... in a manner appropriate to national conditions”
Labour Administration Convention, 1978 (No. 150)	Article 4: “Each Member which ratifies this Convention shall, in a manner appropriate to national conditions ...”
Labour Relations (Public Service) Convention, 1978 (No. 151)	Article 7: “Measures appropriate to national conditions shall be taken, where necessary, ...”

Convention	Wording of the clause
Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152)	<p>Article 4(3):  “... shall be ensured or assisted by technical standards or codes of practice approved by the competent authority, or by other appropriate methods consistent with national practice and conditions”</p>
Occupational Safety and Health Convention, 1981 (No. 155)	<p>Article 7(1):  “... by national laws or regulations or other appropriate methods consistent with national practice and conditions ...”</p>
Workers with Family Responsibilities Convention, 1981 (No. 156)	<p>Article 7:  “... shall be reviewed at appropriate intervals, [...] over-all ...”</p>
Termination of Employment Convention, 1982 (No. 158)	<p>Article 9(1):  “... shall be secured by an adequate and appropriate system of inspection”</p>
Labour Statistics Convention, 1985 (No. 160)	<p>Article 6:  “... shall take appropriate measures to promote information ...”</p>
Termination of Employment Convention, 1982 (No. 158)	<p>Article 9:  “... or a combination of these methods, or in any other manner consistent with national practice which may be appropriate, account being taken of national conditions”</p>
Labour Statistics Convention, 1985 (No. 160)	<p>Article 2(4) and (5):  “... measures may be taken by the competent authority or through the appropriate machinery in a country ...”</p>
Occupational Health Services Convention, 1985 (No. 161)	<p>Article 1(c):  “... and, where appropriate, time rates of wages and normal hours of work”</p>
Asbestos Convention, 1986 (No. 162)	<p>Article 5(a):  “... information appropriate to the means of dissemination used ...”</p>
Repatriation of Seafarers Convention (Revised), 1987 (No. 166)	<p>Article 13:  “Statistics of household expenditure or, where appropriate, family expenditure and, where possible, household income or, where appropriate, family income ...”</p>
Asbestos Convention, 1986 (No. 162)	<p>Article 3(1):  “The provision made should be adequate and appropriate to the specific risks of the undertakings”</p>
Repatriation of Seafarers Convention (Revised), 1987 (No. 166)	<p>Article 5:  “... shall have such of the following functions as are adequate and appropriate to the occupational risks of the undertaking”</p>
Repatriation of Seafarers Convention (Revised), 1987 (No. 166)	<p>Article 5(1):  “... shall be secured by an adequate and appropriate system of inspection”</p>
Repatriation of Seafarers Convention (Revised), 1987 (No. 166)	<p>Article 4(1):  “... repatriation by appropriate and expeditious means”</p>
Repatriation of Seafarers Convention (Revised), 1987 (No. 166)	<p>Article 9:  “... by means of collective agreements or in such other manner as may be appropriate under national conditions ...”</p>
Repatriation of Seafarers Convention (Revised), 1987 (No. 166)	<p>Article 12:  “... shall be available in an appropriate language to the crew members of every ship ...”</p>

Convention	Wording of the clause
Safety and Health in Construction Convention, 1988 (No. 167)	Article 2(f): “The competent authorities may define appropriate criteria for the designation of such persons ...”
Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168)	Article 13(3): “All appropriate precautions shall be taken ...”
Indigenous and Tribal Peoples Convention, 1989 (No. 169)	Article 21(2): “... account shall be taken, in particular, under prescribed conditions and to an appropriate extent, of the age of unemployed persons ...”
Night Work Convention, 1990 (No. 171)	Article 6(2): “The consultations carried out [...] shall be undertaken, in good faith and in a form appropriate to the circumstances ...”
Working Conditions (Hotels and Restaurants) Convention, 1991 (No. 172)	Article 14(1): “In addition, measures shall be taken in appropriate cases to safeguard the right of the peoples concerned ...”
Prevention of Major Industrial Accidents Convention, 1993 (No. 174)	Article 5: “... such workers [...] can be taken quickly to a place where appropriate treatment can be provided”
Home Work Convention, 1996 (No. 177)	Article 7(3)(b): “This income maintenance may be ensured by any of the measures listed in paragraph 2 of this Article, by other appropriate measures or by a combination of these measures”
Recruitment and Placement of Seafarers Convention, 1996 (No. 179)	Article 9: “Appropriate social services shall be provided ...”
	Article 11(1): “The provisions of this Convention may be implemented [...] in any other manner appropriate to national conditions and practice”
	Article 8(1): “The provisions of this Convention may be applied by or through [...] any other appropriate manner consistent with national practice”
	Article 15: “... plans and procedures [...] are established, updated at appropriate intervals and coordinated with the relevant authorities and bodies”
	Article 20: “The workers and their representatives [...] shall be consulted through appropriate cooperative mechanisms in order to ensure a safe system of work”
	Article 4: “... taking into account the special characteristics of home work and, where appropriate, conditions applicable to the same or a similar type of work carried out in an enterprise”
	Article 5: “... implemented [...] in any other appropriate manner consistent with national practice”
	Article 6: “Appropriate measures shall be taken ...”
	Article 4(2)(f): “... ensure that a system of protection, by way of insurance or an equivalent appropriate measure, is established ...”

Convention	Wording of the clause
Worst Forms of Child Labour Convention, 1999 (No. 182)	<p>Article 5: “... establish or designate appropriate mechanisms to monitor the implementation of the provisions ...”</p> <p>Article 7(2) b): “... provide the necessary and appropriate direct assistance for the removal of children from the worst forms of child labour ...”</p> <p>Article 8: “Members shall take appropriate steps to assist one another in giving effect to the provisions of this Convention ...”</p>

## Reference to the term “suitable”

The qualifier “suitable” or “suitably” is generally translated into French as *convenable* (i.e. well adapted, convenient) or *convenablement*, although this rule has several exceptions. In English this term may mean “convenient” in the sense of suitability to serving one’s interest or comfort, or being available at a suitable time or place. See also the term “convenient” above.

Convention	Wording of the clause
Hours of Work (Industry) Convention, 1919 (No. 1)	Article 8(1)(a): “... to notify by means of the posting of notices in conspicuous places in the works or other suitable place ...”
Repatriation of Seamen Convention, 1926 (No. 23)	Article 3(2): “A seaman shall be deemed to have been duly repatriated if he has been provided with suitable employment on board a vessel ...”
Hours of Work (Commerce and Offices) Convention, 1930 (No. 30)	Article 11(2)(a): “... by the posting of notices in conspicuous positions in the establishment or other suitable place ...”
Minimum Age (Non-Industrial Employment) Convention, 1932 (No. 33)	Article 7(b): “... provide suitable <sup>26</sup> means for facilitating the identification and supervision of persons under a specified age ...”
Unemployment Provision Convention, 1934 (No. 44)	Article 10(1): “... shall not be deemed to be suitable ...”
Shipowners’ Liability (Sick and Injured Seamen) Convention, 1936 (No. 55)	Article 6(4): “... the shipowner may discharge his liability to repatriate him by providing him with suitable employment on board a vessel ...”
Minimum Age (Non-Industrial Employment) Convention (Revised), 1937 (No. 60)	Article 7(c): “... provide suitable <sup>27</sup> means for facilitating the identification and supervision of persons under a specified age ...”
Safety Provisions (Building) Convention, 1937 (No. 62)	Article 7(1): “Suitable scaffolds shall be provided for workmen ...”
Social Security (Seafarers) Convention, 1946 (No. 70)	Article 3(1)(b): “A seafarer resident [...] shall be entitled to [...] board and lodging until he is able to obtain suitable employment ...”

<sup>26</sup> In French: *approprié(e)*.

<sup>27</sup> In French: *approprié(e)*.

Convention	Wording of the clause
Paid Vacations (Seafarers) Convention, 1946 (No. 72)	Article 5(2): “The usual remuneration payable in virtue of the preceding paragraph shall include a suitable <sup>28</sup> subsistence allowance ...”
Labour Inspectorates (Non-Metropolitan Territories) Convention, 1947 (No. 85)	Article 2: “Labour inspection services shall consist of suitably <sup>29</sup> trained inspectors”
Employment Service Convention, 1948 (No. 88)	Article 4(1): “Suitable <sup>30</sup> arrangements shall be made through advisory committees ...”  Article 6(a): “... assist workers to find suitable employment ...”
Accommodation of Crews Convention (Revised), 1949 (No. 92)	Article 9(1): “... sleeping rooms and mess rooms shall be properly lighted by natural light and shall be provided with adequate artificial light”  Article 10(20): “... canvas or other suitable material shall be fitted beneath the spring bottom of the upper berth ...”  Article 15(3): “... provision shall be made to protect the crews' quarters against the admission of mosquitoes by the fitting of suitable <sup>31</sup> screens to side scuttles, ventilators and doors ...”
Social Security (Minimum Standards) Convention, 1952 (No. 102)	Article 36(2): “... periodical payment representing a suitable proportion of that specified for total loss of earning capacity or corresponding loss of faculty ...”
Maternity Protection Convention (Revised), 1952 (No. 103)	Article 4(2): “The rates of cash benefit shall be fixed by national laws or regulations so as to ensure benefits sufficient for the full and healthy maintenance of herself and her child in accordance with a suitable standard of living”
Plantations Convention, 1958 (No. 110)	Article 12(2)(a): “... that the vehicles or vessels used for the transport of workers are suitable for such transport ...”  Article 13(2): “... adequate and suitable <sup>32</sup> supplies of food ...”

<sup>28</sup> In French: *approprié(e)*.

<sup>29</sup> In French: *approprié(e)*.

<sup>30</sup> In French: *approprié(e)*.

<sup>31</sup> In French: *approprié(e)*.

<sup>32</sup> In French: *approprié(e)*.

Convention	Wording of the clause
Hygiene (Commerce and Offices) Convention, 1964 (No. 120)	<p>Article 8: “All premises used by workers shall have sufficient and suitable<sup>33</sup> ventilation, natural or artificial or both, supplying fresh or purified air”</p> <p>Article 9: “All premises used by workers shall have sufficient and suitable<sup>34</sup> lighting ...”</p> <p>Article 13 “Sufficient and suitable<sup>35</sup> washing facilities and sanitary conveniences shall be provided ...”</p> <p>Article 14: “Sufficient and suitable<sup>36</sup> seats ...”</p> <p>Article 15: “Suitable<sup>37</sup> facilities [...] shall be provided and properly maintained”</p>
Employment Injury Benefits Convention, 1964 (No. 121)	<p>Article 10(2): “... using all suitable<sup>38</sup> means, with a view to ...”</p> <p>Article 26(1)(c): “... take measures to further the placement of disabled persons in suitable<sup>39</sup> employment”</p>
Invalidity, Old-Age and Survivors' Benefits Convention, 1967 (No. 128)	<p>Article 13(1)(b): “... take measures to further the placement of disabled persons in suitable<sup>40</sup> employment”</p>
Labour Inspection (Agriculture) Convention, 1969 (No. 129)	<p>Article 15(1)(a): “... local offices [...] suitably<sup>41</sup> equipped in accordance with the requirements of the service ...”</p>
Accommodation of Crews (Supplementary Provisions) Convention, 1970 (No. 133)	<p>Article 11(5): “Suitable<sup>42</sup> standards of natural and artificial lighting shall be fixed ...”</p>

<sup>33</sup> In French: *approprié(e)*.

<sup>34</sup> In French: *approprié(e)*.

<sup>35</sup> In French: *approprié(e)*.

<sup>36</sup> In French: *approprié(e)*.

<sup>37</sup> In French: *approprié(e)*.

<sup>38</sup> In French: *approprié(e)*.

<sup>39</sup> In French: *approprié(e)*.

<sup>40</sup> In French: *approprié(e)*.

<sup>41</sup> In French: *de façon appropriée*.

<sup>42</sup> In French: *approprié(e)*.

Convention	Wording of the clause
Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148)	Article 11(3): “... every effort shall be made, consistent with national practice and conditions, to provide the worker concerned with suitable alternative employment ...”
Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152)	Article 4(1)(e): “... providing and maintaining suitable <sup>43</sup> and adequate first-aid and rescue facilities”  Article 17(1): “Access to a ship’s hold or cargo deck shall be by means of (a) [...] a fixed ladder or cleats or cups of suitable <sup>44</sup> dimensions , of [...] proper construction; ...”
Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)	Article 1(1): “... the term <i>disabled person</i> means an individual whose prospects of securing, retaining and advancing in suitable employment are substantially reduced ...”
Social Security (Seafarers) Convention (Revised), 1987 (No. 165)	Article 13: “... board and lodging until they are able to obtain suitable employment or are repatriated, whichever first occurs ...”
Safety and Health in Construction Convention, 1988 (No. 167)	Article 14(2): “... suitable <sup>45</sup> and sound ladders shall be provided ...”
Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168)	Article 10(1): “... full unemployment defined as the loss of earnings due to inability to obtain suitable employment ...”  Article 21(1) and (2): “1. The benefit to which a protected person would have been entitled in the case of full unemployment may be refused, withdrawn, suspended or reduced, to the extent prescribed, when the person concerned refuses to accept suitable employment. 2. In assessing the suitability of employment, account shall be taken, in particular, under prescribed conditions and to an appropriate extent, of the age of unemployed persons, their length of service in their former occupation, their acquired experience, the length of their period of unemployment, the labour market situation, the impact of the employment in question on their personal and family situation and whether the employment is vacant as a direct result of a stoppage of work due to an on-going labour dispute”
Night Work Convention, 1990 (No. 171)	Article 5: “Suitable <sup>46</sup> first-aid facilities shall be made available for workers performing night work ...”  Article 7(3)(b): “... the income of the woman worker shall be maintained at a level sufficient for the upkeep of herself and her child in accordance with a suitable standard of living”

<sup>43</sup> In French: *approprié(e)*.

<sup>44</sup> In French: *approprié(e)*.

<sup>45</sup> In French: *approprié(e)*.

<sup>46</sup> In French: *approprié(e)*.

Convention	Wording of the clause
Maternity Protection Convention, 2000 (No. 183)	Article 6(2): “... at a level which ensures that the woman can maintain herself and her child in proper conditions of health and with a suitable standard of living”
Protocol to the Night Work (Women) Convention (Revised), 1948 (No. 89)	Article 2(3)(b): “... the income of a woman worker concerned shall be maintained at a level sufficient for the upkeep of herself and her child in accordance with a suitable standard of living”

## Reference to the term “proper”

The term “proper” may be used to mean “accurate, correct, fit, suitable, or right”, or “thorough, complete”. In French, it is sometimes translated as *approprié(e)*.

Convention	Wording of the clause
Food and Catering (Ships’ Crews) Convention, 1946 (No. 68)	Article 1(1): “Every Member of the International Labour Organisation for which this Convention is in force is responsible for the promotion of a proper <sup>47</sup> standard of food supply ...”  Article 5(2)(b): “... the arrangement and equipment of the catering department in every vessel in such a manner as to permit of the service of proper <sup>48</sup> meals to the members of the crew”
Social Security (Seafarers) Convention, 1946 (No. 70)	Article 2(1)(a): “... seafarers shall be entitled to proper <sup>49</sup> and sufficient medical care”  Article 3(1)(a): “A seafarer [...] shall be entitled to- [...] a) proper <sup>50</sup> and sufficient medical care until he is cured or repatriated ...”
Accommodation of Crews Convention (Revised), 1949 (No. 92)	Article 9(1): “... sleeping rooms and mess rooms shall be properly <sup>51</sup> lighted by natural light and shall be provided with adequate artificial light”
Plantations Convention, 1958 (No. 110)	Article 44: “... special regard being had to all proper <sup>52</sup> humanitarian and economic considerations ...”

<sup>47</sup> In French: *satisfaisant(e)*.

<sup>48</sup> In French: *convenable*.

<sup>49</sup> In French: *approprié(e)*.

<sup>50</sup> In French: *approprié(e)*.

<sup>51</sup> In French: *convenablement*.

<sup>52</sup> In French: *approprié(e)*.

Convention	Wording of the clause
Accommodation of Crews (Fishermen) Convention, 1966 (No. 126)	Article 9(2): “... by properly constructed <sup>53</sup> lamps or lighting apparatus for emergency use”
Accommodation of Crews (Supplementary Provisions) Convention, 1970 (No. 133)	Article 11(1): “Crew accommodation shall be properly <sup>54</sup> lighted”  Article 11(3): “... by properly constructed <sup>55</sup> lamps or lighting apparatus...”
Health Protection and Medical Care (Seafarers) Convention, 1987 (No. 164)	Article 5(4): “The medicine chest and its contents as well as the medical equipment carried on board shall be properly <sup>56</sup> maintained and inspected at regular intervals ...”

## Reference to the term “relevant”

The term “relevant” refers to “bearing on or having reference” to a matter at hand. One French equivalent is *approprié(e)*.

Convention	Wording of the clause
Health Protection and Medical Care (Seafarers) Convention, 1987 (No. 164)	Article 5(6): “... the relevant <sup>57</sup> medical procedures and specific antidotes ...”

## Reference to the term “consistent”

The term “consistent” denotes “compatible” or “in harmony”, “not contradictory”. It can also refer, when applied to persons, to being “constant” in principles or action. The French equivalent would be *compatible*.

Convention	Wording of the clause
Equal Remuneration Convention, 1951 (No. 100)	Article 2(1): “Each Member shall [...] in so far as is consistent with such methods, ensure the application ...”

<sup>53</sup> In French: *de modèle approprié*.

<sup>54</sup> In French: *convenablement*.

<sup>55</sup> In French: *de modèle approprié*.

<sup>56</sup> In French: *de façon adéquate*.

<sup>57</sup> In French: *approprié(e)*.

Convention	Wording of the clause
Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152)	Article 4(3): “The practical implementation of the requirements prescribed in pursuance of paragraph 1 of this Article shall be ensured [...] by other appropriate methods consistent <sup>58</sup> with national practice and conditions”
Labour Statistics Convention, 1985 (No. 160)	Article 11: “Where possible, these statistics shall be consistent with data on employment and hours of work ...”
Asbestos Convention, 1986 (No. 162)	Article 21(4): “... every effort shall be made, consistent with national conditions and practice ...”
Home Work Convention, 1996 (No. 177)	Article 9(1): “... system of inspection consistent with national law and practice shall ensure compliance with the laws and regulations applicable to home work”

## Reference to the term “convenient”

The term “convenient” has several meanings, including “suitable”, “serving one’s comfort or interests”, or “available or occurring at a suitable time or place”. See also the discussion of the term “suitable” above. In French, it is usually translated by *convenable(s)* or *convenablement* which means that it is convenient, well adapted.

Convention	Wording of the clause
Weekly Rest (Industry) Convention, 1921 (No. 14)	Article 7(a): “... by means of notices posted conspicuously in the establishment or any other convenient place ...”
Accommodation of Crews (Supplementary Provisions) Convention, 1970 (No. 133)	Article 7(1): “Recreation accommodation conveniently situated <sup>59</sup> and appropriately furnished ...”

## Reference to the terms “compatible”, “incompatible”

The qualifier “(in)compatible” is generally translated into French as *(in)compatible(s)*. In English and French, these terms mean “able to coexist” or “consistent”, or the opposite when their antonyms are used.

Convention	Wording of the clause
Labour Inspection Convention, 1947 (No. 81)	Article 13(3): “Where the procedure prescribed in paragraph 2 is not compatible with the administrative or judicial practice ...”

<sup>58</sup> In French: *compatible*.

<sup>59</sup> In French: *dans un endroit approprié*.

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Indigenous and Tribal Populations Convention, 1957 (No. 107)	Article 7(2): "These populations shall be allowed to retain their own customs and institutions where these are not incompatible with the national legal system ..."
Plantations Convention, 1958 (No. 110)	Article 8: "To the extent consistent with the interests of the national community and with the national legal system ..."
Labour Inspection (Agriculture) Convention, 1969 (No. 129)	Article 12(3): "... the competent authority shall take all necessary measures to ensure:(a) that the length of the daily journey is compatible with the maintenance of the health and strength of the workers ..."
Occupational Cancer Convention, 1974 (No. 139)	Article 7(1): "So far as is compatible with the administrative practice of the Member, labour inspection in agriculture shall be placed under the supervision and control of a central body"
Labour Administration Convention, 1978 (No. 150)	Article 2(2): "The number of workers exposed to carcinogenic substances or agents and the duration and degree of such exposure shall be reduced to the minimum compatible with safety"
Workers with Family Responsibilities Convention, 1981 (No. 156)	Article 5(2): "To the extent compatible with national laws and regulations, and national practice, such arrangements shall be made at the national, regional and local levels as well as at the level of the different sectors of economic activity"
Safety and Health in Construction Convention, 1988 (No. 167)	Article 4: "... all measures compatible with national conditions and possibilities shall be taken ..."
Indigenous and Tribal Peoples Convention, 1989 (No. 169)	Article 5: "All measures compatible with national conditions and possibilities shall further be taken ..."
Indigenous and Tribal Peoples Convention, 1989 (No. 169)	Article 7: "All measures compatible with national conditions and possibilities [...] shall be taken to enable workers ..."
Indigenous and Tribal Peoples Convention, 1989 (No. 169)	Article 8(1)(a): "the principal contractor [...] shall be responsible for co-ordinating the prescribed safety and health measures and, in so far as is compatible with national laws and regulations"
Indigenous and Tribal Peoples Convention, 1989 (No. 169)	Article 2(2): "Such action shall include measures for: (c) assisting the members of the peoples concerned [...] in a manner compatible with their aspirations and ways of life"

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## Reference to the term “satisfactory”

The qualifier “satisfactory” is translated into French as *satisfaisant(e)(s)*. In English and in French, this term means “adequate, causing and giving satisfaction”, or “satisfying expectations or needs”. Other meanings of the term refers to “accurate, correct or suitable” or “reasonable” or “tolerable.”

Convention	Wording of the clause
Forced Labour Convention, 1930 (No. 29)	Article 17(1): “... the competent authority shall satisfy itself: [...] (c) that the sanitary conditions of the workplaces, the supply of drinking water, food, fuel, and cooking utensils, and, where necessary, of housing and clothing, are satisfactory”
Medical Examination (Seafarers Convention, 1946 (No. 73)	Article 4(3): “... the medical certificate shall attest: (a) that [...] his colour vision, are all satisfactory ...”
Accommodation of Crews Convention (Revised), 1949 (No. 92)	Article 7(3): “... one only of these means need be adopted in spaces where this ensures satisfactory ventilation”  Article 8(5): “The heating system shall be capable of maintaining the temperature in crew accommodation at a satisfactory level ...”
Seafarers' Identity Documents Convention, 1958 (No. 108)	Article 6(3): “Any Member may, before permitting entry into its territory for one of the purposes specified in the preceding paragraph, require satisfactory evidence ...”
Accommodation of Crews (Fishermen) Convention, 1966 (No. 126)n	Article 7(2): “The system of ventilation shall be controlled so as to maintain the air in a satisfactory condition and to ensure a sufficiency of air movement in all conditions of weather and climate”  Article 7(3): “Vessels regularly engaged on voyages in the tropics and other areas with similar climatic conditions shall, as required by such conditions, be equipped both with mechanical means of ventilation and with electric fans: Provided that one only of these means need be adopted in spaces where this ensures satisfactory ventilation”  Article 8(4): “The heating system shall be capable of maintaining the temperature in crew accommodation at a satisfactory level ...”  Article 16(3): “The galley shall be equipped with cooking utensils, the necessary number of cupboards and shelves, and sinks and dish racks of rust-proof material and with satisfactory drainage”

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**Convention****Wording of the clause**

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Occupational Safety and Health (Dock Work)  
Convention, 1979 (No. 152)

Article 26(1)(a):  
“... under conditions that ensure that the continuance of appointment  
or recognition depends upon satisfactory performance ...”

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## Appendix 8

### Practicability

#### ***Reasonable, practicable, possible, reasonably practicable***

Appendix 8 gives some examples of using expressions mentioned above. This appendix is provided for information purposes only; it is not exhaustive and is not intended to encourage the use of these expressions. In English, the term “practicable” means “that can be done” or “that is possible in practice”. Its French equivalent *practicable* refers to the idea of something that could be done, that is possible in practice. In English, the term “possible” means “capable of existing or happening”, “that is likely to happen”, or “acceptable”. In French, the term *possible* could mean an absence of obstacle or contradiction. It could also mean something that complies with what is expected, that is acceptable, convenient. Finally, another meaning in French introduces a notion of uncertainty and means something that has some possibility of occurring. Given that the terms have different meanings in the French and English languages and given the lack of certainty as to their exact meaning, it would be preferable to avoid their use, unless their intended meaning is clarified either by the context of the sentence or by an indication provided in the report.

Convention	Wording of the clause
Unemployment Convention, 1919 (No. 2)	Article 1: “Whenever practicable, the information shall be made available for such communication not later than three months after the end of the period to which it relates”
White Lead (Painting) Convention, 1921 (No. 13)	Article 5(1)(c): “... measures shall be taken, wherever practicable, to prevent danger arising from dust caused by dry rubbing down and scraping”
Weekly Rest (Industry) Convention, 1921 (No. 14)	Article 2(2) and(3): “2. This period of rest shall, wherever possible, be granted simultaneously to the whole of the staff of each undertaking. 3. It shall, wherever possible, be fixed so as to coincide with the days already established by the traditions or customs of the country or district”
Seamen’s Articles of Agreement Convention, 1926 (No. 22)	Article 6(3)(7): “It shall in all cases contain the following particulars: [...] (7) if possible, the place and date at which the seaman is required to report on board for service”
Protection against Accidents (Dockers) Convention, 1929 (No. 28)	Article 3(2): “The said means of access shall be [...] where reasonably practicable ...”  Article 9(6): “... be securely fenced so far as is practicable without impeding the safe working of the ship”
Forced Labour Convention, 1930 (No. 29)	Article 5(2): “... such provisions shall be rescinded as soon as possible, in order to comply with Article 1 of this Convention”

Convention	Wording of the clause
Hours of Work (Commerce and Offices) Convention, 1930 (No. 30)	Article 5(1)(a): “... hours of work which have been lost shall not be allowed to be made up on more than thirty days in the year and shall be made up within a reasonable lapse of time”
Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32)	Article 2(2): “... so far as is practicable having regard to the traffic and working ...”
Unemployment Provision Convention, 1934 (No. 44)	Article 3(2)(a): “The said means of access shall be [...] where reasonably practicable ...”
Unemployment Provision Convention, 1934 (No. 44)	Article 16: “... the said provisions shall be applied so far as reasonable and practicable to such other ships”
Unemployment Provision Convention, 1934 (No. 44)	Article 2(2)(j): “... any Member may in its national laws or regulations make such exceptions as it deems necessary in respect of [...] exceptional classes of workers in whose cases there are special features which make it unnecessary or impracticable to apply to them the provisions of this Convention”
Hours of Work and Manning (Sea) Convention, 1936 (No. 57)	Article 10(2)(d): “... if it is proved by the competent authority that he has failed or neglected to avail himself of a reasonable opportunity of suitable employment ...”
Hours of Work and Manning (Sea) Convention, 1936 (No. 57)	Article 18: “The shipowners’, officers’ and seamen’s organisations concerned shall, so far as is reasonable and practicable, be taken into consultation ...”
Hours of Work and Manning (Sea) Convention, 1936 (No. 57)	Article 21(1): “... the competent authority [...] is satisfied [...] that the circumstances are such that the provision of fresh accommodation or other permanent equipment necessary for an increased crew is not reasonably possible”
Safety Provisions (Building) Convention, 1937 (No. 62)	Article 1(1)(b): “... an appropriate authority has power to make regulations for the purpose of giving such effect as may be possible and desirable under national conditions ...”
Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63)	Article 1(b): “Each Member of the International Labour Organisation which ratifies this Convention undertakes that [...] (b) it will publish the data compiled in pursuance of this Convention as promptly as possible ...”
Food and Catering (Ships’ Crews) Convention, 1946 (No. 68)	Article 8: “... such complaints should be submitted as soon as possible ...”

Convention	Wording of the clause
Accommodation of Crews Convention, 1946 (No. 75)	<p>Article 1(4): “Provided that the Convention shall be applied where reasonable and practicable to ...”</p> <p>Article 7(5): “Power for the operation of the aids to ventilation required by paragraphs 3 and 4 shall, when practicable, be available at all times when the crew is living or working on board”</p> <p>Article 8(2): “The heating system shall, when practicable, be in operation at all times when the crew is living or working on board and conditions require its use.”</p>
Wages, Hours of Work and Manning (Sea) Convention, 1946 (No. 76)	<p>Article 10(28): “As far as practicable berthing of crew members shall be so arranged that watches are separated and that no day men share a room with watch-keepers”</p> <p>Article 20(1)(c): “Every vessel to which this Convention applies shall be sufficiently and efficiently manned for the purposes of [...] (c) preventing excessive strain upon the crew and avoiding or minimising as far as practicable the working of overtime”</p> <p>Article 22(2): “The organisations of shipowners and seafarers concerned shall, so far as is reasonable and practicable, be consulted in the framing of all laws or regulations”</p>
Labour Inspection Convention, 1947 (No. 81)	<p>Article 13(1): “Labour inspectors shall be empowered to take steps with a view to remedying defects observed in plant, layout or working methods which they may have reasonable cause to believe constitute a threat to the health or safety of the workers”</p>
Social Policy (Non-Metropolitan Territories) Convention, 1947 (No. 82)	<p>Article 3(4): “... international, regional, or national action shall be taken with a view to establishing conditions of trade which will [...] make possible the maintenance of a reasonable standard of living in non-metropolitan territories”</p>
Labour Standards (Non-Metropolitan Territories) Convention, 1947 (No. 83)	<p>Article 3: “The competent authority may [...] exclude from the application of any provisions giving effect to any of the Conventions set forth in the Schedule undertakings or vessels in respect of which [...] adequate supervision may be impracticable”</p>
Right of Association (Non-Metropolitan Territories) Convention, 1947 (No. 84)	<p>Article 3: “All practicable measures shall be taken to assure ...”</p>
Labour Inspectorates (Non-Metropolitan Territories) Convention, 1947 (No. 85)	<p>Article 4(2)(a): “to enter [...] any workplace liable to inspection where they may have reasonable cause to believe that persons enjoying legal protection ...”</p>

<b>Convention</b>	<b>Wording of the clause</b>
Employment Service Convention, 1948 (No. 88)	Article 10: “The employment service [...] shall [...] take all possible measures ...”
Accommodation of Crews Convention (Revised), 1949 (No. 92)	Article 1(4): “Provided that the Convention shall be applied where reasonable and practicable to ...”
Wages, Hours of Work and Manning (Sea) Convention (Revised), 1949 (No. 93)	Article 18(1): “The consistent working of overtime shall be avoided whenever possible”  Article 20(1): “Every vessel to which this Convention applies shall be sufficiently and efficiently manned for the purposes of [...] (c) preventing excessive strain upon the crew and avoiding or minimising as far as practicable the working of overtime.”  Article 22(2): “The organisations of shipowners and seafarers concerned shall, so far as is reasonable and practicable, be consulted in the framing of all laws ...”
Labour Clauses (Public Contracts) Convention, 1949 (No. 94)	Article 3: “... competent authority shall take adequate measures to ensure fair and reasonable conditions of health, safety and welfare for the workers concerned”
Protection of Wages Convention, 1949 (No. 95)	Article 12(2): “... a final settlement of all wages due shall be effected [...] within a reasonable period of time ...”
Migration for Employment Convention (Revised), 1949 (No. 97)	Article 8(2): “... the competent authority of that country may determine that the provisions of paragraph 1 of this Article shall take effect only after a reasonable period ...”
Minimum Wage Fixing Machinery (Agriculture) Convention, 1951 (No. 99)	Article 2(2): “... appropriate measures shall be taken to ensure that [...] (b) the value attributed to such allowances is fair and reasonable”
Social Security (Minimum Standards) Convention, 1952 (No. 102)	Article 66(3): “For the other beneficiaries, the benefit shall bear a reasonable relation to the benefit for the standard beneficiary”  Article 76(1)(b): “... evidence, conforming in its presentation as closely as is practicable with any suggestions for greater uniformity of presentation made by the Governing Body of the International Labour Office ...”

Convention	Wording of the clause
Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)	<p>Article 6(2), (3) and(4):</p> <p>“2. The weekly rest period shall, wherever possible, be granted simultaneously to all the persons concerned in each establishment.</p> <p>3. The weekly rest period shall, wherever possible, coincide with the day of the week established as a day of rest by the traditions or customs of the country or district.</p> <p>4. The traditions and customs of religious minorities shall, as far as possible, be respected”</p>
Indigenous and Tribal Populations Convention, 1957 (No. 107)	<p>Article 8(a):</p> <p>“... the methods of social control practised by the populations concerned shall be used as far as possible ...”</p>
Seafarers' Identity Documents Convention, 1958 (No. 108)	<p>Article 6(3):</p> <p>“The Member may also limit the seafarer's stay to a period considered reasonable for the purpose in question”</p>
Wages, Hours of Work and Manning (Sea) Convention (Revised), 1958 (No. 109)	<p>Article 23(2):</p> <p>“The organisations of shipowners and seafarers concerned shall, so far as is reasonable and practicable, be consulted ...”</p>
Plantations Convention, 1958 (No 110)	<p>Article 10:</p> <p>“Where the circumstances make the adoption of such a provision practicable and necessary, the competent authority shall require the issue ...”</p> <p>Article 30(2):</p> <p>“... the competent authority shall take appropriate measures with the object of ensuring that goods are sold and services provided at fair and reasonable prices ...”</p>
Fishermen's Articles of Agreement Convention, 1959 (No. 114)	<p>Article 6(3):</p> <p>“[The agreement] shall contain the following particulars [...] (f) if possible, the place at which and date on which the fisherman is required to report on board for service”</p>
Radiation Protection Convention, 1960 (No. 115)	<p>Article 3(3)(b):</p> <p>“the Member concerned shall notify, as soon as practicable, measures adopted by it prior to the ratification of the Convention, so as to comply with the provisions thereof ...”</p>
Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117)	<p>Article 14(3):</p> <p>“Workers [...] may be granted [...] to meet any reasonable personal or family expenses ...”</p>
Hygiene (Commerce and Offices) Convention, 1964 (No. 120)	<p>Article 14:</p> <p>“Sufficient and suitable seats shall be supplied for workers and workers shall be given reasonable opportunities of using them”</p> <p>Article 17:</p> <p>“Workers shall be protected by appropriate and practicable measures against substances, processes and techniques which are obnoxious, unhealthy or toxic or for any reason harmful”</p>

Convention	Wording of the clause
Employment Injury Benefits Convention, 1964 (No. 121)	<p>Article 10(1):  “Medical care and allied benefits in respect of a morbid condition shall comprise [...] (g) the following treatment at the place of work, wherever possible ...”</p> <p>Article 19(5):  “For the other beneficiaries the benefit shall bear a reasonable relation to the benefit for the standard beneficiary”</p>
Employment Policy Convention, 1964 (No. 122)	<p>Article 1(2):  “The said policy shall aim at ensuring that [...] (b) such work is as productive as possible ...”</p>
Minimum Age (Underground Work) Convention, 1965 (No. 123)	<p>Article 4(4):  “... records indicating [...] (a) the date of birth, duly certified wherever possible ...”</p>
Medical Examination of Young Persons (Underground Work) Convention, 1965 (No. 124)	<p>Article 4(4):  “... records containing [...] (a) the date of birth, duly certified wherever possible ...”</p>
Accommodation of Crews (Fishermen) Convention, 1966 (No. 126)	<p>Article 1(3):  “... where the competent authority determines, after consultation with the fishing-vessel owners’ and fishermen’s organisations where such exist, that this is reasonable and practicable”</p>
Maximum Weight Convention, 1967 (No. 127)	<p>Article 6:  “In order to limit or to facilitate the manual transport of loads, suitable technical devices shall be used as much as possible”</p>
Invalidity, Old-Age and Survivors’ Benefits Convention, 1967 (No. 128)	<p>Article 13(1):  “Each Member [...] shall [...] (a) provide rehabilitation services which are designed to prepare a disabled person wherever possible for the resumption of his previous activity ...”</p> <p>Article 26(5):  “For the other beneficiaries the benefit shall bear a reasonable relation to the benefit for the standard beneficiary”</p>
Labour Inspection (Agriculture) Convention, 1969 (No. 129)	<p>Article 15(1)(a):  “... suitably equipped in accordance with the requirements of the service, and, in so far as possible, accessible to the persons concerned”</p> <p>Article 16(1):  Labour inspectors [...] shall be empowered [...] (b) to enter by day any premises which they may have reasonable cause to believe to be liable to inspection”</p>

Convention	Wording of the clause
Medical Care and Sickness Benefits Convention, 1969 (No. 130)	<p>Article 14(a):  “... the medical care referred to in Article 8 shall comprise at least:  (a) general practitioner care, including, wherever possible, domiciliary visiting”</p> <p>Article 22(5):  “For the other beneficiaries the benefit shall bear a reasonable relation to the benefit for the standard beneficiary”</p>
Minimum Wage Fixing Convention, 1970 (No. 131)	<p>Article 3:  “The elements to be taken into consideration in determining the level of minimum wages shall, so far as possible and appropriate in relation to national practice and conditions, include ...”</p>
Accommodation of Crews (Supplementary Provisions) Convention, 1970 (No. 133)	<p>Article 1(3):  “This Convention applies to tugs where reasonable and practicable”</p>
Prevention of Accidents (Seafarers) Convention, 1970 (No. 134)	<p>Article 9(1):  “The competent authority shall promote and, in so far as appropriate under national conditions, ensure the inclusion, as part of the instruction in professional duties, of instruction in the prevention of accidents ...”</p>
Benzene Convention, 1971 (No. 136)	<p>Article 7(1):  “Work processes involving the use of benzene or of products containing benzene shall as far as practicable be carried out in an enclosed system”</p>
Dock Work Convention, 1973 (No. 137)	<p>Article 2(1):  “It shall be national policy to encourage all concerned to provide permanent or regular employment for dockworkers in so far as practicable”</p>
Minimum Age Convention, 1973 (No. 138)	<p>Article 9(3):  “... the names and ages or dates of birth, duly certified wherever possible ...”</p>
Human Resources Development Convention, 1975 (No. 142)	<p>Article 3(1):  “... with a view to ensuring that comprehensive information and the broadest possible guidance are available to all children ...”</p>
Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)	<p>Article 12(c):  “... aimed at acquainting migrant workers as fully as possible with the policy ...”</p>
Continuity of Employment (Seafarers) Convention, 1976 (No. 145)	<p>Article 2(1):  “... to provide continuous or regular employment for qualified seafarers in so far as this is practicable ...”</p>

Convention	Wording of the clause
Seafarers' Annual Leave with Pay Convention, 1976 (No. 146)	<p>Article 10(1):            "The time at which the leave is to be taken shall [...] be determined by the employer after consultation and, as far as possible, in agreement with the seafarer concerned or his representatives"</p> <p>Article 12:            "A seafarer taking annual leave shall be recalled only in cases of extreme emergency, with due notice"</p>
Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)	<p>Article 2(d)(ii):            "... investigation of any complaint made in connection with and, if possible, at the time of the engagement in its territory of seafarers ..."</p>
Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148)	<p>Article 5(3):            "Provision shall be made for as close a collaboration as possible at all levels between employers and workers ..."</p>
Nursing Personnel Convention, 1977 (No. 149)	<p>Article 2(1):            "... for attaining the highest possible level of health for the population"</p>
Labour Administration Convention, 1978 (No. 150)	<p>Article 7:            "When national conditions so require, with a view to meeting the needs of the largest possible number of workers ..."</p>
Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152)	<p>Article 2(1):            "... on condition that: [...] (b) the competent authority, after consultation with the organisations of employers and workers concerned, is satisfied that it is reasonable in all the circumstances that there be such exemptions or exceptions"</p> <p>Article 4(1)(d):            "... providing workers with any personal protective equipment and protective clothing and any life-saving appliances reasonably required where adequate protection against risks of accident or injury to health cannot be provided by other means"</p> <p>Article 17(2):            "So far as is reasonably practicable, the means of access specified in this Article shall be separate from the hatchway opening"</p>
Hours of Work and Rest Periods (Road Transport) Convention, 1979 (No. 153)	<p>Article 10(3):            "The traditional means of supervision referred to in paragraphs 1 and 2 of this Article shall [...] be replaced or supplemented as far as possible by recourse to modern methods ..."</p>
Collective Bargaining Convention, 1981 (No. 154)	<p>Article 5(2)(a):            "... collective bargaining should be made possible for all employers and all groups of workers in the branches of activity covered by this Convention ..."</p>

Convention	Wording of the clause
Occupational Safety and Health Convention, 1981 (No. 155)	<p>Article 4(2):            “The aim of the policy shall be to prevent accidents and injury to health arising out of, linked with or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment”</p> <p>Article 16(1):            “Employers shall be required to ensure that, so far as is reasonably practicable, the workplaces, machinery, equipment and processes under their control are safe and without risk to health”</p>
Workers with Family Responsibilities Convention, 1981 (No. 156)	<p>Article 3(1):            “... an aim of national policy to enable persons [...] to exercise their right to do so without being subject to discrimination and, to the extent possible, without conflict between their employment and family responsibilities”</p>
Termination of Employment Convention, 1982 (No. 158)	<p>Article 7:            “The employment of a worker shall not be terminated for reasons related to the worker’s conduct or performance before he is provided an opportunity to defend himself against the allegations made, unless the employer cannot reasonably be expected to provide this opportunity”</p> <p>Article 10:            “If [...] they are not empowered or do not find it practicable [...] to declare the termination invalid and/or order or propose reinstatement of the worker ...”</p>
Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No 159)	<p>Article 7:            “... existing services for workers generally shall, wherever possible and appropriate, be used with necessary adaptations”</p>
Labour Statistics Convention, 1985 (No. 160)	<p>Article 5:            “Each Member which ratifies this Convention undertakes to communicate to the International Labour Office, as soon as practicable, the published statistics compiled ...”</p>
Occupational Health Services Convention, 1985 (No. 161)	<p>Article 12:            “The surveillance of workers’ health [...] shall take place as far as possible during working hours”</p>
Asbestos Convention, 1986 (No. 162)	<p>Article 11(2):            “The competent authority shall be empowered, after consultation with the most representative organisations of employers and workers concerned, to permit derogations from the prohibition contained in paragraph 1 of this Article when replacement is not reasonably practicable ...”</p>
Seafarers’ Welfare Convention, 1987 (No. 163)	<p>Article 1(3):            “To the extent it deems practicable [...] the competent authority shall apply the provisions of this Convention to commercial maritime fishing”</p>

Convention	Wording of the clause
Health Protection and Medical Care (Seafarers) Convention, 1987 (No. 164)	<p>Article 1(2):            “To the extent it deems practicable [...] the competent authority shall apply the provisions of this Convention to commercial maritime fishing”</p>
Repatriation of Seafarers Convention (Revised), 1987 (No. 166)	<p>Article 11(2):            “In any ship of between 200 and 500 gross tonnage and in tugs this Article shall be applied where reasonable and practicable”</p> <p>Article 8:            “... when the seafarer does not claim his or her entitlement to repatriation within a reasonable period of time to be defined by national laws or regulations or collective agreements”</p>
Safety and Health in Construction Convention, 1988 (No. 167)	<p>Article 11(a):            “... co-operate as closely as possible with their employer in the application of the prescribed safety and health measures ...”</p> <p>Article 11(b):            “... take reasonable care for their own safety and health and that of other persons who may be affected by their acts or omissions at work ...”</p>
Indigenous and Tribal Peoples Convention, 1989 (No. 169)	<p>Article 16(4):            “... these peoples shall be provided in all possible cases with lands of quality and legal status at least equal to that of the lands previously occupied by them ...”</p>
Chemicals Convention, 1990 (No. 170)	<p>Article 10(2):            “... shall obtain the relevant information from the supplier or from other reasonably available sources ...”</p> <p>Article 16:            “Employers [...] shall co-operate as closely as possible with workers or their representatives ...”</p>
Night Work Convention, 1990 (No. 171)	<p>Article 6(1):            “Night workers [...] shall be transferred, whenever practicable, to a similar job ...”</p>
Working Conditions (Hotels and Restaurants) Convention, 1991 (No. 172)	<p>Article 4(2):            “The workers concerned shall be entitled to reasonable normal hours of work and overtime provisions ...”</p> <p>Article 4(3):            “The workers concerned shall be provided with reasonable minimum daily and weekly rest periods ...”</p> <p>Article 4(4):            “The workers concerned shall, where possible, have sufficient advance notice of working schedules ...”</p>

Convention	Wording of the clause
Prevention of Major Industrial Accidents Convention, 1993 (No. 174)	<p>Article 2:            “Where special problems of a substantial nature arise so that it is not immediately possible to implement all the preventive and protective measures ...”</p> <p>Article 20(e):            “... take corrective action and if necessary interrupt the activity where, on the basis of their training and experience, they have reasonable justification to believe that there is an imminent danger of a major accident ...”</p>
Safety and Health in Mines Convention, 1995 (No. 176)	<p>Article 6(d):            “... provide for the use of personal protective equipment, having regard to what is reasonable, practicable and feasible”</p>
Home Work Convention, 1996 (No. 177)	<p>Article 6:            “Appropriate measures shall be taken so that labour statistics include, to the extent possible, home work”</p>
Labour Inspection (Seafarers) Convention, 1996 (No. 178)	<p>Article 1(5):            “To the extent the central coordinating authority deems it practicable [...] the provisions of this Convention shall apply to commercial maritime fishing vessels”</p> <p>Article 6(1):            “... all reasonable efforts shall be made to avoid a ship being unreasonably detained or delayed”</p>
Recruitment and Placement of Seafarers Convention, 1996 (No. 179)	<p>Article 1(2):            “To the extent it deems practicable [...] the competent authority may apply the provisions of the Convention to fishermen or to seafarers serving ...”</p>
Seafarers’ Hours of Work and the Manning of Ships Convention, 1996 (No. 180)	<p>Article 1(2):            “To the extent it deems practicable, after consulting the representative organizations of fishing-vessel owners and fishermen, the competent authority shall apply the provisions of this Convention to commercial maritime fishing”</p>
Protocol of 1996 to the Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)	<p>Article 4(2):            “The competent authority shall, as soon as practicable, make available to the representative organizations of shipowners and seafarers information ...”</p>
Protocol of 1995 to the Labour Inspection Convention, 1947 (No. 81)	<p>Article 2(3):            “A Member [...] shall [...] to the extent possible, provide for alternative inspection arrangements for any categories of workplaces thus excluded”</p>
Worst Forms of Child Labour Convention, 1999 (No. 182)	<p>Article 7(2)(c):            “... ensure access to free basic education, and, wherever possible and appropriate, vocational training, for all children removed from the worst forms of child labour.”</p>

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## Appendix 9

### Application by stages

Appendix 9 gives some examples used in the Conventions to moderate the conditions for application of their provisions by stating that the obligations can be fulfilled progressively, in stages.

Convention	Wording of the clause
Forced Labour Convention, 1930 (No. 29)	Article 10(1): “Forced or compulsory labour exacted as a tax and forced or compulsory labour to which recourse is had for the execution of public works [...] shall be progressively abolished”
Social Policy (Non-Metropolitan Territories) Convention, 1947 (No. 82)	Article 19(1): “... for the progressive development of broad systems of education, vocational training and apprenticeship ...”
Labour Clauses (Public Contracts) Convention, 1949 (No. 94)	Article 7(4): “Each Member [...] shall indicate in subsequent annual reports [...] any progress which may have been made with a view to the progressive application of the Convention ...”
Protection of Wages Convention, 1949 (No. 95)	Article 17(4): “Each Member [...] shall indicate in subsequent annual reports [...] any progress which may have been made with a view to the progressive application of the Convention ...”
Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)	Article 3(3): “Each Member which has ratified this Convention shall indicate [...] any progress which may have been made with a view to the progressive application of the Convention in such establishments”
Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117)	Article 15(1): “Adequate provision shall be made to the maximum extent possible under local conditions, for the progressive development of broad systems of education”
Minimum Age Convention, 1973 (No. 138)	Article 1: “Each Member for which this Convention is in force undertakes to pursue a national policy designed [...] to raise progressively the minimum age for admission to employment or work”
Human Resources Development Convention, 1975 (No. 142)	Article 3(1): “Each Member shall gradually extend its systems of vocational guidance ...”
Labour Administration Convention, 1978 (No. 150)	Article 7: “... each Member which ratifies this Convention shall promote the extension, by gradual stages if necessary, of the functions of the system of labour administration ...”
Collective Bargaining Convention, 1981 (No. 154)	Article 5(2): “... collective bargaining should be progressively extended to all matters covered by subparagraphs (a), (b) and(c) of Article 2 of this Convention ...”

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Occupational Safety and Health  
Convention, 1981 (No. 155)

Article 11:

“To give effect to the policy referred to in Article 4 of this Convention, the competent authority or authorities shall ensure that the following functions are progressively carried out: ...”

Labour Statistics Convention, 1985 (No. 160)

Article 1:

“Each Member which ratifies this Convention undertakes that it will regularly collect, compile and publish basic labour statistics, which shall be progressively expanded [...] to cover the following subjects: ...”

Occupational Health Services Convention,  
1985 (No. 161)

Article 3(1):

“Each Member undertakes to develop progressively occupational health services for all workers ...”

Employment Promotion and Protection against  
Unemployment Convention, 1988 (No. 168)

Article 8(3):

“Each Member shall endeavour to extend the promotion of productive employment progressively to a greater number of categories than the number initially covered.”

Indigenous and Tribal Peoples Convention,  
1989 (No. 169)

Article 22(3):

“Where feasible, these peoples shall progressively assume responsibility for the organisation and operation of such special training programmes, if they so decide”

Chemicals Convention, 1990 (No. 170)

Article 6(4):

“The classification systems and their application shall be progressively extended”

Night Work Convention, 1990 (No. 171)

Article 2(3):

“Each Member [...] shall also describe all measures taken with a view to progressively extending the provisions of the Convention to the workers concerned”

Part-Time Work Convention, 1994 (No. 175)

Article 8(3):

“A Member [...] shall [...] whether consideration is being given to the progressive extension of protection to the workers excluded”

Safety and Health in Mines Convention,  
1995 (No. 176)

Article 2(2):

“... the competent authority [...] shall [...] make plans for progressively covering all mines”

Maternity Protection Convention,  
2000 (No. 183)

Article 2(3):

“In its subsequent reports, the Member shall describe the measures taken with a view to progressively extending the provisions of the Convention to these categories”

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