

Background document for the Meeting on Follow-up on Outdated Conventions

(5-6 February 2026)

13 January 2026

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► 1. Introduction

At its 354th Session, the Governing Body decided to postpone the tenth meeting of the Standards Review Mechanism Tripartite Working Group (SRM TWG), originally scheduled for 15–19 September 2025, to 14–18 September 2026, in view of the significant divergence of views regarding the next steps to be taken in relation to the possible abrogation of outdated Conventions highlighted in the report of the ninth meeting of the SRM TWG.¹ The Governing Body requested the Office to organize a meeting of the SRM TWG Chairperson, the two Vice-Chairpersons and, on an exceptional basis, the SRM TWG Government Group Coordinator to consider, identify or develop possible follow-up measures in respect of Conventions classified as outdated, in particular when they still have a high rate of ratification. The Office is requested to report the result of their deliberations to the 356th Session (March 2026) of the Governing Body and to the tenth meeting of the SRM TWG for their consideration.

The divergence of views expressed by the constituents on this issue is set out in the report of the SRM TWG's ninth meeting.² The *Employers' group* maintained that once instruments were classified as outdated, they should be abrogated or withdrawn as soon as possible and this should not be linked in any way with the ratification by Member States of related up-to-date instruments, which remains a sovereign decision. Abrogation or withdrawal of an outdated instrument without ratifying States choosing to ratify a related more up-to-date instrument would not necessarily result in a gap in protection, which could only be determined on a case-by-case basis. The Employers' group stated that they were not aware of any case where the abrogation of an obsolete Convention had led to the removal by Member States of still relevant protection provided by that Convention. They believed the eight outdated instruments under review should be abrogated or withdrawn, without conditioning this on the ratification of the related up-to-date instruments by the States parties to the outdated instruments. While there was room for flexibility with regard to the date chosen for the abrogation or withdrawal of the outdated instruments, it was essential to set dates. However, keeping outdated instruments indefinitely within the body of standards was not compatible with the mandate of the SRM TWG; it served no purpose and distracted from the more up-to-date instruments. The Employers' group agreed with the Governments on this and were ready to support a compromise that had fixed dates for abrogation provided these were not conditional.

The *Workers' group* emphasized that outdated instruments can still offer meaningful protection, in particular linked to the benefits of ILO supervision, and should only be abrogated when such protection is ensured, such as through ratification of related up-to-date Conventions. They noted there is no evidence that setting abrogation dates had incentivized ratification. The group opposed setting abrogation dates for six of the eight outdated instruments under review [*at the ninth meeting*] and proposed a staged and targeted approach when an outdated Convention concerning a still-relevant topic has been revised by a related more up-to-date instrument and remains widely ratified. This would involve a short survey on obstacles to ratification, tripartite discussions - possibly regional and sectoral - sharing of good practices, targeted and general promotion campaigns, and technical assistance, including capacity-building. Abrogation would be considered later, once more information is available.

¹ [GB.354/INS/11](#) (para. 22 and 23) and [GB.354/Decisions](#) (para 11. (d)). At its ninth meeting, no consensus was reached in relation to the possible future abrogation or withdrawal of six of the eight outdated instruments that the SRM TWG was called on to review. Those instruments on which no consensus was reached remain within the body of international labour standards, retaining their classification as outdated.

² Terms of reference of the SRM TWG, 2015, [GB.325/LILS/3](#), para. 22. [GB.352/LILS/3](#), Appendix, paras 7-11.

The *Government group* expressed disappointment at the lack of consensus between the social partners. While supporting the abrogation or withdrawal of outdated instruments and preferring fixed dates as this provided certainty for all tripartite constituents as to the status of the body of international labour standards, they remained flexible as to the timing of proposals for abrogation and withdrawal. They acknowledged that Office outreach and promotional work combined with fixed dates for abrogation had not generated decisions by Governments to ratify up-to-date Conventions related to outdated Conventions. In an effort to build consensus, they proposed clearly identified abrogation dates, incorporating Workers' group proposals aimed at generating more activity and tripartite focus around ratification discussions, and including incorporation of mid-term reviews if deemed appropriate. This approach targeted cases where many States still maintained ratifications of the outdated instruments. The group regretted that neither social partner accepted the proposal.

This document presents information to facilitate the discussion to consider, identify or develop possible follow-up measures in respect of Conventions classified as outdated. It is organized as follows: background (the mandate of the SRM TWG and its functioning), an overview of the recommendations of the SRM TWG and the follow-up given to these, an examination of past considerations and relevant approaches taken by other organizations, a mapping of normative and non-normative follow-up measures in respect of Conventions classified as outdated, and finally, points for discussion.

► 2. Background

2.1 Mandate of the SRM TWG

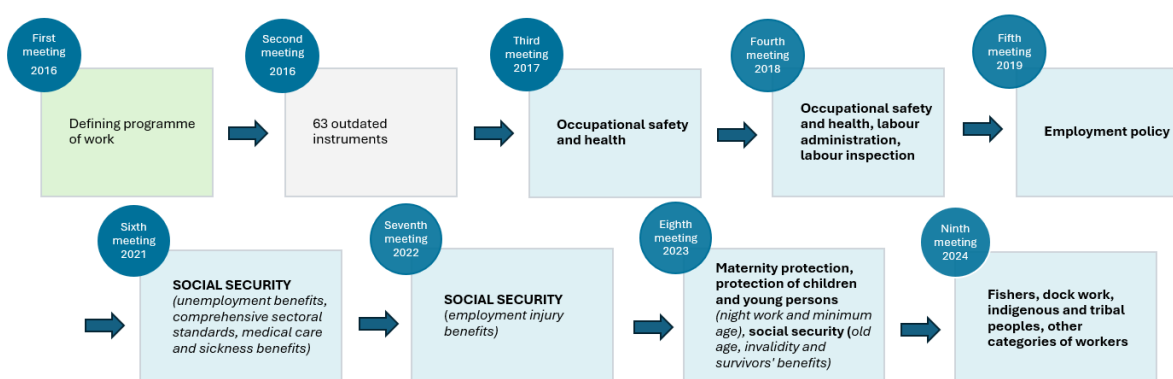
The Standards Review Mechanism Tripartite Working Group (SRM TWG) is a subordinate body of the ILO Governing Body. It was established in 2015 to contribute to ensuring that the ILO has a clear, robust and up-to-date body of international labour standards that respond to the changing patterns of the world of work, for the purpose of the protection of workers and taking into account the needs of sustainable enterprises.³ The SRM TWG shall review international labour standards with a view to making recommendations to the Governing Body on: (a) the status of the standards examined, including up-to-date standards,⁴ standards in need of revision, outdated standards, and possible other classifications; (b) the identification of gaps in coverage, including those requiring new standards; and (c) practical and time-bound follow-up action, as appropriate. The SRM TWG may address any other matter related to standards setting and standards policy as may be requested by the Governing Body.

In fulfilling its mandate, the SRM TWG shall be guided by the following principles and considerations: (a) a coherent policy framework within the ILO standards machinery; (b) a clear, robust and up-to-date body of standards for the purpose of the protection of workers and taking into account the needs of sustainable enterprises; (c) the importance of clarity, transparency and consistency; (d) the adoption of decisions by consensus; (e) adequate flexibility of the mechanism, regular evaluation and adjustment as may be necessary; and (f) negotiations in good faith, full confidence and commitment to the SRM objectives.

2.2 SRM TWG's functioning

During its nine meetings, the SRM TWG has taken action on 196 of the 235 instruments included in the initial programme of work.⁵

► Chronology of SRM TWG's examinations



³ Terms of reference of the SRM TWG, 2015, [GB.325/LILS/3](#). The Governing Body approved the terms of reference of the SRM TWG at its 325th Session, [GB.325/PV](#), para. 612.

⁴ Up-to-date standards are those which are found to be fit for purpose and may therefore continue to be promoted by the Office. See [International labour standards – A glossary | International Labour Organization](#).

⁵ Sixty-eight instruments were referred to the Special Tripartite Committee established under the Maritime Labour Convention, 2006 (STC MLC). See [GB.326/LILS/3/2](#), para. 5.

Sixty-three instruments previously identified as outdated have been examined.⁶

In addition, 65 instruments have been reviewed by the SRM TWG at its [third](#), [fourth](#), [fifth](#), [sixth](#), [seventh](#), [eighth](#) and [ninth](#) meetings (2017-2024): 24 instruments on OSH, two instruments on labour inspection, two instruments on labour statistics, seven instruments on employment policy, six instruments on social security, three instruments on maternity protection, seven instruments on protection of children and young persons, five instruments on fishers, three instruments on dock work, one instrument on indigenous and tribal peoples, and five instruments on other categories of workers. As a result of these meetings, 32 instruments were classified as up to date; 12 instruments were classified as requiring further action to ensure their continued and future relevance; and 13 instruments were classified as outdated.

Overall, 54 instruments have been abrogated, withdrawn, recommended for abrogation or withdrawal, or their juridical replacement has been noted at the recommendation of the SRM TWG.

⁶ See the Report of the second meeting of the SRM TWG: [GB.328/LILS/2/1\(Rev.\)](#). In follow-up to the recommendations from the second meeting, nine instruments were abrogated or withdrawn (C.21, C.50, C.64, C.65, C.86, C.104, R.7, R.61 and R.62), 14 instruments were juridically replaced (R.53, R.55, R.57, R.60, R.87, R.88, R.101, R.112, R.117, R.119, R.123, R.127, R.150 and R.196), and the follow-up related to the remaining instruments is being considered by the SRM TWG in its subsequent reviews of instruments on the same subjects.

► *Summary of the SRM TWG examinations at its third to ninth meetings:*

Occupational safety and health

- Review: 24 instruments
- Follow up to outdated instruments (examination of the follow-up to instruments previously determined to be outdated): 1 outdated instrument
- Abrogation or withdrawal: 3 instruments (R.31 in 2021; C.45 and C.62 in 2024)

Labour administration and inspection

- Review: 4 instruments
- Follow-up: 1 outdated instrument
- Abrogation or withdrawal: 3 instruments (R.20 in 2023; C.63 and C.85 in 2024)

Employment policy

- Review: 7 instruments
- Follow-up: 1 outdated instrument
- Abrogation or withdrawal: 2 instruments + 1 instrument to be decided in 2026 (C.34 in 2021; C. 96 in 2030; C. 2 appropriate date to be decided following evaluation of implementation of tailored plans of action in 2026)

Social security

- Review: 6 instruments (no conclusions on C.168, R.176)
- Follow-up: 17 outdated instruments (no conclusions on C.44 and R.44)
- Abrogation or withdrawal: 15 instruments (C. 24, C.25 and R.29 in 2030; C.17, C.18 and C.42 in 2033 with an evaluation in 2028; R.22, R.23, R.24, C.35, C.36, C.37, C.38, C.39 and C.40 in 2033)

Maternity protection

- Review: 3 instruments
- Follow-up: 2 outdated instruments
- Abrogation or withdrawal: 3 instruments (C. 3 and C.103 in 2033 with an evaluation in 2028; R.95 in 2033)

Protection of children and young persons

- Review: 7 instruments
- Follow-up: 6 outdated instruments
- Abrogation or withdrawal: 8 instruments (C.5 in 2028; C.10, C.33, C.59, C.123, R.41, R.52 and R.124 in 2028)

Fishers

- Review: 5 instruments (decision on classification of C.125 and R.126 postponed)
- Follow-up: 1 outdated instrument
- Abrogation or withdrawal: 1 instrument (C.112 in 2030) ; No consensus on possible future abrogation/withdrawal of C.113, C.114 and C.126)

Dock work

- Review: 3 instruments (decision on classification of C.27 postponed)
- Follow-up: 2 outdated instruments
- Abrogation or withdrawal: No consensus on possible future abrogation/withdrawal of C.32 and R.40

Indigenous and tribal peoples

- Review: 1 instrument
- Follow-up: 1 outdated instrument
- Abrogation or withdrawal: No consensus on possible future abrogation/withdrawal of C.107

Other categories of workers

- Review: 5 instruments
- Follow-up: -
- Abrogation or withdrawal: 1 instrument (C.83 in 2026)

In follow-up to its earlier decision to accelerate its reviews with a view to completing the initial programme of work as soon as possible, the SRM TWG maintained its previous decision to include a targeted end date for the review of the instruments in its initial programme of work, aiming for a possible completion of its work by 2028. [Annex IV](#) presents the confirmed work plan for its tenth meeting (2026) and the provisional work plan as relates to its eleventh, twelfth and thirteenth meetings.

► 3. Overview of decisions taken by the SRM TWG on outdated instruments and follow-up

3.1 Inventory of decisions on outdated instruments

3.1.1 Introduction

This section reviews the action taken by the SRM TWG in relation to outdated instruments, and the follow-up given to their recommendations. It draws on the full inventory of decisions regarding outdated instruments presented in [Annex I](#).

3.1.2 Outdated instruments: definition and implications

Outdated standards are instruments that appear to have lost their purpose or to no longer make a useful contribution to attaining the objectives of the Organization.⁷ Abrogation refers to the Conference decision by which a Convention in force is found to be obsolete and is removed from the body of standards.⁸ While abrogation only relates to Conventions in force, Conventions that are not in force as well as Recommendations may be withdrawn by the Conference. If abrogated or withdrawn, their legal effect is extinguished.⁹ As a result, all legal effects arising out of the Convention in question between the Organization and its Members are definitively eliminated, namely States having ratified that Convention are no longer required to submit reports under article 22 of the Constitution, and may no longer be subject to representations (article 24) or complaints (article 26) for non-observance; ILO supervisory bodies are not required to examine its implementation; and the Office ceases all relevant activities, including the publication of the text of the Convention and the official information regarding its ratification status. However, the abrogation of a Convention does not affect any national legislation that has been adopted with a view to giving it effect, nor does it prevent a State from continuing to apply a Convention if it so wishes.¹⁰

Maintaining outdated instruments is damaging to the clarity and legibility of the ILO's body of standards.¹¹ It is essential for the credibility of the Organization that it should have a body of up-to-date standards, thereby concentrating its standard-setting action on the Conventions which currently contribute to the achievement of its objectives.¹² This is also recognised in the ILO Centenary Declaration which states, *"The setting, promotion, ratification and supervision of international labour standards is of fundamental importance to the ILO. This requires the Organization to have and promote a clear, robust, up-to-date body of international labour standards and to further enhance transparency."*¹³ In 2015, the 1997 amendment of the ILO Constitution entered into force, permitting the abrogation of obsolete labour Conventions. The Amendment is part of an overall thrust to enhance the relevance, impact and coherence of the body of ILO standards.

⁷ [International labour standards – A glossary | International Labour Organization](#). See also, [Information document 4: Classification of instruments and follow-up action](#) (2017), para 11.

⁸ [Abrogation | International Labour Organization](#).

⁹ Third meeting of the SRM TWG, [Information document 4](#), para. 11.

¹⁰ See ILO, [Glossary of terms associated with ILS](#), 2019, p. 3.

¹¹ Promotion of the ratification of the 1986 and 1997 Instruments for the Amendment of the Constitution of the International Labour Organisation, 2015, [GB.323/LILS/2](#), para 13. For more detail, see "1997 Constitutional amendment" section below.

¹² Promotion of the ratification of the 1986 and 1997 Instruments for the Amendment of the Constitution of the International Labour Organisation, 2015, [GB.323/LILS/2](#), para 13. For more detail, see "1997 Constitutional amendment" section below.

¹³ [ILO Centenary Declaration for the Future of Work](#), 2019, p.8.

Until an instrument is formally abrogated or withdrawn, all legal effects arising from the Convention in question between the Organization and its Members remain in force and continue to be subject to supervision by the supervisory bodies. In the context of the work plan on strengthening the supervisory system and proposals to streamline reporting under article 22 of the ILO Constitution, the Governing Body addressed the issue of reporting obligations for outdated Conventions at its 349th Session. It decided to discontinue requests for reports under outdated Conventions where there are no pending direct requests or observations from the Committee of Experts on the Application of Conventions and Recommendations (CEACR). However, this does not prevent the social partners from presenting observations on the implementation of such outdated Conventions under article 23 of the ILO Constitution should they consider it appropriate.¹⁴

3.1.3 SRM TWG's examination of outdated instruments

Over the course of its nine meetings, the SRM TWG has taken action in relation to 196 instruments out of the 235 instruments in its initial programme of work. Sixty-eight of these instruments were referred to the Special Tripartite Committee established under the Maritime Labour Convention, 2006 (STC MLC).¹⁵ A further sixty-three instruments, previously identified as outdated, were examined at the second meeting of the SRM TWG.¹⁶

Assessing whether an instrument is outdated has required applying a combination of criteria, which has varied depending on the instrument. In certain cases, the SRM TWG has concluded that an instrument is outdated when multiple criteria are met simultaneously.¹⁷

In its third to ninth meetings (2017-2024), the SRM TWG has classified 13 instruments as outdated. It has also examined the follow-up to be taken on 32 instruments previously identified as outdated. Among these 45 outdated instruments, seven were abrogated or withdrawn by the International Labour Conference (ILC), based on recommendations made by the SRM TWG and endorsed by the Governing Body; 30 were recommended for abrogation or withdrawal by the SRM TWG; and no consensus was reached on abrogation or withdrawal in respect of eight instruments.¹⁸ The following sections describe the action recommended for these outdated instruments: abrogation/withdrawal with a date, when a future evaluation is planned, and where there is no consensus regarding abrogation or withdrawal.

► *Examination by the SRM TWG in its third to ninth meetings:*

Instruments outdated	classified as	13
Follow-up instruments	to outdated	32

¹⁴ See [GB.349/INS/7](#), para. 65; [GB.349/INS/7/Decision](#), (e). Under the recently approved thematic reporting system for all outdated Conventions, governments will only be requested to provide information regarding outdated Conventions insofar as there are pending comments from the CEACR ([GB.352/LILS/4](#), p. 6). Social partners continue to be able to present observations on outdated Conventions.

¹⁵ [GB.326/LILS/3/2](#), para. 5.

¹⁶ In follow-up to the recommendations from the second meeting, nine instruments were abrogated or withdrawn (C.21, C.50, C.64, C.65, C.86, C.104, R.7, R.61 and R.62), 14 instruments were juridically replaced (R.53, R.55, R.57, R.60, R.87, R.88, R.101, R.112, R.117, R.119, R.123, R.127, R.150 and R.196), and the follow-up related to the remaining instruments is being considered by the SRM TWG in its subsequent reviews of instruments on the same subjects. See [GB.328/LILS/2/1\(Rev.\)](#).

¹⁷ Fourth meeting of the SRM TWG, [Information document 3](#), paras 9-12.

¹⁸ This is in addition to the instruments abrogated or withdrawn based on the recommendations from the second meeting of the SRM TWG. In total, 16 instruments have been abrogated or withdrawn by the ILC based on the SRM TWG's recommendations – nine instruments in 2018, two in 2021, one in 2023 and four in 2024.

Outdated instruments proposed for abrogation or withdrawal	30 (6 with an evaluation)
No consensus on abrogation or withdrawal	8
Outdated instruments abrogated or withdrawn by the ILC (based on SRM TWG recommendations)	7

[For an overview of all the SRM TWG recommendations on outdated instruments and the related up-to-date instruments, please refer to [Annex I.](#)]

► **Abrogation or withdrawal dates**

In its third to ninth meetings (2017-2024), the SRM TWG has recommended abrogation or withdrawal dates for 36 instruments. The time lag between the SRM TWG's recommendation and the ILC's date to consider abrogation/withdrawal has been increasing over time. In 2017 and 2018, the approximate time lag between the adoption of the SRM TWG recommendation and inclusion in the ILC agenda for abrogation/withdrawal was around five years. From 2019 onwards, the approximate time lag between the SRM TWG recommendation and inclusion in the ILC agenda for abrogation/withdrawal has been around ten years.

It can be noted from data that there is no strict or linear correlation between the number of ratifications and the length of time between the SRM TWG's recommendation and the actual or proposed abrogation or withdrawal of an instrument. Nonetheless, instruments with very few ratifications tend to be recommended for abrogation or withdrawal more quickly, whereas those with higher ratification rates often have longer periods recommended - though there are notable exceptions. [Annex V](#) provides an overview of all the instruments recommended for abrogation or withdrawal and the year recommended for abrogation or withdrawal by the ILC (identifying the number of years between the examination and the actual or proposed date of abrogation or withdrawal).

► **Evaluations**

The SRM TWG has recommended that an evaluation be held for six instruments - five of which have a proposed abrogation date, while the abrogation or withdrawal date for the remaining one has not yet been determined. The evaluations are aimed at assessing "the implementation of tailored plans of action" (fifth meeting of the SRM TWG),¹⁹ or "whether Member States with effective ratifications of those outdated Conventions have taken any necessary action to ratify" the relevant up-to-date Conventions (seventh and eighth meetings of the SRM TWG).²⁰

No evaluations have yet taken place. For Convention No. 2 on unemployment, the appropriate date to consider abrogation or withdrawal will be decided in 2026, when the SRM TWG will evaluate the Office follow-up involving tailored plans of action. Regarding Conventions Nos 17, 18 and 42 on employment injury and Conventions Nos 3 and 103 on maternity protection, the SRM TWG has recommended placing an item concerning their abrogation on the agenda of the Conference in 2033, with an evaluation to be held in 2028.

This evaluation mechanism was recommended for outdated Conventions with effective ratifications ranging from 23 to 71:

¹⁹ [GB.337/LILS/1](#), para. 5, e).

²⁰ [GB.346/LILS/1](#), para. 5, g), (ii), and [GB.349/LILS/1](#), para. 6, g), (iii).

Instrument(s)	SRM TWG Meeting	Effective ratifications during SRM TWG's examination	Date of abrogation	Evaluation
C.2	2019 (fifth)	54	To be decided in 2026	In 2026: Evaluate the Office follow-up involving tailored plans of action
C.17, C.18, C.42	2022 (seventh)	71, 59, 41	2033: If progress has not been made, the date at which the Conference will consider the item in 2033 may be reconsidered by the Governing Body	In 2028: Assess whether Member States with effective ratifications of those outdated Conventions have taken any necessary action to ratify the related up-to-date instruments
C.3, C.103	2023 (eighth)	26, 23		

► ***Lack of consensus on abrogation or withdrawal***

At its sixth meeting, the SRM TWG did not reach consensual recommendations on the instruments concerning unemployment benefit, including the follow-up to outdated Convention No. 44 and Recommendation No. 44 on unemployment provision.²¹

At its ninth meeting, no consensus was reached in relation to the possible future abrogation or withdrawal of six of the eight outdated instruments that the SRM TWG was called on to review, namely Convention No. 32 and Recommendation No. 40 on protection against accidents (dock work), Convention No. 107 on indigenous and tribal peoples, Convention No. 113 on medical examination (fishers), Convention No. 114 on articles of agreement (fishers) and Convention No. 126 on accommodation of crews (fishers).²²

Where it is not possible to reach consensus on a specific issue, the divergent views have been set out in the SRM TWG's report to the Governing Body.²³

3.2 Follow-up to the decisions of the GB on the SRM TWG recommendations concerning outdated instruments

The series of recommendations made by the SRM TWG at the conclusion of every meeting are approved by the Governing Body. The SRM TWG has the practice of organizing its recommendations into practical and time-bound packages of follow-up action for each subject matter it addresses. The components of the packages are interconnected, complementary and mutually reinforcing.²⁴

The SRM TWG has stressed that the follow-up to its recommendations should be understood as a focus for the Organization as a whole.²⁵ In November 2024, the Governing Body requested the Office to continue its work following up the SRM TWG's recommendations as a matter of

²¹ [GB.343/LILS/1](#).

²² In addition, at the ninth meeting, the decision on the classification of two instruments concerning fishers and one instrument concerning dock work was postponed, until a further decision is taken based on the recommendations of the tripartite meetings on these topics. See [GB.352/LILS/3](#). At the eighth meeting, the decision on the classification of five instruments concerning night work of children and young persons previously classified as "requiring further action to ensure continued and future relevance" was postponed, pending research requested from the Office, until its next review at an appropriate time. See [GB.349/LILS/1](#), Appendix, para. 20.

²³ Terms of reference, [GB.325/LILS/3](#), para. 22.

²⁴ [GB.350/LILS/3](#), para 13.

²⁵ [GB.334/LILS/3](#), Annex, para. 5 (recommendations).

“institutional priority”.²⁶ The importance of this work is also highlighted in the ILO’s Programme and Budget 2026-2027, under which the ILO will continue to facilitate the engagement of its constituents in the adoption and implementation of the recommendations of the SRM TWG at all levels, as approved by the Governing Body, as well as advance the tripartite examination of the current body of standards by the SRM TWG.²⁷

The Office has taken a number of steps in follow-up to the SRM TWG recommendations, with the aim of ensuring their effective implementation. The Office’s implementation strategy includes cross-Office ownership of the SRM TWG recommendations and integration in relevant work programmes; clear leadership by the International Labour Standards Department, in collaboration with the Bureau for Employers’ Activities (ACT/EMP) and the Bureau for Workers’ Activities (ACTRAV); client-oriented support tailored to the tripartite constituents, through the creation of a helpdesk providing coordinated, responsive and timely expertise; and building a virtuous cycle of information and actions, which ensures that the implementation strategy continues to evolve. The Office integrates follow-up activities into its ongoing engagements with Member States and social partners, including through existing ILO projects, officials promoting the need for Member States to follow-up on the SRM TWG’s recommendations at all relevant meetings, both at the headquarters and in the field, and in the development of new Decent Work Country Programmes (DWCPs). The follow-up actions taken, particularly in relation to the recommendations concerning outdated instruments, include:²⁸

- **Abrogation or withdrawal of outdated instruments:** Based on the SRM TWG’s recommendations, the Governing Body has included items on the abrogation or withdrawal of outdated instruments on the agenda of specific Sessions of the ILC.
- **Promotion campaign:** This includes the dissemination of the “international labour standards promotion pyramids”, which set out the ratification promotion priorities for each Member State in an accessible manner, as well as customised letters informing Member States that the ILC will consider the abrogation or withdrawal of certain Conventions in force in their country and highlighting that the Governing Body has encouraged them to ratify particular related up-to-date instruments.
- **Development of internal plans of action and integrated sub-regional tables**
- **Provision of technical assistance to Member States**
- **Collection of information on ratification and implementation**

There have been a significant number of ratifications by Member States which respond to the recommendations of the SRM TWG. In particular, 126 ratifications (reflecting over 27 per cent of the ratifications between October 2016 and December 2025) respond to recommendations in follow-up to the SRM TWG recommendations, with 11 per cent of ratifications during this period specifically relating to follow-up to outdated Conventions. Notably, the proportion of ratifications responding to SRM TWG recommendations has risen substantially in recent years – from approximately 9 per cent of ratifications relating to its recommendations in the year after the third meeting, to over 30 per cent of ratifications in the years following the seventh, eighth and ninth meetings. In particular, from October 2024 – December 2025, over 50 per cent of the

²⁶ [GB.352/LILS/PV](#), para. 91(e).

²⁷ ILO, [Programme and Budget 2026-2027](#), Outputs 1.1 and 1.3.

²⁸ See, [Information document 2](#), prepared for the Third Meeting (2017); [Information document 2](#), prepared for the Fourth Meeting (2018); [Information document 2](#), prepared for the Fifth Meeting (2019); [Information document 2](#), prepared for the Sixth Meeting (2021); [Information document 2](#), prepared for the Seventh Meeting (2022); [Information document 2](#), prepared for the Eighth Meeting (2023); and [Information document 2](#), prepared for the Ninth Meeting (2024).

ratifications registered respond to recommendations of the SRM TWG. For further information on the specific ratifications of instruments that have been promoted in follow-up to the SRM TWG recommendations on outdated Conventions, see [Annex II](#); and for information on the number and percentage of ratifications in follow up to SRM TWG recommendations, disaggregated by year, see [Annex III](#).

3.3 Challenges faced in following up on the recommendations on outdated Conventions

Officials in headquarters and the field have noted the continuation of many longstanding challenges in following up on the recommendations of the SRM TWG on outdated standards. Many of these challenges are common to all the ILO's normative work, including weak social dialogue at the national level; limited institutional capacity and resource constraints; lack of political will; and political, social and economic instability. While varying across regions and between countries, certain challenges faced more specifically in the follow up to the recommendations related to outdated standards are:

- ▶ ***Inherent slowness of national political processes***

Ratifications of up-to-date Conventions corresponding to outdated Conventions which are in force in a Member State²⁹ are frequently slowed by the complex and time-consuming nature of national legislative and political processes. Even where there is agreement in principle to ratify an up-to-date standard linked to an outdated standard, translating that decision into action requires a sequence of internal consultations, legal reviews, and parliamentary approval. As a result, corresponding ratification processes can remain stalled for extended periods despite initial interest or Office support.

- ▶ ***Limited visibility and uptake of SRM TWG recommendations***

The urgency related to SRM TWG recommendations related to outdated Conventions is not always shared among constituents at the national level, and the work of the SRM TWG and its recommendations may be viewed as complex to the uninitiated, and may not always be a priority.

- ▶ ***Recent instruments prioritized***

Ratification of the latest instruments adopted, such as Convention No. 190, often takes priority in ratification planning at the national level over instruments promoted for ratification as a result of their links to outdated Conventions.

²⁹ Seventh meeting of the SRM TWG, [Working paper 1](#), ILO standards policy and the SRM TWG: standard-setting; revising, amending and updating standards; and encouraging ratification (as requested by the SRM TWG), 2022, para 34.

► 4. Past considerations and approaches taken by other organizations

4.1 Institutional precedent

4.1.1 Background on the 1997 Constitutional amendment

This section describes the context of the adoption in 1997 of the amendment to insert a new article 19(9) into the ILO Constitution. Particularly, from its early years, the ILO faced the challenge of the presence of outdated Conventions in its body of standards. The Constitution did not provide guidance on replacing or abrogating such instruments. In 1929, a clause was introduced in final provisions of new Conventions, allowing the Conference to close them to further ratifications when adopting a revising Convention. Yet, problems persisted: States could only end obligations through denunciation and pre-1929 Conventions could not be closed. Since then, certain measures have been taken to moderate the consequences of the accumulation of revising and revised instruments. The Governing Body classified some Conventions as dormant (no reporting required under article 22 of the Constitution) or shelved (the Conventions are left dormant and cease to be published). These measures, although they had helped to alleviate the problem in practical terms, could not and did not have any impact on the legal existence of obsolete Conventions, which could, theoretically at least, continue to be ratified (if they were adopted before 1929) and also, for those in force, be the subject of a representation or a complaint under articles 24 or 26 of the Constitution.³⁰

Extensive discussions concluded that the best solution was a constitutional amendment empowering the Conference to abrogate obsolete Conventions. After in-depth discussions at its 265th (March 1996) and 267th (November 1996) Sessions, the Governing Body decided to place on the agenda of the 85th Session (1997) of the ILC, the question of an amendment to the Constitution with a view to empowering the Conference to abrogate any obsolete Convention, as well as related amendments to the Standing Orders of the Conference. After examination and approval by the Standing Orders Committee, the Instrument of Amendment was adopted in 1997.³¹ The constitutional amendment was subject to in-depth consideration within the principal organs of the ILO and obtained near-unanimous tripartite support at all stages.³²

As part of these discussions, in March 1996, an Office background paper was prepared at the request of the Cartier Working Group to explore possible ways to abrogate outdated ILO Conventions.³³ This paper highlighted that original and revised texts coexisted, which ensured that States unwilling to ratify revision instruments remained bound by earlier obligations. While this arrangement had some advantages, it also produced complexity and allowed outdated obligations to persist. The Office background paper set out several options to address this, including the proposal to amend the ILO Constitution to grant the Conference explicit abrogation authority, possibly combined with an opt-out clause for States wishing to remain bound.³⁴

Within the March 1996 LILS Committee,³⁵ employers supported a constitutional solution but insisted that any abrogation decision should be taken by consensus, given the implications for

³⁰ ILO, [Record of proceedings](#), 86th Session of the ILC, Geneva 1997, Seventh item on the agenda, Report VII. pp 333.

³¹ ILO, [Instrument for amendment of the Constitution](#).

³² ILO, [Instrument for the amendment of the Constitution of the ILO, 1997, Questions and answers](#).

³³ [GB.265/LILS/WP/PRS/2](#).

³⁴ [GB.265/LILS/WP/PRS/2](#).

³⁵ [GB.265/LILS/5](#).

national parliaments and the risk of two groups overruling the third. They also questioned the adequacy of a 12-month opt-out period, which would likely be insufficient to accommodate national procedures. Workers saw abrogation of truly obsolete Conventions as a way to revive and reinforce the credibility of the standards system, provided fundamental Conventions were safeguarded and stressed that abrogation should only occur when all parties agree a Convention has lost its relevance, to avoid politically motivated eliminations. They called for additional procedural safeguards to be detailed in future Office documents and opposed alternative approaches. Alternative approaches included that, beyond abrogation, the Conference might be delegated the power to amend certain provisions of Conventions without going through a full revision procedure - particularly in cases where provisions were highly technical or prone to rapid obsolescence. While this idea had been discussed as far back as 1928–29, with the intention of balancing overly general Conventions against those too detailed to attract ratifications, workers rejected it as a potential weakening of established standards and an opening for piecemeal modifications.³⁶ Several governments (Indonesia, Norway, Chile, Russia, Iran, US, Australia, France) supported the constitutional amendment, seeing it as the clearest and most effective solution. Some (Chile, Russia, Iran) felt a two-thirds majority should suffice, warning that requiring consensus could amount to a veto. Several representatives underlined that abrogation should apply only to obsolete instruments with no practical application, not to fundamental Conventions.³⁷

The Office background paper presented in November 1996 to the Cartier Working Group recognized that abrogation raised the question of whether States wishing to remain bound by an obsolete Convention should be allowed to do so.³⁸ While a large majority favoured granting the Conference full abrogation power, without a “contracting out” clause that would keep the Convention formally alive for some Members, the discussion clarified the limits of such abrogation. Treaty law or the Constitution does not prevent States that so wish from continuing to observe the Convention’s provisions inter se, by mutual agreement. Such States may retain the substance of their commitments in their own relations, or maintain national legislation adopted to implement them. What they cannot claim, once abrogation has occurred, is the continued benefit of ILO procedures for supervision or support of that instrument. The proposed amendment balances two concerns: on the one hand, the Organization’s need to bring coherence to its standards system by removing instruments that have become obsolete; and on the other, the sovereignty of States and parliaments that may wish to uphold commitments they have previously ratified. The outcome is similar to that envisaged in article 21 of the ILO Constitution. Under that provision, when a draft Convention fails to receive the necessary two-thirds support for adoption, any States accepting it may still agree “to such Convention among themselves”, and these governments shall communicate this to the Director-General and the Secretary-General of the United Nations, for registration. By analogy, when an adopted Convention is later abrogated States may likewise preserve their mutual commitments, but outside the framework of the ILO and without its supervisory mechanisms. Abrogation requires the same two-thirds majority and record vote as adoption, ensuring delegates are individually accountable. To protect against two groups overruling the third, consensus should be encouraged when the Governing Body decides to place the item on the Conference agenda. Failing consensus, a three-quarters majority at this stage would be required.³⁹

³⁶ [GB.265/LILS/5](#), para. 6; [GB.265/LILS/WP/PRS/2](#), footnote 11.

³⁷ [GB.265/LILS/5](#).

³⁸ [GB.267/LILS/WP/PRS/1](#).

³⁹ [GB.267/LILS/WP/PRS/1](#).

In November 1996, the Committee unanimously supported the proposed amendment and endorsed inclusion on the 1997 Conference agenda.⁴⁰ The Amendment was adopted in June 1997 with a majority of 381 votes in favour, three against and five abstentions.

The Governing Body at its 292nd Session (March 2005) invited the Director-General to launch, as a priority, a campaign for the ratification or acceptance of the 1997 Instrument of Amendment.⁴¹ The LILS Committee members generally took the view that the entry into force of the Instrument of Amendment was important for the credibility of the ILO and called upon Member States that had not yet done so to ratify the Instrument. Accordingly, in 2005, the campaign for the ratification or acceptance of the 1997 Instrument of Amendment was launched, which highlighted: that maintaining obsolete Conventions in force would be damaging to the clarity and legibility of the ILO's body of standards as a global reference, and that it is essential for the credibility of the Organization to ensure that its standards are up to date, thus enabling the Organization to concentrate its action on the Conventions which currently contribute to the achievement of its objectives. It underlined that the possibility to abrogate outdated Conventions is an important element of any process aimed at ensuring that the Organization has a body of clear and relevant labour standards. In the context of the ratification campaign, the Governing Body urged ILO Members to ratify or accept the 1997 Instrument of the Amendment of the ILO Constitution.⁴²

4.1.2 The 1997 Constitutional amendment in practice

The amendment entered into force on 8 October 2015, once the required threshold of 124 ratifications/acceptances had been reached,⁴³ coinciding with the launch SRM process, and the establishment of the SRM TWG.⁴⁴

The use of article 19(9) of the ILO Constitution contains a number of important safeguards. In accordance with article 52 of the Conference Standing Orders, when an item on abrogation or withdrawal is placed on the agenda of the Conference, the Office must communicate to the governments of all Member States not later than 18 months before the opening of the session of the Conference at which the item is to be discussed, a short report and questionnaire requesting them to indicate within a period of 12 months their position on the subject of the said abrogation or withdrawal. This questionnaire shall request governments to consult the most representative organizations of employers and workers before finalizing their replies and to give reasons for their replies. On the basis of the replies received, the Office draws up a report containing a final proposal which is distributed to governments four months before the opening of the Conference. The Conference may decide to examine this report and the proposal which it contains directly in a plenary sitting or to refer it to the General Affairs Committee. At the end of this examination in the plenary or in the light of the report of the General Affairs Committee, as appropriate, the Conference shall decide by consensus or, failing that, by a preliminary vote by a two-thirds

⁴⁰ [GB.267/9/2](#).

⁴¹ [GB.292/10\(Rev.\)](#), para. 110.

⁴² [GB.323/LILS/2](#), para. 15.

⁴³ As from the date of the coming into force of this Instrument of Amendment, article 19 of the Constitution of the International Labour Organization is amended by the insertion after paragraph 8 of the following new paragraph: "9. Acting on a proposal of the Governing Body, the Conference may, by a majority of two-thirds of the votes cast by the delegates present, abrogate any Convention adopted in accordance with the provisions of this article if it appears that the Convention has lost its purpose or that it no longer makes a useful contribution to attaining the objectives of the Organisation."

⁴⁴ [GB.323/LILS/2](#), paras 13-15.

majority, to submit the formal proposal for the abrogation or withdrawal to a final vote. This record vote shall take place no earlier than the day following the preliminary decision. As of February 2026, 23 instruments have been abrogated and 90 have been withdrawn.

4.2 Approaches taken by other organizations

This section will briefly summarize mechanisms used by other international organizations to keep their body of standards up-to-date. This summary is shared as background information, acknowledging that the ILO's tripartite nature and unique normative system limit the direct applicability of certain comparative examples.

The ILO's adoption of a procedure for abrogating outdated instruments is rare among international organizations, as many other organizations focus instead on the updating of standards through the revision of their instruments. The Organisation for Economic Co-operation and Development (OECD), has also established a systematic mechanism for evaluating standards,⁴⁵ and provides for the possibility of abrogating standards that are no longer relevant.⁴⁶ Since the OECD launched the Standard-Setting Review (SSR) of its overall body of legal instruments in 2016, around 80 outdated legal instruments have been abrogated, most of which have been replaced by updated and consolidated standards.⁴⁷ When considering abrogation, the OECD takes into account whether the content of an instrument is already covered by other international standards, including those of other international organizations. As a result of the SSR, the OECD has continued to improve its standard-setting working methods including by considering ways to draft instruments to reduce their risk of becoming outdated and to maintain their relevance, enabling the development of agile and adaptive regulation to fast-paced developments, particularly in technical areas.⁴⁸

A number of other international organizations update their body of standards through distinct procedures for revision, which are formulated in accordance with their institutional context and the nature of the instruments to be revised. Several international treaties contain two amendment procedures: a general revision procedure, and a specific procedure relating to the revision of certain articles, which in some cases is an accelerated procedure. For example, the simplified amendment procedure reflected in certain ILO instruments, which allows for the revision of specific provisions of a Convention without necessitating the formal ratification of a revising instrument, was largely inspired by the 'tacit acceptance procedure' used by the International Maritime Organization (IMO).⁴⁹ Certain other international organizations have adopted similar tacit acceptance procedures, or employ a mixture of explicit and tacit acceptance

⁴⁵ OECD, *Compendium of International Organisations' Practices: Working Towards More Effective International Instruments*, 2021, pages 66-67.

⁴⁶ Unlike the ILO's instruments, OECD Decisions are binding upon Members without the need for ratification and become effective upon adoption. Under Article 5 of the OECD Convention and Rules 19–20 of the Rules of Procedure, Members that are absent or reserve their position at the time of adoption or revision are not bound by a Decision or its subsequent revision, though the Council may decide that it remains among those that have accepted it.

⁴⁷ See, OECD, *Annual Update On OECD Standard-Setting*, C/MIN(2024)11, 2024, p. 22; and *Annual Update on OECD Standard-Setting*, 2025, p. 22.

⁴⁸ See, OECD, *Annual Update On OECD Standard-Setting*, C/MIN(2024)11, 2024, para. 7.

⁴⁹ See ILO: *International labour standards – A glossary*, 2015, pages 14-15. As per Article XV of the MLC, 2006, amendments to the Code adopted by the Special Tripartite Committee - an expert tripartite body responsible for continuously reviewing the working of the Convention - may be tacitly accepted and come into effect two and a half years after having been approved by the International Labour Conference unless 40 per cent of the ratifying Member States formally express their disagreement. The Seafarers Identity Documents Convention (Revised), 2003 (No. 185) and the Work in Fishing Convention, 2007 (No. 188) also provide for tacit amendment of their annexes.

procedures. For example, the Convention on Biological Diversity, 1992,⁵⁰ the Convention on International Civil Aviation (Chicago Convention),⁵¹ and the World Customs Organization's (WCO) International Convention on the Simplification and Harmonization of Customs Procedures (Kyoto Convention, 1973),⁵² illustrate the coexistence of two distinct revision procedures.

The *Compendium of International Organisations' Practices: Working Towards More Effective International Instruments*, published by the OECD in 2021, analysed a wide-range of evaluation mechanisms adopted by international organizations. This report highlighted that the existence of an obligation to act in response to evaluation results depends on the outcome of the evaluation.⁵³ For instance, international organizations may recommend follow-up action to their members when the evaluation results in proposals to withdraw or revise a particular instrument⁵⁴ and evaluation results can also lead to non-normative actions, as demonstrated by the response to the UNESCO's evaluation of its Culture Conventions between 2013-2019.⁵⁵

⁵⁰ Articles 29 and 30 of the [Convention on Biological Diversity, 1992](#). The general revision clause (Article 29) provides for amendments to the Convention or its Protocol that require formal ratification, acceptance or approval before entering into force. The specific revision clause (Article 30) concerning amendments to the annexes (which concern procedural scientific, technical and administrative issues) allows for the automatic entry into force of amendments unless a Party objects within a defined period.

⁵¹ The [Convention on International Civil Aviation](#) (Chicago Convention, 1944) distinguishes between formal amendments to the Convention itself, which under Article 94 require ratification by at least two thirds of the contracting States to come into force in those States, and the simplified procedure for amending its technical Annexes under Article 90. The latter provides that amendments adopted by a two-thirds vote of the ICAO Council become effective within three months of their submission to States - unless a majority of States register their disapproval within that period. International Civil Aviation Organization, Convention on International Civil Aviation, 1944 (Chicago Convention), Articles 90 and 94.

⁵² The World Customs Organization's (WCO) [International Convention on the Simplification and Harmonization of Customs Procedures](#) (Kyoto Convention, 1973) establishes both formal and simplified amendment procedures. Under Article 15, amendments to the main body of the Convention require acceptance by Contracting Parties but will nevertheless enter into force for all Parties twelve months after communication, *unless* an objection is lodged within that period. Amendments to the General or Specific Annexes, by contrast, are deemed accepted six months after communication unless a Party objects or notifies that domestic conditions for acceptance are not yet met. In addition, Article 16 provides that amendments to or the incorporation of new Recommended Practices become effective six months after notification, unless a Party enters a reservation. World Customs Organization, International Convention on the Simplification and Harmonization of Customs Procedures, 1973 (Kyoto Convention), Articles 15 and 16.

⁵³ OECD, [Compendium of International Organisations' Practices: Working Towards More Effective International Instruments](#), 2021, p. 66.

⁵⁴ The first phase of the OECD's SSR led to the abrogation of outdated legal instruments, while in the next phase, substantive committees engaged in follow-up action, including implementing Action Plans; and proposing further instruments for abrogation or standard-setting activities. OECD, [Compendium of International Organisations' Practices: Working Towards More Effective International Instruments](#), 2021, pages 71-72.

⁵⁵ For example, this evaluation led to the development of results frameworks for certain Conventions, revisions to periodic reporting systems, resource mobilisation strategies, improvements in capacity development programmes and communication initiatives, and changes to internal working methods.

► 5. Overview of approaches to support the identification of possible follow-up measures

5.1 Mapping of approaches to outdated instruments

5.1.1 Introduction

During its nine meetings, the SRM TWG has explored a range of approaches to follow up on instruments classified as outdated, in line with its mandate to contribute to ensuring that the ILO has a clear, robust and up-to-date body of international labour standards.

For each instrument, the package of recommendations contains tailored interconnected, complementary and mutually reinforcing normative and non-normative components. To facilitate the identification and development of possible follow-up measures by the participants of the Meeting, the following section maps out the various approaches adopted with respect to outdated Conventions, as well as certain strategies that have been proposed or discussed but not adopted.

5.1.2 Normative approaches to outdated standards⁵⁶

Approaches taken in SRM TWG recommendations to date:

► *Fixed date of abrogation or withdrawal*

In its third to ninth meetings (2017-2024), among the 45 outdated instruments examined by the SRM TWG, 36 were recommended for abrogation with a fixed date of abrogation or withdrawal. The time lag between the SRM TWG recommendation and inclusion in the ILC agenda for abrogation/withdrawal has ranged from two years (for instruments with one effective ratification) to 11 years (for instruments with between 41 and 71 effective ratifications).

► *Mid-term evaluations*

For instruments that remain widely ratified and concern still-relevant subject matter, the SRM TWG has in certain cases recognized the value of mid-term evaluations to support ratification of related up-to-date Conventions. The SRM TWG recommended evaluation to be held for six instruments: five with an abrogation date fixed, and one with no date fixed yet.

1. Mid-term evaluations with no fixed date for abrogation or withdrawal

The SRM TWG recommended that follow-up action to outdated Convention No. 2 should include plans of action tailored to the 54 Member States currently bound by the Convention, encouraging them to ratify Conventions Nos 88, 102 (Part IV), 118, 160 and 168, as relevant, to avoid a gap in legal protection.⁵⁷ The implementation of the action plans will be evaluated in 2026 with a view to taking an informed decision on the appropriate date at which the ILC should consider the abrogation or withdrawal of Convention No. 2.

2. Mid-term evaluations with a fixed date for abrogation that may be reconsidered

⁵⁶ Normative components of the practical and time-bound packages have also included standard setting, which is not examined in detail in this document.

⁵⁷ The Standards Initiative: Report of the fifth meeting of the Standards Review Mechanism Tripartite Working Group (Geneva, 23–27 September 2019), [GB.337/LILS/1](#), paragraph 16.

In relation to the decision that three instruments concerning employment injury (Conventions Nos 17, 18 and 42) and two instruments concerning maternity protection (Conventions Nos 3 and 103) should be abrogated in 2033, it was agreed that an interim evaluation in 2028 would assess whether Member States with effective ratifications of those outdated Conventions have taken any necessary action to ratify the related up-to-date instruments. If progress has not been made, the date at which the Conference will consider the item in 2033 may be reconsidered by the Governing Body. Such an interim evaluation was deemed necessary in this case due to the high number of ratifications and the significance of the protections accorded by the older instruments.

► ***No decision on abrogation or withdrawal of outdated instruments***

In light of the divergence of views as to the next steps to be taken in relation to the possible future abrogation of outdated Conventions Nos 32, 107, 113, 114 and 126 and withdrawal of Recommendation No. 40, no recommendations were made in this regard. In addition, the SRM TWG did not reach consensual recommendations on the instruments concerning unemployment benefit, including the follow-up to outdated Convention No. 44 and Recommendation No. 44 on unemployment provision.

Other possible normative approaches, not yet considered or retained by the SRMTWG:

► ***Abrogation conditional on a number of ratifications of the related up to date instrument***

Another approach that has been proposed, notably by the Workers, is for the abrogation of an outdated instrument to be conditional upon achieving a specified number of ratifications of the related up-to-date instrument(s). Such an approach would maintain protections until a critical mass of Member States has ratified the related up-to-date instrument(s), while also providing a clear incentive for action.

► ***Abrogation or withdrawal with transitional arrangements***

The abrogation or withdrawal could be linked to transitional measures, such as temporary reporting obligations⁵⁸ coupled with targeted technical assistance to support States in assessing the opportunity to ratify the related up-to-date instrument(s). For example, in an effort to develop a common understanding at the institutional level of the various national circumstances influencing the ratification and effective implementation of selected up-to-date standards, particularly in countries where outdated instruments remain in force, the Governing Body decided at its 355th Session that the reports requested under article 19(e) for the General Surveys to be prepared by the Committee of Experts in 2027, 2028 and 2029 should focus on the prospects of ratification of selected up-to-date instruments.⁵⁹

► ***Abrogation upon replacement by a new instrument***

Outdated instruments could be scheduled for abrogation or withdrawal once a new consolidated Convention or Recommendation covering the same subject matter is adopted, in cases where no such instrument already exists. This would only apply to future considerations involving outdated Conventions for which follow-up involving standard-setting action has been recommended.⁶⁰

⁵⁸ Any changes to article 22 reporting obligations, including any time-limited requirements for States to provide information to the ILO before an instrument is abrogated, would require a decision of the Governing Body.

⁵⁹ Decision concerning the choice of Conventions and Recommendations on which reports should be requested under article 19 of the ILO Constitution in 2027, [GB.355/LILS/3/Decision](#).

⁶⁰ To date, follow-up involving standard-setting action has only been recommended for standards classified as 'requiring further action to ensure continued and future relevance' or related to gaps identified. See Report of the second meeting of the SRM TWG: [GB.328/LILS/2/1\(Rev.\)](#), p. 1, and the Report of the third meeting of the SRM TWG [GB.331/LILS/2](#), p. 2.

► *Drawing lessons to inform ILO standards policy moving forward*

While acknowledging that this Meeting on Follow-up on Outdated Conventions is focused particularly on developing possible follow-up measures in respect of Conventions classified as outdated, it is recalled that the SRM TWG may, as per its terms of reference, address matters related to standard-setting and standards policy as may be requested by the Governing Body.⁶¹ In this context, the SRM TWG has, on a number of occasions, considered issues related to revising, amending and updating standards, both in terms of addressing outdated standards, and innovations with a view to ensuring instruments remain up-to-date.⁶²

Therefore, it may be valuable to foresee reflecting at a later stage on the lessons learned from the SRM TWG as part of a broader discussion on standards policy. This could help inform how future standards are designed, to ensure the body of standards remains clear, robust, and up to date in a more agile manner. In particular, as outlined above, during the development of the 1997 amendment, the possibility that the Conference might be delegated the power to amend certain provisions of Conventions without going through a full revision procedure, was considered closely together with the issue of abrogation.⁶³

As background, currently, the main tools that exist for amending and updating standards are summarized in the 2019 document the [Revision of international labour standards](#), discussed at the SRM TWG's fifth meeting. These include the adoption of new revising standards and amendment clauses incorporated into the text of certain instruments, under which the adoption of an amendment does not result in a new instrument.⁶⁴ These clauses have sometimes been described as 'updating techniques' rather than revision processes,⁶⁵ and these amendments do not require ratification. The use of existing accelerated and simplified amendment clauses for Conventions requires a decision of the Governing Body to place an item on the agenda of the International Labour Conference and a majority of two thirds of the votes cast by the delegates present at the Conference.⁶⁶ The existing divergence of views may warrant exploring innovative approaches at a later stage, including the development of systematic measures to prevent standards from becoming outdated, including their revision.

Additionally, it is recalled that the sixth meeting of the SRM TWG requested the Office to prepare preparatory documents concerning standards policy for discussion at its seventh meeting in

⁶¹ Terms of reference of the SRM TWG, 2015, [GB.325/LILS/3](#), para 12.

⁶² [Working paper 1: Certain matters of standards policy](#), 2022, paras 22-27 and footnote 95.

⁶³ Abrogation or extinguishment of international labour Conventions, [GB.265/LILS/WP/PRS/2](#), footnote 11, stated "In the context of an overall discussion on the concept of standards, it is relevant to note that the solution of delegating the Conference with the power of abrogating a text might very well be extended to the power of amending some provisions in the text, without having to go through the whole procedure of revision, which, by their very nature (technical or other) are liable to expire very quickly. This possibility was already envisaged during the discussions of 1928-29. It might, by a judicious case-by-case examination, help resolve the dilemma between Conventions limited to overgeneralized principles and Conventions which go into so much detail that they are likely to dissuade countries from ratifying them or to be rapidly outdated."

⁶⁴ A specific revision procedure is also set out in articles 44 and 45 of the Standing Orders of the Conference and articles 5.2 and 5.3 of the Standing Orders of the Governing Body, but this has not been used in the last 70 years. For more detailed information, see "[Reference document 2: Revision of international labour standards](#)". This reference document also describes previous efforts to establish a standing revision committee of the Conference, which would be permanent but only meet when necessary. In particular, in March 1965, the Governing Body approved the recommendations of the Committee on Standing Orders related to the principle of setting up a technical revision committee on a trial basis, to permit the acceleration of certain purely technical revisions. Nevertheless, no practical arrangements were ever made for the establishment of the permanent revision mechanism and therefore this simplified procedure has never been used.

⁶⁵ "[Reference document 2: Revision of international labour standards](#)" para 21.

⁶⁶ For Conventions Nos 185 and 188, this includes at least half the Members that have ratified them.

September 2022, which covered (among other topics) how to encourage ratification and replace ratifications of older standards with those of revising standards. The document subsequently prepared highlighted that “any solutions to the issue of how to ‘replace’ ratifications of outdated instruments with ratifications of new instruments must respect the sovereignty of Member States and be in conformity with the principles of social dialogue and the Constitution”.⁶⁷ It further highlighted that:

Office documents to support the work of the Cartier Working Party noted that “the substitution mechanism of the old Convention by the revised Convention has not worked as intended”.⁶⁸ As Member States are free to choose whether or not to ratify Conventions, “there are no means available to the Organization to try to make this mechanism work in a more satisfactory manner”.⁶⁹ In the absence of legal devices to transfer ratifications from revised Conventions to the Conventions revising them, the Organization has focussed on devices to make the ratification of future revising Conventions more desirable.⁷⁰

5.1.3 Non-normative approaches to outdated standards

Approaches taken in SRM TWG recommendations to date:

► *Targeted and general promotion campaigns*

The SRM TWG’s packages of recommendations on outdated instruments have normally included measures aimed at ensuring that there is no gap in coverage when they are abrogated or withdrawn. These measures include targeted campaigns in Member States still bound by the outdated instrument(s) to encourage ratification of the related up-to-date standards. At the same time, the up-to-date instruments are promoted more broadly in all Member States through general promotion campaigns.⁷¹ The SRM TWG has recommended tripartite and active steps toward ratification of the up-to-date instrument(s).⁷²

► *Sharing of good practices*

On certain occasions, the SRM TWG has recommended that Member States share information on good practices to support the effective ratification and/or implementation of international labour standards.⁷³

► *Technical assistance and support*

It has been recommended that technical assistance and support be provided to Member States bound by outdated instruments. This includes support to the tripartite constituents, capacity-

⁶⁷ [Working paper 1: Certain matters of standards policy](#), 2022, para 10.

⁶⁸ GB.264/LILS/WP/PRS/1, para. 69.

⁶⁹ GB.264/LILS/WP/PRS/1, para. 69.

⁷⁰ [Working paper 1: Certain matters of standards policy](#), 2022, para 29.

⁷¹ 30 instruments are in the process of being promoted at the recommendation of the SRM TWG.

⁷² For example, tripartite and active steps towards the ratification of C.102 (Part VI) and/or C.121, ensuring their application to agricultural workers.

⁷³ For instance, the SRM TWG recommended: technical assistance to support public employment services, including development of tools and compilation of good practices, in the context of C.88 and R.83 on public employment services; and the promotion of the effective implementation of R.162 on older workers in all Member States, which included that Member States should share information on the challenges to implementation of Recommendation No. 162, as well as good practices.

building, the development of tools, internal guidelines, guidance materials, the compilation of good practices.

► ***Tailored plans of action***

Internal individualised plans of action are developed by the Office for Member States still bound by outdated instruments. These serve as useful tools to support cross-Office work in these Member States, led by the relevant Standards Specialists.

► ***Research***

Research has been recommended to collect information on opportunities, challenges and obstacles to ratification.⁷⁴

► ***Survey or questionnaire***

It has been recommended to conduct surveys to collect information relevant to ratification of up-to-date instruments, including in relation to possible challenges and obstacles, from tripartite constituents in Member States in which outdated instruments are in force, with a view to identifying concrete steps to encourage ratification.⁷⁵

► ***Tripartite meetings***

Tripartite meetings have been recommended to discuss research and surveys and to recommend to the SRM TWG or Governing Body, as relevant, follow-up in relation to postponed decisions on the classification and the existence of gaps in coverage, ways to improve ratification of up-to-date instruments, and/or possible next steps, including in relation to abrogation or withdrawal of outdated instruments.⁷⁶

► ***Development of guidelines***

The SRM TWG has, on certain occasions, recommended, in the context of classifying a standard as outdated, that the Office develop guidelines to support Member States in aligning with up-to-date standards.⁷⁷

Other possible non-normative approaches, not yet considered or retained by the SRM TWG

The challenges identified in section 3.3 underscore areas where the Office and constituents could deepen their efforts to strengthen follow-up to the SRM TWG's recommendations. This section

⁷⁴ For instance, a study on gender equality in the mining sector; research on the application of old age, invalidity and survivors' benefits to agricultural workers in law and practice, including the extent to which Member States with ratifications of the outdated Conventions have taken action to ratify and implement C.102 and C.128, to feed into the recurrent discussion at the 115th Session (2027) of the Conference.

⁷⁵ For instance, at its ninth meeting, in the context of its examination of instruments relating to fishers, occupational safety and health of dockworkers, and indigenous and tribal peoples, the SRM TWG recommended a survey, including at the sectoral level, in those Member States in which the outdated instruments concerning these topics are in force in relation to challenges and obstacles to ratification of the related up-to-date instruments, with a view to identifying concrete next steps to encourage ratification, to be discussed in a tripartite meeting. See [GB.352/LILS/3](#), 4. See also the proposals in [Choice of Conventions and Recommendations on which reports should be requested under article 19 of the ILO Constitution in 2027 \(GB.355/LILS/3\)](#). Linked to this, at its 355th Session (November 2025), the Governing Body decided that General Surveys concerning the prospects of ratification of selected up-to-date instruments linked to outdated Conventions would be prepared by the Committee of Experts on the Application of Conventions and Recommendations in 2027, 2028 and 2029 for discussion by the Conference Committee on the Application of Standards in 2028, 2029 and 2030. See [GB.355/LILS/3](#) and [GB.355/LILS/3/Decision](#). Reports for the first of these General Surveys (2028) will cover the instruments for which the SRM TWG recommended surveys be undertaken at its Ninth Meeting.

⁷⁶ Tripartite meetings have been recommended on fishers, dock work, indigenous and tribal peoples, hotels and restaurants and older workers. See [GB.352/LILS/3](#); [GB.355/INS/18](#); [GB.355/INS/18/Decision](#).

⁷⁷ For instance, the development work carried out before the withdrawal of Recommendation No. 20 resulted in the adoption of the [Guidelines on general of labour inspection](#).

maps other possible non-normative approaches, which may be relevant to the identification of follow-up measures.

► ***Steps to increase visibility***

Measures could include increasing the visibility of the outcomes of the SRM TWG's recommendations, including in relation to the significant number of recommendations related to outdated Conventions. Information on the decisions on the status of Conventions and Protocols is currently available on NORMLEX, linked from the SRM TWG's webpage.⁷⁸ Further consideration could be given to augmenting the presentation of information on the recommendations of the SRM TWG on NORMLEX, including through the addition of information on the decisions on the status of Recommendations, subject to the availability of resources.

The SRM TWG's work and the resulting comprehensive and complex recommendations can be difficult to understand for the uninitiated. In particular, the number of recommendations promoting the ratification of up-to-date instruments related to outdated Conventions, accumulated over nine successful meetings and covering a wide-range of subjects, is hard to distil into simple and actionable terms. To address this complexity and facilitate follow-up on these recommendations, the "ILS promotion pyramids" detail each Member State's ratification promotion priorities and are shared directly with them, as well as internally throughout the Office. 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. Publishing these promotion pyramids on a dedicated page on the SRM TWG's website would increase their accessibility for governments, as well as the social partners, and improve their dissemination to a wider audience.

In addition, consideration could be given to publishing the SRM TWG internal workplan in NORMLEX. This workplan includes all instruments under review in the initial programme of work presented by strategic objective. For each instrument, it indicates its current classification, the timing of its review by the SRM TWG, the corresponding recommendation, and any subsequent steps agreed. Making this information more accessible – on NORMLEX – would give greater visibility to the comprehensive overview of progress under the SRM TWG's programme of work, increase transparency, and facilitate understanding of how the review process advances over time.

Lastly, work could be undertaken to create a SRM TWG follow-up dashboard to present progress made by individual Member States to follow-up on the recommendations of the SRM TWG, including in relation to outdated Conventions. This would enable a quick overview of the effect given to the SRM TWG's recommendations in an accessible, interactive and easy to visualize manner. Unlike the publication of the promotion pyramids, which are currently produced under existing resources, creating a dedicated dashboard would be additional work, with associated resource implications.⁷⁹ Such a dashboard could also be an opportunity to share good practices from Member States on their implementation of SRM TWG recommendations.

► ***Incentivization of ratification of corresponding up-to-date Conventions in the prioritization of development cooperation***

⁷⁸ NORMLEX, [Standards Reviews: Decisions on Status](#).

⁷⁹ The data is already available, but the creation of a dashboard would be new.

Embedding incentives for the ratification of up-to-date instruments related to outdated instruments within development cooperation frameworks could be considered to support an acceleration of progress at the national level. Prioritizing technical assistance for countries that commit to advancing ratification would ensure that governments, and employers' and workers' organizations, receive the support needed to undertake legislative reforms, strengthen institutions, and build capacity for effective implementation. Further integrating ratification objectives into Decent Work Country Programmes (DWCPs) would further align these efforts with national development strategies and provide a structured framework for follow-up.

► ***Further support for follow-up by the social partners***

A foundational principle of the SRM TWG is the agreement among the social partners to implement the commitments reflected in the decisions of the SRM TWG.⁸⁰ At its fourth evaluation of the functioning of the SRM TWG, the Governing Body stressed the need for timely follow-up action to the recommendations not only by Member States and the Office, but also by the social partners. In this respect, the Governing Body has regularly called on the organization's tripartite constituents to take concerted steps to follow up on all its recommendations, including considering collaborating and taking active steps towards the possible ratification and effective implementation of standards related to outdated standards.⁸¹ The information presented to each meeting of the SRM TWG, in [Information Document 2](#) on Implementation of follow-up to SRM TWG recommendations, reflects support provided by the Office to the social partners in this context.

Consideration could be given to what further assistance from the Office could be useful in supporting the social partners in their work to follow-up on the recommendations of the SRM TWG.

► ***Preparing an examination of the working methods of the SRM TWG***

At the last meeting of the SRM TWG, in light of the divergence of views as to the next steps to be taken in relation to the possible future abrogation of outdated Conventions some "suggested that the current working methods of the SRM TWG should be reconsidered, as they were seen to be operating neither efficiently nor effectively".⁸² An examination of the working methods of the SRM TWG is beyond the scope of the current Meeting, but participants may wish to consider the impact of their considerations on the SRM TWG methods of work going forward [as well as what future discussions on working methods could be useful].

Other possible approaches, not yet considered or retained by the SRM TWG, which combine normative and non-normative measures

The Report of the ninth meeting of the SRM TWG describes a proposal made by the Government group at that meeting:

In a genuine attempt to bridge the divide in the hopes of achieving consensus, the Government group had proposed clearly identified abrogation dates combined with

⁸⁰ This was a key commitment reflected in the 2012 Employers' and Workers' groups joint proposal to governments on common principles for the Standards Review Mechanism. [GB.313/PV](#), para. 485. See paragraph 21 of [Background information note](#).

⁸¹ See for example: Report of the ninth meeting of the SRM TWG, [GB.352/LILS/3](#), Annex I, paras 7.3.1, 7.3.2, 8.3.2, 8.3.3, 8.3.4, 11.3.1, 12.3.1, 13.3.1, 13.3.2.

⁸² Report of the ninth meeting of the SRM TWG, [GB.352/LILS/3](#), para. 11.

many of the proposals from the Workers' group with respect to trying to generate more activity and tripartite focus around ratification discussions, and with the incorporation of mid-term reviews if deemed appropriate. This approach would apply to situations where a considerable number of Member States maintained ratifications of an outdated instrument and should move towards ratification of related up-to-date Conventions.⁸³

In particular, it had included clearly defined abrogation dates (either firm dates, or targeted dates with a mid-term review if appropriate) combined with proposals for more concrete actions to encourage governments bound by out-of-date standards to consider ratifying the modern standards, and in particular: targeted questionnaires or short surveys on the possibility of, or obstacles to, ratification; tripartite discussion of the survey results, possibly at sectoral or regional levels; regional tripartite sharing of good practices in implementation of the modern standards; targeted and general ratification promotional campaigns; and provision of technical assistance and support, including capacity-building.

⁸³ See [GB.352/LILS/3](#), paragraph 10.

▶ 6. Points for discussion

What possible options can be identified for follow-up measures to outdated Conventions, in particular where they still have a high rate of ratification?

► 7. Annexes

Annex I – Overview of the SRM TWG recommendations on outdated instruments and the ratification of related up-to-date instruments (by meeting and thematic)

Annex II – Ratifications of instruments promoted in follow-up to SRM TWG recommendations on outdated Conventions (by thematic)

Annex III – Number and percentage of ratifications in follow-up to SRM TWG recommendations, disaggregated by year

Annex IV – SRM TWG provisional work plan for subsequent meetings

Annex V - Overview of the number of years between SRM TWG's examination and (actual/proposed) abrogation/withdrawal

Annex I: Overview of the SRM TWG recommendations on outdated instruments and the ratification of related up-to-date instruments (by meeting and thematic)

Instrument concerned - <i>Related-up-to-date instruments</i>	SRM TWG meeting	Effective ratifications during SRM TWG's examination	Effective ratifications (as of December 2025)	Ratifications of related up-to-date instruments (from relevant SRM TWG meeting to December 2025)	Abrogation/withdrawal recommended by the SRM TWG	Number of years between SRM TWG's examination and (actual/proposed) abrogation/withdrawal
INSTRUMENTS PREVIOUSLY DETERMINED TO BE OUTDATED						
C.20 (night work – bakeries) - C.171 (night work)	2016: second meeting	9	9	-	Follow-up to be determined by SRM TWG at later meetings	-
C.43 (sheet-glass works)		12	12	-		
C.48 (migrants' pension rights) - C.157 (maintenance of social security rights)		8	8	-		
C.49 (reduction of hours of work: glass-bottle works)		9	9	-		
C.52 (holidays with pay) - C.132		39	37	• C.132 - 2025: 1; 2020: 1		

Instrument concerned - <i>Related-up-to-date instruments</i>	SRM TWG meeting	Effective ratifications during SRM TWG's examination	Effective ratifications <i>(as of December 2025)</i>	Ratifications of related up-to-date instruments <i>(from relevant SRM TWG meeting to December 2025)</i>	Abrogation/withdrawal recommended by the SRM TWG	Number of years between SRM TWG's examination and (actual/proposed) abrogation/withdrawal
<i>(holidays with pay)</i>						
C.101 (holidays with pay – agriculture) - C.132 <i>(holidays with pay)</i>		34	34	-		
R.47 (holidays with pay)		-	-	-		
R.93 (holidays with pay – agriculture)		-	-	-		
OCCUPATIONAL SAFETY AND HEALTH						
R.31 (prevention of industrial accidents)	2017: third meeting	-	-	-	Withdrawal “earliest date possible” (Governing Body proposed: 2021)	4 years <i>Withdrawn in 2021 (109th Session)</i>
C.45 (underground work - women) - C.155, P.155, C.161, C.176 & C.187 (OSH)	2018: fourth meeting	68	-	• C.155 - 2025: 2; 2024: 1; 2023: 1; 2021: 3; 2019: 2 • P.155 - 2020: 1; 2019: 1 • C.161 – 2025: 1 • C.176 – 2020: 1	Abrogation 112 th Session (2024)	6 years <i>Abrogated in 2024</i>

Instrument concerned - <i>Related-up-to-date instruments</i>	SRM TWG meeting	Effective ratifications during SRM TWG's examination	Effective ratifications (as of December 2025)	Ratifications of related up-to-date instruments (from relevant SRM TWG meeting to December 2025)	Abrogation/withdrawal recommended by the SRM TWG	Number of years between SRM TWG's examination and (actual/proposed) abrogation/withdrawal
				• C.187 - 2025: 2; 2024: 2; 2023: 1; 2022: 1; 2021: 4; 2019: 2		
C.62 (safety provisions - building) - C.155, P.155, C.161, C.167 & C.187 (OSH)	2018: fourth meeting (First SRM TWG discussion in 2016)	19	-	• C.155 - 2024: 1 • C.167 - 2024: 1 • C.187 - 2024: 2; 2021: 2		
LABOUR ADMINISTRATION AND INSPECTION						
C.85 (labour inspectorates in NMTs) - C.81 & C.129 (labour inspection)	2018: fourth meeting	10	-	• C.81 – 2023: 1	Abrogation 112 th Session (2024)	6 years <i>Abrogated in 2024</i>
R.20 (labour inspection)		-	-	-	Withdrawal 110th Session (2022) (postponed to 2023)	5 years <i>Withdrawn in 2023</i>
C.63 (statistics) -	2018: fourth meeting (First SRM TWG	14	-	• C.160 - 2025: 1	Abrogation 112 th Session (2024)	6 years <i>Abrogated in 2024</i>

Instrument concerned - <i>Related-up-to-date instruments</i>	SRM TWG meeting	Effective ratifications during SRM TWG's examination	Effective ratifications (as of December 2025)	Ratifications of related up-to-date instruments (from relevant SRM TWG meeting to December 2025)	Abrogation/withdrawal recommended by the SRM TWG	Number of years between SRM TWG's examination and (actual/proposed) abrogation/withdrawal
<i>C.160</i> (labour statistics)	discussion in 2016)					
EMPLOYMENT POLICY AND PROMOTION						
C.2 (unemployment) - C.160; C.88; & C.102 (Part IV) or C.118 or C.168 (unemployment)	2019: fifth meeting	54	54	-	Appropriate abrogation/withdrawal date to be decided following SRM TWG's evaluation of implementation of tailored plans of action in 2026	Review after 7 years <i>Proposed year of abrogation/withdrawal to be decided in 2026</i>
C.96 (fee-charging employment agencies) - C.181 (employment agencies)		23	22	• C.181 – 2025: 1	Abrogation/Withdrawal 118th Session (2030)	11 years <i>Proposed abrogation in 2030</i>
C.34 (fee-charging employment agencies) - C.181 (employment agencies)	2019: fifth meeting (First SRM TWG discussion in 2016)	1	-	-	Withdrawal 109th Session (2021)	2 years <i>Withdrawn in 2021</i>
SOCIAL SECURITY						
C.24				-	Abrogation	9 years

Instrument concerned - <i>Related-up-to-date instruments</i>	SRM TWG meeting	Effective ratifications during SRM TWG's examination	Effective ratifications (as of December 2025)	Ratifications of related up-to-date instruments (from relevant SRM TWG meeting to December 2025)	Abrogation/withdrawal recommended by the SRM TWG	Number of years between SRM TWG's examination and (actual/proposed) abrogation/withdrawal
(sickness insurance - industry) - C.102 (Parts II and III) and/or C.130 (sickness insurance)	2021: sixth meeting (First SRM TWG discussion in 2016)	28	28		118 th Session (2030)	<i>Proposed abrogation in 2030</i>
C.25 (sickness insurance - agriculture) - C.102 (Parts II and III) and/or C.130 (sickness insurance)		20	20	-		
R.29 (sickness insurance)		-	-	-	Withdrawal 118 th Session (2030)	9 years <i>Proposed withdrawal in 2030</i>
C.44 (unemployment provision) - C.102 (Pt. IV) and/or C.168 (unemployment benefit)		11	11	-	No conclusions	-
R.44 (unemployment provision)		-	-	-	No conclusions	-

Instrument concerned - <i>Related-up-to-date instruments</i>	SRM TWG meeting	Effective ratifications during SRM TWG's examination	Effective ratifications (as of December 2025)	Ratifications of related up-to-date instruments (from relevant SRM TWG meeting to December 2025)	Abrogation/withdrawal recommended by the SRM TWG	Number of years between SRM TWG's examination and (actual/proposed) abrogation/withdrawal
C.17 (worker's compensation - accidents) - C.102 (Part VI) and/or C.121 (employment injury benefit)	2022: seventh meeting (First SRM TWG discussion in 2016)	71	71	• C.102 (Pt VI) - 2025: 1; 2024: 2; 2023: 1	Abrogation 121 st Session (2033) <i>Evaluation of progress in ratification of relevant up-to-date instruments by MS bound by outdated instruments (2028)</i>	11 years <i>Proposed abrogation in 2033 – to be reviewed in 2028 (in 6 years)</i>
C.18 (worker's compensation – occupational diseases) - C.102 (Part VI) and/or C.121 (employment injury benefit)		59	59	• C.102 (Pt VI) - 2025: 1; 2024: 1; 2023: 2		
C.42 (worker's compensation – occupational diseases) - C.102 (Part VI) and/or C.121 (employment injury benefit)		41	40	• C.102 (Pt VI) - 2024: 1; 2023: 1		
R.22		-	-		Withdrawal	11 years

Instrument concerned - <i>Related-up-to-date instruments</i>	SRM TWG meeting	Effective ratifications during SRM TWG's examination	Effective ratifications (as of December 2025)	Ratifications of related up-to-date instruments (from relevant SRM TWG meeting to December 2025)	Abrogation/withdrawal recommended by the SRM TWG	Number of years between SRM TWG's examination and (actual/proposed) abrogation/withdrawal
(worker's compensation – minimum scale)				-	121 st Session (2033)	<i>Proposed withdrawal in 2033</i>
R.23 (worker's compensation – jurisdiction)						
R.24 (worker's compensation – occupational diseases)						
C.35 (old-age insurance - industry) - C.102 (Parts V, IX & X) and C.128 (old-age benefits)	2023: eighth meeting (First SRM TWG discussion in 2016)	10	10	-	Abrogation 121 st Session (2033)	10 years <i>Proposed abrogation in 2033</i>
C.36 (old-age insurance - agriculture) - C.102 (Parts V, IX & X) and C.128 (old-age benefits)		10	10	-		
C.37 (invalidity insurance - industry)		10	10	-		

Instrument concerned - <i>Related-up-to-date instruments</i>	SRM TWG meeting	Effective ratifications during SRM TWG's examination	Effective ratifications (as of December 2025)	Ratifications of related up-to-date instruments (from relevant SRM TWG meeting to December 2025)	Abrogation/withdrawal recommended by the SRM TWG	Number of years between SRM TWG's examination and (actual/proposed) abrogation/withdrawal
- C.102 (Parts V, IX & X) and C.128 (invalidity benefits)						
C.38 (invalidity insurance - agriculture) - C.102 (Parts V, IX & X) and C.128 (invalidity benefits)		10	10	-		
C.39 (survivors' insurance - industry) - C.102 (Parts V, IX & X) and C.128 (survivors' benefits)		7	7	-		
C.40 (survivors' insurance - agriculture) - C.102 (Parts V, IX & X) and C.128 (survivors' benefits)		6	6	-		

Instrument concerned - <i>Related-up-to-date instruments</i>	SRM TWG meeting	Effective ratifications during SRM TWG's examination	Effective ratifications (as of December 2025)	Ratifications of related up-to-date instruments (from relevant SRM TWG meeting to December 2025)	Abrogation/withdrawal recommended by the SRM TWG	Number of years between SRM TWG's examination and (actual/proposed) abrogation/withdrawal
MINIMUM AGE						
C.5 (minimum age - industry) - C.138 (minimum age)	2023: eighth meeting (First SRM TWG discussion in 2016)	0 (No longer in force)	0	• C.138 – 2025: 1	Withdrawal 116 th Session (2028)	5 years <i>Proposed withdrawal in 2028</i>
C.10 (minimum age - agriculture) - C.138 (minimum age)		4	4	-	Abrogation 116 th Session (2028)	5 years <i>Proposed abrogation in 2028</i>
C.33 (minimum age – non-industrial employment) - C.138 (minimum age)		2	2	-		
C.59 (minimum age - industry) - C.138 (minimum age)		9	9	-		
C.123				-		

Instrument concerned - <i>Related-up-to-date instruments</i>	SRM TWG meeting	Effective ratifications during SRM TWG's examination	Effective ratifications <i>(as of December 2025)</i>	Ratifications of related up-to-date instruments <i>(from relevant SRM TWG meeting to December 2025)</i>	Abrogation/withdrawal recommended by the SRM TWG	Number of years between SRM TWG's examination and (actual/proposed) abrogation/withdrawal
(minimum age – underground work) - C.138 <i>(minimum age)</i>		20	20			
R.41 (minimum age – non-industrial employment)	2023: eighth meeting	-	-	-	Withdrawal 116 th Session (2028)	5 years <i>Proposed withdrawal in 2028</i>
R.52 (minimum age – family undertakings)						
R.124 (minimum age - underground work)	2023: eighth meeting (First SRM TWG discussion in 2016)	-	-	-		
MATERNITY PROTECTION						
C.3 (maternity protection) - C.183 <i>(maternity protection)</i>	2023: eighth meeting	26	26	• C.183 – 2025: 1	Abrogation 121 st Session (2033) <i>Evaluation of progress in ratification of relevant up-to-date instrument by MS bound by outdated instruments (2028)</i>	10 years <i>Proposed abrogation in 2033 – to be reviewed in 2028 (in 5 years)</i>
C.103 (maternity protection)	2023: eighth meeting	23	23	• C.183 – 2025: 1		

Instrument concerned - <i>Related-up-to-date instruments</i>	SRM TWG meeting	Effective ratifications during SRM TWG's examination	Effective ratifications <i>(as of December 2025)</i>	Ratifications of related up-to-date instruments <i>(from relevant SRM TWG meeting to December 2025)</i>	Abrogation/withdrawal recommended by the SRM TWG	Number of years between SRM TWG's examination and (actual/proposed) abrogation/withdrawal
- C.183 <i>(maternity protection)</i>	(First SRM TWG discussion in 2016)					
R.95 (maternity protection)		-	-	-	Withdrawal 121 st Session (2033)	10 years <i>Proposed withdrawal in 2033</i>
SPECIFIC CATEGORIES OF WORKERS						
C.83 (labour standards in NMTs)	2024: ninth meeting	1 (No longer in force)	1	-	Withdrawal 114 th Session (2026)	2 years <i>Proposed withdrawal in 2026</i>
C.112 (minimum age – fishers) - C.188 [& C.138 & C.182 <i>(universally ratified)]</i> <i>(fishers)</i>	2024: ninth meeting (First SRM TWG discussion in 2016)	4	4	-	Abrogation 118 th Session (2030)	6 years <i>Proposed abrogation in 2030</i>
C.113 (medical examination – fishers) - C.188 <i>(fishers)</i>	2024: ninth meeting	24	23	• C.188 – 2025: 1	No consensus on possible future abrogation/withdrawal	-

Instrument concerned - <i>Related-up-to-date instruments</i>	SRM TWG meeting	Effective ratifications during SRM TWG's examination	Effective ratifications (as of December 2025)	Ratifications of related up-to-date instruments (from relevant SRM TWG meeting to December 2025)	Abrogation/withdrawal recommended by the SRM TWG	Number of years between SRM TWG's examination and (actual/proposed) abrogation/withdrawal
C.114 (articles of agreement – fishers) - C.188 (fishers)		18	17	• C.188 – 2025: 1	No consensus on possible future abrogation/withdrawal	-
C.126 (accommodation – fishers) - C.188 (fishers)		16	15	• C.188 – 2025: 1	No consensus on possible future abrogation/withdrawal	-
DOCK WORK						
C.32 (protection against accidents) - C.152 (OSH – dock work)	2024: ninth meeting (First SRM TWG discussion in 2016)	32	32	-	No consensus on possible future abrogation/withdrawal	-
R.40 (protection against accidents)		-	-	-	No consensus on possible future abrogation/withdrawal	-
INDIGENOUS AND TRIBAL PEOPLES						

Instrument concerned - <i>Related-up-to-date instruments</i>	SRM TWG meeting	Effective ratifications during SRM TWG's examination	Effective ratifications (as of <i>December 2025</i>)	Ratifications of related up-to-date instruments (from relevant SRM TWG meeting to <i>December 2025</i>)	Abrogation/withdrawal recommended by the SRM TWG	Number of years between SRM TWG's examination and (actual/proposed) abrogation/withdrawal
C.107 (indigenous and tribal populations) - C.169 (indigenous and tribal peoples)	2024: ninth meeting (First SRM TWG discussion in 2016)	17	17	-	No consensus on possible future abrogation/withdrawal	-

Annex II: Ratifications of instruments promoted in follow-up to SRM TWG recommendations on outdated Conventions (by thematic)

Subject	SRM TWG meeting	Outdated instrument	Abrogated/withdrawn OR proposed for abrogation/withdrawal	Relevant up-to-date instruments	Member States that are bound by the outdated instrument, and have ratified the up-to-date instrument
OSH	2018: fourth meeting	C.45 (underground work - women)	Abrogated	C.155	2025: Angola, Bangladesh 2024: Bulgaria 2023: Azerbaijan 2021: Cameroon, Sierra Leone, Somalia 2019: Malawi, Singapore
				P.155	2020: Fiji 2019: Côte d'Ivoire
				C.161	2025: Angola
				C.176	2020: Belarus
				C.187	2025: Angola, Bangladesh 2024: Saudi Arabia, Bulgaria 2023: Lesotho 2022: Nigeria 2021: Greece, Sierra Leone, Tunisia, Somalia 2019: Malawi, Morocco
		C.62 (safety provisions - building)	Abrogated	C.155	2024: Bulgaria 2018: Rwanda (<i>Ratified following SRM TWG's second meeting recommendations</i>)
				P.155	
				C.161	
				C.167	2024: Spain 2017: Guinea (<i>Ratified following SRM TWG's second meeting recommendations</i>)
				C.187	2024: Netherlands, Bulgaria

Subject	SRM TWG meeting	Outdated instrument	Abrogated/withdrawn OR proposed for abrogation/withdrawal	Relevant up-to-date instruments	Member States that are bound by the outdated instrument, and have ratified the up-to-date instrument
					2021: Greece, Tunisia 2018: Rwanda (<i>Ratified following SRM TWG's second meeting recommendations</i>)
Labour administration and inspection	2018: fourth meeting	C.85 (labour inspectorates in NMTs)	Abrogated	C.81	2023: Papua New Guinea
		C.63 (statistics)	Abrogated	C.129	
				C.160	2025: Barbados
Employment policy and promotion	2019: fifth meeting	C.96 (fee-charging employment agencies)	Proposed abrogation in 2030	C.181	2025: Djibouti
Social security	2022: seventh meeting	C.17 (worker's compensation - accidents)	Proposed abrogation in 2033 (evaluation in 2028)	C.102 (Part VI) and/or	2025: Angola 2024: Suriname, Sao Tome and Principe 2023: Iraq 2022: Comoros, Sierra Leone (<i>Ratified following SRM TWG's second meeting recommendations</i>) 2019: Morocco (<i>Ratified following SRM TWG's second meeting recommendations</i>)
				C.121	
		C.18 (worker's compensation – occupational diseases)	Proposed abrogation in 2033 (evaluation in 2028)	C.102 (Part VI) and/or	2025: Angola 2024: Sao Tome and Principe 2023: Côte d'Ivoire, Iraq 2022: Comoros (<i>Ratified following SRM TWG's second meeting recommendations</i>) 2019: Benin, Morocco (<i>Ratified following SRM TWG's second meeting recommendations</i>)
				C.121	
		C.42	Proposed abrogation in 2033 (evaluation in 2028)	C.102 (Part VI) and/or	2024: Suriname

Subject	SRM TWG meeting	Outdated instrument	Abrogated/withdrawn OR proposed for abrogation/withdrawal	Relevant up-to-date instruments	Member States that are bound by the outdated instrument, and have ratified the up-to-date instrument
		(worker's compensation – occupational diseases)			2023: Iraq 2022: Comoros (Ratified following SRM TWG's second meeting recommendations) 2019: Morocco (Ratified following SRM TWG's second meeting recommendations)
				C.121	
Minimum age	2023: eighth meeting	C.5 (minimum age - industry)	Proposed withdrawal in 2028	C.138	2025: Saint Lucia 2017: India (Ratified following SRM TWG's second meeting recommendations)
		C.10 (minimum age - agriculture)	Proposed abrogation in 2028	C.138	2023: Australia (Ratified following SRM TWG's second meeting recommendations)
		C.59 (minimum age - industry)	Proposed abrogation in 2028	C.138	2022: Bangladesh (Ratified following SRM TWG's second meeting recommendations)
		C.123 (minimum age – underground work)	Proposed abrogation in 2028	C.138	2023: Australia (Ratified following SRM TWG's second meeting recommendations)
Maternity protection	2023: eighth meeting	C.3 (maternity protection)	Proposed abrogation in 2033 (evaluation in 2028)	C.183	2025: Spain
		C.103 (maternity protection)	Proposed abrogation in 2033 (evaluation in 2028)	C.183	2025: Spain 2019: San Marino (Ratified following SRM TWG's second meeting recommendations)
Fishers		C.112		C.188	2022: Kenya (Ratified following SRM TWG's second meeting recommendations)

Subject	SRM TWG meeting	Outdated instrument	Abrogated/withdrawn OR proposed for abrogation/withdrawal	Relevant up-to- date instruments	Member States that are bound by the outdated instrument, and have ratified the up-to-date instrument
	2024: ninth meeting	(minimum age – fishers)	Proposed abrogation in 2030	C.138	
		C.113 (medical examination – fishers)	No consensus on possible future abrogation/withdrawal	C.188	• 2025: Belgium
		C.114 (articles of agreement – fishers)	No consensus on possible future abrogation/withdrawal	C.188	• 2025: Belgium
		C.126 (accommodation – fishers)	No consensus on possible future abrogation/withdrawal	C.188	• 2025: Belgium
Dock work	2024: ninth meeting	C.32 (protection against accidents)	No consensus on possible future abrogation/withdrawal	C.152	• 2017: Montenegro (<i>Ratified following SRM TWG's second meeting recommendations</i>)
Working time	2016: second meeting	C.52 (holidays with pay)	<i>Follow-up to be determined by SRM TWG at later meetings</i>	C.132	• 2025: Uzbekistan (<i>Ratified following SRM TWG's second meeting recommendations</i>) • 2020: Belarus (<i>Ratified following SRM TWG's second meeting recommendations</i>)

Annex III – Number and percentage of ratifications in follow-up to SRM TWG recommendations, disaggregated by year⁸⁴

Period	Type of ratification campaign	Number of SRM TWG-related ratifications by campaign type	Ratification details	Total number of ratifications in follow up to SRM TWG recommendations	Total ratifications during the period	Percentage of total ratifications in follow up to SRM TWG recommendations compared with total ratifications during the period
October 2016 – September 2017	Ratification campaign related to outdated Conventions	3	• C.138 (related to outdated C.5) – India (Jun 2017) • C.167 (related to outdated C.62) – Guinea (Apr 2017) • C.152 (related to outdated C.32) – Montenegro (Apr 2017)	5	48	10.4%
	General ratification campaign	2	• C.170 – Netherlands (Jun 2017) • C.170 – Belgium (Jun 2017)			
October 2017 – September 2018	Ratification campaign related to outdated Conventions	2	• C.155 (related to outdated C.62) – Rwanda (Jun 2018) • C.187 (related to outdated C.62) – Rwanda (Jun 2018)	4	43	9.3%
	General ratification campaign	2	• C.187 – Belgium (May 2018) • C.187 – Iceland (Jun 2018)			
October 2018 – September 2019	Ratification campaign related to outdated Conventions	5	• C.155 (related to outdated C.45) – Singapore (Jun 2019) • C.183 (related to outdated C.103) – San Marino (Jun 2019) • C.102 (Pt. VI) (related to outdated C.18) – Benin (Jun 2019) • C.187 (related to outdated C.45) – Morocco (Jun 2019) • C.102 (Pt. VI) (related to outdated C.17, C.18, C.42) – Morocco (Jun 2019)	8	62	12.9%
	General ratification campaign	3	• C.102 (Pts. II & III) – Russia (Feb 2019) • C.187 – Philippines (Jun 2019) • C.81 – Canada (Jun 2019)			

⁸⁴ Ratifications promoted in follow-up to recommendations of the Special Tripartite Committee established for the Maritime Labour Convention, 2006 are not included in this Annex.

Period	Type of ratification campaign	Number of SRM TWG-related ratifications by campaign type	Ratification details	Total number of ratifications in follow up to SRM TWG recommendations	Total ratifications during the period	Percentage of total ratifications in follow up to SRM TWG recommendations compared with total ratifications during the period
October 2019 – September 2021	Ratification campaign related to outdated Conventions	12	• C.155 (related to outdated C.45) – Sierra Leone (Aug 2021) • C.187 (related to outdated C.45) – Sierra Leone (Aug 2021) • C.187 (related to outdated C.45, C.62) – Greece (Aug 2021) • C.187 (related to outdated C.45, C.62) – Tunisia (Jul 2021) • C.155 (related to outdated C.45) – Somalia (Mar 2021) • C.187 (related to outdated C.45) – Somalia (Mar 2021) • P.155 (related to outdated C.45) – Fiji (Jun 2020) • C.176 (related to outdated C.45) – Belarus (Feb 2020) • C.132 (related to outdated C.52) – Belarus (Feb 2020) • C.155 (related to outdated C.45) – Malawi (Nov 2019) • C.187 (related to outdated C.45) – Malawi (Nov 2019) • P.155 (related to outdated C.45) – Côte d'Ivoire (Nov 2019)	31	106	29.2%
	General ratification campaign	19	• C.170 - Côte d'Ivoire (Nov 2019) • C.129 - Uzbekistan (Nov 2019) • C.81 - Uzbekistan (Nov 2019) • C.102 (Pt. III) – Cabo Verde (Jan 2020) • C.167 – Mongolia (Nov 2020) • C.187 – Luxembourg (Mar 2021) • C.181 – Somalia (Mar 2021) • C.187 - Senegal (Mar 2021) • C.161 – Senegal (Mar 2021) • P.155 – Senegal (Mar 2021) • C.155 – Senegal (Mar 2021) • C.161 – Moldova (May 2021) • P.155 – St. Lucia (May 2021) • C.155 - St. Lucia (May 2021)			

Period	Type of ratification campaign	Number of SRM TWG-related ratifications by campaign type	Ratification details	Total number of ratifications in follow up to SRM TWG recommendations	Total ratifications during the period	Percentage of total ratifications in follow up to SRM TWG recommendations compared with total ratifications during the period
			• P.155 – Antigua and Barbuda (Jul 2021) • C.187 - Antigua and Barbuda (Jul 2021) • C.181 - Antigua and Barbuda (Jul 2021) • C.181 – Sierra Leone (Aug 2021) • C.187 – Uzbekistan (Sep 2021)			
October 2021 – September 2022	Ratification campaign related to outdated Conventions	5	• C.102 (Pt. VI) (related to outdated C.17, C.18, C.42) - Comoros (Jul 2022) • C.138 (related to outdated C.59) – Bangladesh (Mar 2022) • C.102 (Pt. VI) (related to outdated C.17) – Sierra Leone (Mar 2022) • C.188 (related to outdated C.112) – Kenya (Feb 2022) • C.155 (related to outdated C.45) – Cameroon (Oct 2021)	14	46	30.4%
	General ratification campaign	9	• C.102 (Pts. II & III) – Paraguay (Oct 2021) • C.160 – Sierra Leone (Mar 2022) • C.129 – Panama (Mar 2022) • C.174 – Switzerland (Apr 2022) • C.170 – Switzerland (Apr 2022) • C.167 – Uzbekistan (Jun 2022) • C.102 (Pts. II & III) – El Salvador (Jun 2022) • C.155 - Lao People's Democratic Republic (Jul 2022) • C.187 - Lao People's Democratic Republic (Jul 2022)			
October 2022 – September 2023	Ratification campaign related to outdated Conventions	7	• C.81 (related to outdated C.85) – Papua New Guinea (Sep 2023) • C.138 (related to outdated C.10, C.123) – Australia (Jun 2023) • C.155 (related to outdated C.45) – Azerbaijan (May 2023) • C.102 (Pt. VI) (related to outdated C.18) - Côte d'Ivoire (Apr 2023)	15	41	36.6%

Period	Type of ratification campaign	Number of SRM TWG-related ratifications by campaign type	Ratification details	Total number of ratifications in follow up to SRM TWG recommendations	Total ratifications during the period	Percentage of total ratifications in follow up to SRM TWG recommendations compared with total ratifications during the period
			• C.102 (Pt. VI) (related to outdated C.17, C.18, C.42) - Iraq (Mar 2023) • C.187 (related to outdated C.45) – Lesotho (Mar 2023) • C.187 (related to outdated C.45) – Nigeria (Nov 2022)			
	General ratification campaign	8	• C.129 – Botswana (Dec 2022) • C.81 - Botswana (Dec 2022) • P.155 - Iran (Islamic Republic of) (Feb 2023) • C.155 - Iran (Islamic Republic of) (Feb 2023) • C.181 – Nigeria (Mar 2023) • C.161 – Madagascar (Jun 2023) • C.187 - Madagascar (Jun 2023) • C.155 - Madagascar (Jun 2023)			
October 2023 – September 2024	Ratification campaign related to outdated Conventions	5	• C.102 (Pt. VI) (related to outdated C.17, C.18) - Sao Tome and Principe (Jun 2024) • C.187 (related to abrogated C.45) – Saudi Arabia (Jun 2024) • C.167 (related to abrogated C.62) – Spain (Jun 2024) • C.187 (related to outdated C.45, C.62) – Bulgaria (Apr 2024) • C.155 (related to outdated C.45, C.62) – Bulgaria (Apr 2024)	17	49	34.7%
	General ratification campaign	12	• C.160 – North Macedonia (Oct 2023) • C.155 – Italy (Oct 2023) • C.187 – Italy (Oct 2023) • P.155 – Italy (Oct 2023) • C.129 – Congo (Oct 2023) • C.155 - Congo (Oct 2023) • C.170 – Ukraine (Dec 2023) • C.187 – Samoa (May 2024) • C.187 - Sao Tome and Principe (Jun 2024) • C.155 – Malaysia (Jun 2024)			

Period	Type of ratification campaign	Number of SRM TWG-related ratifications by campaign type	Ratification details	Total number of ratifications in follow up to SRM TWG recommendations	Total ratifications during the period	Percentage of total ratifications in follow up to SRM TWG recommendations compared with total ratifications during the period
			• C.176 – Chile (Jun 2024) • C.187 – Brunei Darussalam (Jun 2024)			
October 2024 – December 2025	Ratification campaign related to outdated Conventions	14	• C.181 (related to outdated C.96) – Djibouti (Dec 2025) • C.183 (related to outdated C.3, C.103) – Spain (Dec 2025) • C.155 (related to abrogated C.45) – Bangladesh (Nov 2025) • C.187 (related to abrogated C.45) – Bangladesh (Nov 2025) • C.160 (related to abrogated C.63) – Barbados (Jul 2025) • C.102 (Pt. VI) (related to outdated C.17, C.18) – Angola (Jun 2025) • C.187 (related to abrogated C.45) – Angola (Jun 2025) • C.161 (related to abrogated C.45) – Angola (Jun 2025) • C.155 (related to abrogated C.45) – Angola (Jun 2025) • C.138 (related to C.5) – Saint Lucia (Jun 2025) • C.188 (related to outdated C.113, C.114, C.126) – Belgium (Jun 2025) • C.132 (related to outdated C.52) – Uzbekistan (Jan 2025) • C.102 (Pt. VI) (related to outdated C.17, C.42) – Suriname (Nov 2024) • C.187 (related to abrogated C.62) – Netherlands (Oct 2024)	32	63	50.8%
	General ratification campaign	18	• C.187 – Australia (Oct 2024) • C.129 – Suriname (Nov 2024) • C.183 – Suriname (Nov 2024) • C.81 – Philippines (Nov 2024) • C.155 – Uzbekistan (Dec 2024) • C.160 – Pakistan (Mar 2025)			

Period	Type of ratification campaign	Number of SRM TWG-related ratifications by campaign type	Ratification details	Total number of ratifications in follow up to SRM TWG recommendations	Total ratifications during the period	Percentage of total ratifications in follow up to SRM TWG recommendations compared with total ratifications during the period
			• C.187 – Uruguay (Jun 2025) • P.155 – Thailand (Jun 2025) • C.155 – Thailand (Jun 2025) • C.187 – Saint Lucia (Jun 2025) • C.188 - Côte d'Ivoire (Jun 2025) • C.155 – Chile (Jun 2025) • C.187 – Barbados (Jun 2025) • C.155 – Barbados (Jun 2025) • P.155 - Barbados (Jun 2025) • C.155 – Mozambique (Nov 2025) • P.155 - Mozambique (Nov 2025) • C.181 – Kyrgyzstan (Nov 2025)			

Annex IV – SRM TWG work plan for subsequent meetings

The following tables present the confirmed work plan for the SRM TWG's tenth meeting (2026) and the provisional work plan as relates to its eleventh, twelfth and thirteenth meetings.

► Confirmed workplan: tenth meeting of the SRM TWG (2026)

Working time

Hours of Work (Industry) Convention, 1919 (No. 1)
Hours of Work (Commerce and Offices) Convention, 1930 (No. 30)
Forty-Hour Week Convention, 1935 (No. 47)
Holidays with Pay Convention (Revised), 1970 (No. 132)
Hours of Work and Rest Periods (Road Transport) Convention, 1979 (No. 153)
Part-Time Work Convention, 1994 (No. 175)
Holidays with Pay Recommendation, 1954 (No. 98)
Hours of Work and Rest Periods (Road Transport) Recommendation, 1979 (No. 161)
Part-Time Work Recommendation, 1994 (No. 182)

Night work

Night Work (Women) Convention (Revised), 1948 (No. 89)
Protocol of 1990 to the Night Work (Women) Convention (Revised), 1948 (No. 89)
Night Work Convention, 1990 (No. 171)
Night Work of Women (Agriculture) Recommendation, 1921 (No. 13)
Night Work Recommendation, 1990 (No. 178)

Working time: Relevant outdated instruments

Sheet-Glass Works Convention, 1934 (No. 43)
Reduction of Hours of Work (Glass-Bottle Works) Convention, 1935 (No. 49)
Holidays with Pay Convention, 1936 (No. 52)
Holidays with Pay Recommendation, 1936 (No. 47)
Holidays with Pay (Agriculture) Convention, 1952 (No. 101)
Holidays with Pay (Agriculture) Recommendation, 1952 (No. 93)

Night work: Relevant outdated instruments

Night Work (Bakeries) Convention, 1925 (No. 20)

► **Provisional workplan: eleventh meeting of the SRM TWG (date to be confirmed, previously scheduled for 2026)**

Wages

Minimum Wage-Fixing Machinery Convention, 1928 (No. 26)
Minimum Wage Fixing Machinery (Agriculture) Convention, 1951 (No. 99)
Protection of Workers' Claims (Employer's Insolvency) Convention, 1992 (No. 173)
Minimum Wage-Fixing Machinery Recommendation, 1928 (No. 30)
Minimum Wage-Fixing Machinery (Agriculture) Recommendation, 1951 (No. 89)
Protection of Workers' Claims (Employer's Insolvency) Recommendation, 1992 (No. 180)

Freedom of association

Right of Association (Agriculture) Convention, 1921 (No. 11)
Right of Association (Non-Metropolitan Territories) Convention, 1947 (No. 84)

Industrial relations

Voluntary Conciliation and Arbitration Recommendation, 1951 (No. 92)
Co-operation at the Level of the Undertaking Recommendation, 1952 (No. 94)
Communications within the Undertaking Recommendation, 1967 (No. 129)
Examination of Grievances Recommendation, 1967 (No. 130)

Other categories of workers

Home Work Convention, 1996 (No. 177)
Home Work Recommendation, 1996 (No. 184)

► **Provisional workplan: twelfth meeting of the SRM TWG (date to be confirmed, previously scheduled for 2027)**

Employment security

Termination of Employment Convention, 1982 (No. 158)
Termination of Employment Recommendation, 1982 (No. 166)

Skills

Special Youth Schemes Recommendation, 1970 (No. 136)

Paid Educational Leave Recommendation, 1974 (No. 148)

Social policy

Social Policy (Non-Metropolitan Territories) Convention, 1947 (No. 82)

Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117)

Migrant workers (social security)

Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)

Equality of Treatment (Accident Compensation) Recommendation, 1925 (No. 25)

Migrant workers

Migration Statistics Recommendation, 1922 (No. 19)

Protection of Migrant Workers (Underdeveloped Countries) Recommendation, 1955 (No. 100)

Migrant workers (social security): outdated instruments

Maintenance of Migrants' Pension Rights Convention, 1935 (No. 48)

► **Provisional workplan: thirteenth meeting of the SRM TWG (date to be confirmed, previously scheduled for 2028)**

Wrap up of the work of the SRM TWG

Standards policy: final discussion

Finalization of reviews of instruments

Review of implementation of SRM TWG recommendations by the Organization

Recommendations for future follow-up

Annex V: Overview of the number of years between SRM TWG's examination and (actual/proposed) abrogation/withdrawal

Instrument concerned	SRM TWG meeting	Effective ratifications during SRM TWG's examination	Abrogation/withdrawal recommended by the SRM TWG	Number of years between SRM TWG's examination and (actual/proposed) abrogation/withdrawal
C.34 (fee-charging employment agencies)	2019: fifth meeting	1	Withdrawal 109th Session (2021)	2 years <i>Withdrawn in 2021</i>
C.83 (labour standards in NMTs)	2024: ninth meeting	1 (No longer in force)	Withdrawal 114 th Session (2026)	2 years <i>Proposed withdrawal in 2026</i>
R.31 (prevention of industrial accidents)	2017: third meeting	-	Withdrawal "earliest date possible" (Governing Body proposed: 2021)	4 years <i>Withdrawn in 2021 (109th Session)</i>
R.20 (labour inspection)	2018: fourth meeting	-	Withdrawal 110th Session (2022) (postponed to 2023)	5 years <i>Withdrawn in 2023</i>
C.5 (minimum age - industry)	2023: eighth meeting	0 (No longer in force)	Withdrawal 116 th Session (2028)	5 years <i>Proposed withdrawal in 2028</i>
C.10 (minimum age - agriculture)	2023: eighth meeting	4	Abrogation 116 th Session (2028)	5 years <i>Proposed abrogation in 2028</i>
C.33 (minimum age – non-industrial employment)	2023: eighth meeting	2	Abrogation 116 th Session (2028)	5 years <i>Proposed abrogation in 2028</i>
C.59	2023: eighth meeting	9	Abrogation 116 th Session (2028)	5 years <i>Proposed abrogation in 2028</i>

Instrument concerned	SRM TWG meeting	Effective ratifications during SRM TWG's examination	Abrogation/withdrawal recommended by the SRM TWG	Number of years between SRM TWG's examination and (actual/proposed) abrogation/withdrawal
(minimum age - industry)				
C.123 (minimum age – underground work)	2023: eighth meeting	20	Abrogation 116 th Session (2028)	5 years <i>Proposed abrogation in 2028</i>
R.41 (minimum age – non-industrial employment)	2023: eighth meeting	-	Withdrawal 116 th Session (2028)	5 years <i>Proposed withdrawal in 2028</i>
R.52 (minimum age – family undertakings)	2023: eighth meeting	-	Withdrawal 116 th Session (2028)	5 years <i>Proposed withdrawal in 2028</i>
R.124 (minimum age - underground work)	2023: eighth meeting	-	Withdrawal 116 th Session (2028)	5 years <i>Proposed withdrawal in 2028</i>
C.45 (underground work - women)	2018: fourth meeting	68	Abrogation 112 th Session (2024)	6 years <i>Abrogated in 2024</i>
C.62 (safety provisions - building)	2018: fourth meeting	19	Abrogation 112 th Session (2024)	6 years <i>Abrogated in 2024</i>
C.85 (labour inspectorates in NMTs)	2018: fourth meeting	10	Abrogation 112 th Session (2024)	6 years <i>Abrogated in 2024</i>
C.63 (statistics)	2018: fourth meeting	14	Abrogation 112 th Session (2024)	6 years <i>Abrogated in 2024</i>

Instrument concerned	SRM TWG meeting	Effective ratifications during SRM TWG's examination	Abrogation/withdrawal recommended by the SRM TWG	Number of years between SRM TWG's examination and (actual/proposed) abrogation/withdrawal
C.112 (minimum age – fishers)	2024: ninth meeting	4	Abrogation 118 th Session (2030)	6 years <i>Proposed abrogation in 2030</i>
C.24 (sickness insurance - industry)	2021: sixth meeting	28	Abrogation 118 th Session (2030)	9 years <i>Proposed abrogation in 2030</i>
C.25 (sickness insurance - agriculture)	2021: sixth meeting	20	Abrogation 118 th Session (2030)	9 years <i>Proposed abrogation in 2030</i>
R.29 (sickness insurance)	2021: sixth meeting	-	Withdrawal 118 th Session (2030)	9 years <i>Proposed withdrawal in 2030</i>
C.35 (old-age insurance - industry)	2023: eighth meeting	10	Abrogation 121 st Session (2033)	10 years <i>Proposed abrogation in 2033</i>
C.36 (old-age insurance - agriculture)	2023: eighth meeting	10	Abrogation 121 st Session (2033)	10 years <i>Proposed abrogation in 2033</i>
C.37 (invalidity insurance - industry)	2023: eighth meeting	10	Abrogation 121 st Session (2033)	10 years <i>Proposed abrogation in 2033</i>
C.38 (invalidity insurance - agriculture)	2023: eighth meeting	10	Abrogation 121 st Session (2033)	10 years

Instrument concerned	SRM TWG meeting	Effective ratifications during SRM TWG's examination	Abrogation/withdrawal recommended by the SRM TWG	Number of years between SRM TWG's examination and (actual/proposed) abrogation/withdrawal
				<i>Proposed abrogation in 2033</i>
C.39 (survivors' insurance - industry)	2023: eighth meeting	7	Abrogation 121 st Session (2033)	10 years <i>Proposed abrogation in 2033</i>
C.40 (survivors' insurance - agriculture)	2023: eighth meeting	6	Abrogation 121 st Session (2033)	10 years <i>Proposed abrogation in 2033</i>
C.3 (maternity protection)	2023: eighth meeting	26	Abrogation 121 st Session (2033) <i>Evaluation of progress in ratification of relevant up-to-date instrument by MS bound by outdated instruments (2028)</i>	10 years <i>Proposed abrogation in 2033 – to be reviewed in 2028 (in 5 years)</i>
C.103 (maternity protection)	2023: eighth meeting	23	Abrogation 121 st Session (2033) <i>Evaluation of progress in ratification of relevant up-to-date instrument by MS bound by outdated instruments (2028)</i>	10 years <i>Proposed abrogation in 2033 – to be reviewed in 2028 (in 5 years)</i>
R.95 (maternity protection)	2023: eighth meeting	-	Withdrawal 121 st Session (2033)	10 years <i>Proposed withdrawal in 2033</i>
C.96 (fee-charging employment agencies)	2019: fifth meeting	23	Abrogation/Withdrawal 118 th Session (2030)	11 years <i>Proposed abrogation in 2030</i>

Instrument concerned	SRM TWG meeting	Effective ratifications during SRM TWG's examination	Abrogation/withdrawal recommended by the SRM TWG	Number of years between SRM TWG's examination and (actual/proposed) abrogation/withdrawal
C.17 (worker's compensation - accidents)	2022: seventh meeting	71	Abrogation 121 st Session (2033) <i>Evaluation of progress in ratification of relevant up-to-date instruments by MS bound by outdated instruments (2028)</i>	11 years <i>Proposed abrogation in 2033 – to be reviewed in 2028 (in 6 years)</i>
C.18 (worker's compensation – occupational diseases)	2022: seventh meeting	59	Abrogation 121 st Session (2033) <i>Evaluation of progress in ratification of relevant up-to-date instruments by MS bound by outdated instruments (2028)</i>	11 years <i>Proposed abrogation in 2033 – to be reviewed in 2028 (in 6 years)</i>
C.42 (worker's compensation – occupational diseases)	2022: seventh meeting	41	Abrogation 121 st Session (2033) <i>Evaluation of progress in ratification of relevant up-to-date instruments by MS bound by outdated instruments (2028)</i>	11 years <i>Proposed abrogation in 2033 – to be reviewed in 2028 (in 6 years)</i>
R.22 (worker's compensation – minimum scale)	2022: seventh meeting	-	Withdrawal 121 st Session (2033)	11 years <i>Proposed withdrawal in 2033</i>
R.23 (worker's compensation – jurisdiction)	2022: seventh meeting	-	Withdrawal 121 st Session (2033)	11 years <i>Proposed withdrawal in 2033</i>
R.24 (worker's compensation – occupational diseases)	2022: seventh meeting	-	Withdrawal 121 st Session (2033)	11 years <i>Proposed withdrawal in 2033</i>