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Legal Issues and International Labour Standards Section

LILS

International Labour Standards and Human Rights Segment

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Fifth evaluation of the functioning of the Standards Review Mechanism Tripartite Working Group and outcome of the meeting on the follow-up to outdated Conventions

Purpose of the document

This document has been prepared in accordance with the decision adopted in March 2024 to undertake a fifth evaluation of the functioning of the Standards Review Mechanism Tripartite Working Group (SRM TWG) in March 2026, and pursuant to paragraph 26 of the terms of reference of the SRM TWG. Further, it follows the decision adopted in June 2025 requesting the Office to organize a meeting on the follow-up to outdated Conventions and to report the result of that deliberation. The Governing Body is invited to consider the report of the Officers of the SRM TWG as it undertakes its fifth evaluation, together with the outcome of the meeting on the follow-up to outdated Conventions (see the draft decision in paragraph 4).

Relevant strategic objective: All.

Main relevant outcome: Outcome 1: Strong, modernized normative action for social justice.

Policy implications: None.

Legal implications: None.

Financial implications: None.

Follow-up action required: Subject to the Governing Body decision.

Author unit: International Labour Standards Department (NORMES).

Related documents: : [GB.354/PV](#); [GB.354/INS/11](#); [GB.352/PV](#); [GB.352/LILS/3](#); [GB.350/PV](#); [GB.350/LILS/3](#); [GB.329/LILS/2](#); [GB.325/LILS/3](#).

► Contents

Draft decision.....	5
Appendices	
I. Report of the Officers of the SRM TWG	7
Annex I. Standards Review Mechanism Tripartite Working Group meetings	12
Annex II. Outcomes: follow-up to recommendations arising from the review of standards.....	24
Annex III. Provisional work plan for the SRM TWG (2024–28)	41
II. Outcome of the meeting on the follow-up to outdated Conventions	42

1. Pursuant to paragraph 26 of the terms of reference of the Standards Review Mechanism Tripartite Working Group (SRM TWG), the “Governing Body shall evaluate the functioning of the SRM Tripartite Working Group at regular intervals”.¹ The Governing Body has undertaken evaluations based on that paragraph of the terms of reference at its 329th Session (March 2017),² its 341st Session (March 2021),³ its 344th Session (March 2022),⁴ and its 350th Session (March 2024),⁵ when it requested that it continue to be kept informed of the functioning of the SRM TWG so as to allow it to undertake a further evaluation no later than March 2026.
2. The report of the SRM TWG Officers included in Appendix I to this document provides an update of relevant information since the report prepared for the Governing Body’s March 2024 evaluation of the SRM TWG’s functioning. It is transmitted for the Governing Body’s consideration in the context of its fifth evaluation of the functioning of the SRM TWG.
3. In addition, at its 354th Session, 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. It requested the Office to report the result of their deliberations thereon to the 356th Session (March–April 2026) of the Governing Body and to the tenth meeting of the SRM TWG for their consideration.⁶ Appendix II contains the outcome of the meeting on the follow-up to outdated Conventions for the Governing Body’s consideration.

► Draft decision

4. **The Governing Body:**
 - (a) **thanked the Officers and Members of the Standards Review Mechanism Tripartite Working Group (SRM TWG) for the information allowing it to undertake a fifth evaluation of the functioning of the SRM TWG;**
 - (b) **took note of the information provided by the Office related to the outcome of the meeting on the follow-up to outdated Conventions;**
 - (c) **reiterated the importance of the SRM TWG in contributing to ensuring a clear, robust and up-to-date body of international labour standards and stressed the need for timely follow-up action by Member States, social partners as well as by the Office to its recommendations as adopted by the Governing Body;**
 - (d) **requested the SRM TWG to take its guidance into account in continuing its work in line with its work plan and that it continues to be kept informed of the functioning**

¹ GB.325/LILS/3, para. 5(d).

² GB.329/LILS/2.

³ GB.341/LILS/5. Due to the COVID-19 pandemic, this evaluation was deferred from the 338th Session (March 2020).

⁴ GB.344/LILS/3.

⁵ GB.350/LILS/3.

⁶ GB.354/PV; GB.354/INS/11.

of the SRM TWG so as to allow it to undertake a further evaluation
[November 2028]/[March 2029].

► Appendix I

Report of the Officers of the SRM TWG

1. This report is transmitted to the Governing Body in accordance with its decision in March 2024 to undertake a fifth evaluation of the functioning of the Standards Review Mechanism Tripartite Working Group (SRM TWG). ¹

Terms of reference and previous evaluations

2. Pursuant to its terms of reference, the SRM TWG's mandate is 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. ² The SRM TWG shall review standards with a view to making recommendations to the Governing Body on: ³
 - (a) the status of the standards examined, including up-to-date standards, standards in need of revision, outdated standards, and possible other classifications;
 - (b) the identification of gaps in coverage, including those requiring new standards;
 - (c) practical and time-bound follow-up action, as appropriate.
3. The SRM TWG may address any other matter related to standards setting and standards policy as may be requested by the Governing Body. ⁴
4. The SRM TWG normally meets once per year for one week, unless the Governing Body decides otherwise, ⁵ according to a programme of work determined by the Governing Body taking into account the SRM TWG's recommendations. ⁶ Its decisions are taken by consensus and submitted to the Governing Body for decision and follow-up action. Should it not be possible to reach consensus on a specific issue, the terms of reference provide that the divergent views shall be set out in its report to the Governing Body. ⁷

¹ GB.350/LILS/3.

² GB.325/LILS/3, Appendix, para. 8 (terms of reference of the SRM TWG).

³ GB.325/LILS/3, Appendix, para. 9 (terms of reference of the SRM TWG). The SRM TWG recalled the achievements of its first meetings in this regard in September 2018: GB.334/LILS/3, Annex to the appendix (SRM TWG recommendations), para. 3.

⁴ GB.325/LILS/3, Appendix, para. 12 (terms of reference of the SRM TWG).

⁵ GB.325/LILS/3, Appendix, para. 14 (terms of reference of the SRM TWG). The SRM TWG's tenth meeting was deferred from 2025 until 14–18 September 2026 (GB.354/INS/11, para. 37).

⁶ GB.325/LILS/3, Appendix, para. 15 (terms of reference of the SRM TWG).

⁷ GB.325/LILS/3, Appendix, para. 22 (terms of reference of the SRM TWG).

5. Finally, the Governing Body shall evaluate the functioning of the SRM TWG at regular intervals.⁸ The Governing Body undertook evaluations of the functioning of the SRM TWG in 2017,⁹ 2021,¹⁰ 2022¹¹ and 2024.¹²
6. In its fourth evaluation of the functioning of the SRM TWG in March 2024, the Governing Body reiterated the importance of the SRM TWG and accordingly stressed the need for timely follow-up by Member States, social partners as well as by the Office to its recommendations as adopted by the Governing Body. It requested the SRM TWG to take its guidance into account in continuing its work, and that it continue to be kept informed of the functioning of the SRM TWG so as to allow it to undertake a further evaluation in March 2026.¹³

Functioning of the SRM TWG since Governing Body's fourth evaluation

7. It has now been ten years since the SRM TWG's first meeting,¹⁴ and information on the functioning of the SRM TWG since 2016 is set out in the first two annexes to this report. Annex I sets out the subject matter of the reviews carried out at each of the SRM TWG's meetings; and Annex II sets out the follow-up undertaken by the Organization to the recommendations of those meetings, as approved by the Governing Body.
8. The following section focuses on the SRM TWG meeting held since the Governing Body's last evaluation (ninth meeting, 16 to 20 September 2024).

Consensual recommendations and divergent views

9. As in the first eight meetings, discussions during the SRM TWG's ninth meeting were complex and challenging. Tripartite discussion allowed differing views to be shared. Thanks to the commitment of the members, it was possible to formulate certain consensual recommendations that were subsequently approved by the Governing Body at its 352nd Session.¹⁵ Where the SRM TWG did not reach consensual conclusions, the divergent views of the groups were set out in the report as an appendix, in accordance with paragraph 22 of the SRM TWG's terms of reference.¹⁶
10. The discussions were highly complex and demanding, requiring a wide range of expertise and strong commitment from Members. Throughout the lengthy and challenging deliberations, the SRM TWG remained mindful of the need to safeguard the quality, thoroughness and authoritativeness of its reviews while ensuring efficiency and internal coherence within the standards review process. Tripartite discussions again brought together diverse experiences and perspectives from across regions and economic sectors, which contributed to the substantively rich exchanges that are a hallmark of the ILO's tripartite character. The SRM TWG

⁸ GB.325/LILS/3, appendix, para. 26 (terms of reference of the SRM TWG).

⁹ GB.329/LILS/2.

¹⁰ GB.341/LILS/5.

¹¹ GB.344/PV, para. 694.

¹² In March 2019, the Governing Body further reviewed the work of the SRM TWG in the context of its overall review of the implementation of the Standards Initiative (GB.335/INS/5). To guarantee the impact of that work, the Governing Body reiterated its call upon the Organization and its tripartite constituents to take appropriate measures to follow up on all the SRM TWG's previous recommendations: GB.335/INS/5, para. 84(b).

¹³ GB.350/PV, para. 957.

¹⁴ GB.326/LILS/3/2.

¹⁵ GB.352/LILS/3, para. 6 and GB.352/LILS/3/Decision.

¹⁶ GB.352/LILS/3, appendix, paras 7–11.

approached its work with seriousness and a shared sense of responsibility for ensuring a clear, robust and up-to-date body of international labour standards responsive to the changing patterns of the world of work, for the protection of workers and the needs of sustainable enterprises.

11. Despite the complexity of the topics under review, the SRM TWG adopted consensual recommendations on all seven items on its agenda: fishers, dock work, hours of work (inland navigation), labour standards (non-metropolitan territories), working conditions (hotels and restaurants), older workers and indigenous and tribal peoples. It decided, however, to postpone certain decisions: on the classification of the Fishermen's Competency Certificates Convention, 1966 (No. 125), the Vocational Training (Fishermen) Recommendation, 1966 (No. 126), and the Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No. 27), as well as on whether gaps in coverage existed in relation to these instruments and the Older Workers Recommendation, 1980 (No. 162), pending further research.¹⁷ Significant divergence emerged regarding the follow-up to be taken on outdated instruments. While the SRM TWG concluded its review of the Medical Examination (Fishermen) Convention, 1959 (No. 113), the Fishermen's Articles of Agreement Convention, 1959 (No. 114), the Accommodation of Crews (Fishermen) Convention, 1966 (No. 126), the Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32), the Protection against Accidents (Dockers) Reciprocity Recommendation, 1932 (No. 40), and the Indigenous and Tribal Populations Convention, 1957 (No. 107), and agreed to classify them all as outdated,¹⁸ it did not reach agreement on related elements of follow-up action. The divergence of views expressed by the constituents on this issue is set out in the report of the SRM TWG's ninth meeting.¹⁹
12. In light of these divergent views, the SRM TWG made no consensual recommendations on the future abrogation or withdrawal of the outdated instruments under consideration. Some members raised concerns about whether the SRM TWG process was fulfilling its mandate and whether resources were being used appropriately, and suggested that its current working methods might need to be reconsidered. Against that background, the Governing Body subsequently 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.²⁰
13. Notwithstanding the existence of divergent views with respect to the follow-up on outdated instruments, the SRM TWG's commitment to its mandate, sense of responsibility, and genuine wish for impactful outcomes were reflected throughout the lengthy discussions. This commitment was further demonstrated by the Working Group's sustained efforts to safeguard the quality, thoroughness and authoritativeness of its reviews. It continued to pursue consensus through negotiations in good faith, with full confidence and commitment to the SRM objectives, while acknowledging the importance of clarity, transparency and consistency, and its shared determination to contribute to a clear, robust and up-to-date body of international labour standards. The complexities of the issues under review, together with the

¹⁷ GB.352/LILS/3, paras. 4 and 6(b).

¹⁸ GB.352/LILS/3, paras. 4 and 6(c).

¹⁹ GB.354/INS/11 (paras 22–23).

²⁰ GB.354/PV, paras 141–157; GB.354/INS/11, paras 22–23, 37.

thoroughness and discipline demonstrated by the SRM TWG in carrying out such institutionally significant work, were reflected in the consensual recommendations it submitted to the Governing Body.

Multifaceted outcomes

14. At its ninth meeting, the SRM TWG continued the practice of organizing its recommendations into practical and time-bound packages of follow-up action, for each subject matter it addressed. The Working Group adopted recommendations concerning 18 instruments across seven areas, covering a wide range of topics – fishers, dock work, hours of work in inland navigation, labour standards in non-metropolitan territories, hotels and restaurants, older workers, and indigenous and tribal peoples. Each package was tailored to the characteristics of the instruments under review. Their components were, once again, interconnected, complementary and mutually reinforcing, combining normative and non-normative elements and sequencing steps over different time frames. As the topics under review have become more diverse and technical, the packages of recommendations have also become increasingly detailed and complex.
15. The packages of follow-up action combined promotional activities and technical assistance, with research and surveys, and future tripartite discussions, together with certain proposals for consideration of abrogation or withdrawal. These elements were designed to be mutually reinforcing. The package of follow-up action included promotion of the ratification and effective implementation of up-to-date instruments, with particular emphasis placed on those related to outdated instruments. The package of follow-up action also included technical assistance such as capacity-building, tailored plans of action where relevant, internal Office guidelines for the provision of advice, and support for consideration of ratification. The SRM TWG recommended follow-up action, including research on ratification opportunities and obstacles, sectoral and labour market developments, gaps in coverage, good practices, links with IMO instruments, and possible normative or non-normative steps relating to instruments on fishers, dock work, indigenous and tribal peoples, hotels and restaurants, and older workers. In relation to fishers, dock work, and indigenous peoples, the SRM TWG recommended 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. Subsequently, at its 355th Session (November 2025), the Governing Body decided that General Surveys focusing on selected up-to-date instruments linked to outdated Conventions would be prepared by the Committee of Experts on the Application of Conventions and Recommendations (CEACR) in 2027, 2028 and 2029, for discussion by the Conference Committee on the Application of Standards (CAS) in 2028, 2029 and 2030, including, in particular, on fishers, dock work and indigenous peoples in 2027.
16. In line with the SRM TWG's recommendations, items concerning the abrogation or withdrawal of selected outdated instruments have been placed on the agenda of future sessions of the International Labour Conference in accordance with the applicable time frames.²¹

²¹ An item has been placed on the agenda of the 114th Session of the Conference in 2026 concerning the withdrawal of the Labour Standards (Non-Metropolitan Territories) Convention, 1947 (No. 83). [GB.352/INS/2](#), para. 49; [GB.352/PV](#), para. 75. An item has been placed on the agenda of the 118th Session of the Conference in 2030 concerning the abrogation of the Minimum Age (Fishermen) Convention, 1959 (No. 112). [GB.353/INS/2/1\(Rev.1\)](#), para. 46; [GB.353/PV](#), para. 52.

Institutional priority and a targeted end date

17. The report of the ninth meeting noted, 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, that 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 (see provisional work plan in Annex III).²² That resulted in an ambitious programme for the SRM TWG, demanding a high and varied level of expertise and commitment by its members and reflecting the complexity of the always challenging discussions. Office strategic planning to ensure internal coherence would be particularly important in light of the breadth of the recommendations. In light of the deferral of the tenth meeting of the SRM TWG from 2025 to 2026, consideration may be given by the SRM TWG at a later stage to any implications this deferral may have for the targeted end date of the initial programme of work.²³
18. The SRM TWG has contributed to developments in international labour standards policy. Since the last evaluation, there have been a number of significant events in follow-up to the SRM TWG's recommendations over the last decade. These include the adoption of the first binding instrument pursuant to its recommendations in recognition of the regulatory gaps identified with respect to biological hazards – the Biological Hazards in the Working Environment Convention, 2025 (No. 192)²⁴ – as well as the abrogation of four Conventions at the 112th Session of the Conference in 2024.²⁵
19. The SRM TWG outcomes continue to carry substantial implications for the Organization. As in the past, the Governing Body requested the Office to take the necessary action in follow-up to the SRM TWG's recommendations as a matter of institutional priority.²⁶ The follow-up to the SRM TWG's recommendations may be impacted by the outcome of the discussion on reprioritization of areas of work at the present session of the Governing Body.²⁷ As noted in Annex II, follow-up has been impacted by decisions to reschedule certain planned meetings (subject to further decisions of the Governing Body)²⁸ and the timing and modalities of certain meetings recommended by the SRM TWG remain to be determined by the Governing Body.²⁹
20. The importance of this work is also highlighted in the ILO's Programme and Budget 2026–27, 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.³⁰

²² GB.352/LILS/3, para. 33.

²³ GB.354/INS/11, paras 22–23; GB.354/PV, para. 157.

²⁴ [GB.331/LILS/2](#), para. 5(e). Convention concerning prevention and protection against biological hazards in the working environment. [ILC.113/Convention No. 192](#).

²⁵ The Underground Work (Women) Convention, 1935 (No. 45), the Safety Provisions (Building) Convention, 1937 (No. 62), the Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63), and the Labour Inspectorates (Non-Metropolitan Territories) Convention, 1947 (No. 85). [ILC.112/Instruments](#).

²⁶ [GB.352/LILS/3/Decision](#), para. 6(e).

²⁷ GB.356/INS/7.

²⁸ The Meeting of Experts on paternity and parental protection and other care leave ([GB.355/PV](#), para. 893(b)).

²⁹ GB.352/LILS/3, para. 3, table 1(2). The SRM TWG recommended at its ninth annual meeting (September 2024) five tripartite meetings to discuss research and surveys on fishers, dock work, indigenous and tribal peoples, hotels and restaurants, and older workers.

³⁰ [GB.353/PFA/1](#), paras 76 and 82. Outputs 1.1 and 1.3.

Annex I

Standards Review Mechanism Tripartite Working Group meetings

Instruments reviewed	Recommendations approved by the Governing Body
First meeting of the SRM TWG (February 2016): Reported to the Governing Body at its 326th Session (GB.326/LILS/3/2)	
Established an initial programme of work	Initial programme of work composed of 20 thematic sets of instruments grouped by strategic objective Referred the maritime instruments to the Special Tripartite Committee established under Article XIII of the Maritime Labour Convention, 2006, as amended (MLC, 2006), for its expert review and report to the Governing Body
Second meeting of the SRM TWG (October 2016): Reported to the Governing Body at its 328th Session (GB.328/LILS/2/1(Rev.))	
Examined follow-up to be taken on 63 instruments previously determined to be outdated: C.34, R.57, R.60, R.87, R.88, R.101, R.117, R.119, R.150, C.52, C.101, C.43, C.49, R.47, R.93, C.20, R.112, C.62, R.53, R.55, C.24, C.25, R.29, C.35, C.36, C.37, C.38, C.39, C.40, C.17, C.18, C.42, R.22, R.23, R.24, C.44, R.44, C.48, R.127, C.103, R.95, C.63, C.5, C.10, C.33, C.59, C.123, R.124, R.123, C.50, C.64, C.65, C.86, C.104, C.107, C.21, R.61, R.62, C.32, R.40, C.112, R.7, R.196	Gaps in coverage identified: Apprenticeship and shift work Practical and time-bound follow-up: Abrogation or withdrawal of C.21, C.50, C.64, C.65, C.86, C.104, R.7, R.61, R.62 Juridical replacement noted of 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, R.196 Office follow-up with Member States currently bound by outdated instruments (C.5, C.10, C.17, C.18, C.20, C.24, C.25, C.32, C.33, C.34, C.35, C.36, C.37, C.38, C.39, C.40, C.42, C.43, C.44, C.48, C.49, C.52, C.59, C.62, C.63, C.101, C.103, C.107, C.112, C.123) to encourage ratification of related up-to-date instruments Follow-up by SRM TWG at later meetings of C.5, C.10, C.17, C.18, C.20, C.24, C.25, C.32, C.33, C.34, C.35, C.36, C.37, C.38, C.39, C.40, C.42, C.43, C.44, C.48, C.49, C.52, C.59, C.62, C.63, C.101, C.103, C.107, C.112, C.123, R.22, R.23, R.24, R.29, R.40, R.44, R.47, R.93, R.95, R.124

Instruments reviewed	Recommendations approved by the Governing Body
Third meeting of the SRM TWG (September 2017): Reported to the Governing Body at its 331st Session (GB.331/LILS/2)	
Reviewed the three instruments concerning occupational safety and health (OSH) (general provisions): C.161, R.171, R.31	Classifications: <i>Up-to-date:</i> C.161, R.171, C.162, R.172, C.170, R.177, C.174, R.181 <i>Standards classified as requiring further action to ensure continued and future relevance:</i> C.13, C.119, R.118, C.127, R.128, C.136, R.144, R.3, R.4, R.6 <i>Outdated:</i> R.31
Reviewed the 16 instruments concerning OSH (specific risks): R.171, C.13, C.119, C.127, C.136, C.162, C.170, C.174, R.3, R.4, R.6, R.118, R.128, R.144, R.172, R.177, R.181	Gaps in coverage identified: Ergonomics and biological hazards Practical and time-bound follow-up: Promotional campaign on C.155, P.155, C.161, C.187 Specific promotion of C.161, C.162, C.170, C.174 Improve awareness of the 1991 code of practice on prevention of major industrial accidents Technical assistance on the implementation of C.162, including through joint programmes with the World Health Organization on the elimination of asbestos-related diseases; and on implementation of C.174, including inter-agency collaboration Research on obstacles to ratification of C.174 on prevention of major industrial accidents Consolidation of chemicals instruments (C.13, C.136, R.144, R.4, R.6) in the context of C.170 and R.177 Revision of R.3 on anthrax through a new instrument addressing all biological hazards. Revision of C.119 and R.118 on guarding of machinery Revision of C.127 and R.128 to regulate ergonomics and update approach to manual handling Publication of technical guidelines on biological hazards Publication of technical guidelines on chemical hazards Regular review of 2011 code of practice on safety and health in the use of machinery, to ensure continued relevance Item concerning the withdrawal of R.31 on the agenda of the Conference at the earliest date possible

Instruments reviewed	Recommendations approved by the Governing Body
	Adoption of three classifications for its reviews Institutional prioritization of follow-up recommended by SRM TWG and Office proposals concerning options for follow-up to ensure prioritization Office proposals concerning options for standards policy on OSH
Fourth meeting of the SRM TWG (September 2018): Reported to the Governing Body at its 334th Session (GB.334/LILS/3)	
Reviewed five instruments concerning OSH (specific branches): C.167, R.175, C.45, C.176, R.183. Further considered the follow-up to be taken to C.62 that had previously been determined to be outdated. Reviewed two instruments concerning labour inspection: C.85, R.20 Reviewed two instruments concerning labour statistics: C.160, R.170. Also considered the follow-up taken to C.63, previously determined to be outdated.	Classifications: <i>Up-to-date:</i> C.176, R.183, C.167, R.175, C.160, R.170 <i>Outdated:</i> C.45, C.85, R.20 No gaps in coverage identified Practical and time-bound follow-up: Promotional campaigns on C.176, C.167, C.81, C.129, C.160 Office follow-up with Member States currently bound by C.45 to encourage the ratification of up-to-date OSH instruments, including but not limited to, C.176 Office follow-up and promotion of tripartite action with Member States currently bound by C.62 to actively encourage the ratification of OSH instruments, including but not limited to C.167; targeted technical assistance to Member States requiring the most support; and technical assistance in implementation of C.167 and R.175, including in relation to challenges noted by the Committee of Experts Technical assistance offered to Member States bound by both C.81 and C.85 to clarify status and support steps towards denunciation of C.85; information sought from Member States bound by C.85 on reasons for non-ratification of C.81 and C.129, where relevant; Office follow-up with Member States (and non-metropolitan territories) currently bound by C.63 to support ratification of C.160 Study on gender equality in the mining sector Regular review of 1992 code of practice on construction to ensure continued relevance, with the first revision developed by 2022 Development, before the withdrawal of R.20, of guidelines on general principles in C.81 and C.129 on labour inspection

Instruments reviewed	Recommendations approved by the Governing Body
	Request for the 20th International Conference of Labour Statisticians (October 2018) to call on Member States currently bound by C.63 to consider ratifying C.160 on labour statistics
	Items concerning the abrogation of C.45, C.62, C.85 and C.63 on the agenda of the 112th Session (2024) of the Conference; and concerning the withdrawal of R.20 on the agenda of the 110th Session (2022)
	Progress in relation to the ratification of C.176 and the study on gender equality in mining addressed during the recurrent discussion on labour protection in 2022
	Progress in relation to ratification of C.167, including by Member States currently bound by C.62, to be considered by the SRM TWG at its meeting in 2020
	Information on obstacles to ratification of C.81 and C.129, on the part of Member States currently bound by C.85, to be considered by the SRM TWG at its meeting in 2019
	Appropriate measures taken by the Organization to guarantee the time-bound element of all its recommendations resulting from its review of standards
	Further development of Office proposals concerning the standard-setting follow-up to the SRM TWG's 2017 recommendations on OSH; and the impact of the SRM TWG's recommendations on the Conference agenda and on the Office

Fifth meeting of the SRM TWG (September 2019): Reported to the Governing Body at its 337th Session ([GB.337/LILS/1](#))

Reviewed seven instruments concerning employment policy: C.2, C.88, R.83, C.96, C.181, R.188, R.189. Further considered the follow-up to be taken on C.34, which was previously determined to be outdated.

Classifications:

Up-to-date: C.88, R.83, C.181, R.188, R.189

Outdated: C.2, C.96

No gaps in coverage identified

Practical and time-bound follow-up:

Promotional campaigns on C.88 and C.181

Office follow-up with Member States currently bound by C.2 to encourage ratification of C.88, C.102 (Part IV), C.118, C.160 and C.168, as relevant

Office follow-up with Member States currently bound by C.96 to support ratification of C.181

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

Instruments reviewed	Recommendations approved by the Governing Body
	Technical assistance on R.189, including guidance on promotion of job creation and decent work in small and medium-sized enterprises (SMEs) in the future of the world of work and the establishment of an enabling environment for sustainable SMEs Item concerning the withdrawal of C.34 on the agenda of the 109th Session (2021) of the Conference; and concerning the abrogation or withdrawal of C.96 on the agenda of the 118th Session (2030) Evaluation of implementation of tailored plans of action by the SRM TWG in 2026, to decide on appropriate date to consider abrogation or withdrawal of C.2 Office proposals for possible standard-setting items on biological hazards, ergonomics and manual handling, chemical hazards and guarding of machinery, for consideration by the Governing Body at its 338th Session

Sixth meeting of the SRM TWG (September 2021): Reported to the Governing Body at its 343rd Session (GB.343/LILS/1)

Reviewed five instruments concerning social security (comprehensive sectoral standards, unemployment benefits, sickness and medical care benefits): C.168, R.176, R.17, R.68, R.69. Further considered the follow-up to be taken to five instruments that had previously been determined to be outdated: C.44, R.44, C.24, C.25, R.29.

Classifications:

Up-to-date: R.68, R.69

Requiring further action to ensure continued and future relevance: R.17

No gaps in coverage identified

Practical and time-bound follow-up:

Promotional campaign on C.102 (Parts II and III) and/or C.130

Office plans of action to promote C.102 (Parts II and III) and/or C.130 in Member States currently party to outdated C.24 and C.25, including technical support and guidance for tripartite consultations

Technical support and guidance building on R.69 and recognizing the increased significance of the instruments on medical care and sickness in the COVID-19 pandemic

In the context of the forthcoming Plan of action on social protection, Office guidance and technical support on the application of social security schemes to all agricultural workers, including promotion of relevant up-to-date social security instruments; and Office research to identify key challenges and opportunities in the application of social security to agricultural workers, including with regard to existing exemptions, to assess follow-up options

Instruments reviewed	Recommendations approved by the Governing Body
	Item on the agenda of the 118th Session (2030) of the Conference concerning the abrogation of C.24 and C.25 and the withdrawal of R.29 on medical care and sickness Office background paper on implications of gendered language in the social security instruments, for consideration by the Governing Body at the earliest date possible

Seventh meeting of the SRM TWG (September 2022): Reported to the Governing Body at its 346th Session (GB.346/LILS/1)

Reviewed one instrument concerning social security (employment injury): C.12. Further considered the follow-up to be taken to six instruments that had previously been determined to be outdated: C.17, C.18, C.42, R.22, R.23, R.24.

Classifications:

Up-to-date: C.12

No gaps in coverage identified

Practical and time-bound follow-up:

Promotion of the ratification and effective implementation of C.102 (Part VI) and/or C.121, with a view to including their application to agricultural workers by Member States in which C.12, C.17, C.18 and C.42 are currently in force

Office technical guidance, including a proactive plan of action tailored to each Member State concerned and support to the tripartite constituents. Tripartite and active steps towards ratification of C.102 (Part VI) and/or C.121, ensuring their application to agricultural workers

Office technical support and guidance to Member States on the application of employment injury benefit to all workers, including agricultural workers and other vulnerable groups of workers with special attention to women and migrant workers, taking into account the relevant ILO standards on OSH to prevent employment injury in agriculture

Development of internal guidelines for the provision of advice to Member States considering ratification and implementation of employment injury instruments to ensure application in law and practice to all workers, including agricultural workers and other vulnerable groups of workers with special attention to women and migrant workers

Research to identify the key challenges and opportunities in relation to the application of employment injury benefit schemes to all workers, including agricultural workers and other vulnerable groups of workers, with a view to assessing with tripartite involvement options for possible follow-up action, including on extending employment injury benefits to agricultural workers

Invitation to the Committee of Experts to consider seeking information from Member States on their application, in law and practice, of C.102 (Part VI) and C.121 to agricultural workers

Instruments reviewed	Recommendations approved by the Governing Body
	Office background paper on the implications of gendered and other obsolete and inappropriate terms and references in all international labour standards, for consideration by the Governing Body at the earliest date possible Item on the agenda of the 121st Session (2033) of the Conference concerning the abrogation of C.17, C.18 and C.42 and the withdrawal of R.22, R.23 and R.24 on employment injury. An evaluation in 2028 to assess whether Member States with effective ratifications of those outdated Conventions have taken any necessary action to ratify either C.102 (Part VI) or C.121. If progress has not been made, the date at which the Conference will consider the item may be reconsidered by the Governing Body

Eighth meeting of the SRM TWG (September 2023): Reported to the Governing Body at its 349th Session ([GB.349/LILS/1](#))

Reviewed three instruments concerning maternity protection: C.3, C.183, R.191. Further considered the follow-up to be taken to two instruments concerning maternity protection that had previously been determined to be outdated: C.103, R.95

Reviewed two instruments concerning protection of children and young persons (minimum age): R.41, R.52. Further considered the follow-up to six instruments concerning minimum age that had previously been determined to be outdated: C.5, C.10, C.33, C.59, C.123, R.124.

Considered the follow-up to be taken to six instruments concerning social security (old age, invalidity and survivors' benefits) that had previously been determined to be outdated: C.35, C.36, C.37, C.38, C.39, C.40.

Postponed its decision on the classification of five instruments concerning protection of children and young persons (night work of children and young persons) pending further research, until next review at an appropriate time: C.6, C.79, C.90, R.14, R.80.

Classifications:

Up-to-date: C.183, R.191

Outdated: C.3, R.41, R.52

Gaps in coverage identified:

No gaps in coverage in relation to maternity protection, protection of children and young persons (minimum age) and old age, invalidity and survivors' benefits

Research to enable the Organization to assess whether there are gaps in the ILO body of standards in respect of paternity and parental protection and, if so, what normative and/or non-normative actions could be appropriate, to be discussed by a tripartite committee

Practical and time-bound follow-up:

General promotion campaigns on C.183 on maternity protection and C.138 on minimum age

Promotion of the inclusion of night work within national definitions of hazardous work in the application of C.138 and C.182, especially by Member States in which C.6, C.79 and C.90 are still in force

Targeted promotion of the ratification and effective implementation of C.183 by Member States in which C.3 and C.103 are currently in force

Targeted promotion of the ratification and effective implementation of C.102 (Parts V, IX and X) and C.128 on old age, invalidity and survivors' benefits by Member States in which C.35, C.36, C.37, C.38, C.39 and C.40 are currently in force

Targeted promotion of the ratification and effective implementation of C.138 in Member States in which C.5, C.10, C.33, C.59 and C.123 are currently in force

Office technical support and guidance on the application of maternity protection to all women workers, including the progressive movement from direct employers' liability mechanisms towards social security schemes through which maternity benefits are financed

Technical assistance to Member States on the application of old age, invalidity and survivors' benefits to agricultural workers, including through the promotion of sectoral collective bargaining agreements

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

Invitation to the Committee of Experts to consider seeking information from Member States on the application, in law and practice, of the exemptions possible under C.102 and C.128, including notably in relation to agricultural workers

Research on the scope and nature of night work by children and young persons globally, including the regulatory practice in Member States and good practices

Development and implementation before 2028 of Office technical guidance on the exceptions to C.138 on light work and on work in family undertakings

Item on the agenda of the 116th Session (2028) of the Conference concerning the abrogation of C.10, C.33, C.59 and C.123 and withdrawal of C.5, R.41, R.52 and R.124

Item on the agenda of the 121st Session (2033) of the Conference concerning the abrogation of C.35, C.36, C.37, C.38, C.39 and C.40

Item on the agenda of the 121st Session (2033) of the Conference concerning the abrogation of C.3 and C.103 and the withdrawal of R.95. An evaluation will be held in 2028 to assess whether Member States with effective ratifications of those outdated Conventions have taken any necessary action to ratify C.183. If progress has not been made, the date at which the Conference will consider the item may be reconsidered by the Governing Body

Research to enable the SRM TWG to assess the classification of the instruments on night work of young persons, the existence of possible gaps in coverage in the body of standards, and possible normative and/or non-normative actions

Consideration of the SRM TWG's planned programme of work in the ILO's strategic planning and future resource allocations, to ensure adequate funding to support the work of the SRM TWG

Instruments reviewed	Recommendations approved by the Governing Body
Ninth meeting of the SRM TWG (September 2024): Reported to the Governing Body at its 352nd Session (GB.352/LILS/3)	
Reviewed five instruments concerning fishers: C.113, C.114, C.125, C.126, R.126. It further considered the follow-up to be taken to one instrument concerning fishers that had previously been determined to be outdated: C.112. Reviewed three instruments concerning dock work: C.27, C.137, R.145. It further considered the follow-up to be taken to two instruments concerning dock work that had previously been determined to be outdated: C.32 and R.40. Reviewed one instrument concerning hours of work (inland navigation): R.8. Reviewed one instrument concerning labour standards (non-metropolitan territories): C.83. Reviewed two instruments concerning hotels and restaurants: C.172, R.179. Reviewed one instrument concerning older workers: R.162. Reviewed one instrument concerning indigenous and tribal peoples: C.169. It further considered the follow-up to be taken to one instrument concerning indigenous and tribal peoples that had previously been determined to be outdated: C.107. Postponed its decision on the classification of two instruments concerning fishers (competency certificates and vocational training): C.125 and R.126. Postponed its decision on the classification of one instrument on marking of weight (dock work): C.27.	Classifications: <i>Up-to-date:</i> C.137, R.145, R.8, C.172, R.179, C.169 <i>Requiring further action to ensure continued and future relevance:</i> R.162 <i>Outdated:</i> C.113, C.114, C.126, C.83, C.112, C.32, R.40, C.107 Gaps in coverage identified: No gaps in coverage in relation to the international regulation of fishers on medical examination, articles of agreement, accommodation and minimum age, dock work, indigenous and tribal peoples, labour standards (non-metropolitan territories) and working conditions in hotels and restaurants. Postponed its decision about the existence of possible gaps in coverage in relation to R.162. Research to assess whether there are gaps in the ILO body of standards in respect of certification and vocational training of fishers and, if so, what normative and/or non-normative actions could be appropriate, to be discussed by a tripartite committee. Research to assess whether there are gaps in the ILO body of standards in relation to marking of weight, and, if so, what normative and/or non-normative actions could be appropriate, to be discussed by a tripartite committee. Practical and time-bound follow-up: General promotion campaigns on C.188 on fishers, C.137 and C.152 on dock work, C.172 and R.179 on working conditions in hotels and restaurants, R.162 on older workers, and C.169 on indigenous and tribal peoples. Targeted promotion of the ratification and effective implementation of C.188, and where appropriate C.138 and C.182, in Member States in which C.112, C.113, C.114 and C.126 are in force. Targeted promotion of the ratification and effective implementation of C.152 in Member States in which C.27 and/or C.32 are in force. Targeted promotion of the ratification and effective implementation of C.169 in Member States in which C.107 is in force.

Tripartite constituents, including at sectoral level, should consider collaborating and taking active steps toward the possible ratification (where applicable) and effective implementation of C.152 and C.137, C.188, C.172 and R.179, R.162, and C.169.

Technical assistance and support, including through capacity-building, by implementing a plan of action tailored to each Member State concerned and providing support to the tripartite constituents in their consideration of possible ratification of C.188, C.152 and C.169.

Technical assistance and guidance, including capacity-building, to Member States, on the effective ratification and/or implementation of R.162, C.169, C.188, C.137, C.152, C.172 and R.179, in law and practice.

Technical guidance to increase understanding of C.169, including of its scope of application, among Member States.

Technical support and guidance to Member States and the competent authorities of non-metropolitan territories on the extension of the application of all ratified international labour Conventions to non-metropolitan territories for whose international relations they are responsible, in accordance with article 35 of the ILO Constitution.

Technical support and guidance to Member States on the reduction of working hours for crews on inland navigation vessels, including by promoting cooperation between riparian Member States in this regard.

Research to collect information on the existence of possible gaps in coverage in relation to certification and vocational training of fishers, the implication of the legal relation between the ILO and IMO instruments, ways to promote their complementarity, the relevance of the IMO instruments, including the International Convention on Standards of Training, Certification and Watchkeeping for Fishing Vessel Personnel (STCW-F), 1995, for C.188, on opportunities and challenges to ratification of C.188, challenges faced by fishers especially in relation to abandonment, repatriation, annual leave, certification and vocational training, medical examination, articles of agreement, accommodation and child labour and possible normative or non-normative steps

Research to collect information on the existence of possible gaps in coverage in respect to marking of weight, identify the relevance of C.27 in the current context, the implication of the legal relation between the ILO and IMO instruments, ways to promote their complementarity, and possible normative or non-normative steps, including the possibility of the inclusion of marking of weight within the planned standard-setting items on ergonomics and manual handling.

Research to identify key challenges and opportunities to the ratification and implementation of C.169.

Research in relation to the implications of the ageing population on the labour market, taking into account regional specificities, the opportunities offered by intergenerational solidarity, and demographic change.

Research to collect information on opportunities and challenges to ratification and implementation of C.172, taking into consideration the conclusions of the 2022 technical meeting on COVID-19 and sustainable recovery in the tourism sector, national law and practice in this area, including good practices, and include how to address the emerging trends in the hotels and restaurants sector.

Survey of the tripartite constituents, including at sectoral level, in those Member States in which the outdated instruments concerning fishers, dock work, indigenous and tribal peoples are in force in relation to challenges and obstacles to ratification of C.188, C.152 and C.169, with a view to identifying concrete next steps to encourage ratification, to be discussed in a tripartite meeting.

Tripartite meeting on fishers, dock work, indigenous and tribal peoples, hotels and restaurants and older workers to discuss the research, and survey and 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.

Raise awareness among Member States in relation to the ILO Guidelines on the medical examination of fishers, the FAO/ILO/IMO Document for Guidance on Training and Certification of Fishing Vessel Personnel, the Guidelines for port State control officers carrying out inspections under C.188, and ILO Guidelines on flag State inspection of working and living conditions on board fishing vessels.

Promote collaboration between the ILO and the IMO, including in relation to the institutional link between the IMO and the ILO in relation to international regulation of decent work for fishers.

Internal guidelines for the provision of advice to Member States considering ratification and implementation of C.188, C.137 and C.152 relating to the issues addressed by the outdated instruments and taking into account national circumstances.

Guidelines on the promotion of cooperation between riparian Member States in relation to the working conditions of crews on inland navigation vessels, including in relation to working time.

Employment policy guidelines including relevant measures that could be taken in relation to the ageing population.

Instruments reviewed	Recommendations approved by the Governing Body
	Include fishing in the lists of hazardous work established pursuant to C.138 and C.182. Information-sharing on the challenges to implementation of R.162, as well as good practices. Review of the Strategy for ILO action concerning indigenous and tribal peoples in 2025. Item on the agenda of the 118th Session (2030) of the Conference concerning the abrogation of C.112. Item on the agenda of the 114th Session (2026) of the Conference concerning the withdrawal of C.83. Consideration of the SRM TWG's planned programme of work in the ILO's strategic planning and future resource allocations, to ensure adequate funding to support the work of the SRM TWG.

Annex II

Outcomes: follow-up to recommendations arising from the review of standards

Recommendations approved by the Governing Body		Status as at January 2026
Recommendations concerning ratification of up-to-date Conventions related to outdated Conventions proposed for abrogation or withdrawal ¹		
Office follow-up with Member States bound by C.45 to promote ratification of up-to-date OSH instruments, including but not limited to, C.176	Oct–Nov 2018 (334th Session)	Under way (started in 2019): Individualized letters sent to 68 Member States; targeted follow-up undertaken; C.45 abrogated (112th Session (2024) of the Conference) 25 ratifications registered since January 2019: • Ratifications of C.155: <i>Singapore</i> (June 2019); <i>Malawi</i> (November 2019); <i>Somalia</i> (March 2021); <i>Sierra Leone</i> (August 2021); <i>Cameroon</i> (October 2021); <i>Azerbaijan</i> (May 2023); <i>Bulgaria</i> (April 2024); <i>Angola</i> (June 2025); <i>Bangladesh</i> (November 2025) • Ratifications of P.155: <i>Côte d'Ivoire</i> (November 2019); <i>Fiji</i> (June 2020) • Ratifications of C.161: <i>Angola</i> (June 2025) • Ratifications of C.176: <i>Belarus</i> (February 2020) • Ratifications of C.187: <i>Morocco</i> (June 2019); <i>Malawi</i> (November 2019); <i>Somalia</i> (March 2021); <i>Tunisia</i> (July 2021); <i>Sierra Leone</i> (August 2021); <i>Greece</i> (August 2021); <i>Nigeria</i> (November 2022); <i>Lesotho</i> (March 2023); <i>Saudi Arabia</i> (June 2024); <i>Bulgaria</i> (April 2024); <i>Angola</i> (June 2025); <i>Bangladesh</i> (November 2025)
Office follow-up with Member States bound by C.62 to promote ratification of OSH instruments, including but not limited to C.167	Oct–Nov 2018 (334th Session)	Under way (started in 2019): Individualized letters sent to 19 Member States concerned; targeted follow-up undertaken; C.62 abrogated (112th Session (2024) of the Conference) 6 ratifications registered since January 2019: • Ratifications of C.155: <i>Bulgaria</i> (April 2024) • Ratifications of C.167: <i>Spain</i> (June 2024) • Ratifications of C.187: <i>Tunisia</i> (July 2021); <i>Greece</i> (August 2021); <i>Bulgaria</i> (April 2024); <i>Kingdom of the Netherlands</i> (October 2024) Further, as a result of the campaign implementing the 2016 recommendations, 1 ratification of C.167 was registered: <i>Guinea</i> (April 2017)

Recommendations approved by the Governing Body		Status as at January 2026
Office follow-up with Member States bound by C.63 to promote ratification of C.160	<i>Oct–Nov 2018 (334th Session)</i>	Under way (started in 2019): Individualized letters sent to 14 Member States concerned; targeted follow-up undertaken; C.63 abrogated (112th Session (2024) of the Conference) 1 ratification registered since January 2019: • Ratification of C.160: <i>Barbados</i> (July 2025)
Office follow-up with Member States bound by C.85 to promote ratification of C.81 and C.129	<i>Oct–Nov 2018 (334th Session)</i>	Under way (started in 2019): Individualized letters sent to 10 Member States concerned; targeted follow-up undertaken; C.85 abrogated (112th Session (2024) of the Conference) 1 ratification registered since January 2019: • Ratification of C.81: <i>Papua New Guinea</i> (September 2023)
Office follow-up with Member States bound by C.2 to encourage ratification of C.88, C.102 (Part IV), C.118, C.160 and C.168, as relevant	<i>Oct–Nov 2019 (337th Session)</i>	Under way (started in 2020): Individualized letters sent to 42 Member States concerned; targeted follow-up undertaken, including in the context of development of tailored plans of action 0 ratifications registered since January 2020
Office follow-up with Member States bound by C.96 to encourage ratification of C.181	<i>Oct–Nov 2019 (337th Session)</i>	Under way (started in 2020): Individualized letters sent to 23 Member States concerned; targeted follow-up undertaken, including in the context of development of tailored plans of action 1 ratification registered since January 2020: • Ratification of C.181: <i>Djibouti</i> (December 2025)
Office follow-up with Member State bound by C.34 to encourage ratification of C.181	<i>Oct–Nov 2019 (337th Session)</i>	Under way (started in 2020): Individualized letter sent to 1 Member State; C.34 withdrawn (109th Session (2021) of the Conference) 0 ratifications registered since January 2020
Office follow-up with Member States bound by C.24 and C.25 to promote C.102 (Parts II and III) and/or C.130, including internal plans of action	<i>Nov 2021 (343rd Session)</i>	Under way (started in 2022): Individualized letters sent to 28 Member States concerned; targeted follow-up undertaken, including in the context of development of tailored plans of action 0 ratifications registered since January 2022

Recommendations approved by the Governing Body		Status as at January 2026
Office follow-up with Member States bound by C.17, C.18 and C.42 to promote C.102 (Part VI) and/or C.121	Oct–Nov 2022 (346th Session)	Under way (started in 2023): Individualized letters sent to 59 Member States concerned; targeted follow-up undertaken, including in the context of development of tailored plans of action 5 ratifications registered since January 2023: • Ratifications of C.102 (Part VI): <i>Iraq</i> (March 2023); <i>Côte d'Ivoire</i> (April 2023); <i>Sao Tome and Principe</i> (June 2024); <i>Suriname</i> (November 2024); <i>Angola</i> (June 2025) Further, as a result of the campaign implementing the 2016 recommendations, 4 ratifications of C.102 (Part VI) were registered: <i>Benin</i> (June 2019); <i>Morocco</i> (June 2019); <i>Sierra Leone</i> (March 2022); <i>Comoros</i> (July 2022)
Office follow-up with Member States bound by C.3 and C.103 to promote C.183	Oct–Nov 2023 (349th Session)	Under way (started in 2024): Individualized letters sent to 36 Member States concerned; targeted follow-up undertaken, including in the context of development of tailored plans of action 1 ratification registered since January 2024: • Ratification of C.183: <i>Spain</i> (December 2025) Further, as a result of the campaign implementing the 2016 recommendations, 1 ratification of C.183 was registered: <i>San Marino</i> (June 2019)
Office follow-up with Member States bound by C.35, C.36, C.37, C.38, C.39 and C.40 to promote C.102 (Parts V, IX and X) and C.128	Oct–Nov 2023 (349th Session)	Under way (started in 2024): Individualized letters sent to 12 Member States concerned; targeted follow-up undertaken, including in the context of development of tailored plans of action 0 ratifications registered since January 2024
Office follow-up with Member States bound by C.5, C.10, C.33, C.59 and C.123 to promote C.138	Oct–Nov 2023 (349th Session)	Under way (started in 2024): Individualized letters sent to 2 Member States concerned; targeted follow-up undertaken, including in the context of development of tailored plans of action 1 ratification registered since January 2024: • Ratification of C.138: <i>Saint Lucia</i> (June 2025) Further, as a result of the campaign implementing the 2016 recommendations, 3 ratifications of C.138 were registered: <i>India</i> (June 2017); <i>Bangladesh</i> (March 2022); <i>Australia</i> (June 2023)

Recommendations approved by the Governing Body		Status as at January 2026
Office follow-up with Member States bound by C.112 to promote C.188	Oct–Nov 2024 (352nd Session)	Under way (started in 2025): Individualized letters sent to 4 Member States concerned; targeted follow-up undertaken, including in the context of development of tailored plans of action 0 ratifications registered since January 2025 Further, as a result of the campaign implementing the 2016 recommendations, 1 ratification of C.188 was registered: Kenya (February 2022).
Recommendations concerning ratification of up-to-date Conventions related to outdated Conventions not yet proposed for abrogation or withdrawal		
Office follow-up with Member States bound by C.52 and/or C.101 to encourage ratification of C.132	Oct–Nov 2016 (328th Session)	Under way (started in 2017): Individualized letters sent to 51 Member States in 2017–18; targeted follow-up undertaken 2 ratifications registered since January 2017: • Ratifications of C.132: <i>Belarus</i> (February 2020); <i>Uzbekistan</i> (January 2025)
Office follow-up with Member States bound by C.20 to encourage ratification of C.171	Oct–Nov 2016 (328th Session)	Under way (started in 2017): Individualized letters sent to 8 Member States in 2017–18; targeted follow-up undertaken 0 ratifications registered
Office follow-up with Member States bound by C.44 to encourage ratification of C.168 and/or C.102 (Part IV)	Oct–Nov 2016 (328th Session)	Under way (started in 2017): Individualized letters sent to 11 Member States in 2017–18; targeted follow-up undertaken 0 ratifications registered
Office follow-up with Member States bound by C.48 to encourage ratification of C.157	Oct–Nov 2016 (328th Session)	Under way (started in 2017): Individualized letters sent to 8 Member States in 2017–18; targeted follow-up undertaken 0 ratifications registered
Office follow-up with Member States bound by C.107 to encourage ratification of C.169	Oct–Nov 2016 (328th Session) Oct–Nov 2024 (352nd Session)	Under way (started in 2017): Individualized letters sent to 16 Member States in 2017–18; targeted follow-up undertaken 0 ratifications registered
Office follow-up with Member States bound by C.32 to encourage ratification of C.152	Oct–Nov 2016 (328th Session) Oct–Nov 2024 (352nd Session)	Under way (started in 2017): Individualized letters sent to 33 Member States in 2017–18; targeted follow-up undertaken 1 ratification of C.152 registered: Montenegro (April 2017)

Recommendations approved by the Governing Body		Status as at January 2026
Office follow-up with Member States bound by C.113, C.114 and C.126 to encourage ratification of C.188	Oct–Nov 2024 (352nd Session)	Under way (started in 2025): Individualized letters sent to 29 Member States concerned; targeted follow-up undertaken 1 ratification registered since January 2025: • Ratification of C.188: <i>Belgium</i> (June 2025)
Recommendations that establish a general ratification campaign ²		
Promotion of C.155, P.155, C.161 and C.187	Oct–Nov 2017 (331st Session)	Under way (started in 2018) 68 ratifications registered since January 2018: • Ratification of C.155: <i>Rwanda</i> (June 2018); <i>Singapore</i> (June 2019); <i>Malawi</i> (November 2019); <i>Senegal</i> (March 2021); <i>Saint Lucia</i> (May 2021); <i>Sierra Leone</i> (August 2021); <i>Cameroon</i> (October 2021); <i>Somalia</i> (March 2021); <i>Lao People's Democratic Republic</i> (July 2022); <i>Islamic Republic of Iran</i> (February 2023); <i>Azerbaijan</i> (May 2023); <i>Madagascar</i> (June 2023); <i>Italy</i> (October 2023); <i>Congo</i> (October 2023); <i>Bulgaria</i> (April 2024); <i>Malaysia</i> (June 2024); <i>Uzbekistan</i> (December 2024); <i>Angola</i> (June 2025); <i>Bangladesh</i> (November 2025); <i>Barbados</i> (June 2025); <i>Chile</i> (June 2025); <i>Mozambique</i> (November 2025); <i>Thailand</i> (June 2025) • Ratification of P.155: <i>Côte d'Ivoire</i> (November 2019); <i>Fiji</i> (June 2020); <i>Senegal</i> (March 2021); <i>Saint Lucia</i> (May 2021); <i>Antigua and Barbuda</i> (July 2021); <i>Islamic Republic of Iran</i> (February 2023); <i>Italy</i> (October 2023); <i>Barbados</i> (June 2025); <i>Mozambique</i> (November 2025); <i>Thailand</i> (June 2025) • Ratification of C.161: <i>Senegal</i> (March 2021); <i>Rep. of Moldova</i> (May 2021); <i>Madagascar</i> (June 2023); <i>Angola</i> (June 2025) • Ratification of C.187: <i>Belgium</i> (May 2018); <i>Rwanda</i> (June 2018); <i>Iceland</i> (June 2018); <i>Morocco</i> (June 2019); <i>Philippines</i> (June 2019); <i>Malawi</i> (November 2019); <i>Senegal</i> (March 2021); <i>Luxembourg</i> (March 2021); <i>Antigua and Barbuda</i> (July 2021); <i>Tunisia</i> (July 2021); <i>Sierra Leone</i> (August 2021); <i>Greece</i> (August 2021); <i>Somalia</i> (March 2021); <i>Uzbekistan</i> (September 2021); <i>Nigeria</i> (November 2022); <i>Lao People's Democratic Republic</i> (July 2022); <i>Lesotho</i> (March 2023); <i>Madagascar</i> (June 2023); <i>Italy</i> (October 2023); <i>Australia</i> (October 2024); <i>Brunei Darussalam</i> (June 2024); <i>Bulgaria</i> (April 2024); <i>Kingdom of the Netherlands</i> (October 2024); <i>Samoa</i> (May 2024); <i>Sao Tome and Principe</i> (June 2024); <i>Saudi Arabia</i> (June 2024); <i>Angola</i> (June 2025); <i>Bangladesh</i> (November 2025); <i>Barbados</i> (June 2025); <i>Saint Lucia</i> (June 2025); <i>Uruguay</i> (June 2025)

Recommendations approved by the Governing Body		Status as at January 2026
Promotion of C.162, C.170 and C.174, including improving awareness on code of practice on prevention of major industrial accidents; research on obstacles to ratification of C.174; technical assistance on implementation of C.162 and C.174, including inter-agency collaborations	Oct–Nov 2017 (331st Session)	Under way (started in 2018) 4 ratifications registered since January 2018: • Ratification of C.170: <i>Côte d'Ivoire</i> (November 2019); <i>Switzerland</i> (April 2022); <i>Ukraine</i> (December 2023) • Ratification of C.174: <i>Switzerland</i> (April 2022)
Promotion of C.167, C.176, C.81, C.129 and C.160, including technical assistance on C.167 and R.175, including on challenges noted by the Committee of Experts	Oct–Nov 2018 (334th Session)	Under way (started in 2019) 19 ratifications registered since January 2019: • Ratifications of C.160: <i>Sierra Leone</i> (March 2022); <i>North Macedonia</i> (October 2023); <i>Barbados</i> (July 2025); <i>Pakistan</i> (March 2025) • Ratifications of C.167: <i>Mongolia</i> (November 2020); <i>Uzbekistan</i> (June 2022); <i>Spain</i> (June 2024) • Ratifications of C.176: <i>Belarus</i> (February 2020); <i>Chile</i> (June 2024) • Ratifications of C.81: <i>Canada</i> (June 2019); <i>Uzbekistan</i> (November 2019); <i>Botswana</i> (December 2022); <i>Papua New Guinea</i> (September 2023); <i>Philippines</i> (November 2024) • Ratifications of C.129: <i>Uzbekistan</i> (November 2019); <i>Panama</i> (March 2022); <i>Botswana</i> (December 2022); <i>Congo</i> (October 2023); <i>Suriname</i> (November 2024)
Promotion of C.88 and C.181	Oct–Nov 2019 (337th Session)	Under way (started in 2020): Implementation of a campaign to promote ratification of C.88 and C.181 including practical and time-bound measures supported by the development and dissemination of promotional and technical resources such as factsheets, documentation of good practices, an updated guide on the regulation of private employment and recruitment agencies and a step-by-step ratification guide. 6 ratifications of C.181 registered since January 2020: <i>Antigua and Barbuda</i> (July 2021); <i>Sierra Leone</i> (August 2021); <i>Somalia</i> (March 2021); <i>Nigeria</i> (March 2023); <i>Djibouti</i> (December 2025); <i>Kyrgyzstan</i> (November 2025)
Promotion of C.102 (Parts II and III) and/or C.130	Nov 2021 (343rd Session)	Under way (started in 2022) 7 Ratifications of C.102 (Parts II and III) registered since January 2022: <i>Sierra Leone</i> (March 2022); <i>El Salvador</i> (June 2022); <i>Comoros</i> (July 2022); <i>Iraq</i> (March 2023); <i>Côte d'Ivoire</i> (April 2023); <i>Sao Tome and Principe</i> (June 2024); <i>Suriname</i> (November 2024)

Recommendations approved by the Governing Body		Status as at January 2026
Promotion of C.102 (Part VI) and/or C.121, including technical assistance, with a view to including their application to agricultural workers	Oct–Nov 2022 (346th Session)	Under way (started in 2023) 5 Ratifications of C.102 (Part VI) registered since January 2023: <i>Iraq</i> (March 2023); <i>Côte d'Ivoire</i> (April 2023); <i>Sao Tome and Principe</i> (June 2024); <i>Suriname</i> (November 2024); <i>Angola</i> (June 2025)
Promotion of C.183	Oct–Nov 2023 (349th Session)	Under way (started in 2024) 2 ratifications of C.183 registered since January 2024: <i>Suriname</i> (November 2024); <i>Spain</i> (December 2025)
Promotion of C.138, including the promotion of the inclusion of night work within national definitions of hazardous work in the application of C.138 and C.182	Oct–Nov 2023 (349th Session)	Under way (started in 2024) 1 ratification of C.138 registered since January 2024: <i>Saint Lucia</i> (June 2025)
Promotion of C.188, including technical assistance and guidance	Oct–Nov 2024 (352nd Session)	Under way (started in 2025) 3 ratifications of C.188 registered since January 2025: <i>Belgium</i> (June 2025); <i>Côte d'Ivoire</i> (June 2025); <i>Solomon Islands</i> (January 2026)
Promotion of C.137 and C.152, including technical assistance and guidance	Oct–Nov 2024 (352nd Session)	Under way (started in 2025) 0 ratifications registered since January 2025
Promotion of C.172 and R.179, including technical assistance and guidance	Oct–Nov 2024 (352nd Session)	Under way (started in 2025) 0 ratifications registered since January 2025
Promotion of C.169, including technical assistance and guidance	Oct–Nov 2024 (352nd Session)	Under way (started in 2025) 0 ratifications registered since January 2025
Proposals for abrogation or withdrawal		
Abrogation or withdrawal of C.21, C.50, C.64, C.65, C.86, C.104, R.7, R.61, R.62	Oct–Nov 2016 (328th Session)	Completed: Instruments abrogated or withdrawn (107th Session (2018) of the Conference)
Withdrawal of R.31 at the earliest date possible	Oct–Nov 2017 (331st Session)	Completed: Instrument withdrawn (109th Session (2021) of the Conference)

Recommendations approved by the Governing Body		Status as at January 2026
Withdrawal of R.20 in 2022 and abrogation of C.45, C.62, C.63 and C.85 in 2024	Oct–Nov 2018 (334th Session)	Completed: R.20 withdrawn (111th Session (2023) of the Conference) Completed: C.45, C.62, C.63 and C.85 (112th Session (2024) of the Conference)
Withdrawal of C.34 in 2021 and abrogation of C.96 in 2030	Oct–Nov 2019 (337th Session)	Completed: C.34 withdrawn (109th Session (2021) of the Conference) Under way: Item on the abrogation of C.96 on the agenda of the 118th Session (2030) of the Conference
Withdrawal of R.29 and abrogation of C.24 and C.25 in 2030	Nov 2021 (343rd Session)	Under consideration
Withdrawal of R.23 and R.24 and abrogation of C.17, C.18 and C.42 in 2033	Oct–Nov 2022 (346th Session)	Under way: Item on the abrogation of C.17, C.18 and C.42 and on the withdrawal of R.23 and R.24 on the agenda of the 121st Session (2033) of the Conference
Withdrawal of C.5, R.41, R.52 and R.124 and abrogation of C.10, C.33, C.59 and C.123 in 2028	Oct–Nov 2023 (349th Session)	Under way: Item on the abrogation of C.10, C.33, C.59 and C.123 and on the withdrawal of C.5, R.41, R.52 and R.124 on the agenda of the 116th Session (2028) of the Conference
Withdrawal of R.95 and abrogation of C.3, C.35, C.36, C.37, C.38, C.39, C.40 and C.103 in 2033	Oct–Nov 2023 (349th Session)	Under way: Item on the abrogation of C.3, C.35, C.36, C.37, C.38, C.39, C.40 and C.103 and on the withdrawal of R.95 on the agenda of the 121st Session (2033) of the Conference
Abrogation of C.112 in 2030	Oct–Nov 2024 (352nd Session)	Under way: Item on the abrogation of C.112 on the agenda of the 118th Session (2030) of the Conference
Withdrawal of C.83 in 2026	Oct–Nov 2024 (352nd Session)	Under way: Item on the withdrawal of C.83 on the agenda of the 114th Session (2026) of the Conference
Proposals for standard-setting		
Standard-setting item to address regulatory gap identified in relation to apprenticeships	Oct–Nov 2016 (328th Session)	Completed: Quality Apprenticeships Recommendation, 2023 (No. 208), adopted by the Conference at its 111th Session (2023)
Consolidation of chemicals instruments (C.13, C.136, R.144, R.4, R.6)	Oct–Nov 2017 (331st Session)	Completed: Standard-setting item related to the consolidation of instruments on chemical hazards on the agendas of the 115th (2027) and the 116th (2028) Sessions of the Conference
Revision of R.3 through standard-setting on biological hazards	Oct–Nov 2017 (331st Session)	Completed: Biological hazards in the Working Environment Recommendation, 2025 (No. 209) adopted by the Conference at its 113th Session (2025). This Recommendation supersedes the Anthrax Prevention Recommendation, 1919 (No. 3)

Recommendations approved by the Governing Body		Status as at January 2026
Revision of C.119 and R.118 on guarding of machinery	Oct–Nov 2017 (331st Session)	Under consideration
Revision of C.127 and R.128 on ergonomics and manual handling	Oct–Nov 2017 (331st Session)	Under consideration
Other recommended follow-up, including technical assistance and non-normative measures		
Juridical replacement of 14 Recommendations noted	Oct–Nov 2016 (328th Session)	Completed
Development of technical guidelines on biological hazards and on chemical hazards	Oct–Nov 2017 (331st Session)	Under way: The Meeting of Experts for the tripartite validation of the technical guidelines on biological hazards took place from 20 to 24 June 2022 and the technical guidelines on biological hazards in the working environment were adopted by the Governing Body at its 346th Session (October–November 2022) (GB.346/INS/17/3). A technical global report on the use of chemicals in the world of work prepared by the Office and technical guidelines on chemical hazards will be discussed at a tripartite meeting of experts after the standard-setting discussions on chemical hazards that are planned for the 115th (2027) and 116th (2028) Sessions of the Conference.
Development of technical guidelines on labour inspection	Oct–Nov 2018 (334th Session)	Completed: Technical guidelines on general principles of labour inspection validated in a tripartite meeting of experts in December 2021 (GB.344/INS/16/1) and approved by the Governing Body in March 2022
Regular review of code of practice on safety and health in the use of machinery	Oct–Nov 2017 (331st Session)	Under way: The revision of the 2011 code of practice on safety and health in the use of machinery will be planned once the timing for a standard-setting item on machinery safety is confirmed, in line with available resources and tripartite consultations
Regular review of code of practices on construction, with first revision by 2022	Oct–Nov 2018 (334th Session)	Completed: Revised ILO code of practice on safety and health in construction was adopted by a Meeting of Experts held in Geneva from 21 to 25 February 2022, and was authorized for publication, dissemination and the provision of capacity-building by the Governing Body at its 346th Session (October–November 2022)
Technical assistance offered to Member States bound by both C.81 and C.85 to clarify status and support steps towards denunciation of C.85; information sought from Member States bound by C.85 on reasons for non-ratification of C.81 and C.129	Oct–Nov 2018 (334th Session)	Under way: Included in individualized letters sent to 10 Member States in follow-up to the SRM TWG's fourth meeting, as well as in meetings and discussions with concerned Member States

Recommendations approved by the Governing Body		Status as at January 2026
Study on gender equality in mining, to be addressed during labour protection recurrent discussion in 2022 together with progress in relation to ratification of C.176	<i>Oct–Nov 2018 (334th Session)</i>	Under way: Study published in September 2021, promotional work ongoing, including video production on violence and harassment in the mining sector
Request for October 2018 ICLS to call on Member States bound by C.63 to consider ratifying C.160	<i>Oct–Nov 2018 (334th Session)</i>	Completed
Technical assistance to support public employment services, including tools and good practices	<i>Oct–Nov 2019 (337th Session)</i>	Under way: Technical assistance through the development and dissemination of policy tools, operational guidance and global knowledge products, including diagnostics, service delivery guidance and the compilation of relevant international good practices, to support the modernization and digitalization of public employment services, with implementation support ongoing
Guidance on promotion of job creation and decent work in SMEs in the future of the world of work and the establishment of an enabling environment for sustainable SMEs	<i>Oct–Nov 2019 (337th Session)</i>	Completed: Guide to R.189 on job creation in SMEs published in June 2022 and web page gathering relevant information in a user-friendly way has been created
SRM TWG evaluation of implementation of tailored plans of action in 2026 to decide on an appropriate date to consider abrogation or withdrawal of C.2	<i>Oct–Nov 2019 (337th Session)</i>	Under way: Internal plans of action developed through consultative process in 2023; follow-up ongoing
Technical support and guidance recognizing the increased significance of the medical care and sickness instruments in the COVID-19 pandemic	<i>Nov 2021 (343rd Session)</i>	Under way: Internal plans of action developed in 2023 and periodically updated. Deployment of high-level capacity-building programmes via the ITCILO social health protection course and the modern massive open online course (MOOC), alongside the publication of strategic policy guidelines for national system implementation, including a policy brief entitled “Towards Universal Health Coverage: Social Health Protection Principles”. Direct technical assistance to constituents across regions, facilitating the design and institutionalization of national social health protection systems that align with relevant ILO social security standards.
Within plan of action on social protection, Office research on application of social security to agricultural workers	<i>Nov 2021 (343rd Session)</i>	Under way: Internal plans of action developed in 2023, and periodically updated; mapping and research study produced on extending social protection to agricultural workers, contributing to the ILO Policy Resource package on the extension of social security to workers in the informal economy and informing a joint FAO–ILO–World Bank initiative aimed to develop a comprehensive and practical guidance package of good practices and innovative approaches to extend social protection to agri-food workers and their families. Provision of direct technical assistance to Member States, including Global Accelerator pathfinder countries

Recommendations approved by the Governing Body		Status as at January 2026
Office technical guidance, including a proactive plan of action tailored to each Member State in which C.12, C.17, C.18 and C.42 are currently in force and support to the tripartite constituents	<i>Oct–Nov 2022 (346th Session)</i>	Under way: Internal plans of action developed through a consultative process in 2023; follow-up ongoing
Office technical support and guidance to Member States on the application of employment injury benefit to all workers, including agricultural workers and other vulnerable groups of workers with special attention to women and migrant workers, taking into account the relevant ILO standards on OSH to prevent employment injury in agriculture	<i>Oct–Nov 2022 (346th Session)</i>	Under way: Provision of technical assistance and production of a mapping and research study on extending social protection to agricultural workers as well as a joint FAO–ILO–World Bank initiative concerning extension of social protection to agrifood workers and their families
Develop internal guidelines for the provision of advice to Member States considering ratification and implementation of employment injury instruments to ensure application in law and practice to all workers, including agricultural workers and other vulnerable groups of workers with special attention to women and migrant workers	<i>Oct–Nov 2022 (346th Session)</i>	Under way: Mapping and research on extending social protection to agricultural workers, highlighting the barriers and opportunities for extension based on comparative practice and relevant international standards.
Conduct research to identify the key challenges and opportunities in relation to the application of employment injury benefit schemes to all workers, including agricultural workers and other vulnerable groups of workers, with a view to assessing with tripartite involvement options for possible follow-up action, including on extending employment injury benefits to agricultural workers	<i>Oct–Nov 2022 (346th Session)</i>	Under way: Research on social security coverage in the agricultural sector completed
Invite the Committee of Experts to consider seeking information from Member States on their application, in law and practice, of C.102 (Part VI) and C.121 to agricultural workers	<i>Oct–Nov 2022 (346th Session)</i>	Under way: General Survey 2025 (employment injury protection) prepared by the Committee of Experts on C.12, C.19, C.102 (Part VI) and C.121, and R.25 and R.121

Recommendations approved by the Governing Body		Status as at January 2026
Office background paper on the implications of gendered and other obsolete and inappropriate terms and references in all international labour standards and Office paper on gendered language in the social security instruments for consideration by the Governing Body at the earliest date possible	<i>Oct–Nov 2022 (346th Session)</i>	Under way: Background paper “Implications of gendered and other inappropriate terms and references in all international labour standards” discussed by the Governing Body at its 352nd Session (October–November 2024). Proposed the placement of an item concerning the adoption of a resolution on outmoded and inappropriate language in international labour standards on the agenda of a future session of the Conference
Research to enable the Organization to assess whether there are gaps in the ILO body of standards in respect of paternity and parental protection and, if so, what normative and/or non-normative actions could be appropriate, to be discussed by a tripartite committee	<i>Oct–Nov 2023 (349th Session)</i>	Under way: Meeting of Experts on paternity and parental protection and other care leave, initially scheduled on 4–8 May 2026, is deferred to February 2027. Preparation is ongoing, including research to assess whether there are gaps in international labour standards related to paternity and parental protection. Pending confirmation of the meeting, publication of research conducted, including options for possible normative/non-normative actions to address gaps identified, is scheduled for December 2026
Research to enable the SRM TWG to assess the classification of the instruments on night work of young persons, the existence of possible gaps in coverage in the body of standards, and possible normative and/or non-normative actions	<i>Oct–Nov 2023 (349th Session)</i>	To start in 2026
Office technical support and guidance on the application of maternity protection to all women workers, including the progressive movement from direct employers’ liability mechanisms towards social security schemes through which maternity benefits are financed	<i>Oct–Nov 2023 (349th Session)</i>	Under way: Provision of assistance to Member States across regions, including gap analyses comparing national legislation with C.183, technical advice on maternity protection, supporting the implementation of Decent Work Country Programmes, and other support under RBSA and development cooperation projects. Provision of guidance on C.183, including briefs marking its 25th anniversary, the publication of a report on care investment scenarios, a podcast series featuring key global and regional trends on C.183. Scaled up capacity-building, with ITCILO, training of trainers programme on maternity protection at the country level, and global and regional knowledge-sharing platforms featuring illustrative practices
Technical assistance to Member States on the application of old age, invalidity and survivors’ benefits to agricultural workers, including through the promotion of sectoral collective bargaining agreements	<i>Oct–Nov 2023 (349th Session)</i>	To start in January 2026

Recommendations approved by the Governing Body		Status as at January 2026
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	<i>Oct–Nov 2023 (349th Session)</i>	To start in January 2026
Invitation to the Committee of Experts to consider seeking information from Member States on the application, in law and practice, of the exemptions possible under C.102 and C.128, including notably in relation to agricultural workers	<i>Oct–Nov 2023 (349th Session)</i>	Under way: The Committee of Experts has systematically examined the question of coverage in its supervision of both C.102 and C.128. Boxes on the scope of coverage by old-age, invalidity and survivors' benefits are proposed in the draft thematic implementation reports
Development and implementation before 2028 of Office technical guidance on the exceptions to C.138 on light work and on work in family undertakings	<i>Oct–Nov 2023 (349th Session)</i>	To start in 2026
Technical assistance and support, including through capacity-building, by implementing a plan of action tailored to each Member State concerned and providing support to the tripartite constituents in their consideration of possible ratification of C.188 on fishers, C.152 on dock work, and C.169 on indigenous and tribal peoples	<i>Oct–Nov 2024 (352nd Session)</i>	Under way: C.188: The global high-level launch of the ratification campaign for C.188 (Partnership for Decent Work in Fisheries) and a targeted tripartite capacity-building workshop are scheduled for 17–19 March 2026. C.169: Tailored notes of information for countries in which C.107 is currently in force have been prepared, including the context of the ratification of C.107, population covered under it, national principal laws, policies, and institutions concerning indigenous and tribal peoples, main issues addressed by the supervisory bodies, and available information concerning developments regarding the ratification of C.169. C.152: Ongoing technical assistance
Technical assistance and guidance, including capacity-building, to Member States on the effective application of C.172 and R.179, in law and in practice	<i>Oct–Nov 2024 (352nd Session)</i>	Under way: Sessions on C.172 and R.179 are included in national capacity-building activities and in international events such as the Tourism Committee of the Organisation for Economic Co-operation and Development
Technical guidance to increase understanding of C.169, including of its scope of application, among Member States	<i>Oct–Nov 2024 (352nd Session)</i>	Under way: Tailored notes of information have been accompanied by efforts to propose and hold virtual information sessions for constituents, and support tripartite consultation and dialogue with indigenous and tribal peoples for the consideration of ratification and possible steps to be taken in this regard, with ILO support

Recommendations approved by the Governing Body	Status as at January 2026
Technical support and guidance to Member States and the competent authorities of non-metropolitan territories on the extension of the application of all ratified international labour Conventions to non-metropolitan territories for whose international relations they are responsible, in accordance with article 35 of the ILO Constitution	<i>Oct–Nov 2024 (352nd Session)</i> Under way: Technical support and assistance provided in formal and informal meetings with both Member States and various competent authorities of non-metropolitan territories
Technical support and guidance to Member States on the reduction of working hours for crews on inland navigation vessels, including by promoting cooperation between riparian Member States in this regard	<i>Oct–Nov 2024 (352nd Session)</i> Under way: Online or in-person activities will be conducted for riparian Member States, to disseminate the Conclusions of the 2023 Inland Navigation Technical Meeting, provide guidance on cooperation and raise awareness
Research to collect information on the existence of possible gaps in coverage in relation to certification and vocational training of fishers, the implication of the legal relation between the ILO and IMO instruments, ways to promote their complementarity, the relevance of the IMO instruments, including the International Convention on Standards of Training, Certification and Watchkeeping for Fishing Vessel Personnel (STCW-F), 1995, for C.188, on opportunities and challenges to ratification of C.188, challenges faced by fishers especially in relation to abandonment, repatriation, annual leave, certification and vocational training, medical examination, articles of agreement, accommodation and child labour and possible normative or non-normative steps	<i>Oct–Nov 2024 (352nd Session)</i> Under way: Guidelines on fair labour market services for migrant fishers adopted in October 2025 address some of these challenges. Further research in 2026–27, also in the framework of the General Survey to be prepared in 2027
Research to collect information on the existence of possible gaps in coverage in respect to marking of weight, identify the relevance of C.27 in the current context, the implication of the legal relation between the ILO and IMO instruments, ways to promote their complementarity, and possible normative or non-normative steps, including the possibility of the inclusion of marking of weight within the planned standard-setting items on ergonomics and manual handling	<i>Oct–Nov 2024 (352nd Session)</i> Under way: Initial research carried out on options for possible normative/non-normative actions to address gaps identified at the international level. The second component of the research (possibility of inclusion in the ergonomics instrument) is yet to be initiated. This will be put for consideration before the 2027 technical meeting on ports and dock work and/or the standard-setting process on ergonomics.

Recommendations approved by the Governing Body		Status as at January 2026
Research to identify key challenges and opportunities to the ratification and implementation of C.169	<i>Oct-Nov 2024 (352nd Session)</i>	Under way: General Survey on prospects of ratification of selected up-to-date instruments, including C.169, to be prepared by the Committee of Experts in 2027 for discussion by the Conference Committee on the Application of Standards in 2028
Research in relation to the implications of the ageing population on the labour market, taking into account regional specificities, the opportunities offered by intergenerational solidarity, and demographic change	<i>Oct-Nov 2024 (352nd Session)</i>	Under way: Research and knowledge development on ageing societies and intergenerational solidarity ongoing
Research to collect information on opportunities and challenges to ratification and implementation of C.172, taking into consideration the conclusions of the 2022 Technical Meeting on COVID-19 and Sustainable Recovery in the Tourism Sector, national law and practice in this area, including good practices, and include how to address the emerging trends in the hotels and restaurants sector	<i>Oct-Nov 2024 (352nd Session)</i>	Under way: Cross-country analysis on decent work in the hotel and restaurant sector, including the fast-food industry, is being undertaken to inform a background report for the Technical Meeting on Decent Work in the Hotel and Restaurant Sector, including the Fast-Food Industry, tentatively scheduled for 2027. In this context, a preliminary review of the degree of alignment between the national frameworks of countries that have not ratified C.172 and the provisions of C.172 and R.179 has been conducted
Survey of the tripartite constituents, including at sectoral level, in those Member States in which the outdated instruments concerning fishers, dock work, indigenous and tribal peoples are in force in relation to challenges and obstacles to ratification of C.188, C.152, and C.169, with a view to identifying concrete next steps to encourage ratification, to be discussed in a tripartite meeting	<i>Oct-Nov 2024 (352nd Session)</i>	Under way: A General Survey on prospects of ratification of selected up-to-date instruments, including C.188, C.152 and C.169, will be prepared by the Committee of Experts in 2027 for discussion by the Conference Committee on the Application of Standards in 2028.
Tripartite meetings on fishers and dock work, to discuss the research, and survey and recommend to the SRM TWG or Governing Body, as relevant, follow-up in relation to postponed decisions on the classification of C.125 and R.126 on fishers and C.27 on dock work, and the existence of gaps in coverage	<i>Oct-Nov 2024 (352nd Session)</i>	Under way: Dock work: Informal tripartite consultations are being held in 2025/2026 to discuss normative and non-normative options, and modalities for the tripartite meeting on dock work (date to be determined). Fishers: General Survey on C.188 to be prepared in 2027 for discussion in 2028. Further research and subsequent meeting still to be scheduled (including coordination with the Sectoral Advisory Bodies)
Tripartite meeting on hotels and restaurants to discuss the research and options for next steps.	<i>Oct-Nov 2024 (352nd Session)</i>	Under way: Technical Meeting on Decent Work in the Hotel and Restaurant Sector, including in the Fast-Food Industry tentatively scheduled for 2027

Recommendations approved by the Governing Body		Status as at January 2026
Tripartite meeting to discuss the research on the implications of the ageing population on the labour market to enable the Organization to determine next steps, which may include a general discussion at the Conference	<i>Oct–Nov 2024 (352nd Session)</i>	Under way: A general discussion item on labour market implications of demographic change, intergenerational solidarity and decent work for older workers is under consideration by the Governing Body (GB.356/INS/2/1).
Raise awareness among Member States in relation to the ILO Guidelines on the medical examination of fishers, the FAO/ILO/IMO Document for Guidance on Training and Certification of Fishing Vessel Personnel, the Guidelines for port State control officers carrying out inspections under C.188, and ILO Guidelines on flag State inspection of working and living conditions on board fishing vessels	<i>Oct–Nov 2024 (352nd Session)</i>	Under way
Promote collaboration between the ILO and the IMO, including in relation to the institutional link between the IMO and the ILO in relation to international regulation of decent work for fishers	<i>Oct–Nov 2024 (352nd Session)</i>	Under way
Internal guidelines for the provision of advice to Member States considering ratification and implementation of C.188 on fishers and C.152 and C.137 on dock work relating to the issues addressed by the outdated instruments and taking into account national circumstances	<i>Oct–Nov 2024 (352nd Session)</i>	To start in 2026–27
Guidelines on the promotion of cooperation between riparian Member States in relation to the working conditions of crews on inland navigation vessels, including in relation to working time	<i>Oct–Nov 2024 (352nd Session)</i>	Under way: Follow-up will be conducted if and when the Sectoral Advisory Bodies decide to convene a follow-up meeting of experts, in line with the 2023 Conclusions of the Technical Meeting on Decent and Sustainable Work in the Inland Waterways Sector
Employment policy guidelines including relevant measures that could be taken in relation to the ageing population	<i>Oct–Nov 2024 (352nd Session)</i>	Under way: Policies are collected and analysed, drafting of the guidelines to take place in 2026
Include fishing in the lists of hazardous work established pursuant to C.138 and C.182	<i>Oct–Nov 2024 (352nd Session)</i>	Under way: Implemented through technical assistance

Recommendations approved by the Governing Body		Status as at January 2026
Information sharing on the challenges to implementation of R.162, as well as good practices	<i>Oct–Nov 2024 (352nd Session)</i>	Under way: Course on demographic shifts offered in cooperation with the ITCILO in 2024, 2025 and will be offered in 2026; policy advisory services to several countries; publications upcoming; partnership building on the topic to inform a wide audience and profit from partners' knowledge
Review of the Strategy for ILO action concerning indigenous and tribal peoples in 2025	<i>Oct–Nov 2024 (352nd Session)</i>	Under way: An item for this purpose has not yet been placed on the Governing Body's agenda
Consideration of the SRM TWG's planned programme of work in the ILO's strategic planning and future resource allocations, to ensure adequate funding to support the work of the SRM TWG	<i>Oct–Nov 2024 (352nd Session)</i>	Under way: Under the ILO's Programme and Budget for 2026–27, 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

¹ For Conventions Nos 5, 10, 17, 18, 24, 25, 33, 34, 35, 36, 37, 38, 39, 40, 42, 59, 62, 63, 103, 112 and 123, before they were proposed for abrogation/withdrawal, targeted letters were sent to Member States, since 2017–18, implementing the recommendations concerning ratification of up-to-date Conventions related to outdated Conventions not yet proposed for abrogation or withdrawal, which was approved by the Governing Body at its 328th Session (October–November 2016). ² The follow-up actions under way in relation to the ratification of up-to-date instruments in the general ratification campaign include promotion through development of tools, including both generally available resources and those tailored to each Member State; in formal and informal meetings, workshops, communications; and by integrating promotional information in project and other initiatives in a strategic campaign.

Annex III

Provisional work plan for the SRM TWG (2024–28)

(See document [GB.352/LILS/3](#), Annex II to the appendix for further details)

► Provisional work plan: tenth meeting of the SRM TWG (2026)

Working time
Night work

► Provisional work plan: eleventh meeting of the SRM TWG

Wages
Freedom of association
Industrial relations
Home work

► Provisional work plan: twelfth meeting of the SRM TWG

Employment security
Skills
Social policy
Migrant workers

► Provisional work plan: thirteenth meeting of the SRM TWG

Wrap-up of the work of the SRM TWG, including a final discussion on standards policy; finalization of reviews of instruments; a review of the implementation of SRM TWG recommendations by the Organization; and recommendations for future follow-up

► Appendix II

Outcome of the meeting on the follow-up to outdated Conventions

Background

At its 354th Session (June 2025), the Governing Body decided to postpone the tenth meeting of the Standards Review Mechanism Tripartite Working Group (SRM TWG), from 2025 until 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.

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. It requested the Office 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.

This outcome document is submitted in accordance with that decision.

Meeting on the follow-up to outdated Conventions

The meeting on follow-up to outdated Conventions was held on 5–6 February 2026.

The meeting was chaired by Mr Ramón Muñoz Castro (Colombia), Chairperson of the SRM TWG, and attended by the two Vice-Chairpersons of the SRM TWG, Mr Kaizer Moyane (Employers' group) and Ms Catelene Passchier (Workers' group), as well as by Mr Juriaan Sonneveld (Kingdom of the Netherlands), the SRM TWG Government group coordinator. The Meeting held four sittings, complemented by two additional sessions for discussion among the Government group members of the SRM TWG.

The meeting reaffirmed the importance of the SRM TWG's mandate 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. It further recognized the significant work of the SRM TWG over the past ten years to fulfil this mandate. The participants expressed commitment to identifying a way to address the existing divergence of views and the pursuit of consensual SRM TWG recommendations going forward.

The constructive discussion centred on the development of a framework agreement to guide the formulation of recommendations on certain outdated standards going forward.

The meeting concluded by adopting an agreed framework for selected outdated Conventions, set out below.

Agreed framework for selected outdated Conventions

1. The Officers and the Government group coordinator of the SRM TWG agreed on the following framework to guide the formulation of recommendations on certain outdated standards going

forward. This framework applies to the formulation of SRM TWG recommendations for outdated instruments in limited circumstances, specifically where:

- (a) the instrument's subject matter remains relevant;
 - (b) there is a relevant and related up-to-date Convention; and
 - (c) the instrument continues to have a significant number of ratifications. Whether the number of ratifications is significant will be assessed on a case-by-case basis, taking into consideration, among others, the following factors and comparative criteria, including but not limited to:
 - (i) the number and ratio of ratifications of the outdated instrument compared to the relevant up-to-date instrument;
 - (ii) the number of effective ratifications of the up-to-date Convention by Member States still bound by the outdated Convention, where relevant;
 - (iii) the number of ratifications of the up-to-date instrument by Member States who have not ratified the outdated instrument;
 - (iv) the number of ratifications compared to the average number of ratifications of all other technical Conventions; and
 - (v) the number of ratifications compared to the average number of ratifications of other related Conventions.
2. In such cases, the practical and time-bound package of follow-up action recommended by the SRM TWG to the Governing Body will include a fixed date for consideration of abrogation by the International Labour Conference and a date for a mid-term evaluation to: (i) assess the progress made with respect to the implementation of the package of follow-up action, including actions and activities by the Office and constituents; and (ii) assess progress with respect to ratifications of the relevant up-to-date instruments, including by Member States still bound by those outdated Conventions.
 3. Based on the outcomes of the mid-term evaluation, including on progress made, the Governing Body may:
 - confirm the fixed date for consideration of abrogation by the International Labour Conference; or
 - confirm the fixed date for consideration of abrogation by the International Labour Conference while also deciding on adjustments to the follow-up action; or
 - consider deferring the date for consideration of abrogation by the International Labour Conference, on an exceptional basis, as appropriate, and decide on adjustments to the follow-up action as necessary.