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Report of the tenth meeting of the Standards Review Mechanism Tripartite Working Group (Geneva, 14–18 September 2026)

Report of the Officers

Purpose of the document

In accordance with the terms of reference of the Standards Review Mechanism Tripartite Working Group (SRM TWG), the Governing Body is invited to note the report of the tenth meeting of the SRM TWG which reviewed three instruments on hours of work, two instruments on annual leave, two instruments on night work, three instruments on night work of women, two instruments on part-time work, and two instruments on working time in road transport and examined the follow-up to be taken to seven other instruments previously determined to be outdated, and to take decisions on recommendations arising from its work as well as on arrangements for its 11th meeting in 2027 (see draft decision in paragraph 6).

Relevant strategic objective: All.

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

Policy implications: Implications arising from the decisions taken by the Governing Body on the recommendations submitted by the SRM TWG.

Legal implications: Possible abrogation of seven Conventions and one Protocol, and withdrawal of three Recommendations.

Financial implications: The Programme and Budget for 2026–27 foresees resources to finance the 11th meeting of the SRM TWG.

Follow-up action required: Implementation of Governing Body decisions.

Author unit: International Labour Standards Department (NORMES).

Related documents: GB.356/PV; GB.356/LILS/2; GB.352/PV; GB.352/LILS/3; GB.350/PV; GB.350/LILS/3; GB.349/PV(Rev.1); GB.349/LILS/1; GB.346/PV; GB.346/LILS/1; GB.344/PV; GB.344/LILS/3; GB.343/PV; GB.343/LILS/1; GB.341/PV; GB.341/LILS/5; GB.337/PV; GB.337/LILS/1; GB.334/PV; GB.334/LILS/3; GB.331/PV; GB.331/LILS/2; GB.329/PV; GB.329/LILS/2; GB.328/PV; GB.328/LILS/2/1(Rev.); GB.326/PV; GB.326/LILS/3/2; GB.325/PV; GB.325/LILS/3; GB.323/PV; GB.323/INS/5.

1. In accordance with the decision taken by the Governing Body at its 354th Session (June 2025),¹ the tenth meeting of the Standards Review Mechanism Tripartite Working Group (SRM TWG) took place from 14 to 18 September 2026 at the ILO headquarters in Geneva. Under paragraph 17 of the terms of reference “(t)he SRM Tripartite Working Group, through its Chairperson and two Vice-Chairpersons, shall report to the Governing Body”.
2. The tenth meeting was chaired by Ms Monica Vimbayi Hanga (Zimbabwe) and attended by its 32 members as set out in the report of the discussion included in the appendix, as well as eight advisers to support the Government members.² Mr Kaizer Moyane and Ms Catelene Passchier were appointed Vice-Chairpersons respectively by the Employers’ and Workers’ groups. In accordance with paragraph 19 of the terms of reference of the SRM TWG, its preparatory documents and other related materials were made public on a dedicated [web page](#).
3. As decided by the Governing Body in November 2024,³ and in June 2025 when the meeting was deferred for one year,⁴ during its tenth meeting the SRM TWG reviewed 14 instruments: 3 instruments on hours of work, 2 instruments on annual leave, 2 instruments on night work, 3 instruments on night work of women, 2 instruments on part-time work, and 2 instruments on working time in road transport. It also considered the follow-up to be taken to 4 instruments on annual leave, 1 instrument on night work, and 2 instruments on working time in glass work, all of which had previously been determined to be outdated. In accordance with the decision taken by the Governing Body in 2019,⁵ the SRM TWG also evaluated the implementation of the plans of action on follow-up to the recommendations concerning the Unemployment Convention, 1919 (No. 2). Its corresponding consensual recommendations are set out in Annex I of the appendix and summarized in the following table.

► **Table 1. Summary of recommendations made by the SRM TWG at its tenth meeting (September 2026)**

(1) Classifications	
<i>Standards classified as up to date</i>	C.132 and R.98 on annual leave C.171 and R.178 on night work C.175 and R.182 on part-time work C.153 and R.161 on hours of work and rest periods in road transport
<i>Standards classified as requiring further action to ensure continued and future relevance</i>	None
<i>Standards classified as outdated</i>	C.89 and its Protocol on night work of women R.13 on night work of women in agriculture

¹ GB.354/INS/11/Decision, para. (d).

² Para. 18 of the [terms of reference of the SRM TWG](#); GB.352/LILS/3, appendix, para. 33.

³ GB.352/LILS/3/Decision, para. (i).

⁴ GB.354/INS/11/Decision, para. (d).

⁵ GB.337/LILS/1/Decision, para. (e) and GB.337/LILS/1, Annex I, para. 5.2(ii).

(1) Classifications

<i>Standards confirmed as outdated, as previously determined by the Governing Body</i>	C.52, C.101, R.47 and R.93 on annual leave C.20 on night work (bakeries) C.43 and C.49 on working time in glass work
<i>Decision on classification postponed</i>	C.1, C.30 and C.47 on hours of work, which will therefore retain their classification as <i>interim</i> , until any further decision is taken.

(2) Gaps in coverage

<i>Gap in coverage identified</i>	Hours of work and rest periods in road transport in respect of non-wage-earning drivers
<i>Gap in coverage confirmed</i>	Shift work

(3) Practical and time-bound follow-up action

<i>Follow-up involving consideration of possible gaps in the ILO body of standards</i>	Research on emerging trends related to working time in the current world of work to assess possible gaps in the body of international labour standards, including on 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, sector-specific exclusions, implications for working time regulation of climate change, cross-border work across multiple time zones, and exclusion of non-wage-earning drivers from existing regulatory frameworks, to be submitted for tripartite discussion, in a format decided by the Governing Body and with a view to determining whether normative and/or non-normative action is required. Acknowledging the existence of ILO instruments addressing work in agriculture, and concluding that there may be gaps in coverage in the body of international labour standards with respect to the international regulation of working time, including night work, in agriculture, working time in agriculture should be considered in a dedicated tripartite discussion.
<i>General promotional campaigns and technical assistance</i>	Promotion of ratification and effective implementation of C.132 and R.98 on annual leave, C.171 and R.178 on night work, C.175 and R.182 on part-time work, and C.153 and R.161 on hours of work and rest periods in road transport. Tripartite constituents, including at sectoral level, should consider collaborating and taking active steps towards the possible ratification and effective implementation of the up-to-date instruments. Technical assistance and guidance, including capacity-building, development of guidance materials and promotion of best practices, as relevant, to Member States on the application of up-to-date instruments in law and practice, with particular attention to: (i) the application of annual leave instruments to agricultural workers; and (ii) the application of part-time work instruments in regions with low ratification rates and where part-time work is prevalent. Promotion of the <i>Guidelines on the promotion of decent work and road safety in the transport sector</i> (2020), and their updating as needed.

(3) Practical and time-bound follow-up action

Targeted promotional campaigns and technical assistance

Targeted promotion of the ratification and effective implementation of C.132 and R.98, in Member States in which C.52 and/or C.101 are in force.

Targeted promotion of the ratification and effective implementation of C.171 and R.178, in Member States in which C.20, C.89 and/or its Protocol are in force.

Tripartite constituents, including at sectoral level, should consider collaborating and taking active steps towards the possible ratification and effective implementation of the up-to-date instruments.

Technical assistance and support for consideration of ratification, including capacity-building and tailored plans of action.

Other non-normative actions

Research and possible follow-up action in relation to the classification of C.1, C.30 and C.47, to be discussed in a tripartite meeting in a format determined by the Governing Body. *

Research to better understand 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.

Comparative research on the regulation of the road transport sector, including at the regional level.

Promotion of 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; and 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.

ILC consideration of the abrogation and the withdrawal of instruments

Item on the Conference agenda in 2029 concerning the withdrawal of R.13.

Item on the Conference agenda in 2030 concerning the abrogation of C.43 and C.49.

Item on the Conference agenda in 2031 concerning the abrogation of C.20.

Item on the Conference agenda in 2034 concerning the abrogation of C.89 and its Protocol.

Item on the Conference agenda in 2036 concerning the abrogation of C.52 and C.101, and the withdrawal of R.47 and R.93. Applying the “agreed framework on selected outdated Conventions” to this specific case, 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.

(3) Practical and time-bound follow-up action

Follow-up on C.2

Item on the Conference agenda in 2033 concerning the abrogation of C.2. 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.

* See above recommendation regarding tripartite discussion, in a format decided by the Governing Body.

4. The SRM TWG reached consensus on substantial practical and time-bound follow-up actions in respect of six of the seven working-time topics it was called upon to review. In relation to the topic of hours of work, the SRM TWG made the consensual recommendation to postpone the decision on the classification of the Hours of Work (Industry) Convention, 1919 (No. 1), the Hours of Work (Commerce and Offices) Convention, 1930 (No. 30) and the Forty-Hour Week Convention, 1935 (No. 47). These three instruments retain their previous classifications as *interim* instruments.
5. The SRM TWG agreed that its 11th meeting would take place for five days from 13 to 17 September 2027. It recommended to the Governing Body that at that meeting it could review six instruments in the initial programme of work concerning wages, two instruments concerning freedom of association, four instruments concerning industrial relations and two instruments concerning other categories of workers (home work). The full list of these instruments is set out in the Officers' report included in the appendix.

► Draft decision

6. **The Governing Body took note of the report of the Officers concerning the tenth meeting of the Standards Review Mechanism Tripartite Working Group (SRM TWG) and, in approving its recommendations:**
 - (a) **welcomed the SRM TWG's consensual recommendations and noted that it had postponed its decision on the classification of the instruments concerning hours of work, pending the research on working time and possible follow-up action, referenced in subparagraph (e), to be discussed in a tripartite meeting, to be held in a format to be determined by the Governing Body;**
 - (b) **decided that the instruments concerning annual leave, night work, night work of women, part-time work, hours of work and rest periods in road transport and working time in glass work that were reviewed by the SRM TWG at its tenth meeting should be considered to have the classifications it recommended;**
 - (c) **noted that the three instruments on hours of work, in relation to which a decision as to classification was postponed, would retain their current classifications as interim instruments until it took any decision otherwise;**
 - (d) **called upon the Organization and its tripartite constituents to take concerted steps to follow up on all its recommendations as organized by the SRM TWG into practical and time-bound packages of follow-up action;**

- (e) requested that the SRM TWG's planned programme of work be considered in the ILO's strategic planning and future resource allocations with a view to ensuring appropriate resources, and requested the Office, as a matter of institutional priority, to take the necessary action in follow-up to the SRM TWG's recommendations at this and previous meetings, as outlined in the appendix including: (i) the research on emerging trends in working time to assess the existence of possible gaps in the body of international labour standards for a tripartite discussion to determine whether normative and/or non-normative action is required; (ii) the research on the situation of women in night work, including the identification of good practices; and (iii) a dedicated tripartite discussion on working time in agriculture;
- (f) noted the SRM TWG's recommendations concerning the abrogation and withdrawal of certain instruments as outlined in the appendix, in relation to which it will consider placing items on the agenda of forthcoming sessions of the International Labour Conference;
- (g) decided to convene the 11th meeting of the SRM TWG from 13 to 17 September 2027, at which it should review 14 instruments, concerning wages, freedom of association, industrial relations and home work, as included in sets of instruments 7, 14, 12 and 17 of the SRM TWG's initial programme of work.

► **Appendix**

Report of the tenth meeting of the SRM TWG established by the Governing Body (Geneva, 14–18 September 2026)

1. The tenth meeting of the Standards Review Mechanism Tripartite Working Group (SRM TWG) took place in Geneva from 14 to 18 September 2026. It was chaired by Ms Monica Vimbayi Hanga (Zimbabwe) and attended by its 32 members (see table 1).

► **Table 1. Members attending the tenth meeting of the SRM TWG (September 2026)**

Members representing Governments
Algeria
Bangladesh
Canada
China
Cuba
Ghana *
Guatemala
Indonesia
Lithuania
Mexico
Mozambique **
Kingdom of the Netherlands
Norway
Oman
Romania
South Africa
Members representing Employers
Mr K. Moyane (South Africa), Vice-Chairperson
Mr P. Noll (Germany)
Ms J. VanDerMeulen (Canada)
Mr H. Diop (Senegal)
Mr E. Ocampo Bautista (Mexico)
Ms N. Harkin (Ireland)
Ms A. Sanyal (India)
Ms A. Gamage (Sri Lanka)

Members representing Workers

Ms C. Passchier (Kingdom of the Netherlands), Vice-Chairperson

Mr C. Onyeka (Nigeria)

Mr S. Muhammad (Pakistan)

Ms M. Pujadas (Argentina)

Ms A. Brown (United Kingdom of Great Britain and Northern Ireland)

Mr J. E. Oñate Vera (Mexico)

Mr J. Vogt (United States of America)

Ms R. Zimmer (Germany)

* Pursuant to paragraph 7 of the SRM TWG's terms of reference, the Office was informed that Mali would be replaced by a Member representing Ghana for the tenth meeting of the SRM TWG. ** Pursuant to paragraph 7 of the SRM TWG's terms of reference, the Office was informed that Zimbabwe would be replaced by a Member representing Mozambique for the tenth meeting of the SRM TWG.

2. The Government group at the tenth meeting of the SRM TWG was supported by eight advisers, pursuant to arrangements decided following the SRM TWG's ninth meeting.

Tripartite discussions leading to consensual recommendations, with one classification decision postponed

3. As in previous years, the SRM TWG had an ambitious programme on a highly technical subject, demanding a significant level of expertise and commitment by its members and accentuating the complexity of the discussions. The SRM TWG remained attentive to the need to safeguard the continued quality, thoroughness and authoritativeness of its reviews while ensuring the efficiency of the standards review process. Office strategic planning to ensure internal coherence would be particularly important in view of the implementation demands arising from the recommendations, particularly in the current financial and budgetary context.
4. The SRM TWG's discussions reflected a shared commitment to the mandate entrusted to it by the Governing Body and a strong sense of responsibility for contributing to a clear, robust and up-to-date body of international labour standards that remained relevant to the changing world of work for the purpose of the protection of workers and taking into account the needs of sustainable enterprises. The members approached their work with commitment to constructive tripartite dialogue and the search for consensus during difficult discussions. Detailed tripartite deliberations in the SRM TWG allowed for a wide variety of perspectives from the global world of work.
5. This tenth meeting of the SRM TWG marked an important milestone, reflecting a decade of sustained tripartite engagement and progress towards fulfilling its significant mandate. The three groups continued to recognize the interrelatedness and the individual importance of the three critical tasks entrusted to the SRM TWG under its terms of reference: classification of instruments, identification of gaps in coverage, and practical and time-bound follow-up action. The SRM TWG took note of the significant progress achieved to date on its initial programme of work: following the review of the 14 working time instruments at its current meeting, 24 instruments remained for review from its initial programme of work. In this context, it also recalled that certain matters reviewed at previous meetings remained pending and certain decisions postponed, which required consideration in future planning.

6. The SRM TWG remained mindful of the Office's current financial situation when formulating its recommendations. It placed particular emphasis on the importance of effective follow-up and monitoring of these recommendations, once adopted by the Governing Body. These recommendations could only have meaningful and practical impact when translated into action through sustained engagement by the Office and the tripartite constituents. In this respect, the discussion also addressed how to bring further clarity and transparency to its work and its outcomes. Members welcomed the work carried out by the Office, and the concrete results already achieved through promotional activities, technical assistance and capacity-building, and recalled that such follow-up remained an institutional priority. The SRM TWG highlighted the importance of concerted tripartite action to follow up on all its recommendations, and in that context, recalled the importance of consultation as called for by the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144).
7. The SRM TWG reached consensual recommendations on the way forward in relation to the matters before it at its tenth meeting. The SRM TWG also adopted general recommendations concerning working time to address cross-cutting issues identified during its reviews, through further research and tripartite discussion, in a format to be decided by the Governing Body. In relation to the topic of hours of work, it decided to postpone its decision on the classification of the Hours of Work (Industry) Convention, 1919 (No. 1), the Hours of Work (Commerce and Offices) Convention, 1930 (No. 30) and the Forty-Hour Week Convention, 1935 (No. 47), which would therefore retain their current classification as *interim*, pending the further research and tripartite discussion set out in its recommendations (see paragraphs 12–14 of the report below).

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

8. The outcome of the meeting on the follow-up to outdated Conventions (held in February 2026) was presented to the tenth meeting of the SRM TWG for its consideration, as requested by the Governing Body in June 2025.¹ That meeting had been asked to consider, identify or develop possible follow-up measures in respect of Conventions classified as outdated, in particular when they still have a high rate of ratification. The meeting concluded by adopting an agreed framework for selected outdated Conventions.
9. The SRM TWG welcomed the progress made towards a common understanding on the follow-up to outdated Conventions, an issue for which significant divergence of views had previously prevented the SRM TWG from reaching consensual recommendations, as well as the constructive engagement that led to the outcome. It noted the specific scope of the framework, which applies to the formulation of SRM TWG recommendations for outdated instruments in limited circumstances. The discussion highlighted that the framework should be applied consistently and objectively. In this respect, the SRM TWG subsequently decided, to apply the framework to the outdated instruments examined on annual leave. The members also agreed that the framework would not apply to those outdated standards examined on night work, night work of women or working time in glass work. Further, elements of the agreed framework informed the recommendations made with respect to follow-up on the Unemployment Convention, 1919 (No. 2).

¹ GB.354/INS/11, paras 22 and 23; and GB.354/INS/11/Decision, para. (d). The outcome of this meeting was presented to the Governing Body in March 2026, GB.356/LILS/2, Appendix II.

Review of three instruments on hours of work

10. In accordance with the decision taken by the Governing Body in November 2024,² the SRM TWG examined three instruments in the initial programme of work concerning hours of work: Conventions Nos 1, 30 and 47.
11. The SRM TWG agreed on the continuing importance of the international regulation of hours of work and the relevance of limits on daily and weekly working hours. It was unable, however, to reach consensus on the classification of the three instruments, and therefore consensually decided to postpone this decision 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. The divergent views of the three groups are set out below in accordance with paragraph 22 of the SRM TWG's terms of reference.
12. The Workers' and Employers' groups both considered that the three instruments should be classified as up-to-date. The Workers' group stressed that the regulation of working time is a key component of decent work globally. It underlined the foundational role of these instruments in the regulation of the maximum working day and week, as mandated by the ILO Constitution. Their classification as up-to-date would not preclude further consideration of contemporary working-time challenges and possible gaps in the body of international labour standards, including in relation to excluded sectors and categories of workers, shift work, irregular and unpredictable working hours and on-call work. It supported research and further tripartite discussion to consider possible normative and/or non-normative action without prejudging the continued relevance of the instruments themselves. The Employers' group highlighted that Conventions Nos 1 and 30 established the standard limits of 8 hours per day and 48 hours per week, while Convention No. 47 established the principle of the 40-hour working week. The Employers' group acknowledged that, while the world of work had evolved since the adoption of the instruments, this did not diminish the continuing relevance of their key principles. The Employers' group considered that the fact that the instruments did not expressly regulate every contemporary working-time arrangement did not detract from their continued relevance. It emphasized the flexibility available for different national systems and enterprise circumstances, and recalled that Convention No. 1 already addressed successive shifts and that other international labour standards covered those categories of workers not covered by Convention No. 30. Further, the Employers' group pointed to the extensive regulation of working time in national law and through collective bargaining and other negotiated agreements. It considered that the body of international labour standards should be viewed as a whole, that there was no regulatory gap requiring further standard-setting, particularly on a subject widely regulated at the national level. It indicated that priority should be given to promotion and technical assistance rather than revision of the instruments or the development of a new comprehensive working-time instrument.
13. The Government group highlighted that the regulation of hours of work was important for worker protection and well-being, as well as employer performance and enterprise sustainability. While emphasizing that the regulation of hours of work remained highly relevant, it considered that some elements of the instruments did not reflect modern working arrangements and identified possible gaps in coverage in relation to issues including irregular working time arrangements, shift work, rest breaks, on-call work and other flexible working arrangements. The Government group also highlighted elements that it considered inappropriate in the contemporary context, including the country-specific provisions and the

² GB.352/LILS/3/Decision, para. (i).

exclusion of family undertakings in Convention No. 1. The Government group also highlighted that previous review processes, particularly the Ventejol and Cartier Working Parties, had also acknowledged that revision of these standards may be necessary due to outdated elements. The Government group considered that the instruments should be classified as requiring further action to ensure their continued and future relevance. It considered that further tripartite discussion was needed to examine developments and good practices and determine whether, and how, further action should be taken.

14. In light of these differing views, the SRM TWG, on a consensual basis, postponed its decision on their classification, 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 (see paragraph 8 of Annex I below).³ In the absence of a decision on classification, Conventions Nos 1, 30 and 47 will retain their current classification as *interim*.

Review of two instruments on annual leave, and consideration of the follow-up to four outdated instruments

15. In accordance with the decision taken by the Governing Body in November 2024,⁴ the SRM TWG reviewed the Holidays with Pay Convention (Revised), 1970 (No. 132), and the Holidays with Pay Recommendation, 1954 (No. 98), and considered the follow-up to be taken in relation to the Holidays with Pay Convention, 1936 (No. 52), the Holidays with Pay (Agriculture) Convention, 1952 (No. 101), the Holidays with Pay Recommendation, 1936 (No. 47), and the Holidays with Pay (Agriculture) Recommendation, 1952 (No. 93), which had previously been classified as outdated. The SRM TWG's resulting consensual recommendations are attached in paragraph 9 of Annex I to this report.
16. The SRM TWG agreed on the continuing key importance of the international regulation of annual leave, including its contribution to workers' health and overall well-being as well as to the performance of sustainable enterprises by reducing absenteeism and increasing worker productivity. The SRM TWG's discussion resulted in consensual recommendations classifying Convention No. 132 and Recommendation No. 98 as up-to-date instruments and acknowledging that Conventions Nos 52 and 101 and Recommendations Nos 47 and 93 had already been classified as outdated. The Group also agreed that there was no gap in coverage in the body of international labour standards with respect to the international regulation of annual leave. The discussion also highlighted the importance of effective implementation of the up-to-date instruments and of facilitating the transition from the older instruments to Convention No. 132.
17. The SRM TWG agreed on a practical and time-bound package of follow-up action, including targeted and general promotional campaigns, and collaboration by the tripartite constituents, with particular attention paid to the application of the instruments to agricultural workers. The Workers' group stressed that the principal challenge lay in implementation and promotion rather than in the relevance of the up-to-date instruments, and emphasized in particular the need to ensure effective protection of agricultural workers. The Employers' group supported promotion of the up-to-date instruments while emphasizing that ratification remained a sovereign decision of Member States and that promotional activities should take account of national circumstances with a focus on implementation. In this respect, the Employers' group

³ This tripartite discussion, in a format to be decided by the Governing Body, is also referenced in paragraph 15 of the recommendations.

⁴ GB.352/LILS/3/Decision, para. (i).

favoured support for interested Member States, including pre-ratification assessments of legal compatibility, implementation capacity and socio-economic implications, taking account of the impact on enterprise. The Government group supported both general and targeted promotion and concerted action by the tripartite constituents, with technical support from the Office as requested.

18. The SRM TWG discussed in detail whether the agreed framework for selected outdated Conventions would apply in the formulation of its recommendations in relation to the outdated Conventions Nos 52 and 101. The Employers' group favoured consideration of the abrogation of Conventions Nos 52 and 101 and the withdrawal of Recommendations Nos 47 and 93 as soon as possible, considering that Convention No. 132 provided the modern framework, the length of time that had passed since Conventions Nos 52 and 101 had been classified as outdated, and the information already available on national law and practice and on obstacles to ratification. It stressed that the agreed framework should not be applied automatically and that the removal of outdated instruments should not be made conditional on the ratification of Convention No. 132. The Workers' group considered that the circumstances fell squarely within the agreed framework on outdated instruments and stressed the need for a managed transition to Convention No. 132 so that existing protection for workers would not be lost, including in agriculture. The Government group also considered that the criteria for application of the agreed framework were met and supported a practical and time-bound package of follow-up action comprising a fixed date for consideration of abrogation and a mid-term evaluation.
19. Applying the agreed framework for selected outdated instruments to this specific case, the SRM TWG recommended that the International Labour Conference should consider the abrogation of Conventions Nos 52 and 101 and the withdrawal of Recommendations Nos 47 and 93 in 2036. It further agreed that a mid-term evaluation would be held in 2031 to assess progress in implementing the package of follow-up action and progress in the ratification of Convention No. 132, including by Member States still bound by Conventions Nos 52 and 101. At the time of that evaluation, the Governing Body may confirm the fixed date for consideration of abrogation by the International Labour Conference; decide on adjustments to the follow-up action; or consider deferring the date for consideration of abrogation by the Conference, on an exceptional basis, as appropriate.

Review of two instruments on night work, and consideration of the follow-up to one outdated instrument

20. In accordance with the decision taken by the Governing Body in November 2024,⁵ the SRM TWG reviewed the Night Work Convention (No. 171), and Recommendation (No. 178), 1990. It further considered the follow-up to be taken in relation to the Night Work (Bakeries) Convention, 1925 (No. 20), which had previously been determined to be outdated. The SRM TWG's resulting consensual recommendations are attached in paragraph 10 of Annex I to this report.
21. The SRM TWG recognized the continuing importance of the regulation of night work with a view to ensuring workers' health, safety and overall well-being and contributing to a healthy, productive workforce for positive performance of sustainable enterprises. It noted that night work is a widespread feature of modern economies, while also noting its continued adverse impact on workers' health, which was at the basis of the regulation. The SRM TWG's discussion

⁵ GB.352/LILS/3/Decision, para. (i).

resulted in consensual recommendations classifying Convention No. 171 and Recommendation No. 178 as up-to-date instruments, and acknowledging that Convention No. 20 had already been classified as outdated. The SRM TWG agreed that there was no regulatory gap in coverage in the body of international labour standards with respect to the international regulation of night work.

22. During the discussion, the Employers' group emphasized that Convention No. 171 and Recommendation No. 178 provided a modern, balanced and sufficiently broad regulatory framework by highlighting its flexibility to accommodate national circumstances, which allows for implementation through various mechanisms, including collective agreements and social dialogue. Night work was a critical feature of many sectors in the global economy, and the instruments provided appropriate protections with provisions on workers' health and safety, family and social responsibilities, occupational advancement, compensation, and maternity protection. The Workers' group reaffirmed that the instruments contained essential protections, and drew attention to certain exclusions in Convention No. 171 and Recommendation No. 178, notably workers who are not employees, workers not falling under the definition of "night worker" in the instruments, and those engaged in certain sectors, such as agriculture. The Workers' group also identified emerging challenges affecting night work, including climate change, cross-border work across multiple time zones, and considered that these issues warranted further examination. The Government group recalled that the instruments were comprehensive and inclusive, and supported further examination of these emerging issues in principle, while stressing the need to take account of available resources. The SRM TWG subsequently agreed to address these matters as part of its broader recommendations concerning research and a tripartite discussion on working time. The SRM TWG agreed on the general promotion of Convention No. 171 and Recommendation No. 178, as well as targeted promotional activities in Member States in which Convention No. 20 remained in force, supported by technical assistance from the Office and action by the tripartite constituents.
23. All three groups acknowledged that Convention No. 20 was outdated, reflecting an earlier highly sectoral regulatory approach. The SRM TWG agreed that a fixed date should be set for considering the abrogation of the outdated Convention No. 20. The Employers' group favoured abrogation as soon as possible and emphasized that promotion of Convention No. 171 could continue in parallel without constituting a precondition for abrogation. The Workers' group stressed the importance of allowing reasonable time for the Member States still bound by Convention No. 20 to consider ratification of Convention No. 171. The Government group maintained flexibility as to the date of abrogation. The SRM TWG reached consensus to recommend to the Governing Body the abrogation of Convention No. 20 in 2031 through placing an item to this effect on the agenda of the International Labour Conference.

Review of three instruments on night work of women

24. In accordance with the decision taken by the Governing Body in November 2024,⁶ the SRM TWG reviewed the Night Work (Women) Convention (Revised), 1948 (No. 89), the Protocol of 1990 to Convention No. 89 and the Night Work of Women (Agriculture) Recommendation, 1921 (No. 13). The SRM TWG's resulting consensual recommendations are attached in paragraph 11 of Annex I to this report.

⁶ GB.352/LILS/3/Decision, para. (i).

25. The SRM TWG agreed that Convention No. 89 and its Protocol were outdated. The SRM TWG recognized the continuing importance of protecting workers, including women, from the adverse effects of night work, while agreeing that the gender-specific regulatory approach reflected in the instruments was not consistent with the fundamental principle of equality of opportunity and treatment for all. The Employers' group emphasized that the regulatory approach had evolved towards the protection of all night workers without distinction based on sex and considered that Convention No. 171 and Recommendation No. 178 provided the appropriate modern framework. The Employers' group favoured abrogation as soon as possible. It considered that removal of the outdated gender-specific instruments should not be made conditional on ratification of Convention No. 171 or on the completion of further extensive research. The Workers' group agreed that Convention No. 171 represented the more modern approach, but stressed the importance of ensuring that moving away from the older gender-specific instruments resulted in effective protection for the women concerned with regard to the specific challenges women were still faced with in relation to night work. The Workers' group pointed to the limited ratification of Convention No. 171 and expressed concern that women night-workers would remain without any protection if abrogation of the outdated Convention would not lead to a significant increase in ratification of the more modern instrument. The Workers' group stressed the need to allow sufficient time for the necessary research, promotional action and other follow-up measures to contribute to improved protection in practice before abrogation of Convention No. 89 and its Protocol. The Government group considered the gender-specific restrictions in the instruments to be outdated, while emphasizing the continuing importance of protecting women engaged in night work. The Government group supported a fixed date for abrogation, while recognizing the value of sequencing the next steps to permit necessary follow-up action prior to abrogation.
26. The SRM TWG agreed on the targeted and general promotion of Convention No. 171 and Recommendation No. 178, supported by technical assistance and action by the tripartite constituents. Recognizing the specific challenges facing women in night work, the SRM TWG recommended separate research on the situation of these women, and their specific challenges, to inform Office guidance and technical support on how to address these challenges, and identify good practices for ensuring that workplaces are safe for all night workers. Further, the SRM TWG reached consensus to recommend 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 International Labour Conference.
27. With respect to Recommendation No. 13, the Workers' group recalled that the Recommendation provided for a minimum period of rest for women engaged in agriculture during the night, rather than a prohibition on night work. The group further highlighted that Convention No. 171 and Recommendation No. 178 did not apply to agricultural workers, and the protection of workers in agriculture regarding working time including night work was not regulated in any other ILO standard. The Workers' group underlined that the only international labour standard referencing night work for agricultural workers was the Safety and Health in Agriculture Convention, 2001 (No. 184), Article 20 of which simply provided that "hours of work, night work and rest periods in agriculture shall be in accordance with national laws and regulations and collective agreements". The Workers' group considered that this provision did not address the existing gap in international regulation, and that there was a need for further international normative guidance on the content of national laws, regulations and collective agreements in agriculture on those issues. The Employers' group recognized that Convention No. 171 did not apply to agriculture, but did not consider that this exclusion gave rise to a regulatory gap. In this respect, the Employers' group recalled other relevant instruments and

ILO tools addressing agriculture, including Convention No. 184, as well as the 2011 ILO code of practice on safety and health in agriculture.⁷ With respect to Article 20 of Convention No. 184, the Employers' group highlighted that this provision reflected a considered and deliberate choice by ILO constituents to have hours of work, night work and rest periods in agriculture be regulated in accordance with national laws, regulations and collective agreements, and that, as such, there was no gap in the international body of standards. The Government group acknowledged that there may be gaps in the international regulation of working time and night work in agriculture, and that further attention to these issues was merited.

28. The SRM TWG concluded that there may be gaps in coverage in the body of international labour standards with respect to the international regulation of working time, including night work, in agriculture, while acknowledging the existence of ILO instruments addressing work in agriculture. The SRM TWG agreed that working time, including night work, in agriculture should be considered in a dedicated tripartite discussion. After detailed discussion, the SRM TWG ultimately classified Recommendation No. 13 as outdated, in the context of this agreed follow-up. Further, it recommended to the Governing Body the withdrawal of Recommendation No. 13 in 2029 through placing an item to this effect on the agenda of the International Labour Conference.

Review of two instruments on part-time work

29. In accordance with the decision taken by the Governing Body in November 2024,⁸ the SRM TWG reviewed the Part-Time Work Convention (No. 175) and Recommendation (No. 182), 1994. The SRM TWG's resulting consensual recommendations are attached in paragraph 12 of Annex I to this report.
30. The SRM TWG recognized that part-time work remained an important and widespread feature of labour markets and that its appropriate regulation could benefit both workers and employers. The discussion highlighted, in particular, the importance of freely chosen part-time work and equality of treatment between part-time and comparable full-time workers, while recognizing the flexibility that part-time work can provide for workers and enterprises.
31. The Workers' group highlighted that although part-time workers were considered to be covered by many ILO Conventions regarding the protection of workers in general, specific instruments remained of key importance to prevent them from being treated less favourably and discriminated against based on the grounds of their reduced working hours. The Workers' group emphasized that this less favourable treatment still very much prevailed across the globe, while the incidence of part-time work was increasing across all regions. They highlighted that ratifications of Convention No. 175 were concentrated in Europe and Central Asia. The Employers' group recalled that part-time work was a well-established feature of labour markets around the world and considered that the flexible design of Convention No. 175 allowed its application across different national labour market systems. It supported promotion and effective implementation of Convention No. 175 and Recommendation No. 182 while stressing that ratification remained a sovereign decision. It did not consider further broad research necessary in light of the existing 2018 General Survey of the Committee of Experts on the Application of Conventions and Recommendations and the 2022 ILO report *Working Time and*

⁷ ILO, *Safety and Health in Agriculture*, ILO code of practice, 2011.

⁸ GB.352/LILS/3/Decision, para. (i)

Work-Life Balance Around the World.⁹ The Government group recalled that part-time work could be valuable for both workers and employers alike. The Government group noted that although the prevalence of part-time work varied across countries, it was common worldwide, and appropriate regulation at the international level was an important and relevant objective. Convention No. 175 and Recommendation No. 182 were comprehensive in both application and coverage.

32. The SRM TWG reached consensus to classify Convention No. 175 and Recommendation No. 182 as up-to-date instruments and agreed that there was no regulatory gap in coverage in relation to part-time work. The SRM TWG recommended further promotion of the ratification and effective implementation of Convention No. 175 and Recommendation No. 182 in all Member States, supported by technical assistance, guidance and capacity-building from the Office and action by the tripartite constituents. In this context, particular attention should be given to regions with low ratification rates in which part-time work is prevalent.

Review of two instruments on hours of work and rest periods in road transport

33. In accordance with the decision taken by the Governing Body in November 2024,¹⁰ the SRM TWG reviewed the Hours of Work and Rest Periods (Road Transport) Convention (No. 153) and Recommendation (No. 161), 1979, which had previously been classified as instruments to be revised. The SRM TWG's resulting consensual recommendations are attached in paragraph 13 of Annex I to this report.
34. The SRM TWG recognized the continuing importance of the international regulation of hours of work and rest periods in road transport, including for the protection of workers and road safety. The discussion highlighted that the instruments remained very relevant given the economic importance and prevalence of the sector. It further highlighted that the instruments were supported by the practical guidance contained in the ILO *Guidelines on the promotion of decent work and road safety in the transport sector*,¹¹ which applied to both wage-earning and non-wage-earning drivers.
35. The Employers' and Workers' groups considered that Convention No. 153 and Recommendation No. 161 remained relevant and should be classified as up-to-date instruments. The Employers' group recognized that the instruments principally addressed wage-earning drivers and highlighted the existence of the *Guidelines on the promotion of decent work and road safety in the transport sector*. While the composition of the road transport industry had changed, this did not in itself make the instruments outdated nor require new standard setting. The Workers' group highlighted that excessively long driving hours and the exploitation of drivers significantly increased the risk of road crashes, and that the transport sector registered among the longest average weekly work hours of any sector. They recalled that the instruments did not cover non-wage-earning drivers, and recalled that inspection and enforcement in the road transport sector remained difficult. The Government group highlighted that the key principles in the instruments remained relevant and continued to provide a solid basis of protection, though it noted the limited scope of application of the instruments to mainly cover wage-earning drivers. The group noted that the instruments required inter-agency cooperation for their implementation. In addition, the Government

⁹ ILO, *Ensuring Decent Working Time for the Future: General Survey concerning Working-time Instruments*, ILC.107/III(B), 2018; and ILO, *Working Time and Work-Life Balance Around the World*, 2022.

¹⁰ GB.352/LILS/3/Decision, para. (i).

¹¹ ILO, *Guidelines on the Promotion of Decent Work and Road Safety in the Transport Sector*, 2020.

group identified the value in further comparative research on the regulation of the road transport industry.

36. The SRM TWG classified Convention No. 153 and Recommendation No. 161 as up-to-date instruments, and recommended the promotion of their effective implementation and the ratification of Convention No. 153, supported by technical assistance, capacity-building and the promotion of best practices. The SRM TWG called for further comparative research on the regulation of the road transport sector, including at the regional level.
37. The SRM TWG gave careful consideration to the question of whether a regulatory gap existed. It ultimately concluded that there was 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. In this respect, the SRM TWG recognized that the *Guidelines on the promotion of decent work and road safety in the transport sector* addressed both wage-earning and non-wage-earning drivers and recommended that these guidelines be promoted and updated as needed. It also recommended that the issue of non-wage-earning drivers be considered in the context of the SRM TWG's broader recommendation concerning research and a tripartite discussion on working time.

Consideration of the follow-up to two outdated instruments concerning working time in glass work

38. In accordance with the decision taken by the Governing Body in November 2024,¹² the SRM TWG considered the follow-up to be taken in relation to the Sheet-Glass Works Convention, 1934 (No. 43) and the Reduction of Hours of Work (Glass-Bottle Works) Convention, 1935 (No. 49), which had previously been determined to be outdated. It also considered the regulatory gap concerning shift work identified by the SRM TWG in 2016. The SRM TWG's resulting consensual recommendations are attached in paragraph 14 of Annex I to this report.
39. The SRM TWG noted that the reality of work in the glass industry had changed significantly since the instruments were adopted and acknowledged the classification of Conventions Nos 43 and 49 as outdated. At the same time, the discussion highlighted the continuing relevance of shift work and the protections contained in the two instruments concerning minimum periods of rest and maximum shift lengths. Further, the discussion highlighted the relevance of working conditions in glass work and the broader issue of decent work in the building materials industry, given the importance of glass as a building material.
40. Concerning the identification of gaps, the Employers' group acknowledged the regulatory gap concerning shift work identified by the SRM TWG in 2016 and considered that relevant aspects of shift work were addressed through the broader body of international labour standards, in particular Convention No. 1 and the relevant night-work and occupational safety and health standards. The Employers' group did not consider that the identified gap established the need for new standard-setting and referred to the existing work concerning decent work and a just transition in the building materials industry as a relevant avenue for follow-up on working conditions, including shift work, in glass work. The Workers' group considered that the gap in the international regulation of shift work identified by the SRM TWG in 2016 remained. The Government group also considered that a gap remained and favoured addressing it together with the broader working-time issues under consideration. The SRM TWG reached consensus that there was a gap in coverage in the body of international labour standards with respect to

¹² GB.352/LILS/3/Decision, para. (i).

the international regulation of shift work, noting the follow-up foreseen under the general recommendations on working time (see paragraph 15 of Annex I). The SRM TWG also agreed that the Office should 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,¹³ and that working conditions, notably shift work, in glass work should be included in future activities on decent work and a just transition in that industry.

41. Concerning abrogation, the Government group called for a fixed abrogation date. The Employers' group indicated that the instruments should be abrogated as soon as possible and that their abrogation should not be conditional on the completion of a broader discussion on shift work, while the Workers' group linked the proposed timing of abrogation to progress with respect to addressing the identified regulatory gap of shift work. After discussion, the SRM TWG reached consensus to recommend 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 International Labour Conference.

General recommendations in relation to working time

42. In its examination of the working-time instruments, the SRM TWG emphasized the continuing importance of the regulation of working time, including maximum hours per day and week, while recognizing that the world of work had changed substantially since the ILO's founding. During its reviews, it identified a number of cross-cutting issues arising from developments in the organization and regulation of working time. The SRM TWG agreed that these topics should be brought together in a broader research exercise, followed by a tripartite discussion. The SRM TWG's resulting consensual recommendations are attached in paragraph 15 of Annex I to this report.
43. The issues identified by the SRM TWG included shift work, rest breaks and minimum daily rest requirements, night work, on-call work arrangements, including on-call hours, flexible working-time arrangements and sector-specific exclusions from the applicable provisions. The discussion of the night work instruments also drew attention to the implications of climate change and cross-border work across multiple time zones, while the review of the road transport instruments raised the question of the coverage of non-wage-earning drivers. Further, as outlined in paragraph 26, the SRM TWG recognized the specific challenges of women in night work and recommended separate research to better understand the situation of women in night work to inform Office guidance and technical support on how to address these specific challenges, and to identify good practices for ensuring that workplaces are safe for all night workers, including women. In addition, as described in paragraph 28, the SRM TWG acknowledged the existence of ILO instruments addressing work in agriculture, and concluded that there may be gaps in regulation regarding working time, including night work, in agriculture. It considered that working time in agriculture should be considered in a separate dedicated tripartite discussion.
44. The Workers' group supported research followed by a broad tripartite discussion and saw merit in a general discussion at the International Labour Conference as a means of considering a wider range of issues, including sectoral exclusions and forms of work outside of the traditional employment relationship. The Employers' group maintained its view that the fact

¹³ ILO: *Technical Meeting on the Promotion of Decent Work and a Just Transition in the Building Materials Industry, including Cement: Conclusions and recommendations*, 2024, [TBM/I/2024/7](#).

that existing instruments did not expressly regulate every contemporary working-time arrangement did not in itself establish a regulatory gap requiring normative action, and did not support the development of a new comprehensive working-time instrument or new standard-setting at this stage. Regarding subsequent research and tripartite discussion, the Employers' group highlighted the importance of considering the economic and enterprise dimensions of working time alongside worker protection, taking account of the diversity of national, sectoral and collectively agreed approaches to the organization of working time, building on existing research and avoiding unnecessary duplication. It specifically called for attention to informality, productivity, small and medium-sized enterprises, collective bargaining and the role of social partners, and favoured targeted non-normative follow-up actions. The Government group considered that contemporary working-time arrangements raised questions concerning possible gaps in the broader body of international labour standards and supported further research and tripartite examination, without prejudging whether international regulation would ultimately be required. It also stressed the need to take account of resource constraints and, where possible, to build on research already undertaken by the Office.

45. In finalizing its recommendations, the SRM TWG agreed that research should be undertaken to review emerging trends related to working time in the current world of work and assess the existence of possible gaps in the body of international labour standards. The research would be submitted for a 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. That discussion would also be the opportunity to discuss the research and possible follow-up action related to the hours of work instruments (referenced in paragraph 8 of Annex I to this report).

Evaluation of the implementation of the plans of action on follow-up to the recommendations on the Unemployment Convention, 1919 (No. 2)

46. In accordance with the decision taken by the Governing Body in 2019,¹⁴ the SRM TWG undertook the evaluation related to the Unemployment Convention, 1919 (No. 2). The SRM TWG's resulting consensual recommendations are attached in paragraphs 16 and 17 of Annex I to this report.
47. This evaluation was in follow-up to the review undertaken by the SRM TWG at its fifth meeting in 2019, where Convention No. 2 was classified as an outdated instrument. The SRM TWG had recommended that follow-up action should include plans of action tailored to the Member States currently bound by the Convention, encouraging them to ratify the Employment Service Convention, 1948 (No. 88), the Social Security (Minimum Standards) Convention, 1952 (No. 102) (Part IV), the Equality of Treatment (Social Security) Convention, 1962 (No. 118), the Labour Statistics Convention, 1985 (No. 160) and the Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168), as relevant, to avoid a gap in legal protection.¹⁵ It had further recommended an evaluation of the implementation of the plans of action with a view to taking an informed decision on the appropriate date for the International Labour Conference to consider the abrogation of Convention No. 2.¹⁶
48. The SRM TWG recalled that this was its first opportunity to undertake an evaluation of this type. The Workers' group noted, on the one hand, the significant work undertaken by the Office in

¹⁴ GB.337/LILS/1, para. 5(e) and Annex I, para. 5.2(ii).

¹⁵ GB.337/LILS/1, Annex I, para. 5.1 and Appendix, para. 16, and Annex I, para. 5.2(i).

¹⁶ GB.337/LILS/1, para. 5(e) and Annex I, para. 5.2(ii).

the area of statistics, employment services and social protection, and on the other, that this work had led to limited progress in ratification of the related up-to-date instruments, particularly in those Member States still bound by Convention No. 2. The group underlined the importance of cross-office collaboration in this follow-up, as well as the important role of the Bureau for Workers' Activities (ACTRAV) and the Bureau for Employers' Activities (ACT/EMP). The Workers' group considered that further targeted promotion and stronger tripartite engagement were required. The group noted that the 2029 General Survey of the Committee of Experts on the Application of Conventions and Recommendations would provide important additional information on obstacles to, and prospects for, ratification, and that this information was necessary before a date for abrogation was fixed. The Employers' group recalled that Convention No. 2 had been classified as outdated seven years ago. The group noted the extensive work carried out by the Office since the SRM TWG's fifth meeting, and considered that the comprehensive information in the working document provided sufficient information to set a fixed date for abrogation. It questioned the need for a second evaluation by the Governing Body before fixing that date, given that the SRM TWG was already undertaking the evaluation at the present meeting. The Employers' group noted the obstacles to the ratification of the related up-to-date instruments, while highlighting that a lack of ratification did not necessarily mean a lack of protection. The Employers' group underlined that the Office should continue to promote the related up-to-date standards, including technical assistance and capacity-building. The Government group expressed concern at the limited progress made by Member States still bound by Convention No. 2 towards ratification of the relevant up-to-date instruments. The Government group also highlighted that more detailed information on the reasons for non-ratification would have been useful in determining next steps. In this respect, the group considered that the 2029 General Survey, and its subsequent discussion by the International Labour Conference Committee on the Application of Standards in 2030, would provide useful information to inform the appropriate timing for the consideration of abrogation. They supported continued targeted promotion, guidance and technical assistance.

49. Following discussion, the SRM TWG reached consensus to recommend to the Governing Body the abrogation of Convention No. 2 in 2033 through placing an item to this effect on the agenda of the International Labour Conference. It recommended that an evaluation be undertaken by the Governing Body in November 2030, following the Conference Committee on the Application of Standards' consideration of the General Survey covering Conventions Nos 88, 102 (Part IV), 118, 160 and 168. On the basis of that evaluation, including progress made in the ratification of the relevant up-to-date instruments by Member States still bound by Convention No. 2, the Governing Body could confirm the fixed date, confirm it while adjusting the follow-up action, or, exceptionally, consider deferring it and adjusting the follow-up action as necessary.

Preparation for the 11th meeting

50. The SRM TWG agreed to pursue progress on its provisional work plan (see Annex II). It decided that it was reasonable to review the instruments set out in table 2 at its 11th meeting in 2027, confirming the provisional arrangements it had made at its previous meeting. It further agreed that its 11th meeting would be held for five days, from 13 to 17 September 2027. In line with its terms of reference, the SRM TWG authorized the attendance of up to eight advisers to assist the Government members at its next meeting. The Chairperson and Vice-Chairpersons may decide at a later date whether representatives of relevant international organizations and other ILO bodies should be invited to attend the meeting. With respect to the remaining items in its work programme (instruments still to be reviewed, pending items from previous

meetings and a discussion on ILO standards policy), the SRM TWG decided to continue its discussions about appropriate planning.

► **Table 2. Instruments proposed for examination at the 11th meeting of the SRM TWG (September 2027)**

Wages
Minimum Wage-Fixing Machinery Convention, 1928 (No. 26)
Minimum Wage Fixing Machinery (Agriculture) Convention, 1951 (No. 99)
Protection of Workers' Claims (Employer's Insolvency) Convention, 1992 (No. 173)
Minimum Wage-Fixing Machinery Recommendation, 1928 (No. 30)
Minimum Wage-Fixing Machinery (Agriculture) Recommendation, 1951 (No. 89)
Protection of Workers' Claims (Employer's Insolvency) Recommendation, 1992 (No. 180)
Freedom of association
Right of Association (Agriculture) Convention, 1921 (No. 11)
Right of Association (Non-Metropolitan Territories) Convention, 1947 (No. 84)
Industrial relations
Voluntary Conciliation and Arbitration Recommendation, 1951 (No. 92)
Co-operation at the Level of the Undertaking Recommendation, 1952 (No. 94)
Communications within the Undertaking Recommendation, 1967 (No. 129)
Examination of Grievances Recommendation, 1967 (No. 130)
Other categories of workers
Home Work Convention, 1996 (No. 177)
Home Work Recommendation, 1996 (No. 184)

► Annex I

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

To be submitted to the Governing Body for its consideration at its 358th Session (November 2026) pursuant to paragraph 22 of the terms of reference of the SRM TWG

1. The Standards Review Mechanism Tripartite Working Group (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;

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

² ILO Centenary Declaration for the Future of Work, Part 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.

- (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 organized 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 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 work ⁶

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 leave ⁷

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.

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.

- (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 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 work ⁸

- 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

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

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.
- (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 women ⁹

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:

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

- (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.

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 work ¹⁰

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.

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

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 transport ¹¹

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.

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](#) (2020), 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 work ¹²

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.

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

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

- 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.

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

¹³ See SRM TWG/2026/Working document 2.

- 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.

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

► Annex II

Work plan for the SRM TWG (2027–29)

► Confirmed work plan: 11th meeting of the SRM TWG (2027)

Wages

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

Freedom of association

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

Industrial relations

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

Other categories of workers

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

► Provisional work plan: 12th meeting of the SRM TWG (2028) ¹

Employment security

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

¹ The SRM TWG has recommended that two evaluations be held in 2028:

- In relation to employment injury, an evaluation on whether Member States with effective ratifications of outdated Conventions Nos 17, 18 and 42, proposed for abrogation in 2033, have taken any necessary action to ratify the relevant up-to-date instruments, either Convention No. 102 (Part VI) or Convention No. 121 ([GB.346/LILS/1](#), para. 5(g)(ii)), and
- In relation to maternity protection, an evaluation to assess whether Member States with effective ratifications of outdated Conventions Nos 3 and 103, proposed for abrogation in 2033, have taken any necessary action to ratify the relevant up-to-date instrument, Convention No. 183 ([GB.349/LILS/1](#), paragraph 6(g)(iii)).

Skills

Special Youth Schemes Recommendation, 1970 (No. 136)

Paid Educational Leave Recommendation, 1974 (No. 148)

Social policy

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

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

Migrant workers (social security)

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

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

Migrant workers

Migration Statistics Recommendation, 1922 (No. 19)

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

Migrant workers (social security): outdated instruments

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

► **Provisional work plan: 13th meeting of the SRM TWG (2029)****Wrap up of the work of the SRM TWG**

Standards policy: Final discussion

Finalization of reviews of instruments

Review of implementation of SRM TWG recommendations by the Organization

Recommendations for future follow-up