

Committee on the Application of Standards

Date: 19 May 2026

Governments appearing on the list of individual cases have the opportunity, if they so wish, to supply written information to the Committee.

► Information on the application of ratified Conventions supplied by governments on the list of individual cases

Spain (ratification: 1984)

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

The Government has provided the following written information.

Report on the implementation of the strengthened information and tripartite consultation mechanism with the social partners on matters relating to the ILO

1. Background

On 16 May 2024, the Ministry of Labour and Social Economy established a strengthened information and tripartite consultation mechanism with the social partners on matters relating to the International Labour Organization (ILO) with a view to reinforcing the participation of these organizations in the matters dealt with by the Ministry in relation to the ILO, in accordance with ILO Convention No. 144 on tripartite consultations, ratified by Spain in 1984.

This strengthened information and tripartite consultation mechanism introduced improvements in the procedures for the application of the ILO standard in Spain. In the first place, it called for the submission of draft reports on ILO Conventions and Recommendations to be sent to the social partners, sufficiently in advance for their validation. The mechanism also provided for the comments made by the social partners to be sent to other organizations and the draft reports to be communicated to the social partners before being finally communicated to the ILO. It was also provided that a meeting would be held before the final documents were sent to the ILO, to enable an exchange of views between the social partners and the Government. Finally, the mechanism provided for the possibility of convening additional meetings on any of the matters covered by Article 5 of the Convention when so requested by one of the partners.

The implementation of this mechanism has involved a genuine and progressive strengthening of the effective participation of the social partners in matters related to the ILO.

2. Implementation of the mechanism

The improvements referred to above have been implemented since the introduction of the mechanism. Details are provided below of the manner and process of their implementation.

2024

During the course of 2024, the mechanism was implemented in relation to the reports on ratified Conventions to be provided in 2024. That was the reason why those files were the ones that, for reasons of timing, were dealt with in 2024 once the mechanism was implemented.

Accordingly, in relation to reports on ratified Conventions, during the course of 2024, the following activities were carried out under the strengthened consultation mechanism:

- On 7 June 2024, draft reports were sent for validation by the social partners, who were given one month to make their comments.
- On 9 July 2024, after the comments of the social partners were received, they were sent to the other organizations for information.
- On 19 June 2024, the social partners were convened in an online meeting on 22 July, with the participation of all the ministries involved in the production of the reports (report annexed). The objective of the meeting was to analyse individually each of the reports, and the respective comments of the social partners. The meeting was chaired by the General Technical Secretary of the Ministry of Labour and Social Economy (MITES). The Ministry asked the social partners whether it would be appropriate to provide the report of that meeting to the ILO, with the organizations indicating that it was not necessary. The report of the meeting was sent to the social partners by email on 24 July 2024.
- On 18 September 2024, when the comments of the social partners and the Government's reply to them and to the issues raised in the meeting of 22 July had been included, the final texts of the reports were sent to the social partners once again for a final review before being sent to the ILO. Finally, the reports were formally communicated to the ILO on 26 September 2024.

2025

In 2025, the strengthened consultation mechanism was used for the following issues and files:

- (1) In relation to reports on ratified Conventions, in 2025, the following activities were carried out under the strengthened consultation mechanism:
 - On 24 March, information was provided to the social partners on the reports on ratified Conventions to be submitted by Spain to the ILO in 2025.
 - Between 22 and 29 May, the draft reports were sent to the social partners, giving them until 30 June to make their comments.
 - Between 30 June and 8 July, the comments of the social partners were received and sent to the other organizations.
 - On 18 June, the social partners were invited to an online meeting to be held on 17 July. The meeting was chaired by the General Technical Secretary of the MITES and included

the participation of all the Ministries involved in the drafting of the reports, so that the social partners could make oral comments on the draft reports.

- On 26 August 2025, once the comments of the social partners, together with the Government's reply to those comments and the issues raised during the meeting of 17 July had been included, the final reports were sent to the social partners for review before being communicated to the ILO.
 - Finally, the reports were formally sent to the ILO on 1 September 2025.
- (2) With regard to unratified Conventions and Recommendations, during the course of 2025, the following activities were carried out under the strengthened consultation mechanism:
- On 27 February, the draft report on the Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205), was sent out for comments.
 - On 24 April 2025, an online meeting was held to address their comments on the report on the Recommendation.
- (3) In relation to the ILO Governing Body, the following activities were carried out in 2025:
- On 7 March, an information meeting was held to examine jointly the most relevant items on the agenda of the 353rd Session of the ILO Governing Body (10–20 March).
 - On 12 November, an information meeting was held to examine, jointly with the social partners, the most relevant items on the agenda of the 355th Session of the ILO Governing Body (17–27 November).
- (4) In relation to the International Labour Conference:
- On 3 April, the social partners were informed that the date envisaged for the meeting prior to the 2025 Conference would be Thursday, 22 May, allowing sufficient time for its organization.
 - On 14 May, an invitation was sent out to the prior meeting to be held on 22 May to analyse the agenda and procedures of the Conference and to introduce the delegation.
- (5) In relation to the submission of Conventions and Recommendations, and the ratification of Conventions:
- On 18 March, the report prepared by the Ministry for the ratification of the Safe and Healthy Working Environment (Consequential Amendments) Convention, 2023 (No. 191), was sent to the social partners for their comments and observations.
 - On 30 September, the report prepared by the Ministry on the process of submission of the Safe and Healthy Working Environment (Consequential Amendments) Recommendation, 2023 (No. 207), was sent to the social partners for their comments.

2026

In 2026, the strengthened consultation mechanism has been applied to the following issues and matters:

- (1) In relation to reports on ratified Conventions, in 2026, the following action was taken under the strengthened consultation mechanism:
- In the meeting held on 18 March with the social partners (prior to the Governing Body), information was provided on the reports to be provided in 2026, with the indication

that they consist of the two first reports on the Safety and Health in Construction Convention, 1988 (No. 167), and the Safety and Health in Agriculture Convention, 2001 (No. 184).

- (2) Regarding the reports on unratified Conventions and Recommendations, during the course of 2026, the following activities have been carried out under the strengthened consultation mechanism:
 - On 22 January, the draft report on the Termination of Employment Recommendation, 1982 (No. 166), was sent out for comments.
 - On 18 February 2026, an online meeting was held to address the comments made on the above Recommendation.
- (3) In relation to the ILO Governing Body, the following activities have been carried out in 2026:
 - On 18 March, an information meeting was held to jointly analyse the most relevant items on the agenda of the 356th Session of the ILO Governing Body, held in Geneva from 23 March to 3 April 2026.
- (4) Regarding the International Labour Conference:
 - On 17 April, employers' and workers' organizations were invited to an information meeting prior to the 2026 Conference, which was finally held on 18 May due to the availability of all the participants.

In conclusion, the activities carried out have made it possible to strengthen the regularity, and early and systematic nature of tripartite consultations related to the procedures referred to above. Moreover, the consultations held have made it possible for the social partners to make observations and comments, many of which have been taken into account. As a result of this strengthening, the reporting processes followed by the Government of Spain to the ILO have been significantly enriched.

All of this is the result of the firm commitment by the Government of Spain to the continuous strengthening of the social dialogue and effective tripartite consultation mechanisms envisaged in ILO Convention No. 144.