

Recommendations of the SRM TWG at its tenth meeting (18 September 2026)

1. The SRM TWG recalled that its mandate is to contribute to the overall objective of the SRM to ensure 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.¹ The fundamental importance of international labour standards and the value of this objective was confirmed by the ILO Centenary Declaration for the Future of Work, 2019.²
2. In that context, the SRM TWG noted that in its fifth evaluation of the functioning of the SRM TWG the Governing Body had 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.³ The guidance provided by the Governing Body was valuable to the SRM TWG as it continued its work. Further, in that context, the SRM TWG acknowledged the importance of concerted tripartite action, as called for by the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), to follow up on all its recommendations.
3. Throughout its tenth meeting, the SRM TWG remained mindful of the responsibility of its significant mandate and the need to ensure the quality and efficient functioning of its work.
4. In preparing its recommendations to the Governing Body, it continued to strive to reach consensus through negotiations in good faith, full confidence and commitment to the SRM objectives, acknowledging the importance of clarity, transparency and consistency.⁴
5. As in past meetings, the SRM TWG has carefully reviewed the international labour standards included within its initial programme of work with a view to making recommendations to the Governing Body on:⁵
 - (a) the status of the standards examined, including up-to-date standards, standards in need of revision, outdated standards, and possible other classifications;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.
6. The SRM TWG once again organised its recommendations into a practical and time-bound package of follow-up action. The components of that package are interconnected, complementary and mutually reinforcing. It will continue to monitor the

¹ Para. 8 of the [Terms of reference of the SRM TWG](#).

² ILO Centenary Declaration for the Future of Work, IV(A): “The setting, promotion, ratification and supervision of international labour standards is of fundamental importance to the ILO. This requires the Organization to have and promote a clear, robust, up-to-date body of international labour standards and to further enhance transparency. International labour standards also need to respond to the changing patterns of the world of work, protect workers and take into account the needs of sustainable enterprises, and be subject to authoritative and effective supervision. The ILO will assist its Members in the ratification and effective application of standards.”

³ [GB.356/LILS/PV](#), para. 46.

⁴ Para. 13 of the Terms of reference.

⁵ Para. 9 of the Terms of reference.

actions taken by the Organization in relation to the Governing Body's decisions in follow-up to all of its time-bound recommendations.

7. In line with its terms of reference, the SRM TWG submits its recommendations to the Governing Body for decision, and recommends that the Governing Body take the necessary steps to implement the recommendations set out below.

Hours of work⁶

8. In relation to the instruments concerning hours of work, the SRM TWG recommends to the Governing Body that it consider:
 - 8.1. Deciding to postpone its decision on the classification of Conventions Nos 1, 30 and 47 on hours of work, which will retain their current classification as *interim*, pending research and possible follow-up action to be discussed in a tripartite meeting to be held in a format to be determined by the Governing Body.

Annual leave⁷

9. In relation to the instruments concerning annual leave, the SRM TWG recommends to the Governing Body that it consider:
 - 9.1. Taking decisions about the classification of the instruments:
 - 9.1.1. Deciding that Convention No. 132 and Recommendation No. 98 have the classification of *up-to-date* instruments;
 - 9.1.2. Acknowledging the classification of Conventions Nos 52 and 101 and Recommendations Nos 47 and 93 as *outdated* instruments.
 - 9.2. Concluding that there is no gap in coverage in the body of international labour standards with respect to the international regulation of annual leave.
 - 9.3. Requesting the Organization to implement a *time-bound and practical package of follow-up action* as follows:
 - 9.3.1. Targeted promotion of the ratification and effective implementation of Convention No. 132 and Recommendation No. 98 in Member States in which Conventions Nos 52 and 101 are currently in force:
 - (a) The Office should provide the necessary 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 Convention No. 132.
 - (b) The tripartite constituents, including at sectoral level, should consider collaborating and taking active steps towards the possible ratification and effective implementation of Convention No. 132 and Recommendation No. 98.
 - 9.3.2. Promotion of the ratification and effective implementation of Convention No. 132 and Recommendation No. 98 in all Member States:
 - (a) The Office should continue to provide technical assistance and guidance, including capacity-building and development of guidance materials, to Member States on the application of Convention No. 132 and Recommendation No. 98 in

⁶ See SRM TWG/2026/[Overview document 1](#) and [Technical note 1.1](#).

⁷ See SRM TWG/2026/[Overview document 1](#) and [Technical note 1.2](#).

law and practice, with particular attention to their application to agricultural workers.

- (b) The tripartite constituents, including at sectoral level, should consider collaborating and taking active steps towards the possible ratification and effective implementation of Convention No. 132 and Recommendation No. 98.

9.4. Taking decisions about the abrogation and withdrawal of the instruments:

- 9.4.1. The SRM TWG recommends to the Governing Body the abrogation of Conventions Nos 52 and 101 and the withdrawal of Recommendations Nos 47 and 93 in 2036 through placing an item to this effect on the agenda of the 124th Session of the International Labour Conference. An evaluation will be held in 2031 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 Convention No. 132, including by Member States still bound by Conventions Nos 52 and 101.

Night work⁸

10. In relation to the instruments concerning night work, the SRM TWG recommends to the Governing Body that it consider:

10.1. Taking decisions about the classification of the instruments:

- 10.1.1. Deciding that Convention No. 171 and Recommendation No. 178 have the classification of *up-to-date* instruments.

- 10.1.2. Acknowledging the classification of Convention No. 20 as an *outdated* instrument.

10.2. Concluding that there is no gap in coverage in the body of international labour standards with respect to the international regulation of night work.

10.3. Requesting the Organization to implement a *time-bound and practical package of follow-up action* as follows:

- 10.3.1. Targeted promotion of the ratification and effective implementation of Convention No. 171 and Recommendation No. 178 in Member States in which Convention No. 20 is currently in force:

- (a) The Office should provide the necessary 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 Convention No. 171.
- (b) The tripartite constituents, including at sectoral level, should consider collaborating and taking active steps towards the possible ratification and effective implementation of Convention No. 171 and Recommendation No. 178.

- 10.3.2. Promotion of the ratification and effective implementation of Convention No. 171 and Recommendation No. 178 in all Member States:

- (a) The Office should continue to provide technical assistance and guidance, including capacity-building and development of guidance materials, to Member States on the application of Convention No. 171 and Recommendation No. 178 in law and practice.

⁸ See SRM TWG/2026/[Overview document 1](#) and [Technical note 1.3](#).

- (b) The tripartite constituents, including at sectoral level, should consider collaborating and taking active steps towards the possible ratification and effective implementation of Convention No. 171 and Recommendation No. 178.
- 10.4. Taking decisions about the abrogation and withdrawal of the instruments:
 - 10.4.1. The SRM TWG recommends to the Governing Body the abrogation of Convention No. 20 in 2031 through placing an item to this effect on the agenda of the 119th Session of the International Labour Conference.

Night work of women⁹

- 11. In relation to the instruments concerning night work of women, the SRM TWG recommends to the Governing Body that it consider:
 - 11.1. Taking decisions about the classification of the instruments:
 - 11.1.1. Deciding that Convention No. 89 and its Protocol have the classification of *outdated* instruments.
 - 11.1.2. Deciding that Recommendation No. 13 has the classification of an *outdated* instrument.
 - 11.2. Taking decisions about gaps in coverage:
 - 11.2.1. Concluding that there may be gaps in coverage in the body of international labour standards with respect to the international regulation of working time and night work in agriculture, while acknowledging the existence of ILO instruments addressing work in agriculture.
 - 11.3. Requesting the Organization to implement a *time-bound and practical package of follow-up action* as follows:
 - 11.3.1. Targeted promotion of the ratification and effective implementation of Convention No. 171 and Recommendation No. 178 in Member States in which Convention No. 89 and its Protocol are currently in force:
 - (a) The Office should provide the necessary 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 Convention No. 171.
 - (b) The tripartite constituents, including at sectoral level, should consider collaborating and taking active steps towards the possible ratification and effective implementation of Convention No. 171 and Recommendation No. 178.
 - 11.3.2. Promotion of the ratification and effective implementation of Convention No. 171 and Recommendation No. 178 in all Member States:
 - (a) The Office should continue to provide technical assistance and guidance, including capacity-building and development of guidance materials, to Member States on the application of Convention No. 171 and Recommendation No. 178 in law and practice.
 - (b) The tripartite constituents, including at sectoral level, should consider collaborating and taking active steps towards the possible ratification and effective implementation of Convention No. 171 and Recommendation No. 178.

⁹ See SRM TWG/2026/[Overview document 1](#) and [Technical note 1.4](#).

- 11.3.3. Research should be undertaken with a view to gaining a better understanding of the situation of women engaged in night work, to inform Office guidance and technical support on how to address the specific challenges of women in night work, and identify good practices for ensuring that workplaces are safe for all night workers, including women.
- 11.3.4. Working time, including night work, in agriculture should be considered in a dedicated tripartite discussion.
- 11.4. Taking decisions about the abrogation and withdrawal of the instruments:
 - 11.4.1. The SRM TWG recommends to the Governing Body the abrogation of Convention No. 89 and its Protocol in 2034 through placing an item to this effect on the agenda of the 122nd Session of the International Labour Conference.
 - 11.4.2. The SRM TWG recommends to the Governing Body the withdrawal of Recommendation No. 13, in 2029 through placing an item to this effect on the agenda of the 117th Session of the International Labour Conference.

Part-time work¹⁰

- 12. In relation to the instruments concerning part-time work, the SRM TWG recommends to the Governing Body that it consider:
 - 12.1. Deciding that Convention No. 175 and Recommendation No. 182 have the classification of *up-to-date* instruments.
 - 12.2. Concluding that there is no gap in coverage in the body of international labour standards with respect to the international regulation of part-time work.
 - 12.3. Requesting the Organization to implement a *time-bound and practical package of follow-up action* as follows:
 - 12.3.1. Promotion of the ratification and effective implementation of Convention No. 175 and Recommendation No. 182 in all Member States:
 - (a) The Office should continue to provide technical assistance and guidance, including capacity-building, to Member States on the application of Convention No. 175 and Recommendation No. 182 in law and practice, particularly in regions with low ratification rates and where part-time work is prevalent.
 - (b) The tripartite constituents, including at sectoral level, should consider collaborating and taking active steps towards the possible ratification and effective implementation of Convention No. 175 and Recommendation No. 182.

Hours of work and rest periods in road transport¹¹

- 13. In relation to the instruments concerning hours of work and rest periods in road transport, the SRM TWG recommends to the Governing Body that it consider:
 - 13.1. Deciding that Convention No. 153 and Recommendation No. 161 have the classification of *up-to-date* instruments.
 - 13.2. Concluding that there is a gap in coverage in the body of international labour standards with respect to the international regulation of hours of work and rest periods in road transport in respect of non-wage-earning drivers.

¹⁰ See SRM TWG/2026/[Overview document 1](#) and [Technical note 1.5](#).

¹¹ See SRM TWG/2026/[Overview document 1](#) and [Technical note 1.6](#).

13.3. Requesting the Organization to implement a *time-bound and practical package of follow-up action* as follows:

13.3.1. Promotion of the ratification and effective implementation of Convention No. 153 and Recommendation No. 161 in all Member States:

(a) The Office should continue to provide technical assistance and guidance, including capacity-building and promotion of best practices, to Member States on the application of Convention No. 153 and Recommendation No. 161 in law and practice.

(b) The Office should promote the [Guidelines on the promotion of decent work and road safety in the transport sector](#) (2019), and pursue their update as needed.

13.3.2. Comparative research should be undertaken on the regulation of the road transport sector, including at the regional level.

Working time in glass work¹²

14. In relation to the instruments concerning working time in glass work, the SRM TWG recommends to the Governing Body that it consider:

14.1. Acknowledging the classification of Conventions Nos 43 and 49 as *outdated* instruments.

14.2. Concluding that there is a gap in coverage in the body of international labour standards with respect to the international regulation of shift work and noting the follow-up considered in paragraph 15.

14.3. Requesting the Organization to:

(a) Promote the implementation of the conclusions and recommendations of the 2024 Technical Meeting on the Promotion of Decent Work and a Just Transition in the Building Materials Industry, including Cement.

(b) Include consideration of working conditions, notably shift-work, in glass work, in future activities regarding decent work and a just transition in the building materials industry.

14.4. The SRM TWG recommends to the Governing Body the abrogation of Conventions Nos 43 and 49 in 2030 through placing an item to this effect on the agenda of the 118th Session of the International Labour Conference.

General recommendations in relation to working time

15. In relation to working time, the SRM TWG recommends to the Governing Body that research be undertaken to review emerging trends in the current world of work and to assess the existence of possible gaps in the body of international labour standards. This research will be submitted for tripartite discussion, in a format to be decided by the Governing Body, with a view to determining whether normative and/or non-normative action is required. The research should include, among other things, developments relating to minimum rest periods and maximum shift lengths in shift work, minimum daily rest requirements, night work, rest breaks, on-call work arrangements (including on-call hours), flexible working-time arrangements, and sector-specific exclusions. It should also consider the implications for working time regulation of climate change, cross-border work across multiple time zones, and the exclusion of non-wage-earning drivers from existing regulatory frameworks.

¹² See SRM TWG/2026/[Overview document 1](#) and [Technical note 1.7](#).

Follow-up on the Unemployment Convention, 1919 (No. 2)¹³

16. The SRM TWG recommends to the Governing Body the abrogation of Convention No. 2 in 2033 through placing an item to this effect on the agenda of the 121st Session of the International Labour Conference. An evaluation will be undertaken by the Governing Body in November 2030 following the Conference Committee on the Application of Standards' consideration, in 2030, of the Committee of Experts' General Survey covering Conventions Nos 88, 102 (Part IV), 118, 160 and 168.
17. Based on the outcomes of this evaluation, including on progress made in respect to ratification of the relevant up-to-date instruments by Member States still bound by Convention No. 2, the Governing Body may:
 - 17.1. confirm the fixed date for consideration of abrogation by the International Labour Conference; or
 - 17.2. confirm the fixed date for consideration of abrogation by the International Labour Conference while also deciding on adjustments to the follow-up action; or
 - 17.3. 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.

Considerations relating to its subsequent meetings¹⁴

18. The SRM TWG decided to take the opportunity of its tenth meeting to take stock of its progress and the organization of its subsequent meetings, the outcomes of which are summarized in the report of the Chairperson and Vice-Chairpersons of the SRM TWG to the Governing Body. In respect of progress achieved, it recalled that certain matters reviewed at previous meetings remain pending and certain decisions postponed, and that these should be considered.
19. The SRM TWG recommends to the Office and the Governing Body that its planned programme of work be considered in the ILO's strategic planning and future resource allocations, to ensure relevant Departments are appropriately resourced to support the work of the SRM TWG.

¹³ See SRM TWG/2026/[Working document 2](#).

¹⁴ See SRM TWG/2026/[Information document 3](#).