

NINTH MEETING OF THE SRM TWG

(16 - 20 SEPTEMBER 2024)

PROCEDURAL AND OTHER MATTERS

Information document 2: Implementation of follow-up to SRM TWG recommendations 2016-2024

- This document reports on the *Organization's follow-up to the SRM TWG's previous recommendations since its last meeting in 2023.*

9 August 2024

1. Since 2016, the SRM TWG has made varied recommendations for practical and time-bound follow-up action. These are the result of its review of 114 instruments concerning occupational safety and health, labour inspection, labour statistics, employment policy, social security, maternity protection and protection of children and young persons, including its examination of the follow-up to 63 outdated instruments. The working group has stressed that the follow-up to these recommendations should be understood as a focus for the Organization as a whole.¹ In November 2023, the Governing Body requested the Office to take the necessary action in follow-up to the recommendations of the SRM TWG as a matter of institutional priority.²
2. Through the adoption of the Programme and Budget for 2024-25 by the Conference in June 2023, the SRM was called upon to redouble its efforts to secure the continued relevance of the body of standards through the implementation of all its recommendations.³ During the biennium, standard-setting will aim at addressing evolving and new regulatory gaps emerging from changing patterns of the world of work. Assistance to constituents will be intensified to support their efforts to align ratification and application of standards with current protection needs of all working people, taking into account the needs of sustainable enterprises. The ILO will support constituents at country level in accelerating follow-up to SRM TWG recommendations,⁴ including responding to recommendations of the SRM TWG,⁵ and in conducting tripartite consultations on proposals for ratification and application, and developing the capacity of the social partners to participate effectively and reach consensus in particular in respect of recommendations of the SRM TWG.⁶ At the global level, the Office will further develop the SRM TWG help desk established to facilitate the engagement of constituents with the SRM TWG and the implementation of its recommendations at all levels, as approved by the Governing Body.⁷

PROMOTION OF UP-TO-DATE STANDARDS

3. The SRM TWG has adopted a large number of recommendations requesting the promotion of up-to-date Conventions. In so doing, it contributes to setting the priorities of the Organization's normative promotional work – an element described by the Centenary Declaration as “of fundamental importance to the ILO”.⁸ With respect to the standards it reviews, the SRM TWG's recommendations identify the most relevant and up-to-date Conventions on which Member States should focus efforts to ensure their ratification records support the achievement of “a progressively increasing coverage of each of the strategic objectives” of the Decent Work Agenda⁹ and a sustainable and human-centered

¹ [GB.334/LILS/3](#), Annex, para. 5 (recommendations).

² [GB.349/LILS/PV](#), para. 23(d).

³ [GB.347/PFA/1](#), para. 63.

⁴ [GB.347/PFA/1](#), para. 69.

⁵ [GB.347/PFA/1](#), para. 69.

⁶ [GB.347/PFA/1](#), para. 75.

⁷ [GB.347/PFA/1](#), para. 70.

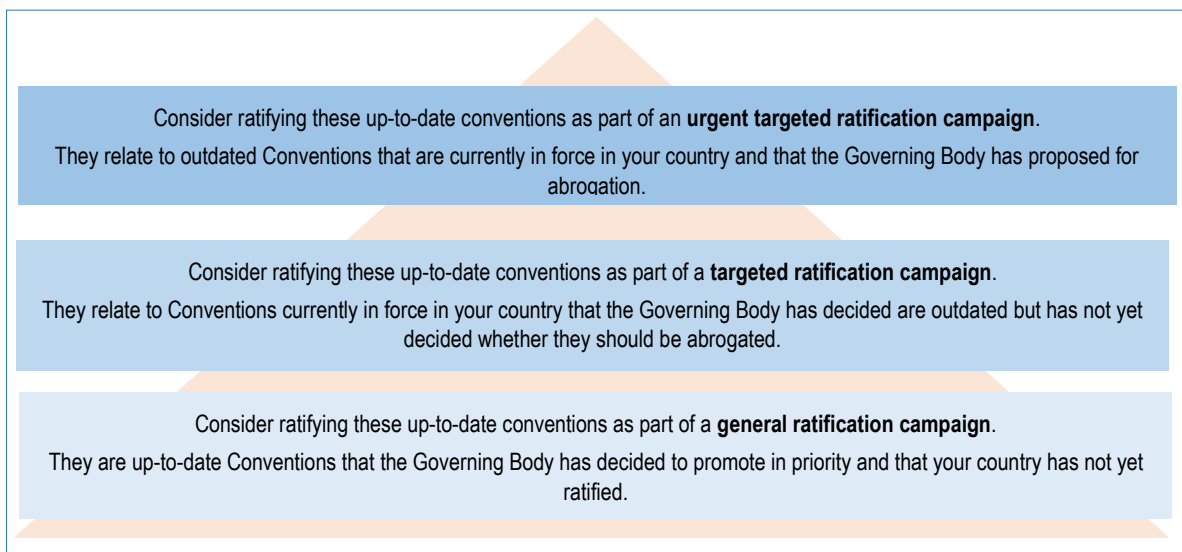
⁸ ILO [Centenary Declaration](#) for the Future of Work adopted by the Conference at its 118th Session, Geneva, 21 June 2019, Part IV (A).

⁹ ILO [Declaration on Social Justice for a Fair Globalization](#) adopted by the International Labour Conference at its Ninety-seventh Session, Geneva, 10 June 2008, Part II, (B)(iii).

future of work. Consequently, they also identify the focus of the technical support that the Office should provide to Member States in its role assisting in their ratification and effective application of standards.

4. The backbone of Office support for promotional activities continues to be the ‘ILS promotion pyramids’. This tool presents the complex information about promotional priorities in an accessible manner, dividing the recommendations of the SRM TWG and the Special Tripartite Committee (STC) established for addressing matters relating to the Maritime Labour Convention (MLC, 2006) into three levels of priority (see image 1). Each of the 187 ILS promotion pyramids is tailored to identify the promotion priorities of an individual Member State and updated annually to reflect all the SRM TWG’s recommendations concerning promotion of instruments.
5. As in past years, the ILS promotion pyramids are shared directly with Member States as well as throughout the Office, to support interactions with the constituents and to inform programming activities. Targeted follow-up has been undertaken with Member States to offer technical assistance with ratification and effective implementation of Conventions. Office colleagues in the field have indicated that the promotion pyramids are useful tools for the discussion with constituents in the field, who often are unfamiliar with the SRM TWG recommendations.

Image 1: The ‘ILS promotion pyramid’



6. Promotional work has continued to prioritise the urgent and targeted promotion of ‘remedial ratifications’ by Member States in which out-dated Conventions proposed for abrogation are in force: that is, ratification of up-to-date Conventions related to the out-dated Conventions that the Governing Body has proposed for abrogation or withdrawal. This is the apex of the promotion pyramid (see image 1 above). The aim of the Office follow-up is to support Member States in moving from outdated Conventions to the most up-to-date ones and in implementing a national standards policy that responds to their needs and priorities, in consultation with the social partners.

7. As a first step in this regard, the Office sent customized letters to the 132 Member States in which one or more of the 37 Conventions proposed for abrogation or withdrawal by the SRM TWG or the STC MLC are in force:
- Convention No. 2 on unemployment;¹⁰
 - Convention No. 45 on underground work (women);¹¹
 - Convention No. 62 on safety provisions (building);¹²
 - Convention No. 63 on labour statistics;¹³
 - Convention No. 85 on labour inspection in non-metropolitan territories;¹⁴
 - Conventions Nos 5, 10, 33, 59 and 123 on minimum age;¹⁵
 - Convention No. 96 on private employment agencies;¹⁶
 - Conventions Nos 24 and 25 on sickness insurance;¹⁷
 - Conventions Nos 17, 18 and 42 on employment injury benefit;¹⁸
 - Conventions Nos 3 and 103 on maternity protection;¹⁹
 - Conventions Nos 35, 36, 37, 38, 39 and 40 on old age, invalidity and survivors' benefits;²⁰
 - Conventions Nos 22, 23, 58, 68, 69, 92, 133, 146 and 166 on decent work and fair competition in the maritime sector;²¹ and
 - Conventions Nos 55, 56, 134 and 164 on decent work and fair competition in the maritime sector, and on fishers.²²
8. These letters inform Member States that the Conference will consider the abrogation or withdrawal of the one or more Conventions that are in force in their country; and highlight that the Governing Body has encouraged them to ratify particular related up-to-date

¹⁰ Note that the "SRM TWG will evaluate the implementation of the tailored plans of action at its meeting in 2026 with a view to taking an informed decision on the appropriate date at which the International Labour Conference should consider the abrogation or withdrawal of Convention No. 2" ([GB.337/LILS/1](#), Annex I, para. 5.2(ii)). All other instruments proposed for abrogation or withdrawal have a date specified at which the Conference will consider the question.

¹¹ Convention No. 45 was abrogated by the Conference at its 112th Session in 2024.

¹² Convention No. 62 was abrogated by the Conference at its 112th Session in 2024.

¹³ Convention No. 63 was abrogated by the Conference at its 112th Session in 2024.

¹⁴ Convention No. 85 was abrogated by the Conference at its 112th Session in 2024.

¹⁵ An item concerning the abrogation of Conventions Nos 10, 33, 59 and 123 and the withdrawal of Convention No. 5 and Recommendations Nos 41, 52 and 124, will be considered by the Conference in 2028.

¹⁶ Convention No. 34 was withdrawn by the Conference in 2021 and so is no longer referred to in the customized letters. An item concerning the abrogation of Convention No. 96 will be considered by the Conference in 2030.

¹⁷ An item concerning the abrogation of Conventions Nos 24 and 25 and withdrawal of Recommendation No. 29 has been proposed for consideration by the Conference in 2030.

¹⁸ An item concerning the abrogation of Conventions Nos 17, 18 and 42 will be considered by the Conference in 2033. An evaluation will be held in 2028.

¹⁹ An item concerning the abrogation of Conventions Nos 3 and 103 and the withdrawal of Recommendation No. 95 will be considered by the Conference in 2033. An evaluation will be held in 2028.

²⁰ An item concerning the abrogation of Conventions Nos 35, 36, 37, 38, 39 and 40 will be considered by the Conference in 2033.

²¹ An item concerning the abrogation of Conventions Nos 22, 23, 58, 68, 69, 92, 133, 146 and 166 has been proposed for consideration by the Conference in 2030.

²² An item concerning the abrogation of Conventions Nos 55, 56, 134 and 164 has been proposed for consideration by the Conference in 2030.

instruments. Since the SRM TWG's last meeting, the customized letters and accompanying promotion pyramids have been followed up during meetings with governments and social partners in Member States globally, including in *Algeria, Bangladesh, Costa Rica, Djibouti, Egypt, Eswatini, Ethiopia, Ghana, India, Malaysia, Malawi, Mauritius, Morocco, Nicaragua, Nigeria, Poland, Sierra Leone, South Africa, Sri Lanka, Tunisia, Viet Nam and Zambia*.

9. As a second step with regard to the urgent targeted promotional work at the apex of the ILS promotion pyramid, the Office has developed internal plans of action for Member States with ratifications of the outdated instruments. These are a useful way to identify opportunities, coordinate action between the field and headquarters, and maintain momentum in relation to the follow-up to the Governing Body's requests to Member States.
10. The third step in the urgent targeted promotional work is individualised contact with Member States. This includes campaigns for ratification and effective implementation of Conventions as recommended by the SRM TWG in its previous meetings: on OSH, labour inspection, labour statistics, employment policy, social security and maternity protection. Such campaigns continue to variously involve, through engagement with global and national constituents, the provision of technical support, including the creation of tools, comparative assessments between national legislation and the requirements of the standards, and empowering tripartite participation in national dialogues.
11. For example, in the past year, webinars and other training sessions, as well as various tools and case studies, have been developed in relation to the ratification campaign for Convention No. 181; the global ratification campaign for universal ratification of Conventions Nos 155 and 187, underway within the occupational safety and health strategy 2024-2030 includes, for example, promotional events in the South Asia sub-region; and a toolbox of online and interactive resources has been created to support constituents' consideration of ratification of Convention No. 102 within the global campaign for its ratification. In the last year, the Office has promoted the ratification of Convention No. 183 through the development of new tools, meetings, responses to queries, technical assistance and capacity building including in collaboration with ITCILO (Turin) for the effective implementation of maternity protection to all women in countries including *Algeria, Bangladesh, Cabo Verde, Colombia, Cote d'Ivoire, China, Egypt, Ethiopia, Fiji, Georgia, Guinea-Bissau, Indonesia, Jordan, Kenya, Kyrgyzstan, Moldova, Nepal, Oman, Pakistan, Saint Vincent and the Grenadines, South Africa, Sri Lanka, Tajikistan, Ukraine and Uzbekistan*. New tools include the newly launched ILO Global Care Policy Portal E-Library; the expansion of the Investment Simulator to cover 118 countries; the development of 27 country briefs and three regional briefs promoting effective maternity protection as a cornerstone of care policies; and two training tools on cooperative development to the care sector, rolled out in *Colombia, Lebanon, Occupied Palestinian Territory, and Zimbabwe*.
12. The bulk of the work undertaken currently by the Office global technical team on international labour standards, including colleagues at headquarters and in the field, concerns the promotion of ratification and effective implementation of the international labour standards. As well as some advice on the process to follow and on the implications

of ratification, support for ratification will usually include activities to promote implementation in law and practice before a Convention is ratified. The promotion of implementation of instruments may concern already ratified Conventions – such as, for example, in response to requests for technical advice on application to a particular sector or class of worker, for capacity building for constituents, or in response to comments from the supervisory mechanisms. Additionally, advice could be provided on the implementation of instruments unconnected with ratification plans, as guidance for the optimal functioning of the world of work. Requests from Member States for support for ratification or implementation of Conventions will usually involve varied technical and promotional activities, adapted to the national context. This often includes advice provided during regular discussions with labour ministries and social partners on prospects for ratification and measures to improve the application of ratified standards, using the SRM TWG's ratification recommendations and outstanding comments of the Committee of Experts as frames of reference; drafting gap analyses of national law and policy frameworks in relation to the provisions of Conventions countries have expressed an intention to ratify; and furnishing technical advice and support, including in the area of labour law reform and policy initiatives.

13. Since the last SRM TWG meeting, promotional work falling within the urgent targeted ratification campaign – the apex of the ILS promotion pyramid – has continued to be included in meetings with constituents, workshops and training programmes. In the past year, the focus on support for the consideration of ratification of the OSH Conventions has continued. For example, technical advice has been provided on these instruments to *Azerbaijan, Kyrgyzstan, Tajikistan, France and Japan*; gap analyses have been carried out, are underway or are planned, in countries including *Bangladesh, Eswatini and Kenya*; and the OSH Conventions have been included as ratification priorities in the decent work country programmes in countries including *Costa Rica, Honduras, Panama and the Dominican Republic*. A ratification work plan in *Pakistan* envisages ratification of Conventions Nos 155, 187 and 176 in the coming year, with activities underway including a gap analysis, capacity building and support for law reform. Advisory services were provided concerning a technical issue related to the ratification of Convention No. 187 followed a request from the Ministry of Family, Labour and Social Policy of Poland.
14. Office advice has also been provided in relation to the ratification of other of the Conventions included in the urgent targeted campaign. For example, in relation to Convention No. 102, technical advice was provided in *Armenia and Tanzania*; in relation to Convention No. 181, gap analyses are planned following requests from the Governments of *Costa Rica and Mexico* and are in the final stages in *Eswatini*; and, in relation to Convention No. 183, technical advice has been provided to *Colombia, Guinea, Kyrgyzstan, Spain and Tajikistan*. Following technical assistance to the Parliament, Ministry of Labour and social partners, Convention No. 183 was included as a priority instrument for ratification in the *Uzbekistan* decent work country programme. Technical assistance has been requested by *Djibouti and Kenya* in relation to the ratification of Convention No. 160. In *Angola*, the Council of Ministers discussed the ratification of Conventions Nos 102, 155, 161 and 187, with the requests sent to the Assembly for discussion and approval. In relation

to the MLC, 2006, technical advice has included discussions with the constituents in *Guinea* and gap analyses in *Equatorial Guinea* and *Cameroon*. In relation to Convention No. 188, sensitization activities are being conducted with the tripartite constituents within technical cooperation projects in *Peru*.

15. Promotional work for the targeted ratification campaign relating to outdated Conventions that have not yet been proposed for abrogation – the second level of the ILS promotion pyramid – has also continued since the SRM TWG's last meeting. For example, in *Kyrgyzstan*, technical assistance for labour law reform has been provided towards ratification of Convention No. 132.
16. Further work has continued in relation to the general ratification campaigns recommended by the SRM TWG – the third level of the promotion pyramid – in the last year. In relation to the OSH instruments, a comparative analysis is planned for *Cabo Verde* and gap analyses in *Nepal* and *Seychelles*; and capacity building events were held in *Botswana* and *Turkmenistan*. In relation to Convention No. 181, a technical review of regulations concerning private employment agencies for migrant workers was conducted in *Honduras*; technical advice was provided to social partners in *Armenia* and *Colombia* concerning legislative amendments relating to private employment agencies; a gap analysis was conducted for *Kenya*; and in-person and virtual workshops and promotional events were conducted in *Nepal*, *South Sudan* and *Thailand*. In *Kyrgyzstan*, a gap analysis was conducted, materials were developed for Parliament and legal guidance was provided for national regulations. Technical assistance, including gap analyses and capacity building, was provided on Conventions Nos 81 and 129, including in *Armenia*, *Nepal* and *Turkmenistan*; and on Convention No. 102, including technical assistance through a development cooperation project in *Tajikistan*. Several meetings have been held in *Pakistan* to discuss progress, next steps and ILO support in relation to the ratification of Convention No. 160 according to the country's ratification plan.
17. In addition to the support provided by the Office in response to requests from Member States for advice concerning the implementation of Conventions during ratification processes, the Office has continued to support the improved implementation of ratified Conventions in its regular work. This has included discussions with labour ministries on measures to improve the application of ratified Conventions in the Asia Pacific region; workshops for constituents, such as in *Türkiye* in relation to Conventions Nos 155 and 187 and in *Sierra Leone*; training, such as in *Egypt*, *Montenegro* and *Nepal* in relation to Convention No. 88; and other technical advice, variously including law reform or other initiatives, including in relation to Convention No. 183 in *Turkmenistan* and Conventions Nos 81, 129, 155 and 187 in *Kazakhstan*. In *Pakistan*, for example, in the context of a development cooperation project concerning the textile sector, support has been provided for various initiatives including the development of national OSH profiles, provincial programmes and rules, capacity building for labour inspectors, OSH management systems in over 120 factories, practical demonstrations of improving OSH practices, the establishment of OSH committees, and new techniques tested in brick kilns. In relation to Convention No. 88, varying advice has been provided on the implementation of provisions

in countries in which it has been ratified, including through meetings in *Indonesia*, comments on implementation of labour law in *Viet Nam* and assistance to strengthen institutional and human resources capacity of public employment services in *Egypt*.

18. Longstanding challenges in promoting the international labour standards have once again been reported by headquarters and field officials in the last year. As has been the case in the past, an ongoing challenge for many of the actions taken towards ratification and effective implementation of standards continues to be political reluctance, institutional capacity, and the inherent slowness of national political processes. Weak social dialogue continues to hamper tripartite consultations concerning standards in many countries. The urgency related to SRM TWG recommendations is not always shared among constituents at the field level, where the work of the SRM TWG in relation to the future of work often remains little known. Ratification of the latest instruments to be adopted, such as Convention No. 190, often takes priority in ratification planning at national level. While the ever-increasing number of requests from Member States for Office support on the ratification and implementation of standards is an opportunity welcomed by the Office, there are challenges in terms of availability of resources for in-depth follow-up. Other opportunities include interest inspired by ongoing ratification campaigns, and continuing work to follow up the comments of the supervisory mechanisms in national contexts.
19. Since the SRM TWG's last meeting, there have been twenty-one ratifications of instruments that respond to Governing Body requests in follow up to the SRM TWG recommendations (see table 1). Of the 48 ratifications submitted to the ILO by its Member States between September 2023 and July 2024, 44% were SRM TWG-related. Since the SRM TWG's first meeting, there have been 99 ratifications that respond to Governing Body requests (see tables 1 and 2). In the year prior to the SRM TWG's last meeting, there were sixteen ratifications in response to SRM TWG recommendations and of the 38 ratifications in that time period, 42% were SRM TWG-related.

TABLE 1: Ratifications of instruments that have been promoted in follow-up to SRM TWG recommendations
(Sep 2023-Jul 2024)

Ratifications in response to urgent targeted ratification campaign <i>Member States with ratifications of outdated Conventions that have been proposed for abrogation are encouraged to consider ratifying related up-to-date instruments</i>	MLC, 2006:	<i>Egypt</i>	Jun 2024	(related to outdated C.22, C.23, C.55, C.56, C.68, C.69, C.92, C.134, C.166)
	MLC, 2006:	<i>Guinea-Bissau</i>	Jun 2024	(related to outdated C.68, C.69, C.92)
	C.102 (Pt.VI):	<i>Sao Tome and Principe</i>	Jun 2024	(related to outdated C.17 and C.18)
	C.187:	<i>Saudi Arabia</i>	Jun 2024	(related to abrogated C.45)
	C.167:	<i>Spain</i>	Jun 2024	(related to abrogated C.62)
	C.187:	<i>Bulgaria</i>	Apr 2024	(related to abrogated C.45 and C.62)
	C.155:	<i>Bulgaria</i>	Apr 2024	(related to abrogated C.45 and C.62)
	C.81:	<i>Papua New Guinea</i>	Sep 2023	(related to abrogated C.85)

Ratifications in response to targeted ratification campaign	Member States with ratifications of outdated Conventions that have not yet been proposed for abrogation are encouraged to consider ratifying related up-to-date Conventions			
	MLC, 2006:	Egypt	Jun 2024	(related to outdated C.147)
Ratifications in response to general ratification campaign (Member States are encouraged to ratify instruments that the SRM TWG has confirmed are up-to-date)	C.187:	Brunei Darussalam	Jun 2024	
	C.176:	Chile	Jun 2024	
	C.155:	Malaysia	Jun 2024	
	C.187:	Sao Tome and Principe	Jun 2024	
	C.187:	Samoa	May 2024	
	C.170:	Ukraine	Dec 2023	
	C.155:	Congo	Oct 2023	
	C.129:	Congo	Oct 2023	
	P.155:	Italy	Oct 2023	
	C.187:	Italy	Oct 2023	
	C.155:	Italy	Oct 2023	
	C.160:	North Macedonia	Oct 2023	

TABLE 2: Ratifications of instruments that have been promoted in follow-up to SRM TWG recommendations
(Oct 2016-Aug 2023)

Ratifications in response to urgent targeted ratification campaign Member States with ratifications of outdated Conventions that have been proposed for abrogation are encouraged to consider ratifying related up-to-date instruments	C.155:	Azerbaijan	May 2023	(related to outdated C.45)
	C.102 (Pt.VI):	Côte d'Ivoire	Apr 2023	(related to outdated C.18)
	MLC, 2006:	Iraq	Mar 2023	(related to outdated C.22, C.23, C.92, C.146)
	C.102 (Pt.VI):	Iraq	Mar 2023	(related to outdated C.17, C.18 and C.42)
	C.187	Lesotho	Mar 2023	(related to outdated C.45)
	C.187	Nigeria	Nov 2022	(related to outdated C.45)
	C.155:	Cameroon	Oct 2021	(related to outdated C.45)
	C.155:	Sierra Leone	Aug 2021	(related to outdated C. 45)
	C.187:	Greece	Aug 2021	(related to outdated C.45, 62)
	C.187:	Sierra Leone	Aug 2021	(related to outdated C.45)
	C.187:	Tunisia	Jul 2021	(related to outdated C.45)

	C.155:	<i>Somalia</i>	Mar 2021	(related to outdated C.45)
	C.187:	<i>Somalia</i>	Mar 2021	(related to outdated C.45)
	P.155:	<i>Fiji</i>	Jun 2020	(related to outdated C.45)
	C.176:	<i>Belarus</i>	Feb 2020	(related to outdated C.45)
	C.155:	<i>Malawi</i>	Nov 2019	(related to outdated C.45)
	P.155:	<i>Côte d'Ivoire</i>	Nov 2019	(related to outdated C.45)
	C.187:	<i>Malawi</i>	Nov 2019	(related to outdated C.45)
	C.155:	<i>Singapore</i>	Jun 2019	(related to outdated C.45)
	C.187:	<i>Morocco</i>	Jun 2019	(related to outdated C.45)
	C.167:	<i>Guinea</i>	Apr 2017	(related to outdated C.62)
Ratifications in response to targeted ratification campaign <i>Member States with ratifications of outdated Conventions that have not yet been proposed for abrogation are encouraged to consider ratifying related up-to-date Conventions</i>	C.138:	<i>Australia</i>	Jun 2023	(related to outdated C.10, C.123)
	MLC, 2006:	<i>Iraq</i>	Mar 2023	(related to outdated C.147)
	C.102 (Pt.VI):	<i>Comoros</i>	Jul 2022	(related to outdated C.17,18, 42)
	C.138:	<i>Bangladesh</i>	Mar 2022	(related to outdated C.59)
	C.102 (Pt.VI):	<i>Sierra Leone</i>	Mar 2022	(related to outdated C.17)
	C.188:	<i>Kenya</i>	Feb 2022	(related to outdated C.112)
	C.132:	<i>Belarus</i>	Feb 2020	(related to outdated C.52)
	C.183:	<i>San Marino</i>	Jun 2019	(related to outdated C.103)
	C.102 (Pt.VI):	<i>Benin</i>	Jun 2019	(related to outdated C.18)
	C.102 (Pt.VI):	<i>Morocco</i>	Jun 2019	(related to outdated C.17,18, 42)
Ratifications in response to general ratification campaign <i>(Member States are encouraged to ratify instruments that the SRM TWG has confirmed are up-to-date)</i>	C.152:	<i>Montenegro</i>	Apr 2017	(related to outdated C.32)
	C.155:	<i>Madagascar</i>	Jun 2023	
	C.187:	<i>Madagascar</i>	Jun 2023	
	C.161:	<i>Madagascar</i>	Jun 2023	
	C.181:	<i>Nigeria</i>	Mar 2023	
	C.155:	<i>Iran (Islamic Republic of)</i>	Feb 2023	
	P.155:	<i>Iran (Islamic Republic of)</i>	Feb 2023	
	C.81:	<i>Botswana</i>	Dec 2022	
	C.129:	<i>Botswana</i>	Dec 2022	
	C.187:	<i>Lao People's Democratic Republic</i>	Jul 2022	

C.155:	<i>Lao People's Democratic Republic</i>	Jul 2022
C.102 (Pts. II & III):	<i>El Salvador</i>	Jun 2022
C.167:	<i>Uzbekistan</i>	Jun 2022
C.170:	<i>Switzerland</i>	Apr 2022
C.174:	<i>Switzerland</i>	Apr 2022
C.129:	<i>Panama</i>	Mar 2022
C.160:	<i>Sierra Leone</i>	Mar 2022
C.102 (Pts. II & III):	<i>Sierra Leone</i>	Mar 2022
C.102 (Pt. II & III):	<i>Paraguay</i>	Oct 2021
C.187:	<i>Uzbekistan</i>	Sep 2021
C.181:	<i>Sierra Leone</i>	Aug 2021
C.181:	<i>Antigua and Barbuda</i>	Jul 2021
C.187:	<i>Antigua and Barbuda</i>	Jul 2021
P.155:	<i>Antigua and Barbuda</i>	Jul 2021
C.155:	<i>St Lucia</i>	May 2021
P.155:	<i>St Lucia</i>	May 2021
C.161:	<i>Moldova</i>	May 2021
C.155:	<i>Senegal</i>	Mar 2021
P.155:	<i>Senegal</i>	Mar 2021
C.181:	<i>Somalia</i>	Mar 2021
C.161:	<i>Senegal</i>	Mar 2021
C.187:	<i>Senegal</i>	Mar 2021
C.187:	<i>Luxembourg</i>	Mar 2021
C.167:	<i>Mongolia</i>	Nov 2020
C.176:	<i>Belarus</i>	Feb 2020
C.81:	<i>Uzbekistan</i>	Nov 2019
C.129:	<i>Uzbekistan</i>	Nov 2019
C.170:	<i>Côte d'Ivoire</i>	Nov 2019
C.187:	<i>Malawi</i>	Nov 2019
C.155:	<i>Malawi</i>	Nov 2019
P.155:	<i>Côte d'Ivoire</i>	Nov 2019
C.81:	<i>Canada</i>	Jun 2019
C.187:	<i>Philippines</i>	Jun 2019
C.187 :	<i>Iceland</i>	Jun 2018

C.187:	<i>Rwanda</i>	Jun 2018
C.155:	<i>Rwanda</i>	Jun 2018
C.187:	<i>Belgium</i>	May 2018

STANDARD-SETTING

20. The SRM TWG has recommended standard-setting actions in relation to regulatory gaps in coverage and revision needs. Follow-up of these actions requires the Governing Body to take decisions to place items on the agenda of the Conference, on the basis of documents prepared by the Office.
21. In follow-up to the SRM TWG's identification of a regulatory gap in 2016,²³ the Governing Body decided in 2018 to place a standard-setting item on apprenticeship on the agenda of the International Labour Conference.²⁴ Following its second discussion, the 2023 Session of the Conference adopted the Quality Apprenticeships Recommendation, 2023 (No. 208).²⁵
22. In 2017, the Governing Body approved the SRM TWG recommendation of proposals on standard-setting items on OSH concerning biological hazards, ergonomics, chemical hazards and guarding of machinery.²⁶ At its March 2021 Session, the Governing Body placed on the agenda of the 112th and 113th Sessions (2024-25) of the Conference an item related to occupational safety and health protection against biological hazards (standard-setting - double discussion).²⁷ In 2024, at the 112th Session of the Conference, the Standard-Setting Committee on Biological Hazards undertook the first discussion on protection against biological hazards with a view to setting new international labour standards; a second sitting of the Committee will take place in 2025.²⁸ At its March 2024 Session, the Governing Body decided to place on the agenda of the 115th Session (2027) of the Conference an item on the consolidation of instruments on chemical hazards for standard-setting on the basis of a double discussion.²⁹ The dates at which the remaining two outstanding standard-setting proposals will be placed on the agenda of the Conference are yet to be determined. Under the Director-General's Programme and Budget for 2024-25, the ILO will support constituents at country level in engaging with standard-setting processes, including on OSH.³⁰
23. At its meeting in 2023, the SRM TWG recommended that the Office undertake further research to assess whether there were any gaps in the ILO body of international labour standards in relation to paternity and parental protection and the night work of young

²³ [GB.328/LILS/2/1\(Rev.\)](#), Annex I, para. 10(2).

²⁴ [GB.334/INS/PV](#), para. 42(b).

²⁵ [ILC.111/ Record No. 5C](#).

²⁶ [GB.331/LILS/2](#), Annex, paras 17(i), 19(ii), 27 and 31.

²⁷ [GB.341/INS/3/1\(Rev.2\)/Decision](#), para. (b).

²⁸ ILC, [Standard-Setting Committee on Biological Hazards](#), 112th Session (2024).

²⁹ [GB.350/Decisions](#), p. 5.

³⁰ [GB.347/PFA/1](#), paras 75 and 174.

persons, and, if so, what actions of a normative and/or non-normative nature would be appropriate to take.³¹

NON-NORMATIVE INITIATIVES

24. Since the last meeting of the SRM TWG, the Office has continued to work on the non-normative initiatives recommended by the SRM TWG. Many of these have become important elements of the Office's ongoing technical assistance to the tripartite constituents on the issues concerned. Particular developments are summarised below.
25. The Governing Body requested the development of technical guidelines on chemical hazards.³² As noted last year, the Director-General's Programme and Budget for 2024-25 envisages the organization of a tripartite meeting of experts for the approval of technical guidelines on the same subject.³³ The guidelines will be updated after the standard-setting exercise scheduled for 2027-2028, and are expected to be adopted in 2029.
26. Following the publication in September 2021 of the study requested by the SRM TWG on gender equality in the mining sector,³⁴ the ILO partnered with the Intergovernmental Forum on Mining, Minerals, Metals and Sustainable Development (IGF) on a project to clarify the gender-disaggregated profile of workers in large-scale mining and its supply chain, with a particular attention on participation of women. The second phase of the Women and the Mine of the Future project is currently underway. A mining sector skills background study carried out in *Zambia* under an EU-funded development cooperation project informed the elaboration of the Skills Strategy for the Mining Sector, including consideration of the nuanced challenges for women in the sector. Tripartite consultations were held; social dialogue has been strengthened; and the work informed the establishment of a tripartite sector skills council now under discussion as part of the law reform process of the Employment Code Act.
27. In the past year, follow-up to the SRM TWG's recommendation for technical assistance to be provided to strengthen the capacity of public employment services has continued. The Office has continued to work with Member States to build capacities and deliver concrete responses at the country level using available policy tools and relevant international practice for the implementation of employment services Conventions. Work has been undertaken to update the 2007 Guide to Private Recruitment Agencies, to help Member States establish and implement conducive and effective regulatory frameworks for private employment agencies. The Guide will consider the General principles and operational guidelines for fair recruitment and the definition of recruitment fees and related costs;

³¹ [GB.349/LILS/1](#), Annex, paras 7 and 9. In the context of its discussion on the care economy in June 2024, the Conference reaffirmed the SRM TWG's recommendation concerning paternity and parental protection, resolving to "prepare research to be discussed by a tripartite meeting, to be determined by the Governing Body at the earliest date possible, so as to enable the Organization to assess whether there are gaps in the ILO's body of international labour standards related to paternity and parental protection, and other care leave (for sick or critically-ill family members, older persons or persons with disabilities) and, if so, what normative and/or non-normative actions could be appropriate".

³² [GB.331/LILS/2](#), Annex, para.19(iii)

³³ [GB.347/PFA/1](#), para. 174.

³⁴ ILO, [Women in mining: Towards gender equality](#) (2021).

collaboration between Public Employment Services and Private Employment Agencies; and best practices and innovative approaches for Private Employment Agencies regulation.

28. As a follow up to the SRM TWG's recommendations concerning the application of social security schemes to all agricultural workers,³⁵ the Office is working on a mapping and research study on social security coverage in the agricultural sector. The research aims to strengthen the knowledge base regarding the legal framework of existing national social security schemes, covering all branches, applicable to agricultural workers globally. A module has been published that highlights the specific challenges of extending social security to agricultural workers and explores policy options, based on international experience and guided by ILO social security standards.³⁶ Work to develop technical support and guidance building on the detailed provisions of Recommendation No. 69,³⁷ to develop guidelines for the provision of advice to Member States considering ratification and implementation of employment injury instruments to ensure application to all workers including agricultural workers and other vulnerable groups of workers, and to conduct research on the application of employment injury benefit schemes to all workers including agricultural workers and other vulnerable groups of workers,³⁸ is under way.
29. At its seventh and eighth meetings, the SRM TWG suggested to the Governing Body that it invite the Committee of Experts on the Application of Conventions and Recommendations to consider seeking information from Member States on their application, in law and practice, of branches of social security to agricultural workers.³⁹ In addition to the upcoming General Survey on employment injury, to be prepared by the Committee in 2024, the Committee of Experts will consider this invitation in its next session in November 2024.
30. At its sixth and seventh meetings, the SRM TWG's recommendations included requests to the Office concerning the implications of gendered and other obsolete and inappropriate terms and references in the body of international labour standards, which it hoped would be placed on the agenda of the Governing Body for discussion with a view to deciding on appropriate follow-up actions.⁴⁰ A background paper will be presented for discussion by the Governing Body at its November 2024 session.
31. At its eighth meeting, the SRM TWG recommended non-normative work in relation to night work by children and young persons and the exceptions to Convention No. 138 concerning light work and work in family undertakings with a particular focus on agricultural work.⁴¹ Planning is currently underway for the work in this regard to be carried out in the 2026-2027 biennium, including within the plan of action following up on the Fundamental Principles and Rights at Work recurrent discussion conclusions.

³⁵ [GB.343/LILS/1](#), Annex, para. 8.2; [GB.349/LILS/1](#), Annex, para. 8.3.2.

³⁶ ILO, *Extending social security to agricultural workers*.

³⁷ [GB.343/LILS/1](#), Annex, para. 9.2.3.

³⁸ [GB.346/LILS/1](#), Annex, para. 8.2.2

³⁹ [GB.346/LILS/1](#), Annex, para. 8.2.3. [GB.349/LILS/1](#), Annex, para. 8.3.2.

⁴⁰ [GB.346/LILS/1](#), Annex, para. 8.2.4 and [GB.343/LILS/1](#), Annex, para. 10.

⁴¹ [GB.349/LILS/1](#), Annex, paras 9 and 10.

ABROGATION AND WITHDRAWAL

32. In June 2024, during its 112th Session, the Conference abrogated a further four of the 37 Conventions proposed for abrogation or withdrawal by the SRM TWG: the Underground Work (Women) Convention, 1935 (No. 45), the Safety Provisions (Building) Convention, 1937 (No. 62), the Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63) and the Labour Inspectorates (Non-Metropolitan Territories) Convention, 1947 (No. 85).⁴²
33. Since the last meeting of the SRM TWG, the Governing Body has placed on the agenda of the 116th Session of the Conference (2028) an item on the abrogation of the Minimum Age (Agriculture) Convention, 1921 (No. 10), the Minimum Age (Non-industrial Employment) Convention, 1932 (No. 33), the Minimum Age (Industry) Convention (Revised), 1937 (No. 59) and the Minimum Age (Underground Work) Convention, 1965 (No. 123) and the withdrawal of the Minimum Age (Industry) Convention, 1919 (No. 5), the Minimum Age (Non-Industrial Employment) Recommendation, 1932 (No. 41), the Minimum Age (Family Undertakings) Recommendation, 1937 (No. 52) and the Minimum Age (Underground Work) Recommendation, 1965 (No. 124).⁴³ The Governing Body also decided to place on the agenda of the 121st Session of the Conference (2033) an item on the abrogation of the Old-Age Insurance (Industry, etc.) Convention, 1933 (No. 35), the Old-Age Insurance (Agriculture) Convention, 1933 (No. 36), the Invalidity Insurance (Industry, etc.) Convention, 1933 (No. 37), the Invalidity Insurance (Agriculture) Convention, 1933 (No. 38), the Survivors' Insurance (Industry, etc.) Convention, 1933 (No. 39) and the Survivors' Insurance (Agriculture) Convention, 1933 (No. 40).⁴⁴ Additionally, the Governing Body placed on the agenda of the 121st Session of the Conference (2033) an item concerning the abrogation of the Maternity Protection Convention, 1919 (No. 3) and the Maternity Protection Convention (Revised), 1952 (No. 103) and the withdrawal of the Maternity Protection Recommendation, 1952 (No. 95), noting that an evaluation will be held in 2028 to assess whether Member States with effective ratifications of those outdated Conventions have taken any necessary action to ratify Convention No. 183. If progress has not been made, the date at which the Conference will consider the item may be reconsidered by the Governing Body.⁴⁵

The SRM TWG may wish to provide further guidance to the Office in relation to the follow-up of its recommendations.

⁴² [ILC.112/Instruments](#), pages 3 and 4.

⁴³ [GB.349/LILS/PV](#), para 23(g)(i).

⁴⁴ [GB.349/LILS/PV](#), para 23(g)(ii).

⁴⁵ [GB.349/LILS/PV](#), para 23(g)(iii).