



# **NORMATIVE WEBINAR**

# **WELCOME!**

19 December 2025

# ▶ Programme

- ▶ Getting started
- ▶ Keynote speech

## **PART 1: THE STANDARD REVIEW MECHANISM (SRM)**

- ▶ Break

## **PART 2: THE FUTURE OF ILS REPORTING**

- ▶ Break

## **PART 3: THE GENERAL SURVEY ON EMPLOYMENT SECURITY**

- ▶ Concluding remarks

# ▶ **Keynote speech**

**Corinne Vargha**  
Director  
NORMES  
ILO Geneva



▶ **PART 1:**

# The Standards Review Mechanism

**Erica Martin**

Senior Legal Specialist

NORMES

ILO Geneva

▶ **What is the Standards  
Review Mechanism Tripartite  
Working Group?**

*And why does it matter?*

## ► Why does the review of standards matter?

Over 400 standards adopted since the ILO's founding

- As a normative organization, it is essential 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.



## ▶ What does the SRM TWG do?

### Launched in 2015

- ▶ **Tripartite** composition
- ▶ Meets (nearly) **annually**
- ▶ Makes recommendations to the **Governing Body** on:
  1. the status of the standards examined;
  2. the identification of gaps in coverage;
  3. practical and time-bound follow-up action, as appropriate.



**Nadia Porroche Roman**

Legal Officer

NORMES

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# ▶ **What does the Standards Review Mechanism Tripartite Working Group say?**

*Three tasks*

## ▶ What does the SRM TWG say?

### 1) Classification of standards

**In 2017, a simplified and streamlined classification system was adopted:**

- ▶ up-to-date instruments;
- ▶ instruments requiring further action to ensure continued and future relevance;
- ▶ outdated instruments.

## ▶ What does the SRM TWG say?

### 2) Identification of gaps in coverage

#### Recommendations for standard-setting, for example:

- ▶ apprenticeships;
- ▶ chemical and biological hazards;
- ▶ guarding of machinery;
- ▶ ergonomics and manual handling.

## ▶ What does the SRM TWG say?

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

The Governing Body considers the follow-up to the recommendations of the SRM TWG a matter of **institutional priority**.

## ▶ What does the SRM TWG say?

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

Examples of follow-up action:

- ▶ follow-up involving gaps in the ILO body of standards: Standard-setting;
- ▶ follow-up to up-to-date instruments: Promotional campaigns;
- ▶ follow-up to outdated instruments: Abrogation or withdrawal.

**Bhaktimayi Nair**

Legal Officer

NORMES

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▶ **What are the results of the  
Standards Review  
Mechanism Tripartite  
Working Group?**

## ▶ What are the results of the SRM TWG's promotion of up-to-date instruments?

- ▶ **ILS Promotion Pyramids:** 187 pyramids, tailored to the specific ratification promotion priorities of individual Member States, are updated after each SRM TWG meeting.
- ▶ **Letters to Member States:** Customized letters promoting ratification of up-to-date standards are sent by the Office to Member States with outdated Conventions proposed for abrogation/withdrawal or already abrogated/withdrawn.
- ▶ **Ratifications in response to SRM TWG recommendations:** *Oct. 2024 – 19 Dec. 2025*
  - 14 ratifications related to outdated Conventions – targeted ratification campaign (22% of total ratifications);
  - 18 ratifications related to general ratification campaign;
  - Total SRM TWG-related ratifications: 32 (50% of total ratifications).

[Member State] should consider ratifying these up-to-date instruments as part of an **urgent targeted ratification campaign**.

*These up-to-date instruments relate to outdated Conventions that the Governing Body has proposed for abrogation/withdrawal or that have already been abrogated/withdrawn.*

[Member State] should consider ratifying these up-to-date instruments as part of a **targeted ratification campaign**.  
*These up-to-date instruments relate to Conventions that are outdated but not yet proposed for abrogation/withdrawal by the Governing Body.*

[Member State] should consider ratifying these up-to-date instruments as part of a **general ratification campaign**.  
*The Governing Body has decided to promote these up-to-date instruments in priority.*

The Organization has decided that the **fundamental and governance Conventions** are the foundation of all Member States' national ratification records. [Member State] should consider ratifying these instruments.

## General Survey

- ▶ **November 2025:** Governing Body decided that the General Surveys to be prepared by the Committee of Experts in 2027, 2028 and 2029 should focus on the prospects of ratification of selected up-to-date Conventions – These up-to-date Conventions relate to outdated Conventions examined by the SRM TWG.
- ▶ Governments will be requested to indicate: (a) the extent to which they propose to give effect to the terms of the Convention, and (b) any difficulties which prevent or delay ratification.

CEACR preparation (year)	Discussed at ILC (year)	Up-to-date instruments
2027	2028	C.188, C.152, C.169, C.183
2028	2029	C.176, C.167, C.155 & its Protocol of 2002, C.161, C.187, C.138
2029	2030	C.181, C.88, C.160, C.102 (Pt. IV), C.118, C.168, C.81, C.129

## ▶ What are the abrogation/withdrawal results of the SRM TWG recommendations?

- ▶ **16** instruments have been abrogated/withdrawn by the ILC based on SRM TWG recommendations.
- ▶ **30** outdated instruments are proposed for abrogation/withdrawal by the SRM TWG.
- ▶ No consensus on the date of abrogation/withdrawal of **8** outdated instruments.



**▶ Upcoming meetings and  
useful resources**

## ▶ What is on the agenda of upcoming meetings?

- ▶ February 2026: Meeting on Follow-up on Outdated Conventions.
- ▶ September 2026: Tenth meeting of the SRM TWG:
  - 14 working time instruments to be reviewed, covering hours of work, annual leave, night work, night work of women, part-time work, and working time in road transport. Follow-up to 5 relevant instruments, previously determined to be outdated, to be examined.
- ▶ *Subject areas to be covered in upcoming meetings: Wages, freedom of association, industrial relations and home work; employment security, skills, social policy and migrant workers; and wrap up of the work of the SRM TWG.*

## Useful resources

- **SRM TWG webpage**  
<https://www.ilo.org/international-labour-standards/standards-review-mechanism-tripartite-working-group>
- **Standards Reviews: Decisions on Status**  
[https://normlex.ilo.org/dyn/nrmlx\\_en/f?p=1000:12040::::RP,12040::](https://normlex.ilo.org/dyn/nrmlx_en/f?p=1000:12040::::RP,12040::)
- *For further information please contact the ILO helpdesk on the SRM TWG: [srmtwg@ilo.org](mailto:srmtwg@ilo.org)*

**Elena Gerasimova**

International Labour Standards  
and Labour Law Specialist

DWT

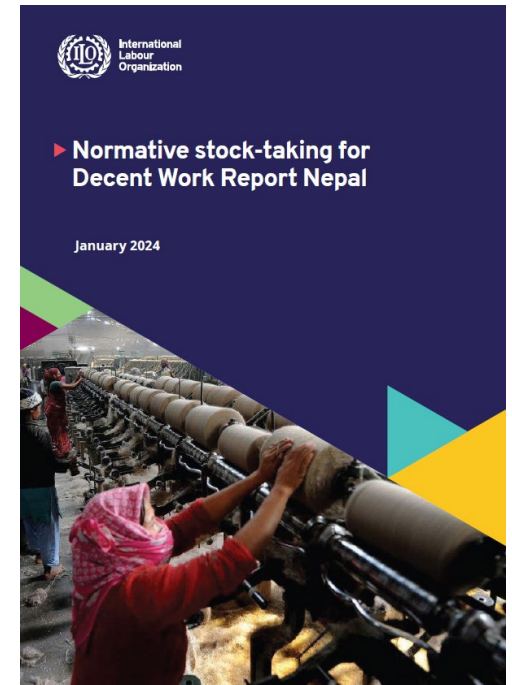
ILO Delhi

## ▶ **Examples of practical implementation**

## ▶ Ratification priorities and plans

### Discussions on ratification priorities

- ▶ **Presentation** of the SRM TWG recommendations to the Government, social partners, and tripartite bodies/ discussions and consultations.
- ▶ **Identification of priorities** and possible targets based on the SRM TWG recommendations.
- ▶ **Stocktaking and mapping** (mapping of work done on ILS vis-à-vis SRM TWG recommendations).
- ▶ **Planning of ratifications** for a period of several years (1-10 or more).



## ▶ Ratification priorities

### ▶ Planning work on ratifications

- ▶ Ratification strategy or work plan developed by the Government/and endorsed by the National Tripartite Board (Nepal, Pakistan)
- ▶ MoU between the Government and the ILO (Vietnam)
- ▶ Decent Work Country Programme (Maldives)
- ▶ Etc...

### Tripartite Consultations Convention (International Labour Standards), 1976 (No.144)

#### *Article 5*

1. The purpose of the procedures provided for in this Convention shall be consultations on--

(c) the **re-examination** at appropriate intervals of **unratified Conventions** and of Recommendations to which effect has not yet been given, to consider **what measures might be taken to promote their implementation and ratification as appropriate;**

# ► Ratification strategy of the country: Government – National tripartite Boards Examples of Nepal and Pakistan


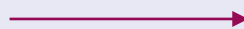
## Nepal (ILS committee, tripartite): 2025 – 2027

Priority based conventions for ratification	
Convention	Possible year for ratification
C81 - Labour Inspection Convention, 1947 (No.81)	2080/2081
C87 - Freedom of Association and Protection of the Right to Organize Convention, 1948 (No.87)	2080/2081
P29 - Protocol of 2014 to the Forced Labour Convention, 1930 (P29)	2080/2081
C155 - Promotional framework for OSH Convention, 2006 (No.155)	2081/2082
C190 - Violence and Harassment Convention, 2019 (No.190)	2081/2082
C189 - Domestic Workers Convention, 2011 (No. 189)	2081/2082
C177 - Home Work Convention, 1996 (No.177)	2082/2083
C187 - Promotional framework for OSH Convention, 2006 (No.187)	2082/2083
C181 - Private Employment Agencies Convention, 1997 (No. 181)	2082/2083

## Pakistan (FTCC discussed): 2025 +

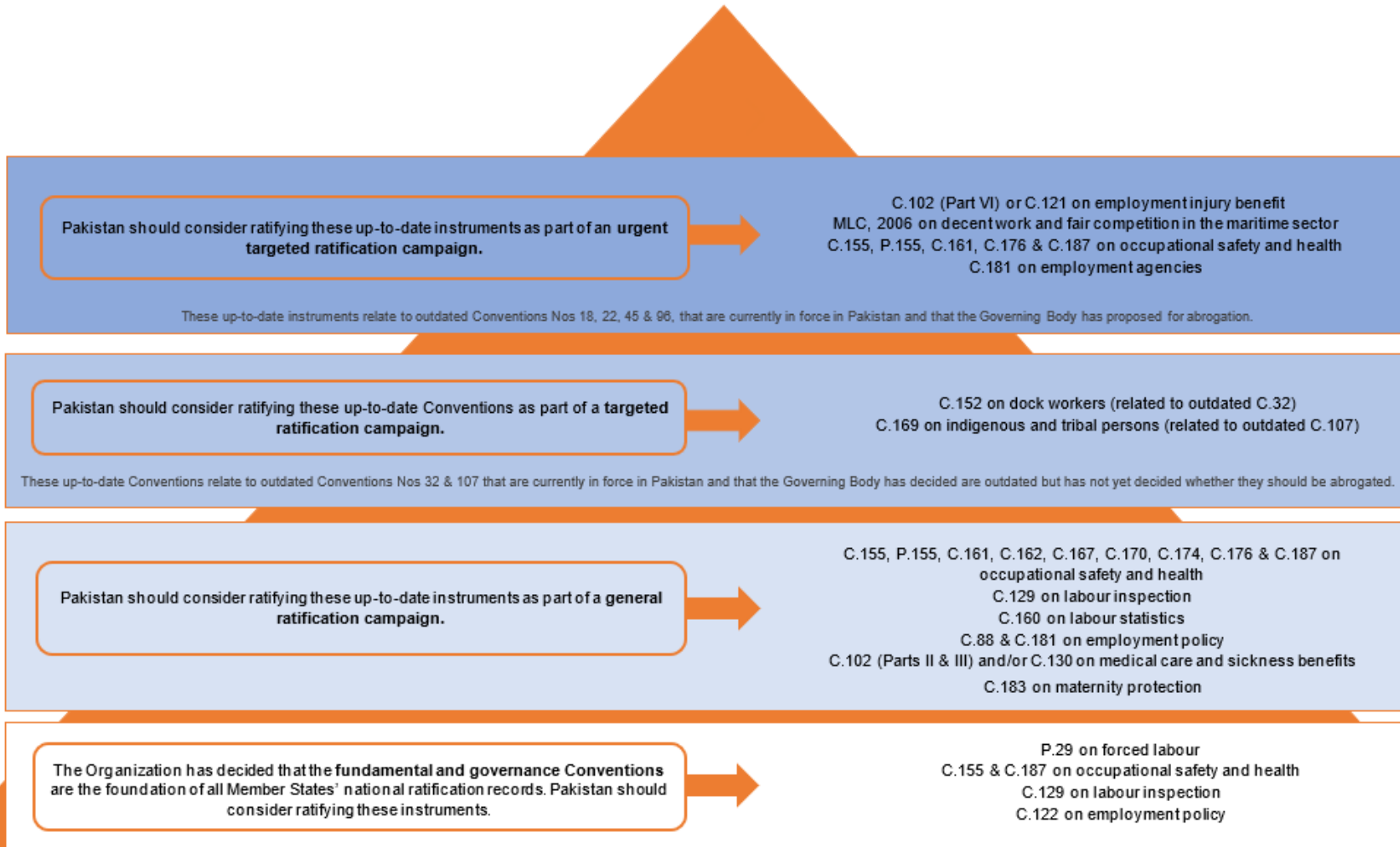
Target for ratification – 2025					
4.	C155 – Occupational Safety and Health Convention, 1981 (No.155)	<ul style="list-style-type: none"> <li>- Rapid self-assessment in Sept 2022, high level of compliance. It was share with MOPHRD in March 2023.</li> <li>- GA study is on the way.</li> <li>- <i>Fundamental ILO instrument since 2022</i></li> </ul>	Yes	<ol style="list-style-type: none"> <li>1. Tripartite consensus on ratification to be endorsed at FTCC meeting.</li> <li>2. ILES project provided social partners 28.000 USD for awareness-raising and numerous activities have been implemented in 2023-2024.</li> <li>3. Gap Analyses draft report is prepared and is being reviewed now.</li> <li>4. GA validation workshop organized in August 2024.</li> <li>5. Ratification is a strong commitment of the Govt</li> <li>6. IndustriALL and ACCORD actively engaging with Pakistani authorities on OSH.</li> <li>7. OSH profile launched in Nov 2024</li> <li>8. NTLC Nov 2024 focused on OsH and reinforced commitment to OSH ratifications</li> <li>9. OSH policy framework and OSH sector strategies to be developed in Q1-2 of 2025</li> </ol>	2025
5.	C187 - Promotional framework for OSH Convention, 2006 - No.187)	<ul style="list-style-type: none"> <li>- <i>Ratification may be important for EU GSP+</i></li> <li>- <i>ILO GB request to consider urgent ratification of C155, C187 instead of outdated C.45, ratified by Pakistan, which will be abrogated in 2024.</i></li> </ul>	Yes	<ol style="list-style-type: none"> <li>1. To pave favorable ground, the Ministry proposes to start from C155, C187, then go for C176 ratification.</li> <li>2. All Validation workshops in provinces were completed by Dec 2022</li> <li>3. HQ confirmed the final version of the GA report.</li> <li>4. Some actions are being undertaken by ILO to support trade unions through capacity building, etc.</li> <li>5. ILO to check whether the Convention instructs for forensic audits (queries from IndustriALL)</li> <li>6. Action plan for C176 to be developed through consultations</li> </ol>	2025
6.	C176 - Safety and Health in Mines Convention, 1995 (No. 176)	<ul style="list-style-type: none"> <li>- Gap analysis has been completed.</li> <li>- <i>High interest and support from W and E per GB.</i></li> <li>- <i>ILO GB request to consider urgent ratification of C176 instead of outdated C.45, ratified by Pakistan, which will be abrogated in 2024.</i></li> </ul>	Yes	<ol style="list-style-type: none"> <li>1. To pave favorable ground, the Ministry proposes to start from C155, C187, then go for C176 ratification.</li> <li>2. All Validation workshops in provinces were completed by Dec 2022</li> <li>3. HQ confirmed the final version of the GA report.</li> <li>4. Some actions are being undertaken by ILO to support trade unions through capacity building, etc.</li> <li>5. ILO to check whether the Convention instructs for forensic audits (queries from IndustriALL)</li> <li>6. Action plan for C176 to be developed through consultations</li> </ol>	2025

## ▶ Ratifications **registered**/planned in South Asian countries (2025 and beyond)

	2025	2026	2027 +
<b>Pakistan</b>	P29, C160, MLC C155, C187, C176 	C155, C187, C176 C190, C170, C183, C189	C149, C177, 102, C121, C181, C129, C122, P155, C161
<b>Nepal</b>	C87, C81, P29 	C87, C81, P29 C155, C189, C190	C181, C187, C177
<b>Sri Lanka</b>	C190	C155, C188	
<b>Bangladesh</b>	C155, C187, C190		
<b>Maldives</b>		C190, C131	
<b>India</b>			

# PROMOTION OF RATIFICATIONS REQUESTED BY THE GOVERNING BODY: PAKISTAN

IN FOLLOW-UP TO  
THE MEETINGS OF  
THE SRM TWG AND  
STC-MLC



(March 2024)

Year	ILS
2025	P 29 C160 MLC
2025-2026	C155 C187 C176
2026	C190 C170 C183 C189
2027	C175 C149 C177
Later	C102, C121 C181 C129, C122 P155, C161

# PROMOTION OF RATIFICATIONS REQUESTED BY THE GOVERNING BODY: BANGLADESH

IN FOLLOW-UP TO THE MEETINGS OF THE SRM TWG AND STC-MLC

Bangladesh should consider ratifying these up-to-date instruments as part of an **urgent targeted ratification campaign**.  
*These up-to-date instruments relate to outdated Conventions that the Governing Body has proposed for abrogation/withdrawal (C.18 and C.96) or that have already been abrogated (C.45).*

- C.102 (Part VI) or C.121 on employment injury benefit (related to C.18)
- C.181 on employment agencies (related to C.96)
- C.155, P.155, C.161, C.176 & C.187 on occupational safety and health (related to C.45)

Bangladesh should consider ratifying these up-to-date instruments as part of a **targeted ratification campaign**.  
*These up-to-date instruments relate to Conventions that are outdated but not yet proposed for abrogation/withdrawal by the Governing Body (C.107 and C.32). Member States with effective ratifications of C.27 are encouraged to ratify C.152.*

- C.169 on indigenous and tribal peoples (related to C.107)
- C.152 on dock work (related to C.32 and C.27)

Bangladesh should consider ratifying these up-to-date instruments as part of a **general ratification campaign**.

- C.155, P.155, C.161, C.162, C.167, C.170, C.174, C.176 & C.187 on occupational safety and health
- C.129 on labour inspection
- C.160 on labour statistics
- C.88 & C.181 on employment policy
- C.102 (Parts II & III) and/or C.130 on medical care and sickness benefits
- C.183 on maternity protection
- C.188 on fishers
- C.137 and C.152 on dock work
- C.172 on hotels and restaurants
- C.169 on indigenous and tribal peoples

The Organization has decided that the **fundamental and governance Conventions** are the foundation of all Member States' national ratification records. Bangladesh should consider ratifying these instruments.

- C.155 & C.187 on occupational safety and health
- C.129 on labour inspection
- C.122 on employment policy

Bangladesh ratified **C155, C187** and C190  
On 20 November 2025

# PROMOTION OF RATIFICATIONS REQUESTED BY THE GOVERNING BODY: NEPAL

IN FOLLOW-UP TO THE MEETINGS OF THE SRM TWG AND STC-MLC

Nepal has not been requested to consider ratifying any up-to-date instruments in the context of the **urgent targeted ratification campaign** concerning outdated Conventions that are proposed for abrogation or withdrawal.

Nepal has not been requested to consider ratifying any up-to-date instruments in the context of the **targeted ratification campaign** concerning outdated Conventions not yet proposed for abrogation or withdrawal.

Nepal should consider ratifying these up-to-date instruments as part of a **general ratification campaign**.

C.155, P.155, C.161, C.162, C.167, C.170, C.174, C.176 & C.187 on occupational safety and health  
 C.81 & C.129 on labour inspection  
 C.160 on labour statistics  
 C.88 & C.181 on employment policy  
 C.102 (Parts II & III) and/or C.130 on medical care and sickness benefits  
 C.183 on maternity protection  
 C.188 on fishers  
 C.137 and C.152 on dock work  
 C.172 on hotels and restaurants

The Organization has decided that the **fundamental and governance Conventions** are the foundation of all Member States' national ratification records. Nepal should consider ratifying these instruments.

P.29 on forced labour  
 C.87 on freedom of association  
 C.155 & C.187 on occupational safety and health  
 C.81 & C.129 on labour inspection  
 C.122 on employment policy

Year	ILS
2025	C81 C87 P29
2026	C155 C190 C189
2027	C177 C187 C181

January 2025



▶ **PART 2:**

# The future of ILS reporting

# ► Why a streamlined ILS reporting system?

**Horacio Guido**

Chief, Application of Standards  
Branch

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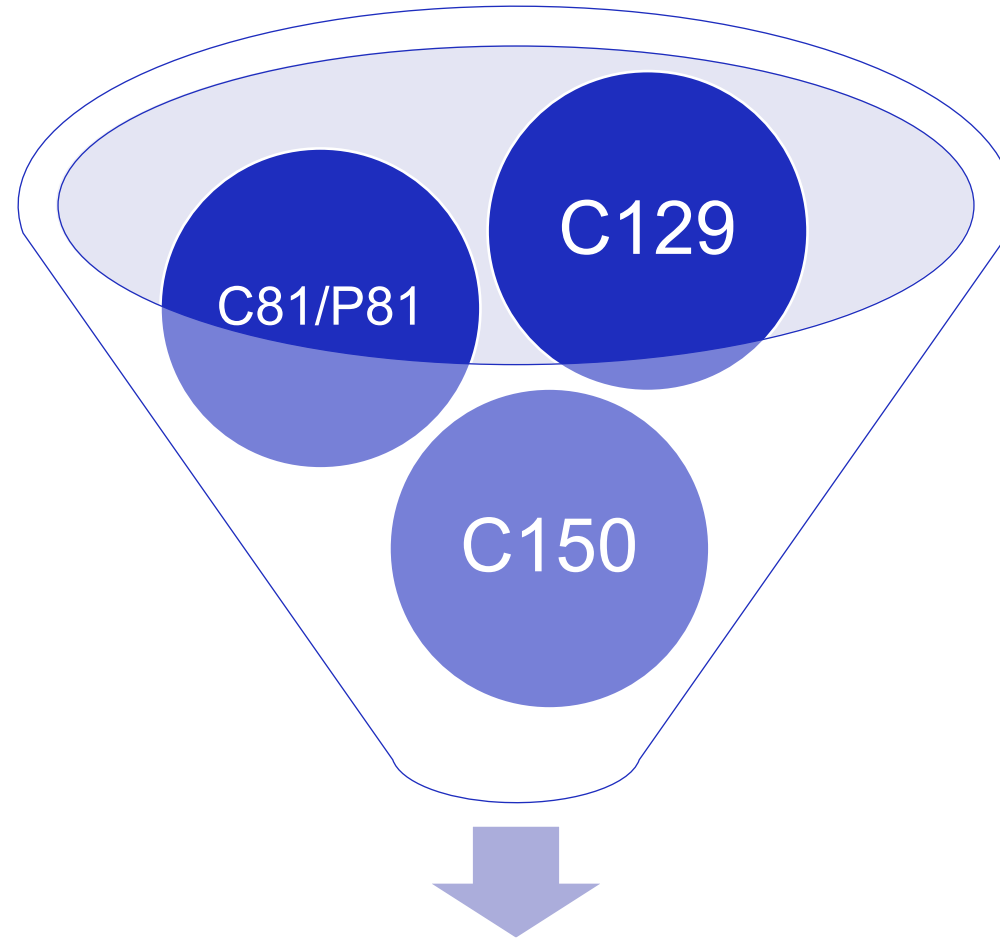
**Véronique Basso**

Legal Standards Specialist

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ILO Geneva

▶ **What is thematic reporting  
and how does it work?**

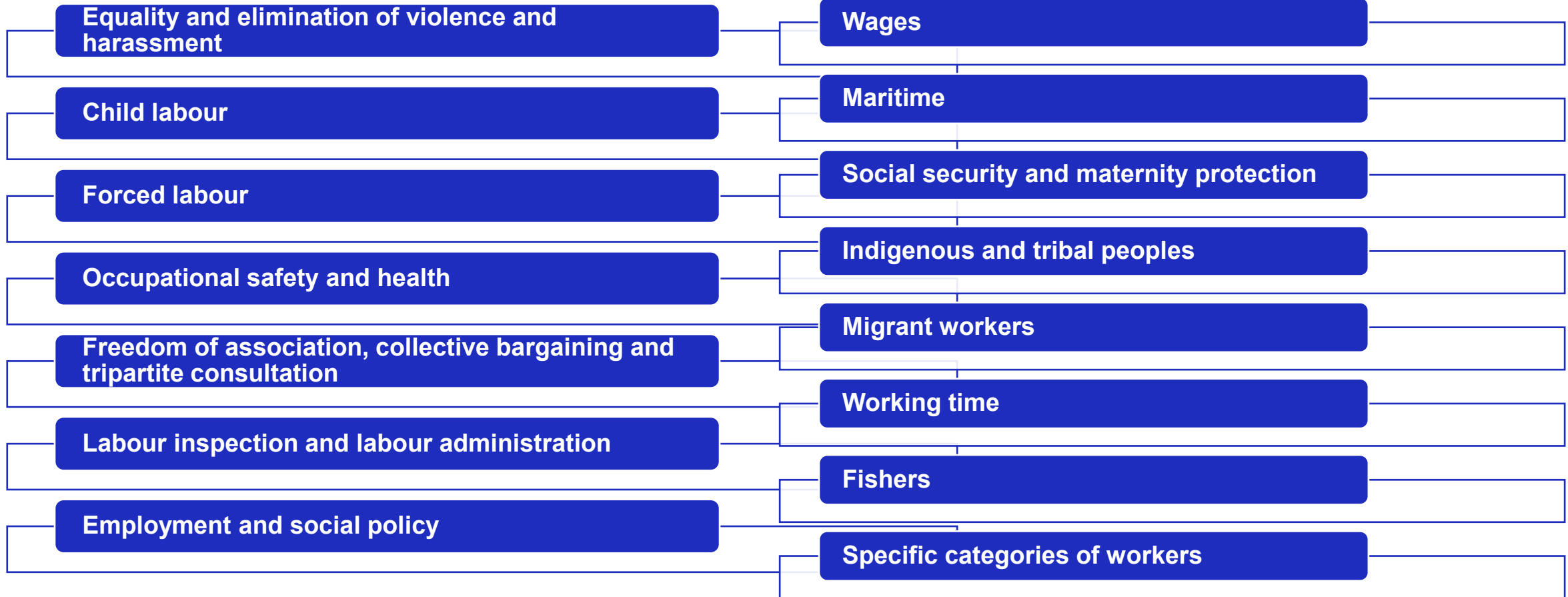


**Labour inspection and  
labour administration**

# 15 thematic groups for article 22 reporting purposes

## Fundamental, governance and technical Conventions

## Technical Conventions



# 15 thematic groups for article 22 reporting purposes

Occupational safety and health	Forced labour	Child labour <sup>1</sup>	Freedom of association, collective bargaining, tripartite consultation	Equality and elimination of violence and harassment	Employment and social policy <sup>2</sup>	Labour Inspection and labour administration	Migrant workers	Social security and maternity protection <sup>3</sup>	Fishers <sup>4</sup>	Maritime <sup>5</sup>	Working time <sup>6</sup>	Wages	Indigenous and tribal peoples <sup>7</sup>	Specific categories of workers <sup>8</sup>
C.155/P.155	C.29/P.29	C.138	C.87	C.100	C.122	C.81/ P.81	C.97	C.12	C.125	MLC, 2006	C.1	C.26	C.169	C.27
C.187	C.105	C.182	C.98	C.111	C.82	C.129	C.143	C.19	C.188	C.185	C.14	C.95		C.110 /P.110
C.13		C.6	C.144	C.156	C.88	C.150		C.71			C.30	C.99		C.137
C.115		C.77	C.11	C.190	C.94			C.102			C.47	C.131		C.149
C.119		C.78	C.84		C.117			C.118			C.89 /P.89	C.173		C.152
C.120		C.79	C.135		C.140			C.121			C.106			C.172
C.127		C.90	C.141		C.142			C.128			C.132			C.177
C.136		C.124	C.151		C.158			C.130			C.153			C.189
C.139			C.154		C.159			C.157			C.171			
C.148					C.160			C.168			C.175			
C.161					C.181			C.183						
C.162														
C.167														
C.170														
C.174														
C.176														
C.184														
C.192 (upon entry into force)														

Current cycle (for information)

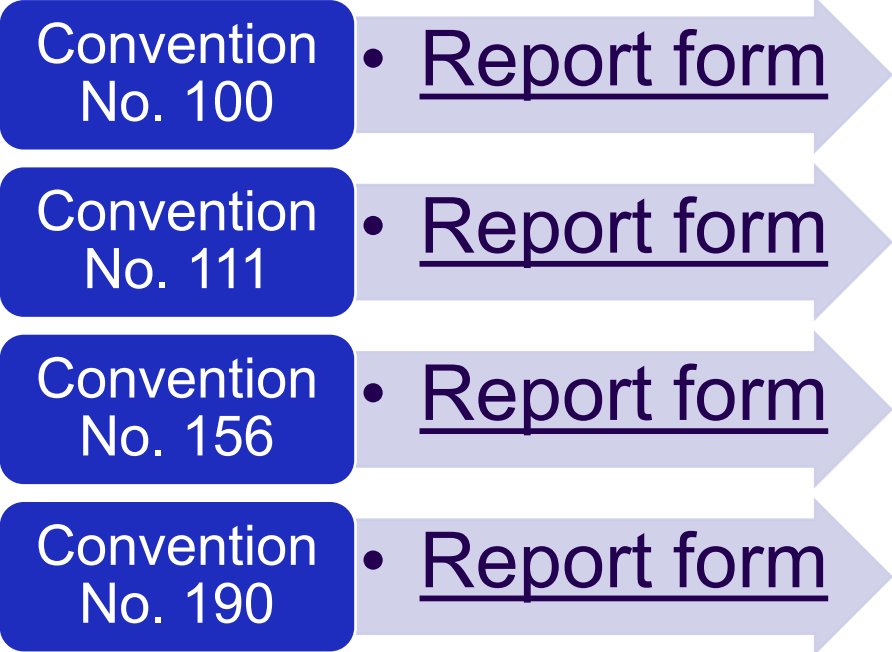
3-year cycle

6-year cycle

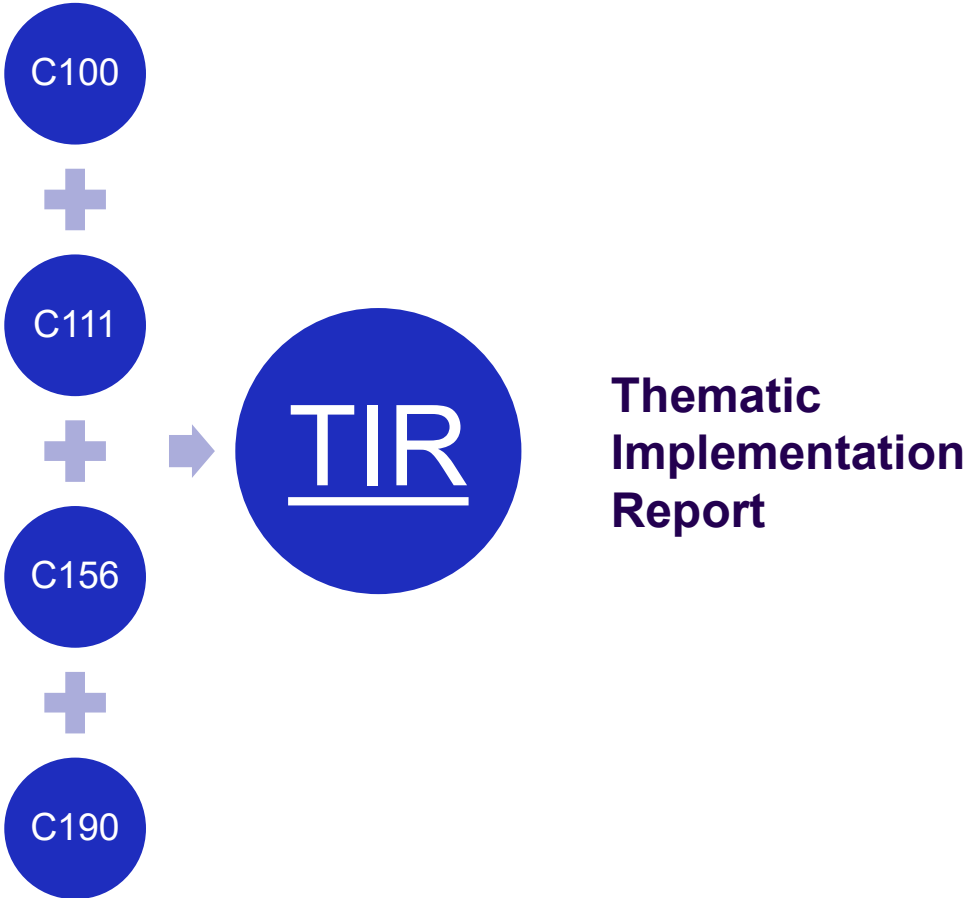
4-year cycle

<sup>1</sup> Conventions Nos. 5, 10, 33, 59, 123 are classified as outdated. <sup>2</sup> Conventions Nos 2 and 96 are classified as outdated. <sup>3</sup> Conventions Nos 3, 17, 18, 24, 25, 35, 36, 37, 38, 39, 40, 42, 44, 48 and 103 are classified as outdated. <sup>4</sup> Conventions Nos. 112, 113, 114 and 126 are classified as outdated. <sup>5</sup> Conventions Nos. 22, 23, 55, 56, 58, 68, 69, 92, 108, 133, 134, 146, 147, 164 and 166 are classified as outdated. <sup>6</sup> Conventions Nos 20, 43, 49, 52 and 101 are classified as outdated. <sup>7</sup> Convention No. 107 is classified as outdated. <sup>8</sup> Convention No. 32 is classified as outdated. Some of the Conventions classified as outdated have been proposed for abrogation or withdrawal (see [NORMLEX](#) for details).

# Current reporting



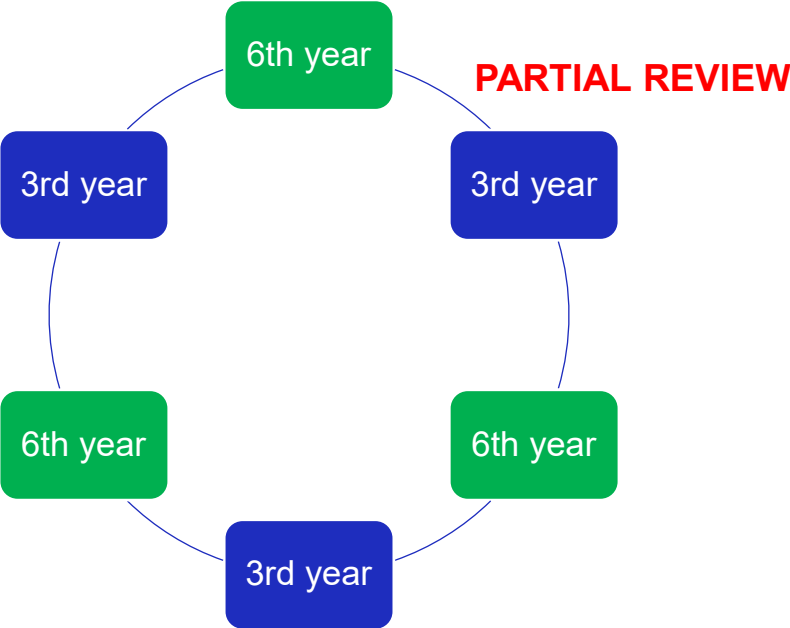
# Thematic reporting



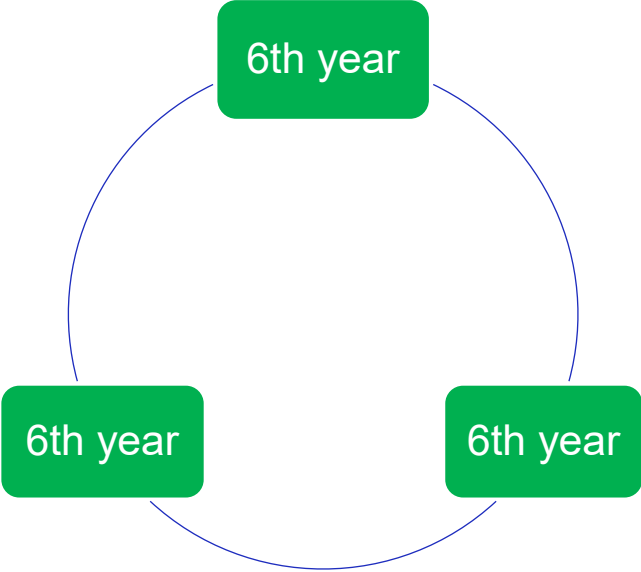
# REPORTING CYCLES

Thematic reporting for groups covering fundamental, governance and technical Conventions

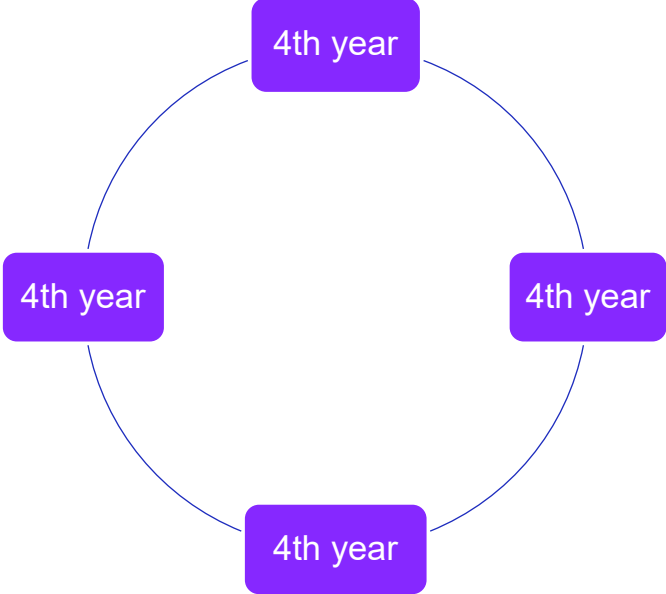
**FULL REVIEW**



Thematic reporting for groups covering technical Conventions



Thematic reporting for the labour inspection and labour administration group



**Luis Carlos Melero García**

Legal Specialist

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▶ **How will the new system be digitalized?**

**Svetlana Mandzhieva**  
Legal/Labour Law Officer  
International Labour Standards  
Department  
ILO Geneva

▶ **How will the progressive roll-out work?**

## Progressive roll-out of 15 thematic groups

2026	2027	2028	2029
<ul style="list-style-type: none"><li>• <b>Transition year</b></li></ul>	<ol style="list-style-type: none"><li>1. Equality and elimination of violence and harassment</li><li>2. Child labour</li><li>3. Forced labour</li><li>4. Freedom of association, collective bargaining and tripartite consultation</li><li>5. Occupational safety and health</li><li>6. Labour inspection and labour administration</li><li>7. Employment and social policy</li><li>8. Wages</li><li>9. Maritime</li></ol>	<ul style="list-style-type: none"><li>• Social security and maternity protection</li><li>• Indigenous and tribal peoples</li><li>• Migrant workers</li></ul>	<ul style="list-style-type: none"><li>• Working time</li><li>• Fishers</li><li>• Specific categories of workers</li></ul>

Thematic reporting for groups covering **fundamental**, **governance** and **technical** Conventions

Thematic group	Type	2027		2028		2029		2030		2031		2032	
Equality and elimination of violence and harassment	Fundamental	A-B	C-F	O-S	T-Z	G-K	L-N	A-B	C-F	O-S	T-Z	G-K	L-N
	Technical	A-B		O-S		G-K		C-F		T-Z		L-N	

Thematic reporting for groups covering only **technical** Conventions

Wages	Technical	L-N	C-F	T-Z	G-K	A-B	O-S
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Thematic reporting for the **Labour Inspection and Labour Administration** Group

Labour inspection and labour administration	Governance + Technical	S-Z	E-L	A-D	M-R
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# Progressive roll-out

Thematic group	Type	2027		2028		2029		2030		2031		2032		2033		2034	
<b>Equality and elimination of violence and harassment</b>	Fundamental	A-B	C-F	O-S	T-Z	G-K	L-N	A-B	C-F	O-S	T-Z	G-K	L-N	A-B	C-F	O-S	T-Z
	Technical	A-B		O-S		G-K		C-F		T-Z		L-N		A-B		O-S	
<b>Child labour</b>	Fundamental	A-B	C-F	O-S	T-Z	G-K	L-N	A-B	C-F	O-S	T-Z	G-K	L-N	A-B	C-F	O-S	T-Z
	Technical	C-F		T-Z		L-N		A-B		O-S		G-K		C-F		T-Z	
<b>Forced labour</b>	Fundamental	A-B	C-F	O-S	T-Z	G-K	L-N	A-B	C-F	O-S	T-Z	G-K	L-N	A-B	C-F	O-S	T-Z
<b>Freedom of association, collective bargaining and tripartite consultation</b>	Fundamental + Governance	G-K	L-N	A-B	C-F	O-S	T-Z	G-K	L-N	A-B	C-F	O-S	T-Z	G-K	L-N	A-B	C-F
	Technical	G-K		A-B		O-S		L-N		C-F		T-Z		G-K		A-B	
<b>Occupational safety and health</b>	Fundamental	O-S	T-Z	G-K	L-N	A-B	C-F	O-S	T-Z	G-K	L-N	A-B	C-F	O-S	T-Z	G-K	L-N
	Technical	T-Z		L-N		C-F		O-S		G-K		A-B		T-Z		L-N	
<b>Labour inspection and labour administration</b>	Governance + Technical	S-Z		E-L		A-D		M-R		S-Z		E-L		A-D		M-R	
<b>Employment and social policy</b>	Governance	G-K	L-N	A-B	C-F	O-S	T-Z	G-K	L-N	A-B	C-F	O-S	T-Z	G-K	L-N	A-B	C-F
	Technical	L-N		C-F		T-Z		G-K		A-B		O-S		L-N		C-F	
<b>Wages</b>	Technical	L-N		C-F		T-Z		G-K		A-B		O-S		L-N		C-F	
<b>Maritime</b>	Technical	O-S		G-K		A-B		T-Z		L-N		C-F		O-S		G-K	
<b>Social security and maternity protection</b>	Technical			O-S		G-K		C-F		T-Z		L-N		A-B		O-S	
<b>Indigenous and tribal peoples</b>	Technical			C-F		T-Z		G-K		A-B		O-S		L-N		C-F	
<b>Migrant workers</b>	Technical			A-B		O-S		L-N		C-F		T-Z		G-K		A-B	
<b>Working time</b>	Technical					L-N		A-B		O-S		G-K		C-F		T-Z	
<b>Fishers</b>	Technical					C-F		O-S		G-K		A-B		T-Z		L-N	
<b>Specific categories of workers</b>	Technical					A-B		T-Z		L-N		C-F		O-S		G-K	

# Progressive roll-out: country example - Mexico (L-N)

Progressive roll-out							
2027 3 TIRs	2028 1 TIR	2029 4 TIRs	2030 2 TIRs	2031 2 TIRs	2032 4 TIRs	2033 4 TIRs	2034 2 TIRs
Freedom of Association, Collective Bargaining and Tripartite Consultation (C87/C98/C144)	Occupational Safety and Health (C155/C13/C115 C120/C161/C167 C170)	Equality and Elimination of Violence and Harassment (C100/C111)	Freedom of Association, Collective Bargaining and Tripartite Consultation (C87/C98/C144 C11/C135/C141)	Occupational Safety and Health (C155)	Equality and Elimination of Violence and Harassment (C100/C111/C190)	Freedom of Association, Collective Bargaining and Tripartite Consultation (C87/C98/C144)	Occupational Safety and Health (C155/C13/C115 C120/C161/C167/C170 )
Employment and Social Policy (C140/C142 C159/C160)		Child Labour (C138/C182/C90/C124 )	Labour Inspection and Labour Administration (C150)	Specific Categories of Workers (C27/C110/C152 C172/C189)	Child Labour (C138/C182)	Employment and Social Policy (C140/C142) C159/C160)	Labour Inspection and Labour Administration (C150)
Wages (C26/C95/C99 C131/C173)		Forced Labour (C29/P29/C105)			Forced Labour (C29/P29/C105)	Wages (C26/C95/C99 C131/C173)	
		Working Time (C14/C30/C106/C153)			Social Security and Maternity Protection (C12/C19/C102/C118)	Indigenous and tribal peoples (C169)	

Comparison with reporting obligations under the current system															
2027 23 Conventions		2028 6 Conventions		2029 7 Conventions		2030 7 Conventions		2031 6 Conventions		2032 5 Conventions		2033 23 Conventions		2034 6 Conventions	
C12	C120	C27		C100		C11		C29/P29		C100		C12	C120	C27	
C13	C131	C29/P29		C110		C87		C90		C111		C13	C131	C29/P29	
C14	C144	C105		C111		C98		C105		C140		C14	C144	C105	
C19	C150	C138		C169		C135		C124		C142		C19	C150	C138	
C30	C153	C152		C172		C141		C138		C159		C30	C153	C152	
C87	C155	C182		C189		C144		C182				C87	C155	C182	
C95	C160			C190		C155						C95	C160		
C98	C161											C98	C161		
C102	C167											C102	C167		
C106	C170											C106	C170		
C115	C173											C115	C173		
C118												C118			



▶ **PART 3:**

# The General Survey on employment security

## Speakers

- ▶ **Kroum Markov**, Head, Employment and Tripartite Governance Unit, NORMES
- ▶ **Ioan Nicolau**, Legal/Labour Law Officer, NORMES
- ▶ **Valérie Van Goethem**, Senior Labour Law Specialist, LABOUR LAW
- ▶ **Elisabeth Fombuena**, Legal/Labour Law Officer, NORMES
- ▶ **Cristina Campayo Soriano**, Legal/Labour Law Officer, NORMES
- ▶ **Marion Paris**, Legal/Labour Law Officer, NORMES

▶ **Termination of Employment  
Convention, 1982 (No. 158)**

*And Termination of  
Employment Recommendation,  
1982 (No. 166)*

## ▶ Termination of Employment Convention, 1982 (No. 158)

**Convention No. 158 is framed in three parts mirrored in the accompanying Recommendation No. 166**

- ▶ **Part I** sets out methods of implementation, scope and definitions.
- ▶ **Part II** sets standards of general application, including justification for termination, procedures prior to and at the time of termination, procedures of appeal against termination, period of notice, and severance allowance and other income protection.
- ▶ **Part III** has provisions that supplement those in the previous parts, where termination of employment occurs for economic, technological, structural or similar reasons, including provisions on consultation with workers' representatives and notification to the competent authority.

## ▶ Termination of Employment Convention, 1982 (No. 158)

### Ratifications

- ▶ **37** ratifications.
- ▶ **Status**: No conclusions by the “Cartier Group” (2002).
- ▶ **Scope**: All branches of economic activity and all employed persons.
- ▶ Some **exclusions** allowed by Article 2.
  - **Nature of the contract of employment** (FTCs, probation, casual).
  - **Category of workers concerned** (after consultations).
- ▶ **Adequate safeguards** to prevent any circumvention of the protection afforded by the Convention (Article 2 (3)).

### Committee of Experts

- ▶ The Convention demonstrates awareness of the need to **balance worker protection from unjustified dismissal against the need to ensure labour market flexibility.**

## ▶ Termination of Employment Convention, 1982 (No. 158)

### Overview

- ▶ Termination at the initiative of the employer.
- ▶ Justification for termination: Valid reason (Articles 4-6).
  - Capacity or conduct of the worker.
  - Operational requirements.
  - Invalid reasons.
- ▶ Period of notice: “reasonable” duration (Article 11).
- ▶ Procedure prior to or at the time of termination, procedure of appeal, severance allowances and income protection.
  - Standards of “procedural fairness”.
- ▶ Collective dismissals: Supplementary provisions.
  - Consultation of worker’s representatives & notification to the competent authority (Articles 13 and 14).

### Means of application

- ▶ **Flexibility.**
- ▶ Plurality of sources of law to implement the Convention.
- ▶ Different methods of implementation in accordance with national practices.
  - Laws, court decisions, collective agreements, ...

## ▶ Termination of Employment Convention, 1982 (No. 158)

### Recommendation No. 166 supplements Convention No. 158, examples:

- ▶ Appeal procedures, mitigating measures, criteria for selection for termination...
- ▶ **Adequate safeguards** to be provided against recourse to contracts of employment for a specified period of time the aim of which is to avoid the protection of the Convention (para. 3).

### General observation on Convention No. 158 (Committee of Experts, 2008)

- ▶ Many more countries than those that have ratified the Convention **give effect to its basic principles**, such as notice, a pre-termination opportunity to respond, a valid reason and an appeal to an independent body.
- ▶ Most countries have **national provisions** that reflect some or all of the Convention's fundamental principles.
- ▶ These principles serve as an **influential source of law** for labour courts and tribunals, regardless of ratification.
- ▶ **Social dialogue** is the core procedural response to collective dismissals.



### Browse by Theme



#### Legal coverage

Designates the categories of workers that the law applies to, while some laws are universal, many laws exempt certain occupations or workers in firms below a designated threshold of employees.

[LEARN MORE >](#)



#### Fixed-term contracts (FTCs)

Fixed-term contracts offer a lower level of employment protection as compared to contracts of indefinite duration. For this reason, many countries regulate their use.

[LEARN MORE >](#)



#### Probationary (trial) period

The probationary (trial) period is a period of employment during which employment protection legislation does not apply fully. For this reason, national laws and regulations place limits on its duration.

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#### Valid and prohibited grounds for dismissal

Some workers benefit from a higher level of



#### Workers enjoying special protection against dismissal



#### Procedures for collective dismissal

In order



#### Procedures for collective dismissal

When several workers are to be dismissed simultaneously or over a short period of time, employers may have to follow different procedures, specifically designed for this purpose.

[LEARN MORE >](#)



#### Redundancy and severance pay

Workers may be entitled to separation benefits from the employer. Usually the amount is linked to the reason for dismissal, the wage and the worker's tenure in the enterprise.

[LEARN MORE >](#)



#### Redress

An essential element of a worker's protection against unjustified dismissal is the right of appeal. The national legislation often provides diverse remedies in case an employee wishes to contest the dismissal.

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**▶ General Survey, timeline and report form**

# What is a General Survey?

Constitutional basis (*Article 19 ILO Constitution*).

The Governing Body selected **Convention No.158** and **Recommendation No.166** for the **2027 General Survey**.

Key objectives of the General Survey:



**Comprehensive overview**. Create a global snapshot of current law and practice regarding termination of employment.



Identify **possible obstacles** to ratification.



Providing valuable information for the discussion on these instruments by the **SRM in 2027**.



## What is the timeline?



### For governments

Replies to the report form need to be sent out by **28 February 2026**

### For social partners

Replies to the report form need to be sent out by **30 June 2026**

**Communicate copies** of the questionnaire to the representative employers' and workers' organizations (*Article 23(2)* of the ILO Constitution and **Q36**)



Promoting jobs,  
protecting people

- About the ILO
- Topics
- Regions
- Meetings and events
- Programmes and projects
- Publications
- Labour standards**
- Statistics and databases

## NORMLEX Information System on International Labour Standards

- Instruments**
- Key documents
- Ratification of ILO Conventions
- Supervising the application of International Labour Standards
- Regular reporting
  - ▶ Ratified Conventions (Art.22/35) by Country
  - ▶ Ratified Conventions (Art.22/35) by Convention
  - ▶ General Survey (Art.19)
  - ▶ List of report forms
- Country profiles
- Comparatives
- Maritime Labour Convention (2006)

NORMLEX Home > Supervising the application of international labour standards > Article 19 and 22 reporting forms

### Article 19 and 22 report forms

Under Article 19 of the ILO Constitution member States are required to report at appropriate intervals, as requested by the Governing Body, on non-ratified Conventions and on Recommendations, indicating in their reports the extent to which effect has been given or is proposed to be given to those instruments. Under Article 22, reports are periodically requested from States which have ratified ILO Conventions. The report form to which each State is to conform their reports are approved by the Governing Body. Listed below are approved reporting forms.

#### Article 19 Report Forms: 2026

Reports delivery by 28 Feb 2026

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

- ▶ Report form (pdf - 192kb)
- ▶ **Fillable Word Form (word - 77kb)**

*C158 - Termination of Employment Convention, 1982 (No. 158); R166 - Termination of Employment Recommendation, 1982 (No. 166)*

#### Article 19 Report Forms: 2025

## Reporting in practice: Providing a complete picture

### Methods of implementation and definition of “termination of employment” (Q1 and Q2)

Your report must specify how these principles are applied in your country. This is not limited to legislation. Please include information from:



(a) Laws and regulations



(b) Collective agreements



(c) Work rules



(d) Arbitration awards



(e) Leading court decisions



(f) Other relevant methods

#### Provide supporting documents

Please provide links to or copies of key legislation, sample collective agreements, and leading court decisions.

#### Include statistical data (Q33)

Where available, provide statistics on the application of these principles, for example:

- Number of appeals against termination and their outcomes.
- Nature of remedies awarded (reinstatement vs. compensation).
- Data on the number of terminations for economic reasons.

## Deconstructing the questionnaire: The four pillars of fair termination



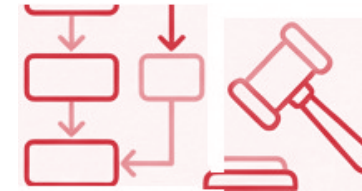
### 1. The Foundation: Scope and valid reasons

*Who is protected and on what grounds can employment be terminated?*



### 3. The Safeguards: Financial and social protection

*What measures are in place to mitigate the financial impact on the terminated worker?*



### 2. The Process: Procedural fairness & appeal

*What are the procedural rights of a worker facing termination and their avenues for justice?*



### 4. The Special Case: Collective terminations

*What special rules apply to terminations for economic, technological, or structural reasons?*

## ► Pillar 1: The Foundation - Scope and valid reasons

### Key area 1: Scope of protection (Q3-6)

**Coverage:** Report on whether provisions apply to all branches of economic activity and all employed persons. (Q3)

**Exclusions (Q4 and Q5):** Specify any excluded categories, such as:

- Workers on **fixed-term** or **specific-task contracts**.
- Workers serving a **probationary period**.
- Casual workers engaged for a short period.
- Specific categories of workers whose working conditions are subject to **special arrangements** or for whom **special problems of a substantial nature** arise. (*Consultation with the social partners*).

**Safeguards (Q6):** Detail any safeguards against using fixed-term contracts to avoid termination protections (*e.g., limits on duration or renewals*).

## ► Pillar 1: The Foundation - Scope and valid reason

### Key area 2: The principle of valid reason (Q7-9)

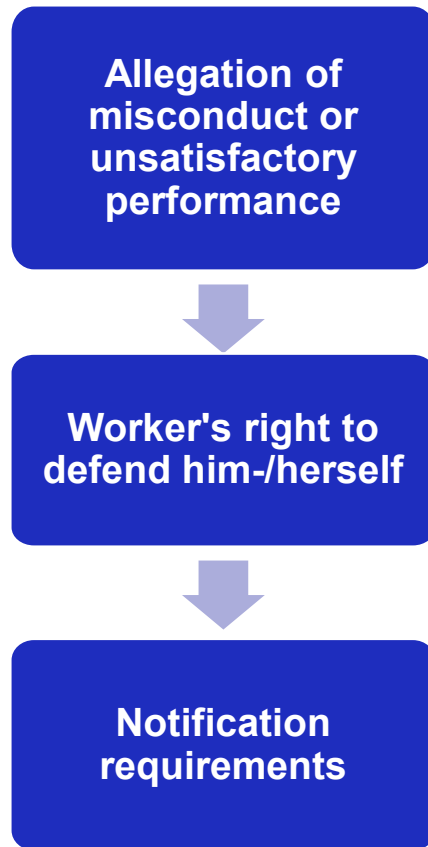
**Requirement (Q7):** *Does your national law require a valid reason for termination?* Reasons should relate to:

- **Capacity:** Lack of skills, poor performance, illness/injury.
- **Conduct:** Inadequate performance, improper behaviour.
- **Operational needs of the enterprise:** Economic, technological, or structural reasons.

**Invalid reasons (Q8):** Does national legislation prohibit termination for reasons including *but not limited to*:

- Union membership or activities.
- Acting as a workers' representative.
- Filing a complaint against an employer.
- Race, sex, marital status, family responsibilities, pregnancy, religion, political opinion.
- Temporary absence due to illness or injury (Q9).

## Pillar 2: The Process - Procedural fairness prior to / at termination



### Procedural regulation of the “valid reason” (Q11, Q12)

- Misconduct: Must misconduct be repeated? Is a written warning required? Is there a time limit for employers to act after becoming aware of misconduct?
- Unsatisfactory performance: Are employers obligated to provide appropriate instructions and a written warning within a reasonable period for improvement?

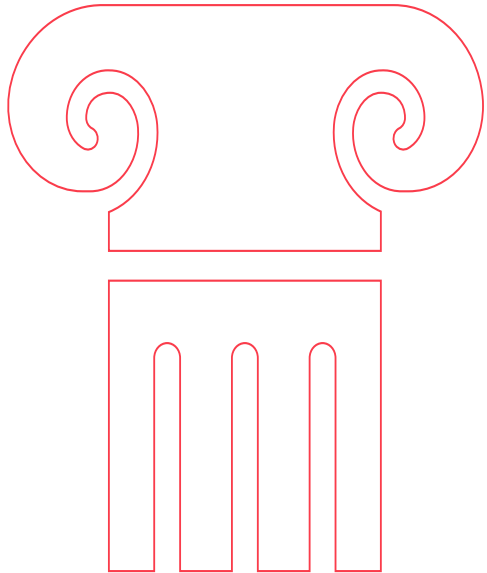
### Right to defense (Q10, Q13)

- Do workers have the opportunity to defend themselves against allegations of poor conduct or performance?
- Are there exceptions where an employer "cannot reasonably be expected to provide this opportunity"?
- Is the worker entitled to be assisted by another person during this defense?

### Notification requirements (Q14)

- Are employers required to consult workers' representatives before a final decision?
- Must the decision to terminate be provided to the worker in writing?

## ► Pillar 2: The Process - Procedural fairness after termination



### Access to an appeal body (Q15)

- Do workers have the right to appeal to an impartial body (court, labour tribunal, arbitrator)?
- What are the time limits for exercising this right?
- What efforts are made to ensure workers are informed of their appeal options?

### Powers of such bodies (Q16)

- Is the body empowered to examine the reasons given for termination and all related circumstances?
- In cases of termination for operational requirements, can the body determine if these were the true reasons and if they were sufficient to justify termination?

### Effective remedies (Q17)

Is the body empowered to....

- declare the termination invalid and/or
- order or propose the reinstatement of the worker and/or
- order or propose the payment of adequate compensation or other relief.

## ► Pillar 2: The Process - Procedural fairness after termination

### Burden of proof

(Q18)

How is the burden of proof shifted away from the worker seeking to demonstrate the unjustified character of the termination?

- The employer bears the burden of proof
- In procedures before the bodies referred to under **Q15**, a conclusion on the reason of termination is based on proof brought by all parties.

### Conciliation procedure

(Q19)

- Is there a conciliation procedure under national legislation or practice?
- If so, how does this procedure function?



## Pillar 3: The Safeguards - Financial and social protection



### Period of notice and certification/ Evaluation (Q20 and Q21)

- Is a worker entitled to a **'reasonable period of notice'** or **compensation in lieu thereof**?
- Is there an **exception for 'serious misconduct'**?
- Are workers given **paid time off during the notice period** to seek other employment?
- Are workers entitled to a **certificate of employment** and/or an **evaluation**.



### Severance and income protection (Q22)

- **Severance Allowance:** Is it based on length of service and wage level? Is it paid by the employer or a fund?
- **Social Security:** Are there benefits from unemployment insurance, assistance, or other schemes (e.g., old-age benefits)?
- **Combination:** Does your system use a combination of both?



### Loss of entitlement (Q23)

- Can a worker **lose their entitlement** to severance allowance or benefits in the event of termination for **serious misconduct**?

## Pillar 4: Termination of employment for economic, technological, structural or similar reasons

### Sources and definition (Q24-Q25)

- Q24. Legislation, collective agreements, arbitration awards, court decisions and/or other?
- Q25. How is it defined?



### Consultation of workers' representatives (Q26-Q28)

C.158 requires that an opportunity for consultation with workers' representatives be provided as early as possible (Art. 13).

- Q26(a). Obligation to provide information including on the reasons, the number, the categories of workers concerned, and the period?
- Q26(b). This obligation applies only after a certain number or percentage of the workforce is affected?
- Q27. Obligation to consult on measures to avert or minimize terminations and mitigate their impact (e.g. finding alternative employment)?

### Measures to avert or minimize terminations and mitigate their impact (Q29)

R.166 suggests measures to avert or minimize termination and mitigate the effects of termination (paras 21, 25-26).

- Q29. Information on the nature and impact of such measures?



## Pillar 4: Termination of employment for economic, technological, structural or similar reasons

### Notification to the competent authorities (Q30) Criteria for selection for termination and priority of rehiring (Q31-Q32)

In the case of dismissals for economic, technological, structural or similar reasons, the Convention requires notification to the competent authorities (Art. 14).

- Q30(a). What is/are the competent authority/authorities?
- Q30(b). Obligation to notify information on the reasons, number/categories of workers affected, and the timeline?
- Q30(c). Applies only after a certain number or percentage of the workforce is affected?
- Q30(d). Provides for a minimum period of advance notification?

R.166 suggests criteria for selection for termination and priority of rehiring (Paras 23–24).

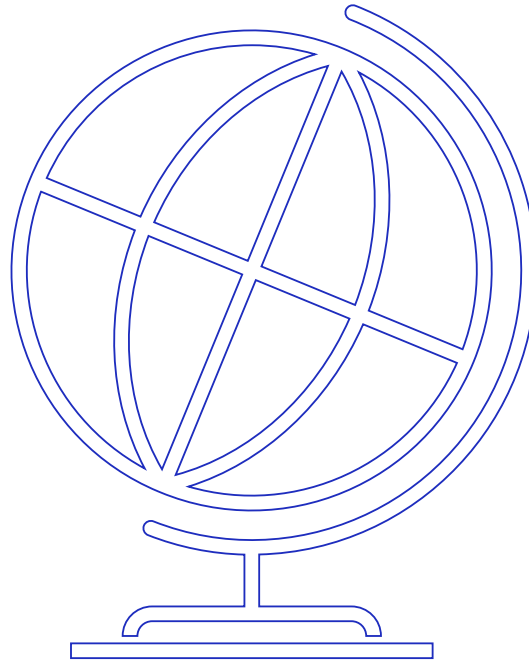
- Q31. Selection of workers for termination based on established criteria that give due weight to the interests of both the undertaking and the workers?
- Q32. Do terminated workers have priority for rehiring if the employer hires workers with comparable qualifications? Detail any conditions on this priority (e.g., time limits, criteria)



## ▶ Looking ahead: Prospects for ratification

### Modifications to law & practice (Q34)

- Have **any modifications** been made, or are any envisaged, in your national law or practice **to give effect to the provisions of C.158 or R.166?**
- If so, please provide details and copies of relevant texts.



### Obstacles to ratification (Q35)

- Please provide information on any **challenges or obstacles** that may **prevent or delay the ratification of C.158.**

**Your insights are vital for the ILO to understand global trends and provide targeted assistance.**

# 2026 ILS Academy





▶ **THANK YOU!**

**AND A HAPPY 2026!**

Any questions? [ils@itcilo.org](mailto:ils@itcilo.org)