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Legal Issues and International Labour Standards Section

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International Labour Standards and Human Rights Segment

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## Report of the eighth meeting of the Standards Review Mechanism Tripartite Working Group (Geneva, 11-15 September 2023)

### 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 eighth meeting of the SRM TWG which reviewed three instruments concerning maternity protection and seven instruments concerning protection of children and young persons (night work of children and young persons and minimum age) and examined the follow-up to be taken to fourteen other instruments previously determined to be outdated, and to take decisions on recommendations arising from its work as well as on arrangements for its ninth meeting in 2024 (see draft decision in paragraph 6).

**Relevant strategic objective:** All.

**Main relevant outcome:** Outcome 2: International labour standards and authoritative and effective supervision.

**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 twelve Conventions and withdrawal of one Convention and four Recommendations.

**Financial implications:** Covered in GB.343/LILS/1 (November 2021) for the biennium 2024-2025

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

**Author unit:** International Labour Standards Department (NORMES).

**Related documents:** 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 346th Session (November 2022),<sup>1</sup> the eighth meeting of the Standards Review Mechanism Tripartite Working Group (SRM TWG) took place from 11 to 15 September 2023 at ILO headquarters in Geneva, finishing its work in five days rather than the six days that had been scheduled. 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 eighth meeting was chaired by Ms Thérèse Boutsen (Belgium) and attended by its 32 members as set out in the report of the discussion included in the appendix, as well as a limited number of advisers to support the Government members.<sup>2</sup> Mr Paul Mackay 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 2022, during its eighth meeting the SRM TWG reviewed three instruments concerning maternity protection and seven instruments concerning protection of children and young persons (night work of children and young persons and minimum age) and considered the follow-up to be taken to six instruments concerning old age, invalidity and survivors’ benefits, two concerning maternity protection, and six concerning minimum age, all of which had been previously determined to be outdated. Its corresponding recommendations are set out in the annex and encapsulated in the following table.

► **Table 1. Recommendations of the SRM TWG at its eighth meeting (September 2023)**

<b>(1) Classifications</b>	
<i>Standards classified as up to date</i>	C.183 on maternity protection R.191 on maternity protection
<i>Standards classified as requiring further action to ensure continued and future relevance</i>	None
<i>Standards classified as outdated</i>	C.3 on maternity protection R.41 on minimum age (non-industrial employment) R.52 on minimum age (family undertakings)
<i>Standards confirmed as outdated, as previously determined by the Governing Body</i>	C.103 and R.95 on maternity protection C.35, C.36, C.37, C.38, C.39 and C.40 on old age, invalidity and survivors’ benefits C.5, C.10, C.33, C.59, C.123 and R.124 on minimum age
<i>Decision on classification postponed until next review at an appropriate time</i>	C.6, C.79, C.90, R.80 and R.14 on night work of children and young persons

<sup>1</sup> GB.346/PV, para. 860(h).

<sup>2</sup> Para. 18 of the [terms of reference of the SRM TWG](#); GB.346/LILS/1, appendix, para. 29.

## (2) Practical and time-bound follow-up actions

<i>Follow-up involving consideration of possible gaps in the ILO body of standards</i>	Research to enable the Organization to assess whether there are gaps in the ILO body of standards in respect of paternity and parental protection and, if so, what normative and/or non-normative actions could be appropriate, to be discussed by a tripartite committee.
<i>Follow-up involving general promotional campaigns and technical assistance</i>	General promotion campaigns on C.183 on maternity protection and C.138 on minimum age. Promotion of the inclusion of night work within national definitions of hazardous work in the application of C.138 and C.182, especially by Member States in which C.6, C.79 and C.90 are still in force.
<i>Follow-up involving targeted promotional campaigns and technical assistance</i>	Targeted promotion of the ratification and effective implementation of C.183 by Member States in which C.3 and C.103 are currently in force. Targeted promotion of the ratification and effective implementation of C.102 (Parts V, IX and X) and C.128 on old age, invalidity and survivors' benefits by Member States in which C.35, C.36, C.37, C.38, C.39 and C.40 are currently in force. Targeted promotion of the ratification and effective implementation of C.138 in Member States in which C.5, C.10, C.33, C.59 and C.123 are currently in force.
<i>Follow-up involving non-normative action</i>	Office technical support and guidance on the application of maternity protection to all women workers, including the progressive movement from direct employers' liability mechanisms towards social security schemes through which maternity benefits are financed. Technical assistance to Member States on the application of old age, invalidity and survivors' benefits to agricultural workers, including through the promotion of sectoral collective bargaining agreements. Research on the application of old age, invalidity and survivors' benefits to agricultural workers in law and practice, including the extent to which Member States with ratifications of the outdated Conventions have taken action to ratify and implement C.102 and C.128, to feed into the recurrent discussion at the 115th Session (2027) of the Conference. Invitation to the Committee of Experts on the Application of Conventions and Recommendations to consider seeking information from Member States on the application, in law and practice, of the exemptions possible under C.102 and C.128, including notably in relation to agricultural workers. Research on the scope and nature of night work by children and young persons globally, including the regulatory practice in Member States and good practices. Development and implementation before 2028 of Office technical guidance on the exceptions to C.138 on light work and on work in family undertakings.

<i>Follow-up involving the ILC's consideration of the abrogation and the withdrawal of instruments</i>	<p>Item on the Conference agenda in 2028 concerning the abrogation of C.10, C.33, C.59 and C.123 and withdrawal of C.5, R.41, R.52 and R.124.</p> <p>Item on the Conference agenda in 2033 concerning the abrogation of C.35, C.36, C.37, C.38, C.39 and C.40.</p> <p>Item on the Conference agenda in 2033 concerning the abrogation of C.3 and C.103 and the withdrawal of R.95. An evaluation will be held in 2028 to assess whether Member States with effective ratifications of those outdated Conventions have taken any necessary action to ratify C.183. If progress has not been made, the date at which the Conference will consider the item may be reconsidered by the Governing Body.</p>
<i>Follow-up involving future SRM TWG meetings</i>	<p>Research to enable the SRM TWG to assess the classification of the instruments on night work of young persons, the existence of possible gaps in coverage in the body of standards, and possible normative and/or non-normative actions.</p>
<i>Follow-up involving institutional arrangements</i>	<p>Consideration of the SRM TWG's planned programme of work in the ILO's strategic planning and future resource allocations, to ensure adequate funding to support the work of the SRM TWG.</p>

4. The SRM TWG agreed that its ninth meeting would take place for five days from 16 to 20 September 2024. It recommended to the Governing Body that at that meeting it could review five instruments in the initial programme of work concerning fishers,<sup>3</sup> three instruments concerning dockers,<sup>4</sup> one instrument concerning indigenous and tribal peoples,<sup>5</sup> and five instruments concerning other categories of workers, encompassing labour standards in non-metropolitan territories,<sup>6</sup> working conditions in hotels and restaurants,<sup>7</sup> inland navigation<sup>8</sup> and older workers.<sup>9</sup> Additionally, it could examine the follow-up taken to four instruments previously determined to be outdated: one instrument concerning fishers,<sup>10</sup> two instruments concerning dockworkers,<sup>11</sup> and one instrument concerning indigenous and tribal peoples.<sup>12</sup>
5. In addition, the SRM TWG decided to provisionally set its work plan for the next five years with the aim of possibly completing the review of all instruments in its initial programme of work by 2028. It recommended to the Office and Governing Body that its planned programme of

<sup>3</sup> The Medical Examination (Fishermen) Convention, 1959 (No. 113), the Fishermen's Articles of Agreement Convention, 1959 (No. 114), the Fishermen's Competency Certificates Convention, 1966 (No. 125), the Accommodation of Crews (Fishermen) Convention, 1966 (No. 126) and the Vocational Training (Fishermen) Recommendation, 1966 (No. 126).

<sup>4</sup> The Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No. 27), the Dock Work Convention, 1973 (No. 137) and the Dock Work Recommendation, 1973 (No. 145).

<sup>5</sup> The Indigenous and Tribal Peoples Convention, 1989 (No. 169).

<sup>6</sup> The Labour Standards (Non-Metropolitan Territories) Convention, 1947 (No. 83).

<sup>7</sup> The Working Conditions (Hotels and Restaurants) Convention, 1991 (No. 172) and the Working Conditions (Hotels and Restaurants) Recommendation, 1991 (No. 179).

<sup>8</sup> The Hours of Work (Inland Navigation) Recommendation, 1920 (No. 8).

<sup>9</sup> The Older Workers Recommendation, 1980 (No. 162).

<sup>10</sup> The Minimum Age (Fishermen) Convention, 1959 (No. 112).

<sup>11</sup> The Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32) and the Protection against Accidents (Dockers) Reciprocity Recommendation, 1932 (No. 40).

<sup>12</sup> The Indigenous and Tribal Populations Convention, 1957 (No. 107).

work was considered in the ILO's strategic planning and future resource allocations, to ensure that relevant Departments were appropriately resourced to support the work of the SRM TWG.

## ► Draft decision

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6. **The Governing Body took note of the report of the Officers concerning the eighth 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 night work of children and young persons, pending research requested from the Office, until its next review at an appropriate time;**
  - (b) **decided that the instruments concerning maternity protection, social security (old age, invalidity and survivors' benefits) and the protection of children and young persons that were reviewed by the SRM TWG at its eighth meeting should be considered to have the classifications it recommended;**
  - (c) **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;**
  - (d) **requested the Office to take the necessary action in follow-up to the recommendations of the SRM TWG at this and previous meetings as a matter of institutional priority;**
  - (e) **requested the Office to prepare research to be discussed by a tripartite meeting, to be determined by the Governing Body at the earliest date possible, so as to enable the Organization to assess whether there are gaps in respect of paternity and parental protection and, if so, what normative and/or non-normative actions could be appropriate;**
  - (f) **underscored the need to ensure that the SRM TWG's planned programme of work is considered in the ILO's strategic planning and future resource allocations, to ensure adequate funding is provided to support the work of the SRM TWG, and requested the Office to take the necessary steps in this regard;**
  - (g) **noted the SRM TWG's recommendations concerning the abrogation and withdrawal of certain instruments, in relation to which it will consider:**
    - i. **placing an item concerning the abrogation of Conventions Nos 10, 33, 59 and 123 and the withdrawal of Convention No. 5 and Recommendations Nos 41, 52 and 124 on the agenda of the 116th Session of the International Labour Conference (2028);**
    - ii. **placing an item concerning the abrogation of Conventions Nos 35, 36, 37, 38, 39 and 40 on the agenda of the 121st Session of the International Labour Conference (2033);**
    - iii. **placing an item concerning the abrogation of Conventions Nos 3 and 103 and the withdrawal of Recommendation No. 95 on the agenda of the 121st Session of the International Labour Conference (2033). An evaluation will be**

held in 2028 to assess whether Member States with effective ratifications of those outdated Conventions have taken any necessary action to ratify Convention No.183. If progress has not been made, the date at which the Conference will consider the item may be reconsidered by the Governing Body;

- (h) decided to convene the ninth meeting of the SRM TWG from 16 to 20 September 2024, at which it should review fourteen instruments, and examine the follow-up to four outdated instruments, concerning fishers, dockers, indigenous and tribal peoples, and other categories of workers, as included in sets of instruments seventeen and nineteen of the SRM TWG's initial programme of work; and
- (i) noted the SRM TWG's decision to provisionally set its work plan for the next five years with the aim of possibly completing the review of all instruments in its initial programme of work by 2028, taking into account the need to guarantee the quality of its work reviewing the standards.

## ▶ Appendix

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### Report of the eighth meeting of the SRM TWG established by the Governing Body

(Geneva, 11-15 September 2023)

1. The eighth meeting of the Standards Review Mechanism Tripartite Working Group (SRM TWG) took place in Geneva from 11 to 15 September 2023, finishing its work in five days rather than the six days that had been scheduled. It was chaired by Ms Thérèse Boutsen (Belgium) and attended by its 32 members (see table 1).

▶ **Table 1. Members attending the eighth meeting of the SRM TWG (September 2023)**

#### Members representing Governments

Algeria  
 Brazil  
 Canada  
 China  
 Colombia  
 Lithuania  
 Mali  
 Mexico  
 Namibia  
 Netherlands  
 Pakistan  
 Philippines  
 Republic of Korea  
 Romania  
 United Kingdom of Great Britain and Northern Ireland  
 Zimbabwe<sup>1</sup>

#### Members representing Employers

Mr P. Mackay (New Zealand), Vice-Chairperson  
 Mr M. Terán Moscoso (Ecuador)  
 Mr K. Moyane (South Africa)  
 Mr H. Diop (Senegal)

<sup>1</sup> Pursuant to paragraph 7 of the SRM TWG's terms of reference, the Office was informed that Cameroon would be replaced by a Member representing Zimbabwe for the eighth meeting of the SRM TWG.



Mr P. Noll (Germany)

Ms J. VanDerMeulen (Canada)

Mr E. Nagasawa (Japan)

Mr D. Senopati (Indonesia)

#### Members representing Workers

Ms C. Passchier (Netherlands), Vice-Chairperson

Ms M. Pujadas (Argentina)

Ms A. Brown (United Kingdom)

Ms Z. Losi (South Africa)

Mr M. Norddahl (Iceland)

Ms C. Middlemas (Australia)

Ms P. Egusquiza Granda (Peru)

Mr J. Vogt (United States of America)

2. The Government group at the eighth meeting of the SRM TWG was supported by four advisers, in accordance with the SRM TWG's decision at its seventh meeting authorising attendance by eight advisers.

### Tripartite discussions leading to consensual recommendations

3. The SRM TWG continued to be guided in its work by its mandate to contribute to ensuring 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. The significance of its mandate brought with it a weighty responsibility. Detailed tripartite discussions in the SRM TWG allowed for a wide variety of perspectives from the global world of work, although in the highly complex area of standards policy these discussions could often be difficult. The three groups agreed on 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. At its eighth meeting, the SRM TWG continued its earlier discussions on the scope and nature of those tasks.
4. The SRM TWG shared a commitment to ensuring that its work was effective, including the follow-up to its recommendations that would continue beyond the end of the SRM TWG itself. The Employers' group emphasized the final responsibility of the Governing Body for any follow-up decisions. It also pointed to the ongoing need to review and update the ILO body of standards and wondered how this would be ensured after the completion of the SRM TWG programme of work. The group noted that the fragmentation and multiplicity of standards on different thematic complexes needed to be overcome with consolidation and adoption of framework instruments being useful strategies. The Workers' group emphasized the need for a good faith and flexible approach to the SRM TWG's deliberations. The group noted that the SRM TWG process had illustrated a need to consider implications for the ILO's standard-setting procedures. It had also illustrated the current relevance of some of the very old instruments that coexisted with more modern approaches, often with higher ratification rates which meant that they could not easily be missed without creating gaps in protection while the more modern instruments were not ratified. The Government group emphasised that follow-up to the SRM TWG's recommendations, as adopted by the Governing Body, was essential to

achieving real world impact and suggested analysing past experiences to identify lessons for the future. The group also emphasized the importance of ensuring policy coherence across the Office, as well as targeted technical assistance to Member States taking into account their national circumstances, to help ensure that the SRM TWG's recommendations were fully realized.

5. These considerations were the subject of a forward-looking exchange with the Director-General, during which he underlined his support for the SRM TWG process in terms of both its work to review the standards and the Organization's follow-up to its recommendations. The Director-General stressed that the fast pace of change in the world of work had implications for the standards and raised the potential of innovation to contribute to a more effective standards review process. The experience built up by the SRM TWG over the past years had to be the basis for the way forward. The Director-General noted that all three groups believed that a targeted end date for the review of its initial programme of work would contribute to ILO standards policy and that at the same time the authority and value of its work required the maintenance of its quality. Comprehensive implementation of all the SRM TWG's recommendations was essential and resource implications should be addressed with the aim of ensuring timeliness, effectiveness and impact.
6. In that context, the SRM TWG undertook a close examination of the standards it was called on to review. Two of the topics it reviewed fell within the sets of instruments on social security, and two other topics concerned instruments on the protection of children and young persons. The SRM TWG stressed the linkages between the instruments it was reviewing as well as their relevance for the realization of the fundamental principles and rights concerning the effective abolition of child labour and the elimination of discrimination in employment and occupation. It was mindful of the corresponding importance of both these subject areas to the body of standards and to national law and policy.
7. Despite complex, lengthy and challenging discussions, the SRM TWG reached consensual recommendations on next steps in relation to all the matters on the agenda of its eighth meeting. The complexities, as well as the comprehensiveness and rigour shown by the SRM TWG when faced with such institutionally significant work, are reflected in the recommendations. The SRM TWG reached final conclusions regarding the status of the instruments and necessary follow-up on three topics. It decided to postpone its decision on the classification of night work of children and young persons pending further research. Once again, the SRM TWG's recommendations balanced complementary and interrelated elements in follow-up packages spanning ILO means of action.

### **Review of three instruments, and consideration of the follow-up to two outdated instruments, on maternity protection**

8. In accordance with the decision taken by the Governing Body in November 2022,<sup>2</sup> the SRM TWG reviewed the Maternity Protection Convention, 1919 (No. 3), the Maternity Protection Convention, 2000 (No. 183) and the Maternity Protection Recommendation, 2000 (No. 191). It also considered the follow-up to be taken on two further instruments falling within that topic and previously determined to be outdated: the Maternity Protection Convention (Revised), 1952 (No. 103) and the Maternity Protection Recommendation, 1952 (No. 95). The SRM TWG's

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<sup>2</sup> GB.346/PV, para. 860.

resulting consensual recommendations are attached in paragraph 7 of the Annex to this report.

9. The SRM TWG's discussion on maternity protection was rich and detailed, revealing a firm consensus that maternity protection was essential in achieving gender equality and non-discrimination in the world of work. Of core importance to the ILO, maternity protection was recognised as a fundamental human right. All three groups considered that, as Convention No. 183 was up-to-date, its ratification and effective implementation should be promoted, noting the desirability of progressive movement from direct employers' liability mechanisms to the establishment of social security schemes through which maternity benefits are financed, taking into account national circumstances. The Workers' group stressed that despite the step forward made by the adoption of the first standard on the topic one hundred years ago, major gaps in coverage and implementation in law and practice of maternity protection remained, with too many women still not able to benefit from it. The Employers' group emphasized the need for technical assistance to be made available to Member States when possible ratification was being considered, in full consultation with the social partners. Government Members of the SRM TWG explained the diversity of national law and policy in this area, stressing the topic's significance at country level as well as in the ILO.
10. All three groups equally considered that the existence of Convention No. 183 meant that there was no gap in coverage in relation to maternity protection. At the same time, they noted that paternity and parental protections complementary to maternity protection were increasingly considered in most countries and regions as important to the achievement of gender equality at work. The SRM TWG concluded that research should be undertaken to enable the Organisation to assess whether there are any gaps in the ILO body of standards in respect of paternity and parental protection and, if so, what actions of a normative and/or non-normative nature would be appropriate. Agreeing that further tripartite discussion on the matter was warranted, views on the implications of this conclusion differed. The Government group considered that there was a gap in coverage in the body of standards with regard to paternity and parental rights and that current references in the body of standards to paternity and parental protections did not provide sufficiently comprehensive coverage. The group did not have a firm view on whether this should be remedied by normative or non-normative means. The Workers' group also considered that there was a gap in coverage in the body of standards with regard to paternity and parental rights, believing that it required ILO normative action. On the other hand, the Employers' group considered that it was not in a position at this stage to identify a gap in coverage in the body of standards with regard to paternity and parental protections.
11. In relation to the decision that Convention No. 3 should be abrogated in 2033, it was agreed that an interim evaluation in 2028 would assess steps taken by Member States with ratifications of the older instruments towards ratification of Convention No. 183. Such an interim evaluation was deemed necessary in this case due to the high number of ratifications and the significance of the protections accorded by the older instruments. The Government group recognized that a considerable number of Member States remained bound by the outdated Conventions Nos 3 and 103 and had not ratified the more up-to-date Convention No. 183. The group stressed that sufficient time was needed to allow those Member States to consider ratifying the up-to-date instrument to advance the important goal of universal maternity protection. This justified the exception to the general rule that clear target dates for proposed abrogations would ensure certainty on the body of standards and allow Member States to take informed decisions and prioritize work towards ratifications as appropriate. The group observed that past

decisions of the SRM TWG on the difficult question of abrogations and withdrawals could be informative and help the SRM TWG find consensus on similar issues.

12. The Workers' group emphasized, as on previous occasions, that abrogation of outdated Conventions could result in gaps in protection in law and in practice if ratifying States had not ratified the related up-to-date instruments. This would be especially detrimental in situations where a high number of countries were bound by the older instrument that still provided important and relevant protection to workers, even if at a lower level than the more modern instrument, as was the case with Convention No. 3 in comparison to Convention No. 183. Therefore, the package of measures especially in such cases should attempt to create a dynamic towards ratification of the more modern instrument. A mid-term review would allow for such an active and activating approach, reminding the relevant Member States and their social partners at national level that they would have to step up their actions and activities towards ratifying the more modern instrument, and allowing the Office to identify possible obstacles to ratification and to offer technical assistance to address them. When it would become clear that not sufficient progress was made, it would be possible for the Governing Body to consider postponing the date for abrogation, to prevent gaps in protection, where appropriate in combination with further follow-up measures.
13. The Employers' group maintained its firm view that abrogation of outdated Conventions does not necessarily lead to a gap in protection and pointed to the lack of evidence of such gaps. Ideally, abrogation and withdrawal should normally happen as soon as reasonably practicable after the SRM TWG determines an instrument to be outdated. The group further emphasized that ratification of up-to-date Conventions, in this case Convention No. 183, remains a sovereign act of governments and there is no obligation to ratify. The Office activities should therefore focus not only on identifying possible obstacles to ratification but, above all, on helping and encouraging interested countries to conduct thorough pre-ratification assessments, which would enable them to evaluate whether ratification of Convention No. 183 is practically possible. While an interim evaluation had been exceptionally agreed to in 2028, the group stressed this should not in any way set a precedent for future decisions on abrogation of outdated instruments.

### Consideration of the follow-up to six outdated instruments on old age, invalidity and survivors' benefits

14. In accordance with the decision taken by the Governing Body in November 2022,<sup>3</sup> the SRM TWG considered the follow-up to be taken on the Old-Age Insurance (Industry, etc.) Convention, 1933 (No. 35), the Old-Age Insurance (Agriculture) Convention, 1933 (No. 36), the Invalidity Insurance (Industry, etc.) Convention, 1933 (No. 37), the Invalidity Insurance (Agriculture) Convention, 1933 (No. 38), the Survivors' Insurance (Industry, etc.) Convention, 1933 (No. 39) and the Survivors' Insurance (Agriculture) Convention, 1933 (No. 40). The SRM TWG's resulting consensual recommendations are attached in paragraph 8 of the Annex to this report.
15. The SRM TWG's discussion of the outdated instruments on old age, invalidity and survivors' benefits built on its discussions on social security instruments at its previous two meetings. In particular, the SRM TWG was mindful of the point made in its report to the Governing Body following its seventh meeting last year, that the right to social protection applied to all workers and that there was a need to ensure that agricultural workers were protected in law and

<sup>3</sup> GB.346/PV, para. 860.

practice.<sup>4</sup> Once again, the SRM TWG agreed that the up-to-date instruments – here, Conventions Nos 102 and 128 – reflected a contemporary regulatory approach and should be promoted while the outdated instruments remained outmoded. In this context, there was in general terms no gap in coverage in the body of standards. However, the SRM TWG acknowledged the specific challenges faced by agricultural workers particularly in light of the possible exemptions under Conventions Nos 102 and 128. The Workers’ group reiterated that allowing for such exemptions may create gaps in protection for agricultural workers, as was shown by the many cases in which such exemptions indeed were used. The SRM TWG agreed that appropriate follow-up action, focused on the exemptions possible under the up-to-date Conventions on old age, invalidity and survivors’ benefits, including their application to agricultural workers, was necessary. It recommended that the instruments could be considered for abrogation or withdrawal by the Conference in 2033.

### Review of five instruments on night work of children and young persons

16. In accordance with the decision taken by the Governing Body in November 2022,<sup>5</sup> the SRM TWG reviewed the Night Work of Young Persons (Industry) Convention, 1919 (No. 6), the Night Work of Young Persons (Non-industrial Occupations) Convention, 1946 (No. 79), the Night Work of Young Persons (Industry) Convention (Revised), 1948 (No. 90), the Night Work of Children and Young Persons (Agriculture) Recommendation, 1921 (No. 14) and the Night Work of Young Persons (Non-Industrial Occupations) Recommendation, 1946 (No. 80). The SRM TWG’s resulting consensual recommendations are attached in paragraph 9 of the Annex to this report.
17. This was a complex discussion for the SRM TWG, not least as it concerned a topic that existed at the intersection of two important areas of ILO regulation: the abolition of child labour and the regulation of night work. During its discussion, the SRM TWG noted the paucity of information on the topic globally, as well as the variety of responses in law and practice described by its Government Members. It also noted that the issue had been presented to the Governing Body as a possible topic for standard-setting for ten years between 1997-2007, on the recommendation of the Cartier Working Party.
18. The Employers’ group noted objective reasons for certain work to be undertaken at night and the need to balance the rights of workers with the objective needs of certain sectors. The group further considered that the instruments on night work by children and young persons should be classified as outdated and that there was no regulatory gap as Conventions Nos 138, 182 and 171 and their accompanying Recommendations comprehensively regulated the questions of child labour, including night work of children and young persons as one kind of hazardous work. As the matter had not been taken up by the Governing Body when proposed earlier, it could be understood that the Governing Body no longer considered it necessary. Further regulation was not required but non-normative guidance to include night work of young persons in national definitions of hazardous work prohibited to children could be helpful.
19. In comparison, both the Workers’ and Government groups considered that the instruments should be classified as requiring further action to ensure their continued and future relevance. While outdated in some respects, the instruments remained substantively relevant in many other respects. The Workers’ and Government groups also agreed that there was a gap in coverage on the topic of night work by children and young persons. The Workers’ group,

<sup>4</sup> GB.346/LILS/1, para. 10.

<sup>5</sup> GB.346/PV, para. 860.

highlighting that night work was detrimental to human health and most particularly to children and young persons, considered that there should be standard-setting before the older instruments were abrogated or withdrawn. Further research and guidance would help to decide on the optimal approach to standard-setting. The Government group stressed its commitment to protecting children and young persons from the harmful effects of night work. While believing that there was a gap in coverage on this topic, the group reserved its position on whether normative action was required to remedy that gap but believed that it would be helpful to develop guidelines in a tripartite process.

20. Given the lack of clarity, the SRM TWG postponed its decision about the classification of the instruments concerning night work of young persons. Research would eventually allow it to assess their classification, the possible existence of a gap in coverage, and possible normative and/or non-normative actions at a later stage to be determined. Meanwhile, the Office should promote the inclusion of night work within national determinations of hazardous work prohibited to children.

### **Review of two instruments, and consideration of the follow-up to six outdated instruments, on minimum age**

21. The SRM TWG reviewed the Minimum Age (Non-Industrial Employment) Recommendation, 1932 (No. 41) and the Minimum Age (Family Undertakings) Recommendation, 1937 (No. 52). It also considered the follow-up to be taken on six further instruments falling within that topic and previously determined to be outdated: the Minimum Age (Industry) Convention, 1919 (No. 5), the Minimum Age (Agriculture) Convention, 1921 (No. 10), the Minimum Age (Non-industrial Employment) Convention, 1932 (No. 33), the Minimum Age (Industry) Convention (Revised), 1937 (No. 59), the Minimum Age (Underground Work) Convention, 1965 (No. 123) and the Minimum Age (Underground Work) Recommendation, 1965 (No. 124). The SRM TWG's resulting consensual recommendations are attached in paragraph 10 of the Annex to this report.
22. The SRM TWG's discussion about the older minimum age instruments resulted in consensual recommendations classifying Recommendations Nos 41 and 52 as outdated and confirming the classification of Conventions Nos 5, 10, 33, 59 and 153 and Recommendation No. 124 as outdated instruments. Stressing the importance of the topic, the SRM TWG noted the evolution in the standards on minimum age since the older instruments were adopted. Convention No. 138 had a broad scope of application and reflected the modern approach to the regulation of minimum age of employment. Accordingly, the SRM TWG agreed that there was no regulatory gap in coverage, although the development by the Office of non-normative guidance on the application of exemptions for light work and child labour in family undertakings, with a particular emphasis on agricultural work, would be a useful addition. The Workers' group recommended that the Office pay particular attention to the application of the up-to-date Conventions in non-metropolitan territories. Considering that Convention No. 5 was no longer in force, the Employers' group proposed its withdrawal at the earliest possible opportunity, while abrogation of the other outdated instruments on minimum age could be in 2028. The Workers' group suggested that it would be preferable to abrogate and withdraw all outdated instruments on minimum age in a single package, to lighten the burden on governments and social partners in this regard, and on that basis all groups agreed on that way forward. The SRM TWG decided to recommend to the Governing Body that it consider placing an item to this end on the agenda of the Conference in 2028 and recommended the promotion of Convention No. 138.

## Preparation for the ninth meeting

23. In follow-up to its decision at its seventh meeting to accelerate its reviews with a view to completing the initial programme of work as soon as possible,<sup>6</sup> as well as its discussions in this regard with the Director-General as described above, the SRM TWG considered the lessons learnt from the completion of its extensive agenda at its eighth meeting. The SRM TWG was pleased that, with the good faith and serious approach taken by its Members, it had been able to reach consensual recommendations in five days rather than the six days that had been planned. In that context, it considered it appropriate to maintain its previous decision to include a targeted end date for the review of the instruments in its initial programme of work, aiming for a possible completion of its work by 2028 (see provisional workplan in Annex II). At each future meeting, the SRM TWG would confirm the date and the agenda of the following meeting, dependant on progress made and any developments.
24. The SRM TWG decided that it was reasonable to review the instruments set out in table two at its ninth meeting in 2024. In doing so, the SRM TWG confirmed the provisional arrangements it had made at its previous meeting, while agreeing to replace the home work instruments, that had been provisionally included, with the instruments on indigenous and tribal peoples. It further decided to plan its meeting for five days from 16-20 September 2024, on the understanding that the duration of the meeting could be adjusted by its Officers if necessary. In line with its terms of reference, the SRM TWG authorized the attendance of 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.

**Table 2. Instruments proposed for examination at the ninth meeting of the SRM TWG (September 2024)**

### Fishers

Medical Examination (Fishermen) Convention, 1959 (No. 113)  
 Fishermen's Articles of Agreement Convention, 1959 (No. 114)  
 Fishermen's Competency Certificates Convention, 1966 (No. 125)  
 Accommodation of Crews (Fishermen) Convention, 1966 (No. 126)  
 Vocational Training (Fishermen) Recommendation, 1966 (No. 126)

### Dockworkers

Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No. 27)  
 Dock Work Convention, 1973 (No. 137)  
 Dock Work Recommendation, 1973 (No. 145)

### Indigenous and tribal peoples

Indigenous and Tribal Peoples Convention, 1989 (No. 169)

### Other categories of workers

Labour Standards (Non-Metropolitan Territories) Convention, 1947 (No. 83)  
 Working Conditions (Hotels and Restaurants) Convention, 1991 (No. 172)  
 Hours of Work (Inland Navigation) Recommendation, 1920 (No. 8)

<sup>6</sup> GB.346/LILS/1, para. 28.

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Older Workers Recommendation, 1980 (No. 162)

Working Conditions (Hotels and Restaurants) Recommendation, 1991 (No. 179)

**Fishers: Relevant outdated instruments**

Minimum Age (Fishermen) Convention, 1959 (No. 112)

**Dockworkers: Relevant outdated instruments**

Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32)

Protection against Accidents (Dockers) Reciprocity Recommendation, 1932 (No. 40)

**Indigenous and tribal peoples: Relevant outdated instruments**

Indigenous and Tribal Populations Convention, 1957 (No. 107)

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25. Taking into account that such an ambitious work plan required at least two years to prepare for each meeting, the SRM TWG provisionally confirmed that at its tenth meeting it would review the sets of instruments on working time and night work as set out in the provisional work plan in Annex II.



## ▶ Annex I

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### Recommendations adopted by the SRM TWG at its eighth meeting (11–15 September 2023)

#### To be submitted to the Governing Body for its consideration at its 349th Session (October–November 2023) pursuant to paragraph 22 of the terms of reference of the SRM TWG

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.<sup>1</sup> 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.<sup>2</sup>
2. The value accorded to the SRM TWG's work by the Organization was highlighted by the ILO Director-General in an exchange with its Chair and Members during its eighth meeting. Welcoming the support of the Director-General, the SRM TWG confirmed its commitment to completing the review of the instruments in its initial programme of work possibly within five years. In so doing, the SRM TWG stressed the need to ensure the continued quality, thoroughness and authoritativeness of its work in reviewing the standards. It highlighted the essential nature of the role delegated to it by the Governing Body to monitor the Organization's implementation of its recommendations, without which its work would have no impact. The SRM TWG committed to considering flexible and innovative means to deliver on its review of standards and monitoring of follow-up to its recommendations, and would consider at a later stage options for the follow-up to its work to be continued after its mandate was completed.
3. Once again, throughout its eighth meeting, the SRM TWG was mindful of the great responsibility to the Organization that it holds pursuant to its mandate and the pivotal nature of its role. In preparing recommendations for the Governing Body's consideration and decision, it would continue to work to reach consensus through negotiations in good faith, full confidence and commitment to the SRM objectives, acknowledging the importance of clarity, transparency and consistency.<sup>3</sup>

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<sup>1</sup> Para. 8 of the terms of reference of the SRM TWG.

<sup>2</sup> 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."

<sup>3</sup> Para. 13 of the terms of reference.

4. 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:<sup>4</sup>
  - (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.
5. 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 actions taken by the Organization in relation to the Governing Body's decisions in follow-up to all of its time-bound recommendations.
6. 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.

### Maternity protection<sup>5</sup>

7. In relation to the instruments concerning maternity protection, the SRM TWG recommends to the Governing Body that it considers:
  - 7.1. Taking decisions about the classification of the instruments:
    - 7.1.1. deciding that Convention No. 3 has the classification of an *outdated* instrument and that Convention No. 183 and Recommendation No. 191 have the status of *up-to-date* instruments; and
    - 7.1.2. acknowledging the classification of Convention No. 103 and Recommendation No. 95 as *outdated* instruments.
  - 7.2. The SRM TWG has not identified any gaps in coverage in relation to maternity protection. Research should be undertaken to enable the Organization to assess whether there are any gaps in the ILO body of international labour standards in respect of paternity and parental protection and, if so, what actions of a normative and/or non-normative nature would be appropriate to take. This research should be presented to the Governing Body for further decision as soon as possible.
  - 7.3. Requesting the Organization to implement a *time-bound and practical package of follow-up action* as follows:
    - 7.3.1. Targeted promotion of the ratification and effective implementation of Convention No. 183 in Member States in which Conventions Nos 3 and 103 are currently in force:

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<sup>4</sup> Para. 9 of the terms of reference.

<sup>5</sup> See SRM TWG/2023/[Technical note 1.1](#).

- (a) The Office should provide the necessary technical assistance, including by implementing a proactive 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. 183, and identify obstacles to ratification on the part of Member States; and
- (b) The tripartite constituents should collaborate to take active steps towards ratification and effective implementation of Convention No. 183.

7.3.2. Promotion of the ratification and effective implementation of Convention No. 183 in all Member States:

- (a) The Office should provide technical support and guidance to Member States on the application of maternity protection to all women workers, including the progressive movement from direct employers' liability mechanisms to the establishment of social security schemes through which maternity benefits are financed, taking into account national circumstances;
- (b) The Office should gather information to assist in identifying obstacles to its ratification.

7.3.3. Requesting the Office to undertake the research on paternity and parental protection recommended under paragraph 7.2 above. This research should also take into account national law and practice in this area, including good practices. This research will be discussed by a tripartite meeting to be determined by the Governing Body.

7.4. The SRM TWG recommends to the Governing Body the abrogation of Conventions Nos 3 and 103 and the withdrawal of Recommendation No. 95 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 held in 2028 to assess whether Member States with effective ratifications of those outdated Conventions have taken any necessary action to ratify Convention No. 183. If progress has not been made, the date at which the International Labour Conference will consider the item for abrogation and withdrawal may be reconsidered by the Governing Body.

## Old age, invalidity and survivors' benefits<sup>6</sup>

8. In relation to the instruments concerning old age, invalidity and survivors' benefits, the SRM TWG recommends to the Governing Body that it considers:

8.1. Acknowledging the classification of Conventions Nos 35, 36, 37, 38, 39 and 40 as *outdated* instruments.

8.2. Concluding that there is no gap in coverage in the body of international labour standards with respect to old age, invalidity and survivors' benefits, while acknowledging the specific challenges faced by agricultural workers particularly in light of the possible exemptions under Conventions Nos 102 and 128.

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<sup>6</sup> See SRM TWG/2023/[Technical note 1.2](#).

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

8.3.1. Targeted promotion of the ratification and effective implementation of Conventions Nos 102 (Parts V, IX and X) and 128 in Member States in which Conventions Nos 35, 36, 37, 38, 39 and 40 are currently in force:

- (a) The Office should provide the necessary technical assistance, including by implementing a proactive plan of action tailored to each Member State concerned, providing support to the tripartite constituents in their consideration of possible ratification of Conventions Nos 102 (Parts V, IX and X) and 128, without exemptions; and
- (b) The tripartite constituents should collaborate to take active steps towards ratification and effective implementation of Conventions Nos 102 (Parts V, IX and X) and 128.

8.3.2. Recognising the specific challenges faced by agricultural workers in accessing social security benefits:

- (a) The Office should conduct research on the application of old age, invalidity and survivors' benefits to agricultural workers in law and practice, including the extent to which Member States with effective ratifications of those outdated Conventions have taken action to ratify and implement Conventions Nos 102 and 128, to feed into the recurrent discussion on social protection (social security) at the 115<sup>th</sup> Session (2027) of the Conference.
- (b) The Office should provide technical assistance to Member States on the application of old age, invalidity and survivors' benefits to agricultural workers, including through the promotion of sectoral collective bargaining agreements.
- (c) The SRM TWG suggests to the Governing Body that it invite the Committee of Experts on the Application of Conventions and Recommendations to consider seeking information from Member States on their application, in law and practice, of the exemptions possible under Conventions Nos 102 (Parts V, IX and X) and 128, including notably in relation to agricultural workers.

8.4. The SRM TWG recommends to the Governing Body the abrogation of Conventions Nos 35, 36, 37, 38, 39 and 40 in 2033, through placing an item to this effect on the agenda of the 121st Session of the International Labour Conference.

## Night work of young persons<sup>7</sup>

9. In relation to the instruments concerning night work of young persons, the SRM TWG recommends to the Governing Body that it considers:

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<sup>7</sup> See SRM TWG/2023/[Technical note 2.1](#).

- 9.1. Deciding to postpone its decision about the classification of Conventions Nos 6, 79 and 90 and Recommendations Nos 80 and 14 until its next review at an appropriate time.
- 9.2. In order for the SRM TWG to decide at a later stage on the possible existence of a gap in coverage in the body of international labour standards, research to assess the classification of the instruments and the existence of possible gaps in coverage in the body of international labour standards is necessary.
- 9.3. Requesting the Office to undertake the *follow-up action* as follows:
  - 9.3.1. Office promotion of the inclusion of night work within national definitions of hazardous work in the application of Conventions Nos 138 and 182, especially by Member States in which the outdated Conventions are still in force;
  - 9.3.2. Research on the scope and nature of night work by children and young persons globally, including regulatory practice in Member States and good practices.
  - 9.3.3. Research should be undertaken to enable the SRM TWG to assess whether there is a gap in the ILO body of standards and, if so, what actions of a normative and/or non-normative nature would be appropriate to take. At that time, the SRM TWG will also review the classification of the instruments on night work of young persons.

### Minimum age<sup>8</sup>

10. In relation to the instruments concerning minimum age, the SRM TWG recommends to the Governing Body that it considers:
  - 10.1. Taking decisions about the classification of the instruments:
    - 10.1.1. Deciding that Recommendations Nos 41 and 52 have the classification of *outdated* instruments; and
    - 10.1.2. acknowledging the classification of Conventions Nos 5, 10, 33, 59 and 123 and Recommendation No. 124 as *outdated* instruments.
  - 10.2. Concluding that there is no gap in coverage in the body of international labour standards on minimum age.
  - 10.3. Requesting the Organization to implement a *time-bound and practical package of follow-up action* as follows:
    - 10.3.1. Promotion of the ratification and effective implementation of Convention No. 138 by Member States, including:
      - (a) Targeted promotion of the ratification and effective implementation of Convention No. 138 in Member States in which Conventions Nos 5, 10, 33, 59 and 123 are currently in force;
      - (b) The Office should provide the necessary technical assistance, including by implementing a proactive plan of action tailored to each Member State concerned,

<sup>8</sup> See SRM TWG/2023/[Technical note 2.2](#).

providing support to the tripartite constituents in their consideration of possible ratification and inviting Member States to consider reviewing their use of exceptions to C.138, including specifying a higher minimum age and extending its application to excluded sectors;

- (c) The tripartite constituents should collaborate to take active steps towards ratification and effective implementation of Convention No. 138.

10.3.2. Development and implementation, before 2028, of Office technical guidance for use by the Office and tripartite constituents to review their use of:

- (a) the exception to the prohibition against child labour in light work; and
- (b) the exception to the prohibition against child labour in work in family undertakings with a particular focus on agricultural work.

10.4. The SRM TWG recommends to the Governing Body the abrogation of Conventions Nos 10, 33, 59 and 123 and the withdrawal of Convention No. 5 and Recommendations Nos 41, 52 and 124 in 2028, through placing an item to this effect on the agenda of the 116th Session of the International Labour Conference.

### Considerations relating to its subsequent meetings<sup>9</sup>

11. Following the successful completion of the ambitious agenda at its eighth meeting, the SRM TWG decided to provisionally set its work plan for the next five years with the aim of possibly completing the review of all instruments in its initial programme of work by 2028. It would maintain flexibility in the organisation of each of its meetings with the objective of optimising effectiveness and efficiency. The details of its work plan will be set out in the report of its meeting.
12. In light of its ambitious agenda, 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.

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<sup>9</sup> See SRM TWG/2023/[Information document 3](#).

## ▶ Annex II

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### Provisional work plan for the SRM TWG (2024-2028)

#### ▶ Provisional workplan: ninth meeting of the SRM TWG (2024)

##### **Fishers**

Medical Examination (Fishermen) Convention, 1959 (No. 113)  
 Fishermen's Articles of Agreement Convention, 1959 (No. 114)  
 Fishermen's Competency Certificates Convention, 1966 (No. 125)  
 Accommodation of Crews (Fishermen) Convention, 1966 (No. 126)  
 Vocational Training (Fishermen) Recommendation, 1966 (No. 126)

##### **Dockworkers**

Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No. 27)  
 Dock Work Convention, 1973 (No. 137)  
 Dock Work Recommendation, 1973 (No. 145)

##### **Indigenous and tribal peoples**

Indigenous and Tribal Peoples Convention, 1989 (No. 169)

##### **Other categories of workers**

Labour Standards (Non-Metropolitan Territories) Convention, 1947 (No. 83)  
 Working Conditions (Hotels and Restaurants) Convention, 1991 (No. 172)  
 Hours of Work (Inland Navigation) Recommendation, 1920 (No. 8)  
 Older Workers Recommendation, 1980 (No. 162)  
 Working Conditions (Hotels and Restaurants) Recommendation, 1991 (No. 179)

##### **Fishers: Relevant outdated instruments**

Minimum Age (Fishermen) Convention, 1959 (No. 112)

##### **Dockworkers: Relevant outdated instruments**

Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32)  
 Protection against Accidents (Dockers) Reciprocity Recommendation, 1932 (No. 40)

##### **Indigenous and tribal peoples: Relevant outdated instruments**

Indigenous and Tribal Populations Convention, 1957 (No. 107)

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#### ▶ Provisional workplan: tenth meeting of the SRM TWG (2025)

##### **Working time**

Hours of Work (Industry) Convention, 1919 (No. 1)  
 Hours of Work (Commerce and Offices) Convention, 1930 (No. 30)  
 Forty-Hour Week Convention, 1935 (No. 47)  
 Holidays with Pay Convention (Revised), 1970 (No. 132)

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Hours of Work and Rest Periods (Road Transport) Convention, 1979 (No. 153)  
 Part-Time Work Convention, 1994 (No. 175)  
 Holidays with Pay Recommendation, 1954 (No. 98)  
 Hours of Work and Rest Periods (Road Transport) Recommendation, 1979 (No. 161)  
 Part-Time Work Recommendation, 1994 (No. 182)

### Night work

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

### Working time: Relevant outdated instruments

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

### Night work: Relevant outdated instruments

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

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## ► Provisional workplan: eleventh meeting of the SRM TWG (2026)

### Wages

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

### Freedom of association

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

### Industrial relations

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

### Other categories of workers



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Home Work Convention, 1996 (No. 177)

#### **Other categories of workers: Relevant outdated instruments**

Home Work Recommendation, 1996 (No. 184)

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### **▶ Provisional workplan: twelfth meeting of the SRM TWG (2027)**

#### **Employment security**

Termination of Employment Convention, 1982 (No. 158)

Termination of Employment Recommendation, 1982 (No. 166)

#### **Skills**

Special Youth Schemes Recommendation, 1970 (No. 136)

Paid Educational Leave Recommendation, 1974 (No. 148)

#### **Social policy**

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

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

#### **Migrant workers (social security)**

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

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

#### **Migrant workers**

Migration Statistics Recommendation, 1922 (No. 19)

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

#### **Migrant workers (social security): outdated instruments**

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

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### **▶ Provisional workplan: thirteenth meeting of the SRM TWG (2028)**

#### **Wrap up of the work of the SRM TWG**

Standards policy: final discussion

Finalization of reviews of instruments

Review of implementation of SRM TWG recommendations by the Organization

Recommendations for future follow-up

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