

Committee on the Application of Standards

Date: 1 June 2026

- ▶ **A. Cases of serious failure by Member States to respect their reporting or other standards-related obligations**
 - ▶ **B. Written information received from Governments concerned by serious failure**
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A. Update based on the information and reports received since last session of the Committee of Experts

1. Failure to supply reports for the past two years or more on the application of ratified Conventions

Observations concerning particular countries ([Part II of the CEACR Report](#) – page 89)

Afghanistan, Equatorial Guinea, Gambia, Guinea-Bissau, Haiti, Saint Lucia and Yemen.

Since the last session of the Committee of Experts, reports on the application of ratified Conventions have been received from the following country:

Gambia. The Government has sent all reports due.

In addition, written information was received from the Governments of **Haiti** and **Saint Lucia**.

See below under Part B.

Therefore, the countries invited to supply information to the Committee on the Application of Standards concerning this failure are:

Afghanistan, Equatorial Guinea, Guinea-Bissau, Haiti, Saint Lucia and Yemen.

2. Failure to supply first reports on the application of ratified Conventions for two or more years

Countries mentioned in [paragraph 44](#) of the General Report – page 55

State	Conventions Nos
Antigua and Barbuda	– Since 2023: Conventions Nos 185 and 188
Barbados	– Since 2024: Convention No. 190
Central African Republic	– Since 2024: Convention No. 190
Comoros	– Since 2023: Conventions Nos 97 and 143
Djibouti	– Since 2022: Convention No. 183
Iraq	– Since 2022: Convention No. 185
Kenya	– Since 2024: Convention No. 188
Saint Lucia	– Since 2023: Convention No. 155
Tonga	– Since 2022: Convention No. 182
Vanuatu	– Since 2021: Convention No. 138

Since the last session of the Committee of Experts, first reports have been received from the following countries:

Central African Republic. The Government has sent the first report on the application of Convention No 190.

Djibouti. The Government has sent the first report on the application of Convention No 183.

Kenya. The Government has sent the first report on the application of Convention No 188.

In addition, written information was received from the Government of **Saint Lucia**.

See below under Part B.

Therefore, the countries invited to supply information to the Committee on the Application of Standards concerning this failure are:

Antigua and Barbuda, Barbados, Comoros, Iraq, Saint Lucia, Tonga and Vanuatu.

3. “Urgent appeals” – Failure to supply first reports on the application of ratified Conventions for at least three years

Observations on serious failure to report (Part II of the CEACR Report – page 89)

Antigua and Barbuda, Comoros, Djibouti, Iraq, Saint Lucia, Tonga and Vanuatu.

Since the last session of the Committee of Experts, a first report has been received from the following country: **Djibouti**.

In addition, written information was received from the Government of **Saint Lucia**.

See below under Part B.

Therefore, the countries invited to supply information to the Committee on the Application of Standards concerning this failure are:

Antigua and Barbuda, Comoros, Iraq, Saint Lucia, Tonga and Vanuatu.

4. Failure to supply information in reply to comments made by the Committee of Experts

Countries mentioned in paragraph 50 of the General Report – page 56

Afghanistan, Albania, Armenia, Barbados, Belarus, Belize, Bosnia and Herzegovina, Canada, Central African Republic, Congo, Croatia, Cuba, Czechia, Djibouti, Dominica, Equatorial Guinea, France (New Caledonia), Gambia, Guinea-Bissau, Haiti, Jamaica, Kenya, Kyrgyzstan, Marshall Islands, Nicaragua, North Macedonia, Papua New Guinea, Romania, Saint Lucia, Singapore, Solomon Islands, Tunisia, Uganda, United Kingdom of Great Britain and Northern Ireland (British Virgin Islands), United States of America, Uzbekistan and Yemen.

Since the last session of the Committee of Experts, replies to all or most of the comments of the Committee of Experts have been received from the following countries:

Albania. The Government has sent all replies to the Committee’s comments.

Armenia. The Government has sent all replies to the Committee’s comments.

Belarus. The Government has sent replies to most of the Committee’s comments.

Bosnia and Herzegovina. The Government has sent all replies to the Committee’s comments.

Canada. The Government has sent all replies to the Committee’s comments.

Cuba. The Government has sent all replies to the Committee's comments.

Gambia. The Government has sent all replies to the Committee's comments.

Romania. The Government has sent all replies to the Committee's comments.

Tunisia. The Government has sent all replies to the Committee's comments.

Uganda. The Government has sent all replies to the Committee's comments.

Uzbekistan. The Government has sent all replies to the Committee's comments.

In addition, written information was received from the Governments of **Congo, Croatia, Dominica, France (New Caledonia), Haiti, Jamaica, Kyrgyzstan, Romania, Saint Lucia and Uganda.**

See below under Part B.

Therefore, the list of countries invited to supply information to the Committee on the Application of Standards concerning this failure is as follows:

Afghanistan, Barbados, Belize, Central African Republic, Congo, Croatia, Czechia, Djibouti, Dominica, Equatorial Guinea, France (New Caledonia), Guinea-Bissau, Haiti, Jamaica, Kenya, Kyrgyzstan, Marshall Islands, Nicaragua, North Macedonia, Papua New Guinea, Saint Lucia, Singapore, Solomon Islands, United Kingdom of Great Britain and Northern Ireland (British Virgin Islands), United States of America and Yemen.

5. Failure to supply reports for the past five years on unratified Conventions and Recommendations

Countries mentioned in [paragraph 98](#) of the General Report – page 74

Afghanistan, Comoros, Djibouti, Dominica, Equatorial Guinea, Fiji, Haiti, Kyrgyzstan, Marshall Islands, North Macedonia, Palau, Romania, Saint Lucia, San Marino, Syrian Arab Republic, Timor-Leste and Tuvalu.

Since the last session of the Committee of Experts, **Comoros, Djibouti, Fiji, Kyrgyzstan and Romania** have sent reports on unratified Conventions and Recommendations.

In addition, written information was received from the Governments of **Dominica, Haiti, Kyrgyzstan, Romania, Saint Lucia, San Marino and Timor-Leste.**

See below under Part B.

Therefore, the countries invited to supply information to the Committee on the Application of Standards concerning this failure are:

Afghanistan, Dominica, Equatorial Guinea, Haiti, Marshall Islands, North Macedonia, Palau, Saint Lucia, San Marino, Syrian Arab Republic, Timor-Leste and Tuvalu.

6. Failure to submit instruments to the competent authorities

Countries mentioned in [paragraph 110](#) of the General Report – page 77

Bahrain, Brunei Darussalam, Dominica, Equatorial Guinea, Gabon, Gambia, Grenada, Haiti, Hungary, Lebanon, Liberia, Libya, Saint Kitts and Nevis, Saint Lucia, Saint Vincent

and the Grenadines, Sierra Leone, Solomon Islands, Syrian Arab Republic, Timor-Leste, Tuvalu, Vanuatu and Yemen.

Written information was received from the Governments of **Bahrain, Brunei Darussalam, Dominica, Grenada, Haiti, Hungary, Lebanon, Liberia, Saint Lucia, Saint Vincent and the Grenadines and Timor-Leste.**

See below under Part B.

Therefore, the countries invited to supply information to the Committee on the Application of Standards concerning this failure are:

Bahrain, Brunei Darussalam, Dominica, Equatorial Guinea, Gabon, Gambia, Grenada, Haiti, Hungary, Lebanon, Liberia, Libya, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Sierra Leone, Solomon Islands, Syrian Arab Republic, Timor-Leste, Tuvalu, Vanuatu and Yemen.

B. Written information received from Governments concerned by serious failure

Bahrain

In reference to the recent observations issued by the Committee of Experts concerning the alleged non-submission of international labour instruments by the Government of Bahrain, we would like to clarify and reaffirm Bahrain's position regarding this matter. It is important to emphasize that the Kingdom of Bahrain has consistently demonstrated its commitment to fulfilling its international obligations under the framework established by the International Labour Organization (ILO).

Bahrain's Government adherence to its international commitments is rooted in its constitutional principles and legal obligations. According to the Constitution, all international treaties and Conventions ratified by Bahrain are integrated into the domestic legal system and are subject to the procedures outlined by national law. The process for the ratification and implementation of ILO Conventions involves thorough review and approval by the Council of Ministers, which acts as the competent authority for such matters. This process ensures that all Conventions and Recommendations adopted at the International Labour Conference from 2000 to 2023 have been duly considered and ratified in accordance with established legal procedures.

Furthermore, Bahrain's Government has maintained transparency and accountability in its reporting obligations. The Government is committed to submitting comprehensive reports to the International Labour Office during each reporting cycle. These reports detail the procedural steps undertaken with regard to the submission of Conventions and Recommendations to the competent authority for ratification. Such reports are prepared in accordance with ILO guidelines.

Considering the above, we respectfully request that the Committee of Experts consider Bahrain's consistent efforts and the comprehensive legal and procedural framework that underpins its compliance with international labour standards.

We remain committed to maintaining transparency and fulfilling our obligations in a manner that aligns with both national laws and international commitments.

Brunei Darussalam

The Government of Brunei Darussalam reaffirms its commitment to the constitutional obligations of the ILO, specifically the duty to submit newly adopted instruments to the competent national authorities. The Government acknowledges the concerns raised by the Committee regarding the serious failure to submit and wish to reiterate that the national governance framework relies on the multi ministerial review process.

This practice ensures that any instrument brought before the highest competent authority is accompanied by a thorough assessment of its impact on national legislation and socio-economic priorities.

Phase 1: Technical review by the Department of Labour and the Ministry of Home Affairs

Phase 2: Formal transmittal to policy-holding ministries and agencies for their evaluation

Phase 3: Consolidation of inter-agency feedback to determine the feasibility of ratification or otherwise

Phase 4: Formal communication and reporting to the International Labour Organization

The Government wishes to highlight that the process for recently adopted instruments is active. In this regard, the Department of Labour has transmitted the instruments to the relevant agencies with a clear deadline for reply. While formal replies from certain agencies are currently pending, the Department of Labour continues to engage in constant follow-up.

To ensure consistency, the Government will apply the same procedure to previously adopted instruments. The Department of Labour will transmit these instruments to the relevant ministries and agencies through official letters, accompanied by a set deadline for their review and feedback. The substantive evaluation of feasibility for ratification or otherwise will rest with the respective ministries and agencies. The Department of Labour will monitor progress and follow up before the prescribed deadlines to ensure timely responses, after which consolidated feedback will be communicated to the ILO.

Given their subject-matter mandates, technical expertise and dedicated legal advisory capacity, the Department of Labour has identified the relevant ministries and agencies as the competent authorities for the purpose of reviewing each instrument. This ensures that the evaluation is undertaken by institutions with the appropriate jurisdiction and expertise.

To address the bottleneck in inter-agency communication and move towards full compliance with article 19 of the ILO Constitution, the Government will implement the following:

- Enhanced tracking: Monitoring system within the Department of Labour to track the status of instruments currently with external/respective agencies/ministries;
- High-level engagement: Should technical-level replies remain pending, the Department of Labour will escalate these consultations to a senior policy level to ensure timely responses;
- Continuing dialogue: Continued communication with the ILO Regional Office has been maintained to ensure the reporting format meets the Committee's expectations.

The Government notes the list of pending instruments requiring submission and will ensure that these items are prioritized. The Government remains committed to strengthening its institutional process and to fulfilling article 19 obligations through the established governance channels. The Government looks forward to providing further updates accordingly.

► Mapping of instruments to competent authorities

Session	Instrument	Responsible ministry/agency	Status
96th Session (2007)	• Work in Fishing Convention, 2007 (No. 188) • Work in Fishing Recommendation, 2007 (No. 199)	Department of Fisheries, Ministry of Primary Resources and Tourism	Under review by the relevant Ministry/Agency
99th Session (2010)	HIV and AIDS Recommendation, 2010 (No. 200)	Ministry of Health	Under review by the relevant Ministry/Agency

Session	Instrument	Responsible ministry/agency	Status
100th Session (2011)	• Domestic Workers Convention, 2011 (No. 189) • Domestic Workers Recommendation, 2011 (No. 201)	Department of Labour, Ministry of Home Affairs	Under review by the relevant Ministry/Agency
101st Session (2012)	• Social Protection Floors Recommendation, 2012 (No. 202)	Department of Community Development, Ministry of Culture Youth & Sports	Under review by the relevant Ministry/Agency
103rd Session (2014)	• Protocol of 2014 to the Forced Labour Convention, 1930 • Forced Labour (Supplementary Measures) Recommendation, 2014 (No. 203)	Department of Labour, Ministry of Home Affairs	Under review by the relevant Ministry/Agency
104th Session (2015)	• Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204)	Department of Labour, Ministry of Home Affairs	Under review by the relevant Ministry/Agency
106th Session (2017)	• Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205)	Department of Labour, Ministry of Home Affairs	Under review by the relevant Ministry/Agency
108th Session (2019)	• Violence and Harassment Convention, 2019 (No. 190) • Violence and Harassment Recommendation, 2019 (No. 206)	Royal Brunei Police Force, Prime Minister's Office	Under review by the relevant Ministry/Agency
111th Session (2023)	• Safe and Healthy Working Environment (Consequential Amendments) Convention, 2023 (No. 191) • Safe and Healthy Working Environment (Consequential Amendments) Recommendation, 2023 (No. 207) • Quality Apprenticeships Recommendation, 2023 (No. 208)	Safety, Health and Environment National Authority Manpower Planning Office (PPTM)	Under review by the relevant Ministry/Agency

Congo

The Republic of the Congo is still due to provide first reports concerning the application of the Minimum Age Convention, 1973 (No. 138), the Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152), the Work in Fishing Convention, 2007 (No. 188) and the

Maritime Labour Convention, 2006 (MLC, 2006). At last, and thanks to the support that the country has received since 2023 from International Labour Office experts in this regard, coordination work could begin, notably with the administration of maritime affairs, two members of which participated at the 113th Session of the International Labour Conference in 2025, the agenda of which included the MLC, 2006. The aim was to enable them to better understand the Republic of the Congo's obligations concerning the ILO Constitution and to build helpful relationships to this end. In the context of this new synergy, the work undertaken in 2024 on the preparation and submission of the reports relating to the application of the Conventions mentioned above, has developed significantly. Therefore, the first report on the MLC, 2006, has been completed and may be submitted without delay. The reports of Conventions Nos 152 and 188 are being finalized, in consultation with the experts in the relevant areas. They will be submitted as part of the cycle from 1 June to 1 September 2026. Discussions on this issue were held in April, with both the social partners (employers and workers) and the ILO country office based in Kinshasa. The training being carried out on international labour standards for the Government focal point and two social partners (an employer and a worker) and which will continue in Turin, from 25 to 29 May, will enable the provision of additional tools to the Republic of the Congo.

Croatia

At the outset, the Government wishes to reaffirm its steadfast commitment to the fulfilment of all constitutional and reporting obligations arising from Croatia's ILO membership. Croatia attaches particular importance to the effective functioning of the ILO supervisory machinery and remains firmly committed to maintaining constructive and transparent cooperation with the Committee of Experts, the Conference Committee, and the International Labour Office.

In this regard, the Government wishes to underscore that considerable efforts have been undertaken in recent years to strengthen institutional capacities and ensure the more timely fulfilment of all standards-related obligations. These efforts are reflected, *inter alia*, in the increased number of ILO instruments submitted to the competent committee of the Croatian Parliament, in accordance with Croatia's obligations relating to the submission of instruments adopted by the International Labour Conference.

The Government further wishes to inform the Committee that preparations are currently underway for the submission of the Domestic Workers Convention (No. 189) and Recommendation (No. 201), 2011 to the competent parliamentary committee, as a preliminary step in the national procedure leading to ratification.

With respect to the pending reporting obligations referenced in the Office's communication, the Government wishes to clarify that the relevant reports concerning both ratified and non-ratified Conventions have already been prepared. In this context, the Government further wishes to inform the Committee that the reports on the Labour Inspection Convention, 1947 (No. 81) and the Labour Inspection (Agriculture) Convention, 1969 (No. 129) have already been submitted to the Office. The remaining reports are currently undergoing the final stage of internal review and verification to ensure their completeness, consistency and substantive quality. Consultations with the social partners concerning the content of the outstanding reports are expected to take place within the next two weeks, following which the reports will be finalized and transmitted to the Office without delay.

The Government wishes to emphasize that all efforts are presently directed towards ensuring the submission of all outstanding reports immediately following the 114th Session of the International Labour Conference.

The Government deeply regrets that these reports could not be submitted within the prescribed time frame and wishes to express its sincere apologies for the delay. Croatia consistently strives to ensure a high standard of reporting, including the submission of comprehensive and substantive replies to all comments, observations and direct requests issued by the Committee of Experts. Achieving this objective may, on occasion, require additional time due to procedural requirements at the national level, including coordination among several competent ministries, public authorities and other relevant institutions responsible for matters falling within the scope of the respective Conventions. Nevertheless, the Government remains fully committed to addressing the current delay as a matter of priority and to ensuring the regular and timely fulfilment of all reporting obligations.

The Government avails itself of this opportunity to renew to the Committee the assurances of its highest consideration.

Dominica

The Government of the Commonwealth of Dominica attaches the highest importance to its obligations under the ILO framework and remains fully committed to strengthening compliance with international labour standards.

In relation to the matters raised, we wish to provide the following updates:

1. Replies to comments of the Committee of Experts

The Government recognizes the need to strengthen its responsiveness to comments issued by the Committee of Experts and is currently undertaking a review process to ensure that outstanding observations are addressed in a comprehensive and timely manner.

2. Reports on unratified Conventions and Recommendations (past five years)

The Ministry is actively preparing the required reports on unratified Conventions and Recommendations. It is our intention to submit the outstanding report no later than 1 September 2026, in accordance with the reporting cycle.

We confirm that a full submission was made on 1 September 2024. Please find attached supporting documentation for ease of reference.

3. Submission of instruments to the competent authorities

We wish to inform the Office that the process for submission of instruments (Conventions and Protocols) to the Cabinet of the Commonwealth of Dominica and subsequently to Parliament commenced in 2025. However, following initial consideration, the Cabinet requested additional information, resulting in the temporary withdrawal of the submission for further review.

The Ministry is currently finalizing the required supplementary documentation and clarifications. It is anticipated that the revised submission will be resubmitted to the Cabinet shortly and thereafter transmitted to Parliament, with a view to completing the process before the end of 2026.

The Government acknowledges the technical assistance available through the international labour standards specialist, Mr Shingo Miyake, and appreciates the continued

support of the International Labour Standards Department and the Decent Work Technical Support Team. We remain open to further cooperation to strengthen our compliance framework.

The Government remains committed to full engagement with the Conference Committee and will, if required, provide both written and oral information for the sitting scheduled for 2 June 2026. Please accept assurances of our continued cooperation with the ILO.

France (New Caledonia)

We have, in good time, informed the competent authorities of the Committee of Experts' warning regarding the "serious failure to respect reporting and other standards-related obligations" due to the non-submission of the implementation reports by the Government of New Caledonia in 2025. All comments that the Committee on the Application of Standards may make in this regard during the Conference will also be transmitted without delay to the authorities concerned.

Further to the events of 2024, the Government of New Caledonia, in coordination with the metropolitan administration, has taken various measures to respond to the crisis and support the territory's return to stability. In this context, the competent services of the New Caledonian Government, including in the area of work and employment, have been heavily engaged. More broadly, New Caledonia still faces a particularly constraining economic and social situation. The New Caledonian Congress therefore adopted in 2025 a fiscal, social and budgetary reform plan, aimed at backing the territory's recovery and adaptation. Under these circumstances, the production of implementation reports has met with delays. The Caledonian authorities nevertheless remain fully aware of the importance of the relevant international commitments and are pursuing the measures needed for their implementation. The metropolitan administration also continues to provide its backing to New Caledonia in order to support this territory in its stabilization efforts.

The French Government thanks the Committee of Experts for this warning and will continue to raise the awareness of the competent authorities of the New Caledonian non-metropolitan territory of the need to continue their efforts to ensure compliance with the obligations relating to ILO standards.

Grenada

The Ministry of Legal Affairs, Labour and Consumer Affairs formally submitted a set of outstanding ILO instruments to the Cabinet for consideration, in accordance with article 19 of the ILO Constitution. These instruments were duly considered by the Cabinet on 10 November 2025.

The following instruments adopted by the International Labour Conference during the period 2007–25 have been transmitted for review and possible domestication into national law and practice:

- Work in Fishing Convention (No. 188) and Recommendation (No. 199), 2007;
- HIV and AIDS Recommendation, 2010 (No. 200);
- Domestic Workers Recommendation, 2011 (No. 201);
- Social Protection Floors Recommendation, 2012 (No. 202);

- Protocol of 2014 to the Forced Labour Convention, 1930 and the Forced Labour (Supplementary Measures) Recommendation, 2014 (No. 203);
- Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204);
- Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205);
- Violence and Harassment Convention (No. 190) and Recommendation (No. 206), 2019;
- Safe and Healthy Working Environment (Consequential Amendments) Convention (No. 191), Recommendation (No. 207), 2023, and the Quality Apprenticeships Recommendation, 2023 (No. 208);
- Biological Hazards in the Working Environment Convention (No. 192) and Recommendation (No. 209), 2025.

This action reflects Grenada's commitment to regularizing its compliance with obligations under article 19 and ensuring that ILO instruments are duly presented to the competent authorities for consideration.

The Government reaffirms its commitment to the ILO and to fulfilling its obligations thereunder, including the timely reporting on the application of ratified instruments. It further expresses its continued support for the principles of decent work, social justice, and the strengthening of international labour standards.

Haiti

The Government of the Republic of Haiti presents its compliments to the Committee and to the Committee of Experts, and wishes to reiterate its firm commitment to the supervisory system of the ILO, of which Haiti has been a Member since 1919.

The Government recognizes the delays experienced in submitting certain reports on ratified Conventions and the replies to comments made by the Committee of Experts, and regarding other obligations under the ILO Constitution.

These delays are the result of a particularly difficult situation that the country has been facing for several years. The Republic of Haiti is experiencing a multifaceted crisis characterized in particular by an ongoing deterioration of the security situation, prolonged institutional instability, widespread displacement and other major disruptions affecting the normal functioning of the public administration.

The security situation, marked by a rise in armed violence and the occupation of several strategic routes in the country by armed groups, has considerably limited the movement of administration personnel, disrupted the continuity of public services, and affected the operational capacity of national institutions.

These difficulties have particularly affected the Ministry of Social Affairs and Labour (MAST), which is responsible for coordinating the preparation and transmission of reports under ILO standards-related obligations. The logistical, human, technical, and administrative constraints experienced in recent years have had a direct impact on the capacity to collect, consolidate and regularly transmit the information required.

Furthermore, the prolonged absence of a functional Parliament has been a significant constraint regarding certain obligations related to the submission of instruments to the competent authorities, in accordance with the provisions of the ILO Constitution.

Despite these exceptional constraints, the Government reaffirms its willingness to progressively strengthen compliance with its international labour standards commitments.

In this regard, a special commission has been established to identify overdue reports, coordinate the collection of information available from the relevant institutions and expedite the preparation of reports and replies required by the ILO supervisory bodies.

The Government also indicates that efforts are under way to reinforce institutional coordination mechanisms and to improve compliance with international labour standards obligations.

In this respect, the Government requests strengthened technical assistance from the International Labour Office in order to support the national authorities with the drafting and gradual submission of overdue reports, the strengthening of institutional reporting capacities and the preparation for the transition towards the new thematic reporting system that will be progressively implemented as from 2027.

The Government reaffirms its commitment to taking the necessary steps to gradually resolve the situation and strengthen its cooperation with the ILO supervisory mechanisms.

Hungary

Hungary remains fully committed to the work of the ILO and to the fulfilment of its obligations related to international labour standards. We highly value our long-standing cooperation with the ILO and the support provided by the Office.

At present, the formation of the new Government is still under way at the operational level. Once all new ministries have been established, the competent authorities will take the necessary steps to submit the relevant Conventions and Recommendations to the National Assembly.

In this regard, we kindly ask for your patience and understanding during this transitional period.

Please be assured that Hungary remains devoted to constructive cooperation within the framework of the ILO.

Jamaica

The Government of Jamaica takes seriously its obligations under the Constitution of the ILO and acknowledges the delays in the submission of reports for the 2025 reporting cycle, replies to comments of the Committee of Experts, and the submission of instruments to the competent authorities.

With respect to the outstanding reports and replies to comments made by the Committee of Experts, the Government advises that work is currently under way to finalize the outstanding submissions. The Government previously communicated that several reports were already in draft and regrets the delays encountered due to competing national priorities in completing the reporting cycle. Efforts continue to advance the preparation, review and consolidation of the outstanding submissions in consultation with the relevant ministries, agencies and tripartite stakeholders. The Government is making every effort to finalize the outstanding reports and replies by the end of August 2026.

The Government notes that the preparation of reports under ratified Conventions requires extensive inter-ministerial coordination, stakeholder consultation and technical review processes, which have contributed to delays in the completion and submission of

reports. Jamaica is also continuing efforts to strengthen institutional and technical capacity to support more timely and efficient reporting processes.

Regarding the submission of instruments to the competent authorities, the Government is currently reviewing the outstanding instruments and the applicable national procedures required for their formal submission and consideration in keeping with its obligations under the ILO Constitution.

Jamaica appreciates the continued support and technical cooperation provided by the International Labour Office and the ILO Decent Work Team and Office for the Caribbean and looks forward to continued collaboration aimed at strengthening reporting compliance, institutional coordination and capacity-building efforts.

The Government remains committed to constructive engagement with the supervisory system of the Organization and to fulfilling its obligations under the ILO Constitution.

Kyrgyzstan

In light of the recent comments by the Committee of Experts regarding the non-submission or incomplete submission of information in response to the Committee's requests, the Government provides the following clarifications.

Kyrgyzstan has been a Member of the ILO since 1992. Over 34 years of membership, it has ratified 55 Conventions, 8 of which are fundamental. At the same time, work is continuing on the ratification of other Conventions. The Government attaches great importance to cooperation with the ILO and to fulfilling its obligations under the ILO Constitution.

The main factors affecting the timeliness of preparation and the accuracy of the materials submitted to the Committee of Experts include the limited human and technical resources of the relevant departments, as well as the need for inter-departmental coordination of information with various government bodies. In a number of cases, the process of compiling consolidated information required the collection of statistical and analytical data from several departments and social partners, which also affected the timing of the submission of responses.

The Government wishes to inform the Committee that measures are currently being taken to improve the preparation and timely submission of responses to comments and requests from the supervisory bodies.

The Ministry of Labour, Social Security and Migration is currently taking a number of measures aimed at improving cooperation with supervisory bodies and the ILO and ensuring the timely fulfilment of obligations relating to international reporting. In this regard, the Ministry is expanding its cooperation with employers' organizations and trade unions in preparing materials on the application of international labour Conventions. Furthermore, the ongoing digitalization of the labour and employment sector will enable the Ministry to respond promptly and comprehensively to the Committee of Experts' requests.

The Government also wishes to emphasize that Kyrgyzstan continues to engage actively with the ILO supervisory system and relevant standard-setting processes. In this regard, the Violence and Harassment Convention, 2019 (No. 190), and the Private Employment Agencies Convention, 1997 (No. 181), were ratified in 2024–2025, and work is currently under way to ratify two of the ILO's fundamental Conventions – the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), and the Occupational Safety and Health Convention, 1981 (No. 155).

The Ministry reaffirms its readiness for further constructive cooperation with the ILO and the Committee, as well as its interest in receiving technical and expert support on matters relating to the strengthening of the national system for the application of international labour standards. The Government is committed to full cooperation with the Committee and stands ready to provide oral information at the sitting scheduled for 2 June 2026.

Lebanon

Submission to the competent authorities

The Ministry of Labour, in accordance with the constitutional provisions in force, has already submitted the files relating to Conventions and Recommendations to the Council of Ministers.

On 11 June 2025, the Ministry of Labour received a letter from the Council of Ministers requesting the communication of the above files on Conventions and Recommendations to the most representative groups of employers and workers, in accordance with the ILO guidance set out in the Handbook of procedures relating to international labour Conventions and Recommendations, based on the content of the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), even when the Convention has not been ratified by the State concerned.

The Ministry communicated the files covered by the correspondence to the General Confederation of Labour and the Association of Industrialists of Lebanon. On 10 September 2025, the Ministry received the views of the General Confederation of Labour.

As a result of the devastating war experienced by Lebanon, it was not possible to complete the required procedure for the submission of the file to the competent authorities in accordance with the applicable rules. It should be noted that the Ministry is in a dangerous area and is constantly the target of attacks, which has made it necessary to move to temporary premises to which around 60 per cent of the personnel has been transferred. The Ministry is currently engaged in the progressive transfer of the rest of the personnel, despite the danger. That will make it possible for the Ministry to continue its work to complete the required submission procedure.

Failure to comply with reporting requirements on Conventions under supervision by the Organization

Lebanon supplied reports on the application of international labour Conventions on 1 September 2025. With regard to later reports, it has not been possible to finalize them within the time limits due to the war; the Ministry therefore undertakes to provide the required documents within four months, thereby confirming its compliance with the requirements of the Organization.

Coordination with the follow-up team

A follow-up team has been appointed by the Organization to help the Government comply with its obligations, and the Government takes this opportunity to reaffirm its will to continue its communication and technical cooperation with the team appointed by the Organization. It should be noted that the continuation of this communication has only been prevented by the situation of war. It should be noted that several preliminary meetings have been organized in this respect, during which the Ministry has demonstrated full cooperation.

Moreover, in accordance with international standards, a parallel regulatory process has been launched, in line with the guidance provided by the Organization on the establishment and implementation of tripartite social dialogue, through the creation of a special dialogue commission at the national and sectoral levels, in parallel with the existing tripartite bodies.

A draft decree has been drawn up for the establishment of a national dialogue commission bringing together the social partners, ministries and stakeholders. The Organization will be informed once the regulatory and legislative processes have been completed.

The delay that has occurred is due to force majeure, and must not be interpreted or considered as a failure of compliance with the obligations deriving from Lebanon's membership of the Organization. For this reason, the Lebanese Government, as represented by the Ministry of Labour, calls for the circumstances outlined above to be taken into account, and for additional time and greater flexibility to be granted for the provision of reports to the Organization and submission to the authorities. The same applies to the steps already set in motion with a view to increasing conformity with international standards through the amendment of existing texts or the drafting of new texts, where necessary.

Liberia

Kindly accept our esteemed compliments for the level of support the ILO has been giving to Liberia to meet its reporting obligations and to advance decent work practices in our world of work.

Importantly, Liberia has been facing a series of technical constraints and legal issues and, at one point, struggled with a national workers' leadership crisis which affected our reporting trend with the ILO, leading the Committee of Experts to record failure on our part to meet certain reporting obligations. Amid these challenges, we would like to acquaint the office that Liberia has been making some tremendous efforts towards improving decent work within the working environment.

One of the most difficult situations that posed challenges to our efforts in labour administration was the impasse that long lasted within the workers' leadership of the Liberia Labour Congress. That leadership crisis prevented us from having a united workforce in our tripartite arrangement and to reach consensus on most of Liberia's obligations with international labour treaties. Fortunately, through the institution of social dialogue, the issues surrounding the impasse have now been resolved, and we once again have a united workforce within the Liberia Labour Congress.

Additionally, we adopted the National Strategic Plan (2025–2029) on Creating Decent Jobs and Employment for a Stable Labour Market and Economic Growth in Liberia. We also formulated and launched Regulation No. 19 on Occupational Safety, Health, and Welfare in the Workplace while remaining focused on the implementation of the recommendations contained in the Direct Contacts Mission report.

On the implementation of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), Liberia is making every effort to bridge the gap between the Decent Work Act of 2015 that governs workers in the private sector, and the Civil Service Standing Orders that govern workers in the public sector.

While it is true that the jurisdiction of the Ministry of Labour does not extend to workers in the public sector, there have been achievements in the organization of national teachers

that cut across both sectors and health workers in the private sector – a step that once challenged our labour administration procedures.

Liberia recognizes the importance of harmonizing the Decent Work Act of 2015 and the Civil Service Act/Standing Orders, especially where segments of either law limit the rights of workers in any form. Such provisions will be amended to ensure compliance with international labour standards. While we are working to resolve these inherited social justice and legal issues that are reflected in the report of the Committee of Experts, we wish to inform the ILO that we continue to face significant technical and resource constraints.

In view of the foregoing, the Government, during this critical period of our labour regime, seeks the support of the ILO through technical assistance (training of labour administrators), as well as the allocation of resources to various programmes that will strengthen labour administration and reform our labour laws through the implementation of the Decent Work Country Programme, which will help us overcome these challenges and improve our reporting obligations under all international labour treaties.

In conclusion, Liberia remains committed to being in compliance with all treaties and recommendations of the ILO, as we make every effort to improve our world of work.

Romania

The Government would like to formally inform the International Labour Office that Romania consistently ensures the rigorous application and monitoring of ratified international labour standards. Driven by this commitment and our ongoing cooperation with the Office, Romania has fully updated its statutory submissions, ensuring that all reporting obligations under the relevant Conventions are currently fully met, up to date, and with no overdue reporting obligations.

Specifically, we have complied with the following:

- (1) Response to the Committee of Experts' comments: All requested information in response to the comments made by the Committee of Experts for has been transmitted.
- (2) Reports on ratified Conventions (article 22): All required reports under article 22 of the ILO Constitution are duly submitted.
- (3) Reports on unratified Conventions and Recommendations (article 19): Romania has duly submitted its national responses aligned with the latest article 19 questionnaires for the current General Survey cycles established by the Governing Body.

We would like to reiterate Romania's firm commitment to its obligations as an ILO Member State and our full cooperation with the supervisory bodies. We trust that this information will be reflected in the updated compliance records and status lists prior to the special sitting on 2 June 2026.

Furthermore, in accordance with the provisions of article 19, paragraphs 5, 6, and 7 of the ILO Constitution, the Government has completed the formal procedure for the submission of the instruments adopted by the International Labour Conference at its recent sessions to the national competent authorities. On this date, the instruments listed in the annex were officially submitted to the Parliament of Romania.

In this context, we would like to highlight Romania's enduring commitment to the international labour standards, as we consistently strive to ensure full alignment with the values and instruments of the Organization.

Following the recent ratification of the Violence and Harassment Convention, 2019 (No. 190), we are pleased to inform you that Romania has formally initiated the internal institutional process for the ratification of the Occupational Safety and Health Convention, 1981 (No. 155) and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), in close consultation with the most representative social partners. Upon completion, this milestone will ensure that Romania has successfully ratified all ten fundamental Conventions. This endeavour, coupled with the current submission of the Biological Hazards Convention, 2025 (No. 192), reflects our national priority to ensure a safe and healthy working environment for all workers, in line with the ILO's fundamental principles.

Through these actions, Romania continues to consolidate its position as a proactive Member State, dedicated to the effective implementation of the Decent Work Agenda.

Saint Lucia

The Government of Saint Lucia acknowledges the importance of timely compliance with obligations arising under articles 19 and 22 of the Constitution of the ILO and reiterates its firm commitment to strengthening national mechanisms to ensure improved reporting and engagement with the supervisory system.

In this regard, the Government is pleased to inform the Committee that Saint Lucia has already submitted three reports under article 22 and is actively working toward the submission of six additional reports, within the upcoming months. These efforts form part of a broader and deliberate national strategy aimed at addressing long-standing reporting deficiencies and strengthening institutional capacity in relation to international labour standards.

To support this initiative, the Department of Labour has identified and assigned two dedicated officers whose primary responsibility is the strict preparation and coordination of article 22 reports and related reporting obligations. These officers have received specialized guidance and technical support through training initiatives facilitated by the ILO, including direct guidance and continued assistance from Mr Shingo Miyake of the ILO Decent Work Team and Office for the Caribbean. The Government remains deeply appreciative of the continued technical cooperation and support provided by the ILO, in this regard.

Further, Saint Lucia recently ratified the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), and has since established the National Tripartite Advisory Committee (NTAC) as a formal mechanism to strengthen tripartite consultation and social dialogue on matters concerning international labour standards and labour governance. The NTAC subsequently convened its inaugural meeting on May 18, 2026, marking an important step in operationalizing the Committee's mandate and advancing coordinated stakeholder engagement on labour matters.

The establishment of the NTAC reflects the Government's adoption of a more holistic and institutionalized approach to addressing reporting obligations and strengthening engagement with the ILO supervisory system. Through this mechanism, the Government intends to enhance consultation, coordination, and shared responsibility among Government, and employers' and workers' representatives in matters relating to labour standards, reporting obligations, and broader labour policy development.

Furthermore, it is noted that Article 5(d) of Convention No. 144 provides, among others, that the NTAC is to be consulted on article 22 reports. Implementation of Convention No. 144 and the establishment of the NTAC will, therefore, strengthen reports from Saint Lucia to the ILO supervisory system.

Additionally, the Government has appointed designated points of contact across various government ministries and agencies to support the collection and coordination of information required for the preparation of ILO reports. To strengthen the effectiveness of this framework, an ILO Reporting Orientation Session was convened on 31 March 2026, during which, these officers received guidance from representatives of the ILO and officials of the Department of Labour, concerning their respective roles, reporting requirements, and the practical processes involved in the preparation of ILO reports. This initiative has significantly improved awareness of reporting obligations and has enhanced inter-ministerial coordination and data-gathering efforts.

The Government of Saint Lucia fully recognizes the importance of the ILO supervisory system in promoting compliance with international labour standards and remains committed to taking all necessary measures to improve its reporting performance and engagement with the ILO. The Government further values the continued support and technical cooperation provided by the International Labour Office and looks forward to continued collaboration in strengthening national capacity in this area.

Saint Vincent and the Grenadines

Please be advised that the concerns have been noted. The Government remains committed to fulfilling its obligations as a Member of the ILO. The country is currently in a transitional phase following the establishment of the new administration. The Department further assures that the foregoing matters will be referred to the competent authority and brought to its attention for appropriate action.

San Marino

In reference to the recent observations published by the Committee of Experts regarding the failure to comply with article 19 of the ILO Constitution, the Government clarifies and reaffirms San Marino's commitment to fulfilling its international obligations within the framework established by the ILO and to strengthen compliance with international labour standards.

We reiterate that San Marino complies with the principles of the ILO and the contents of the international labour standards adopted through the various Conventions. To date, San Marino has ratified 26 Conventions, 25 of which are in force. Specifically, 8 out of 10 fundamental Conventions, 1 out of 4 governance Conventions, and 17 out of 178 technical Conventions.

To this end, we are pleased to report that on 19 May 2026, the Congress of State of the Republic of San Marino officially began the ratification process of the Occupational Safety and Health Convention, 1981 (No. 155) adopted in Geneva on 22 June 1981, of the related Protocol and of the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) adopted in Geneva on 15 June 2006, and in doing so, consequently adopting and recognizing the Safe and Healthy Working Environment (Consequential Amendments) Convention, 2023 (No. 191), the international treaty adopted by the ILO on 12 June 2023 which aims to update ILO standards to formally include occupational health and safety among the Organization's fundamental principles and rights. The Secretary of State for Foreign Affairs, the Secretary of State for Labour, and the Secretary of State for Health have seized the opportunity to benefit from greater tools in San Marino to promote a culture of prevention in matters of health and safety at work by adhering to the aforementioned Conventions. The aim is to help prevent workplace accidents and occupational diseases and create an increasingly

safe and healthy working environment through coordinated action involving all relevant social partners. San Marino also plans to ratify two governance Conventions regarding the labour inspectorate.

With this letter, we would like to give you back the picture of San Marino regarding failure to supply reports for the past five years on unratified Conventions and Recommendations. We also take the opportunity to inform you that it has also been fulfilling the other article 19 obligations by replying to direct requests on the submission to the competent authority of the instruments adopted by the Conference.

The Government, with the valuable support of the ILO, has invested heavily in recent years at the functional and organizational levels to ensure compliance with the reporting and monitoring obligations provided by articles 19 and 22 of the ILO Constitution, a fundamental constitutional requirement of the ILO system. We would like to reiterate our commitment and willingness to address these obligations with maximum transparency and within the established time frames. To this end, we appreciate the availability of technical support from the International Labour Standards Department to strengthen our compliance framework and ensure compliance with the required obligations.

Timor-Leste

The Ministry of Foreign Affairs and Cooperation of the Democratic Republic of Timor-Leste has the honour to reiterate the Government's commitment to fulfilling its obligations under the ILO framework, while acknowledging that timely reporting and submission of ILO instruments are essential. Timor-Leste underscores its ongoing efforts to strengthen capacity and coordination among line ministries and other stakeholders to meet ILO standards.

Furthermore, the Secretary of State for Vocational Training and Employment (SEFOPE) of Timor-Leste has requested technical assistance from the ILO Decent Work Technical Support Team in Bangkok. Mr Jajoon Coue, the ILO International Labour Standards Specialist, will provide targeted training for SEFOPE and other relevant government officials on ILO reporting obligations and will work on a practical road map to address the backlog of reporting related to unratified Conventions and their implementation.

The Ministry of Foreign Affairs and Cooperation avails itself of this opportunity to renew to the International Labour Standards Department (NORMES) the assurance of its highest consideration.

Uganda

The Government submits the present information in a spirit of full cooperation with the ILO supervisory system. The information below highlights new legislative, policy and institutional developments which had not yet been examined by the Committee and which directly respond to pending comments under the relevant Conventions. In addition, Uganda has submitted detailed reports to the International Labour Standards Department covering the 2025 and 2026 reporting cycles, including the report concerning the Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205).

I. Legislative reforms and new legal instruments

The Employment (Amendment) Act, 2026 was assented to by the President in April 2026. This is a significant post-examination development with direct relevance to several ratified Conventions. The Act enhances protection for workers against unjust dismissal and

strengthens the power of labour officers to adjudicate labour disputes. It further repeals provisions of the Labour Disputes Arbitration and Settlement Act, Cap. 227, which were contradictory with the provisions of the Employment Act, Cap. 226

The Labour Unions Bill 2024, which revises the Labour Unions Act Cap. 228, was presented to Cabinet in November 2024. The Cabinet deferred the Bill and requested further consultations with social partners, including employers' and workers' organizations. Consultations have since been concluded and the Bill is being prepared for resubmission to the Cabinet. This reform is directly relevant to the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98).

Consultation workshops on the Workers Compensation Amendment Bill 2024 were conducted with social partners in 2024. The Bill is part of a broader effort to update Uganda's social security and occupational safety legislative framework.

II. New policy frameworks and strategies

Uganda launched its Third Decent Work Country Programme (DWCP III) for 2025–30, signed jointly with the ILO. The Programme aligns employment strategies with ILO priorities, focusing on job creation, rights at work, social protection, and social dialogue. It specifically designates promoting safe, dignified and violence-free workplaces as a core outcome and includes strengthening labour administration and tripartite institutions. DWCP III replaces the previous programme and constitutes a new framework not yet reviewed by the Committee.

A revised National Employment Policy (NEP 2024) is in its final stages of adoption, awaiting Cabinet approval. The new Policy addresses structural challenges including high informality, insufficient job creation, and persistent youth unemployment. Key features include:

- (i) strengthening labour administration and enforcement, including improved labour inspection capacity and inter-agency coordination;
- (ii) mainstreaming vulnerable groups (youth, women, persons with disabilities) through targeted interventions including the Jua Kali programme, the SENTE programme, and the National Apprenticeship and Graduate Volunteer Scheme;
- (iii) promoting transition from informal to formal employment through legal reforms, expanded social protection, and sector-specific formalization strategies;
- (iv) an inter-ministerial coordination framework for implementation with clear accountability mechanisms and performance indicators.

Uganda has adopted its Fourth National Development Plan (NDP IV) for 2025/2026–2029/2030, which integrates employment promotion as a central macroeconomic objective. NDP IV prioritizes labour-intensive growth, agro-industrialization, information and communication technology (ICT), and infrastructure development, with specific sectoral job creation targets. This supersedes NDP III (2020–25) and introduces a new planning framework not previously examined by the Committee.

A new National Equal Opportunities Policy was finalized in financial year 2024/25. It provides a consolidated framework for mainstreaming equality across all employment sectors and is relevant to the implementation of the Equal Remuneration Convention, 1951 (No. 100), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111).

The National Gender-Based Violence Action Plan was finalized in financial year 2025/26. It addresses workplace gender-based violence alongside broader societal interventions,

complemented by the annual 16 Days of Activism campaign. In financial year 2024/25, the Ministry of Gender, Labour and Social Development (MGLSD) inspected 13 gender-based violence shelters for compliance with national standards.

III. New institutional mechanisms and operational developments

The National Labour Market Information System (LMIS) was formally launched by the President on 1 May 2025. The LMIS is managed by the MGLSD in partnership with the Uganda Bureau of Statistics (UBOS). It provides disaggregated data by sex, age, region and economic sector, and is specifically designed to guide evidence-based policy-making on employment trends, unemployment, underemployment, and skills gaps. This addresses a long-standing request by the Committee of Experts.

Regarding labour inspection capacity, as of May 2026, Uganda has 190 labour officers and inspectors deployed across 135 districts, 10 cities, and 39 municipalities, up from prior periods. New operational developments include:

- (i) In 2024, a nationwide training programme was conducted for over 170 labour officers, covering workers' compensation assessment, child labour identification and elimination, forced labour, trafficking in persons, and National Social Security Fund (NSSF) compliance enforcement.
- (ii) In 2025, a further training workshop for 190 labour officers focused on conducting social security inspections.
- (iii) In 2025, 20 labour officers participated in a benchmarking visit to Rwanda to strengthen cross-border learning and improve inspection methodology.
- (iv) In financial year 2024/25, 1,018 workplace meetings on safety and health standards were registered; 884 workplaces were inspected for OSH compliance; 1,495 workplaces were registered for OSH compliance; and 1,113 statutory equipment inspections were conducted.
- (v) The Department of Labour, Industrial Relations and Productivity (DLIRP) inspected 167 external recruitment agencies and 66 pre-departure training institutions in financial year 2024/25 for compliance with safe migration standards.

A pilot online gig work programme was launched in January 2024 by the ILO in partnership with the MGLSD. The programme equips youth with digital work skills and job linkages to help them enter the growing gig economy. This is a new pathway to self-reliance for young people not previously reported upon.

IV. New developments in labour migration and refugee employment

The new Guidelines for External Recruitment Agencies were issued in 2024, together with a draft Pre-Departure Training Curriculum for Migrant Workers. These instruments address coercive labour practices including debt bondage and restriction of movement. They are implemented alongside bilateral labour agreements (BLAs) and are directly relevant to the Violence and Harassment Convention, 2019 (No. 190), and the forced labour Conventions.

Uganda is concluding new BLAs with Kazakhstan and Germany, scheduled for finalization in financial year 2026/27. A labour attaché has been deployed in the Kingdom of Saudi Arabia to monitor conditions and support Ugandan migrant workers in dispute resolution. These represent new arrangements not yet before the Committee.

The Generating Growth Opportunities and Productivity for Women Enterprises (GROW) Project, funded by the World Bank and implemented by the MGLSD and the Private Sector Foundation Uganda, has been extended to all districts, municipalities and cities including refugee-hosting districts. The project now includes a dedicated component for refugee women ("Growth Opportunities for Refugee Women"), providing skills development, access to microfinance and mentorship.

Uganda is implementing the Jobs and Livelihoods Integrated Response Plan (JLIRP) targeting the creation of 200,000 sustainable jobs for refugees and host community members by 2025. The Plan supports vocational training, apprenticeship schemes, enterprise development, agricultural value chains and the recognition of prior learning (RPL) for informal skills certification.

V. Updated Labour Market Statistics

According to the UBOS Labour Market Survey (LMS) 2025, disseminated on 16 April 2026, Uganda's working-age population (aged 14–64 years) stands at 57.6 per cent of the total population, translating to approximately 26.4 million people, of whom only 11.8 million are employed. The national unemployment rate is 12.2 per cent, with women more affected (13.9 per cent) than men (10.8 per cent), and youth aged 15–24 recording the highest rate at 17.9 per cent. Beyond unemployment, a broader measure of labour underutilization – encompassing the unemployed, the underemployed, and those available but not actively seeking work – reveals that approximately 7.7 million Ugandans are in labour distress, pushing the overall underutilization rate to 41.6 per cent. The services sector has emerged as Uganda's largest employer, absorbing 50.5 per cent of the workforce, followed by agriculture at 37.1 per cent and industry at 12.4 per cent. Women are particularly prominent in the services sector, accounting for 56.4 per cent of its workforce. Informality remains a defining challenge, with 89.2 per cent of employed persons working outside the formal economy, rising to 91.9 per cent in rural areas and as high as 95.1 per cent among youth aged 15–24. The formal sector employs approximately 2.37 million people with 155,240 reported vacancies, while the informal sector employs 7.35 million with 305,364 vacancies. The UBOS has committed to producing quarterly labour market updates going forward to support more timely, evidence-based policy planning.