

Committee on the Application of Standards

Date: 15 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

Togo (ratification: 1983)

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

The Government has provided the following written information.

Observation

Article 5(1) of the Convention: Effective tripartite consultations

The Government has always organized its participation in the International Labour Conference on a tripartite basis, not only by covering the expenses of the social partners in full, but above all by involving them in advance in the examination and analysis of all reports to be considered by the Committee. The items placed on the agenda are shared. Reports on ratified and unratified Conventions are also shared, although it is regrettable that workers' organizations struggle to submit any amendments or observations they may wish to make. Prior to departure for the Conference, the Government organizes meetings with all participants. The Government endeavours to ensure the application of the Conventions that it has freely ratified and does not hesitate to seek support from the Office in case of major difficulties.

The Government has not denounced any ILO Convention to date. All standards adopted at the Conference are submitted to the competent national authorities, namely the National Assembly, for information purposes. The most recent Convention concerning biological hazards and its Recommendation have also been submitted, and the acknowledgement of receipt from the National Assembly will be transmitted to the Office as soon as it is available.

Article 3(1): Free choice of representatives of employers and workers

In order to ensure the free choice of representatives of employers and workers, in accordance with Article 3(1) of the Convention, the Labour Code provides for the following provisions:

- Section 12: “The employer or his representative may not employ any means of pressure in support of or against any trade union organization. Any measure taken by the employer contrary to the provisions of the preceding paragraph shall be considered null and void and shall give rise to penal sanctions and the payment of damages”.
- Section 13(1): “The founders of any trade union shall file with the competent authority the statutes, the minutes of the constituent general assembly and a list containing the full names, dates and places of birth, nationalities, places of residence, status, professions/occupations and the criminal records of the persons who, in whatever capacity, are responsible for its administration or management”.

With regard to the comments made concerning section 3 of Decree No. 2022-022/PR of 23 February 2022 and section 14 of the Labour Code, the Government has taken note thereof and will take all necessary measures to comply with the provisions of Article 3 of the Convention.

Direct request

Article 4(2): Financing of any necessary training of participants in consultation procedures

In order to support and promote trade union activities, the Government allocates an annual budget of 150 million West African francs to workers’ and employers’ organizations. Part of this budget is used to finance the participation of 14 trade union officers and eight employers at the Conference, and in worker training. Unfortunately, it has been observed that these trade union officers attach little importance to such worker training and may instead use the funds for other activities, as no activity reports have been submitted to the Government following their disbursement. Nevertheless, the Government spares no effort to involve employers’ and workers’ organizations in various training and capacity-building activities for actors in the world of work whenever necessary.

Articles 5(2) and 6: Consultations at regular intervals – production of an annual report

The National Council for Social Dialogue (CNDS) holds two annual sessions, and extraordinary sessions when necessary. The most recent session of the CNDS was held in September 2022. The following topics were addressed:

- status of implementation of the memorandum on the national education sector
- situation in the health sector
- social grievances, including issues relating to the high cost of living
- impact and implications of the security situation in the subregion and in Togo

It should be noted that, since November 2022, Togo has engaged in a process aimed at re-establishing its social dialogue. This took the form of a national forum on social dialogue bringing together the social partners and civil society actors. At the conclusion of these discussions, the parties signed a road map containing several measures, including the adoption of a social stability and inclusive growth pact, and the reinvigoration of the CNDS. Subsequently, a tripartite committee comprising representatives of the Government, employers and workers was established by order of the Minister for Labour and Social Dialogue (Order No. 3302/MFPTDS/SG/DGT establishing the tripartite technical steering committee for the implementation of the social stability pact). The objective of the committee is to oversee the work relating to the adoption of a social stability and inclusive growth pact. A

national consultant has been appointed. The committee has already provisionally approved the consultant's work. The next stage will be the final approval of the document.