

Committee on the Application of Standards

Date: 12 June 2026

Part One

▶ General Report

A. Introduction

1. In accordance with article 7 of the Standing Orders, the Conference set up a Committee to consider and report on item IV on the agenda: "Information and reports on the application of Conventions and Recommendations". The Committee was composed of **161** members (**XXX** Government members, **X** Employer members and **X** Worker members). It also included **X** Government deputy members, **XX** Employer deputy members and **XXX** Worker deputy members. In addition, **XX** international non-governmental organizations were represented by observers.
2. The Committee elected its Officers as follows:

Chairperson:	Ms Verónica López Benítez (Government member, Paraguay)
Vice-Chairpersons:	Mr Kaizer Moyane (Employer member, South Africa) and Mrs Ann Vermorgen (Worker member, Belgium)
Reporter:	Mr G.M. Iftekhar (Government member, Bangladesh)
3. The Committee held **24** sittings.
4. In accordance with its terms of reference, the Committee considered information reflected in the annual report of the Committee of Experts on the Application of Conventions and Recommendations¹ regarding (i) the reports supplied under articles 22 and 35 of the ILO Constitution on the application of ratified Conventions; (ii) the reports requested by the Governing Body under article 19 of the Constitution on the Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205); and (iii) the submission to the competent authorities of Conventions and Recommendations adopted by the Conference, in line with article 19 of the Constitution. The Committee also considered additional written information supplied to it by the governments.

¹ Report III to the International Labour Conference – Part A: [Report of the Committee of Experts on the Application of Conventions and Recommendations](#); and Part B: General Survey, *Employment and Decent Work for Peace and Resilience*.

Work of the Committee

5. During its opening sitting, the Committee adopted document D.1, which sets out the manner in which the work of the Committee is carried out.²
6. The Committee also adopted, during the course of the opening sitting, the list of individual cases to be discussed (document D.2).³
7. In accordance with its usual practice, the Committee continued its work with a discussion on general aspects of the application of Conventions and Recommendations and the discharge by Member States of standards-related obligations under the ILO Constitution. In this general discussion, reference was made to Part One of the report of the Committee of Experts. A summary of the general discussion is found under relevant headings in sections A and B of this Part (Part One) of the present report.
8. This year, a segment of the general discussion was set aside to mark the Committee's centenary. This dedicated segment provided an opportunity for the constituents to reaffirm their commitment to the Committee and to reflect on the progress made in the context of its work. A summary of the discussions on the centenary is found under relevant headings in section B of this Part (Part One) of the present report.
9. The final part of the general discussion focused on the General Survey entitled *Employment and decent work for peace and resilience*. This discussion is contained in section I of Part Two of this report. The outcome of this discussion is contained in section C of Part One of this report. A summary of the general discussion is found under relevant headings in sections A and B of this Part (Part One) of the present report.
10. Following these discussions, the Committee considered the cases of serious failure by Member States to respect their reporting and other standards-related obligations. The result of the examination of these cases is contained in section D of Part One of this report. More detailed information on that discussion is contained in section II of Part Two of this report.
11. The Committee held two special sittings. The first on Belarus for the purpose of discussing the application of 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), as decided at the 111th Session of the International Labour Conference⁴, with a view to securing compliance with the recommendations of the Commission of Inquiry established to examine the observance of these two Conventions by Belarus. The second special sitting concerned Myanmar for the purpose of discussing the application of Convention No. 87 and the right to organize, and the Forced Labour Convention, 1930 (No. 29), as decided at the 113th Session of the International Labour Conference,⁵ with a view to securing compliance with the recommendations of the Commission of Inquiry established to examine the observance of these two Conventions by Myanmar. The record of these discussions and related

² Work of the Committee on the Application of Standards, International Labour Conference, 114th Session, [CAN/D.1](#) (see Appendix 1).

³ International Labour Conference, 114th Session, Committee on the Application of Standards, [CAN/D.2](#).

⁴ [Resolution concerning the measures recommended by the Governing Body under article 33 of the ILO Constitution on the subject of Belarus](#), 111th Session, International Labour Conference, Geneva, June 2023.

⁵ [Resolution concerning the measures recommended by the Governing Body under article 33 of the ILO Constitution on the subject of Myanmar](#), 113th Session, International Labour Conference, Geneva, June 2025.

documentation is contained in section IV of Part Two of this report. The conclusions are reflected in section E of Part One of this report.

12. The Committee then considered **XX** individual cases relating to the application of various Conventions. The examination of the individual cases was based principally on the observations contained in the Committee of Experts' report and the oral and written explanations provided by the governments concerned. As usual, the Committee also referred to its discussions in previous years, comments received from employers' and workers' organizations and, where appropriate, reports of other supervisory bodies of the ILO and other international organizations. With reference to its examination of these cases, the Committee reiterated the importance it placed on the role of tripartite dialogue in its work and trusted that the governments of the countries selected would make every effort to take the necessary measures to fulfil their obligations under ratified Conventions. The information submitted by governments and the discussions on the examination of individual cases, are contained in section IV of Part Two of this report. The conclusions adopted by the Committee are contained in section F of Part One of this report.
13. The adoption of the report and the closing remarks are contained in section G of Part One of this report.

Opening remarks

14. **Chairperson:** It is a great honour for me and for the Republic of Paraguay to chair the work of the Committee, particularly as this year we are celebrating its centenary. I look forward to working with each of you with great enthusiasm and commitment with a view to carrying out our work in a constructive spirit, based on the dialogue and mutual respect that have always characterized this Committee.
15. I would like to congratulate the Vice-Chairpersons, Mr Kaizer Moyane and Ms Ann Vermorgen, as well as the Reporter, Mr Iftekhar, for their election as Officers of the Committee. I trust that over the coming two weeks we will work in close collaboration. I am sure that I will be able to count on their cooperation, experience and wisdom to support me in chairing this Committee. I take this opportunity to welcome Judge Alain Lacabarats, Chairperson of the Committee of Experts, who will address our Committee in a few moments. We appreciate his participation in our work as a means of continuing to strengthen the relations and dialogue between our two Committees. I also welcome the presence of Professor Evance Kalula, Chairperson of the Committee on Freedom of Association (CFA), who will update us on the work of this important body of the ILO supervisory system.
16. Our Committee has always been the cornerstone of the ILO regular supervisory system. It is the tripartite forum through which, since 1926, the Organization has taken action for the respect and implementation of the rights set out in international labour standards. The conclusions adopted by our Committee, based on the technical and impartial examination undertaken by the Committee of Experts, are essential tools to help Member States comply with the obligations deriving from international labour standards.
17. In this context, I would like to both share and express my gratitude for the experience my country has had with the ILO supervisory bodies, which has enabled us to take the most appropriate decisions in the cases with which we have been involved, and for the opportunity to report on progress made, and in many cases to benefit from technical assistance by the Office.

18. The work of our Committee will include the statement by the Representative of the Secretary-General, who will provide the Committee with general information, as well as the opening statements by the two Vice-Chairpersons. Document D.1 on the working methods of the Committee will then be adopted, followed by the adoption of the list of individual cases, as set out in document D.2. I will then give the floor to the Chairperson of the Committee of Experts, who will address our Committee on behalf of that body, and then the Chairperson of the CFA.
19. **Employer members:** I would like to thank my group for, once again this year, entrusting me with the role of Vice-Chairperson of this very important Committee. Let me also congratulate the Chairperson and the Reporter, as well as my new colleague from the Worker members, Ann Vermorgen, on their respective appointments. I look forward to working with you all in a constructive and pragmatic spirit over the coming weeks.
20. Before turning fully to our substantive work, the Employer members wish to pay tribute to Mr Alfred Wisskirchen, whose passing this year we mourn with deep respect. Mr Wisskirchen served with distinction as the Employer spokesperson for the Committee for 22 of the 35 years he participated in the Conference, from 1983 to 2004. Over two decades of service in this Committee, he provided exceptional leadership during complex and often sensitive discussions. His commitment to tripartism and his ability to foster dialogue across differences made an enduring contribution to the work of the ILO supervisory system as a whole. We will remember him with great respect and his example will continue to inspire those representing employers in this Committee.
21. Turning now to substantive work, we will first talk about the global context. The Committee meets this year in a global environment that remains deeply complex and uncertain. While uncertainty is not new, its scale, interconnection and persistence continue to grow. Increasingly the volatile economic, technological and geopolitical tensions, as well as armed conflicts and humanitarian crises, continue to exert immense social and economic pressure with serious spillover effects on labour markets, enterprises and workers across regions. These realities underline the importance of grounding our work in practical and realistic assessments of national circumstances, while ensuring that the conclusions adopted by this Committee are balanced, effective and capable of implementation. At the same time, we echo our concerns from previous sessions about the ongoing and troubling erosion of democratic institutions, civic space and respect for the rule of law taking place in different contexts.
22. The weakening of social dialogue in some Member States undermines trust, stability and compliance with international commitments, including those relating to fundamental principles and rights at work. Global economic growth continues to be challenged by trade fragmentation, disruptions across supply chains, resource shortages and shifting investment patterns. These trends weigh heavily on productivity, enterprise sustainability and job creation, particularly for small and medium-sized enterprise (SMEs), which remain the backbone of a prosperous global economy. Against this backdrop, confidence in multilateral institutions is under strain, affecting the implementation and supervision of ILO standards. In line with the ILO's mission to promote social justice for lasting peace, greater attention must be paid to the current realities shaping labour markets. More than ever, the ILO must continue reinforcing Member States' confidence by demonstrating that its work can deliver tangible and impactful outcomes.
23. Regarding the ILO's role, the Employer members welcome the ILO's efforts to respond to the unstable and complex environment. At the same time, we emphasize the importance of the Organization remaining firmly in its core mandate and ensuring that its actions are aligned with the scope of the Conventions as agreed by Members.

24. The ILO's comparative advantage lies in its tripartite structure which encourages dialogue and active participation of governments and social partners, its use of normative and non-normative tools and its technical expertise. These strengths enable the ILO to deliver practical solutions, foster dialogue and promote sustainable improvements to the world of work, provided that it remains realistic, focused and outcome-oriented. In this regard, the Committee continues to play a central role in demonstrating the ILO's effectiveness.
25. As it marks its centenary year, the Committee reflects on its long-standing role in examining individual cases of serious concern in a tripartite setting and as a cornerstone for the effective functioning of the ILO supervisory system. Its credibility depends on its ability to produce conclusions rooted in social dialogue and shared responsibility. For the Employer members, the value of the Committee lies not only in examining compliance but also in contributing to the world of work by translating conclusions fostered from meaningful tripartite discussions into effective improvements. This centenary also provides an opportunity to take stock of the impact of the Committee's work over time, including how its conclusions have contributed to tangible progress in the application of international labour standards.
26. With regard to the ILO standards supervisory system in the current context, this system remains one of the defining features of the ILO. The values underpinning international labour standards and the promotion of decent work are as relevant today as ever. However, the system must continue to evolve and respond more effectively to contemporary realities. There is a need to improve its efficiency, simplify its processes and better align supervision with national contexts and implementation capacities.
27. The financial and institutional pressures facing the UN system persist and the ILO continues to operate under constrained human and financial resources. This stark reality makes it ever more critical for the ILO to prioritize effectively and efficiently in its initiatives, focus on areas of greatest need, and align its technical assistance and follow-up activities with national priorities and capacities. Efficiency, coherence and measurable impact must guide the work of the ILO, and the Employer members therefore encourage the Organization to refine how limited resources are allocated to deliver maximum value for its constituents.
28. To this end, the Employer members continue to support tripartite reflection on enhancing the efficiency and effectiveness of the system. The streamlining of article 22 reporting through the progressive rollout of thematic implementation reports is a positive step, particularly in reducing the administrative burden on Member States. Nevertheless, reporting reforms alone will not be sufficient to ensure meaningful change. It is a point we have previously stated. We must, therefore, continue our open and constructive dialogue on how supervision and technical assistance can interact more coherently and support compliance and sustainable progress across all ILO Member States.
29. Finally, this Committee meets following the issuance of the advisory opinion of the International Court of Justice concerning the interpretation of the right to strike under the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87). The Employer members respectfully acknowledge the opinion and recognize that its implications will require careful consideration by the tripartite constituents within the ILO's established framework and processes. In our view, this discussion must proceed through constructive dialogue with respect for differing perspectives and for the diversity of national legal and industrial relations systems. The November 2026 session of the Governing Body will provide the first appropriate opportunity for such a discussion. In the meantime, we remain fully committed to proceeding to the examination of the individual cases as we have done in the previous sessions in order to ensure the orderly functioning of our Committee's work.

30. In conclusion, the ILO's unique tripartite structure remains its greatest strength. Effective multilateral cooperation and collaboration ensure that this structure is preserved and effectively used, which is essential to addressing current challenges and maintaining the relevance and legitimacy of the international labour standards system for workers, employers and governments. The Employer members remain committed to engaging constructively in this year's Committee discussions, with the objective of achieving balanced, practical and credible outcomes that are implementable and, therefore, reinforce confidence in the supervisory system.
31. While differences on the substantive issues will inevitably arise, we trust that these discussions will continue to take place in a spirit of mutual respect and shared purpose. We request that the views expressed and conclusions adopted by the Committee be duly taken into account by other supervisory bodies, by the Office in its technical cooperation, and across ILO initiatives including those related to the 2030 Agenda for Sustainable Development. We look forward to two weeks of productive and focused discussions that deliver outcomes providing Member States and all constituents with practical guidance during these uncertain and demanding times.
32. **Worker members:** My congratulations on your nomination, Chairperson, and thank you for your statement. Thanks also to the representative of the Secretary-General for emphasizing the importance of the work in our Committee. I also take this opportunity to thank my very esteemed counterpart, Kaizer Moyane, and members of his equally excellent Secretariat, led by Rita Yip. We look forward to a good cooperation. I am honoured to represent the Worker members as the spokesperson for our group and Vice-Chairperson for our Committee, and I would like to thank them for the trust they have placed in me.
33. These are inauspicious times for many workers and their families. Many countries are smoldering in the fog of war while the world order seems adrift, driven by geopolitical tensions, economic entities, major technological shifts, climate crises and conflicts. We see it in Sudan, where human rights are trampled and thousands have been killed. We see it in Ukraine, where the war keeps going. We can see it in Myanmar, where civil war rages, as it does in Yemen. The people in Gaza, the Islamic Republic of Iran, Lebanon and the Democratic Republic of the Congo continue to suffer from external aggression over which they have no say. The situation in Cuba and the Bolivarian Republic of Venezuela, where strongman politics is undermining their sovereignty and the will of their people, is untenable.
34. We also meet at a time when trade union independence and autonomy are under sustained and increasing attack in many countries of the world, regardless of regime and colour of government. Many trade unionists are in jail as a result. The most representative trade union in the United States of America is not accredited to the Conference, as is the case for many independent trade unions all over the world. In addition to the direct attack on trade union independence, the climate for respect for civil liberties and human rights, which is necessary for the meaningful exercise of trade union and labour rights, is being squeezed. The 2026 Global Rights Index of the International Trade Union Confederation (ITUC) bears witness.
35. The link between the attack on democracies, civil liberties and human rights, and its impact on freedoms for workers' and employers' organizations, is clear for everyone to see. At the international level it is reflected in an attack on the multilateral system. It is in this context that we welcome the advisory opinion of the International Court of Justice on the issue of freedom of association and the right to strike under Convention No. 87. Today is not the appropriate time to discuss it in substance. As we have said in past sittings of the Committee, our views on

the dispute are well known. This is a matter that remains with the Governing Body in November 2026.

36. The point is that freedom of association is crucial to delivering on social justice, peace and democracy. This is why, in times of crisis, independent workers' organizations come under heavy suspicion and attack, with the aim of controlling their core representative speech or destroying them. We emphasize the work of the Committee of Experts and that of our Committee as a bulwark at the heart of the constitutional mandate of the ILO to safeguard and guarantee the protection of this independence. Our Committee must therefore remain efficient in delivering on the conclusions and recommendations of our work, which is of institutional priority.
37. We must also modernize in a way that is future-facing and future-proofing. Any review or reform must safeguard the effectiveness of our Committee and prevent it from dilution. The effectiveness of our work must be felt on the ground, ensuring the freedom and dignity of workers, improving our working and living conditions and ensuring inclusive, constructive and harmonious industrial relations. Many States will attest that effective supervision, complaints and quality assurance is the only way to sustain the robustness to deliver on any desired objective. We hope that, while some governments may find the system frustrating, they will accept this necessity and protect our institutional crown jewel – that which enables us to realize social justice and needed peace to prosper as humanity.
38. With this, may we congratulate the Committee of Experts and our own Committee on the commemoration of their centenary. While our subsequent reflections on the centenary will focus on our Committee, we want to congratulate the Committee of Experts as well for the quality of its work over the years and professionalism that has earned it such a great reputation.
39. Let us return to the issue of the profound changes going on in our world today. The uncertainties caused by conflicts and transitions are not a given nor an indication of our future. As the Director-General states in his report, we are at the moment of choice, and choice means agency. A world adrift needs anchors. Anchors that provide certainty, that provide hope, and that provide social justice. This institution is such an anchor – an actual instrument through which we protect the rights of working people and preserve their freedoms to realize their spiritual and material aspirations. For decades, even generations, we have built on this system of rules and strengthened the international rule of law in the pursuit of social justice. To this end, while enterprises are relevant in our institution, they are subsidiary within our broader institutional priorities. The priority must remain social, focused on how to assist governments to create the necessary climate, based on democracy and the rule of law, and free from fear, violence and intimidation, so that workers and employers and their organizations are able to effectively defend their interests with dignity.
40. This also means that focus must be placed on ensuring that employers respect workers' rights in their asymmetric power relations with workers. The capacity of workers and their organizations must be unchanged to take up their rights and defend their interests. This is at the heart of our peace and social justice mandate and, for all of these years, our mission has lost none of its relevance nor its urgency.
41. As the discussion on the General Survey will also show, universal and lasting peace cannot be established or maintained without resilient societies and institutions where social dialogue, the role of social partners and respect for the fundamental principles and rights at work are central. As we examine individual cases and adopt conclusions, we must remain focused on contributing to delivering social justice in law and practice. That is what truly matters,

improving the lives of working people and promoting the ratification and implementation of standards that underpin social peace, development and shared prosperity.

Statement by the representative of the Secretary-General ⁶

42. Allow me at the outset to warmly acknowledge the presence of Judge Alain Lacabarats, Chairperson of the Committee of Experts, as well as Professor Evance Kalula, Chairperson of the Committee on Freedom of Association, for their presence among us.
43. My intervention will begin with a brief update on key developments in the ILO's normative work since the previous session of the Conference. Thereafter, as this year marks the centenary of both this Committee and the Committee of Experts, the second part of my statement will reflect on this important milestone.
44. Concerning the normative activities that have taken place since the last session of your Committee, I have the pleasure to inform that in the past 12 months, the Office registered 58 new ratifications, including 19 of fundamental Conventions. Occupational safety and health Conventions accounted for the majority, with nine for the Occupational Safety and Health Convention, 1981 (No. 155), and five for the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187). These two Conventions are currently the subject of a ratification campaign being carried out as part of the ILO's Global Strategy on Occupational Safety and Health and its Action Plan (2024–2030). Further ratifications of these Conventions are expected during the Conference, in particular those by Germany and Mozambique, but also that of Mexico concerning the [Safety and Health in Mines Convention, 1995 \(No. 176\)](#).
45. Governance Conventions recorded three ratifications over the last 12 months – two for the Employment Policy Convention, 1964 (No. 122), and one for the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144). Incidentally, the latter is celebrating its 50th anniversary this year. Among technical Conventions, the Violence and Harassment Convention, 2019 (No. 190), saw strong momentum, with seven ratifications registered over the last twelve months.
46. The Maritime Labour Convention, 2006, as amended (MLC, 2006), which, this year, marked its 20th anniversary, received three ratifications in the past 12 months. With 112 ratifications covering over 96 per cent of the world's gross tonnage, it is the most ratified maritime standard in the ILO's history.
47. You will find further details on the ratifications received during the year in document D.3, available on your Committee's web page.
48. I would now like to focus briefly on some recent developments concerning standards policy aimed at promoting a body of standards that is robust, clear and up-to-date and at modernizing the ILO's normative activities.
49. In March this year, the Governing Body undertook the fifth evaluation of the functioning of the Standards Review Mechanism Tripartite Working Group (SRM TWG). In the evaluation, the Governing Body reiterated the importance of the SRM TWG in contributing to a clear, robust and up-to-date body of international labour standards, and stressed the need for timely follow-up to its recommendations by Member States, social partners and the Office. The tenth meeting of the SRM TWG is scheduled for September 2026, during which it will examine working time instruments.

⁶ International Labour Conference, 114th Session, Committee on the Application of Standards, [CAN/D.3](#).

50. In addition, the Governing Body adopted measures for the modernization of the reporting system under article 22 of the ILO Constitution in November 2025. The modernization introduces a thematic approach to reporting, designed to streamline reporting while preserving meaningful supervision. In future, instead of submitting separate reports for each ratified Convention, governments will provide a single Thematic Implementation Report (TIR) which will cover groups of related Conventions and Protocols organized into 15 thematic areas. This shift will be introduced progressively from 2027 and the new reporting cycle is already available in the NORMLEX database, with which most of you – if not all of you – are familiar.
51. This is not just a technical change to the reporting procedures. It is intended to reduce the reporting burden, facilitate more structured and coherent reporting, and improve access to information contained in reports. By improving the transparency and clarity of information, this change aims to support peer learning and enable Member States to draw more effectively on comparative best practices. In this respect, the new system responds to a long-standing request made by most of the Organization's Member States. While this major reform will not affect the work of your Committee at this session of the Conference, it is expected to have an impact on your work going forward, as well as on that of the Committee of Experts. Both supervisory bodies will have the opportunity to consider these implications in due course, including through your respective discussions on working methods.
52. I will now turn to the second part of my intervention, which pays tribute to the centenary of this Committee. Since its creation in 1926, this standing committee of the Conference has met at every session of the Conference, with the mandate to examine how Member States give effect to international labour standards and to bring these issues to the attention of the Conference.
53. Upon reviewing your Committee's reports as well as the general conclusions it adopted at each key milestone, it is clear that, far from undermining the reasons that led the constituents to establish this mechanism a century ago, the passage of time has only served to reinforce the relevance, usefulness and added value of the mandate entrusted to you. Over the years, the supervisory and promotional functions carried out by your Committee, based on the comments of the Committee of Experts, have made a tangible contribution to encouraging governments to make progress in the effective implementation of international labour standards.
54. This is what has allowed the system to remain authoritative over time – not by remaining unchanged, but by evolving while staying firmly anchored in its core principles. Over time, each discussion, each conclusion has contributed to a broader journey: the advancement of social justice through decent work. Some may regret that progress is slow to materialize; progress is not always linear, and at times it may be challenged. Yet the essential point remains: without such a system of supervision, the prospects for social justice would be markedly reduced.
55. What makes this Committee unique is its composition and the way in which it operates. Today, in this room, more than 370 delegates – representing governments, employers and workers – from some 115 countries have been accredited to your committee to discuss the application of standards. In terms of attendance, your Committee is the most well-attended on this first day of the Conference.
56. By its composition and working methods, the Committee gives the assessment of compliance a human face – through the sharing of experiences, the confrontation of realities, and the possibility to question and engage. This human dimension should not be overlooked. The discussions held here are not abstract: they reflect real situations faced daily by workers and employers. This Committee has heard testimonies from social partners who have been

imprisoned or killed for exercising their legitimate right to freedom of association, from victims of slavery, and from exploited children. These accounts can be difficult to hear, yet they are essential. They remind us that supervision is not only about compliance – it is about understanding realities and creating space for progress.

57. As early as 1937, barely more than ten years after its establishment, the Committee sought to demonstrate that it had not been conceived as a tribunal before which governments would be called to account, but as a mechanism for mutual verification based on goodwill and mutual trust.
58. This year marks ten years since I have had the honour of being a privileged witness to your work as the Secretary-General's representative, and if I were to sum up this experience in two words, the words "dialogue" and "cooperation" come to mind and are the ones I would choose. It is through dialogue that you engage with national realities in order to understand and analyse them in the light of international standards, and it is through cooperation and technical assistance that your conclusions are put into practice.
59. In a world where differences of opinion are increasingly leading to conflict, the value and significance of this dialogue and the cooperation it fosters are immeasurable. They must be strengthened, both at the international and national levels. From its earliest years, the system was conceived as a mechanism of mutual confidence – in the words of Alfred O'Rahilly, who chaired this Committee in 1932, the Committee regarded itself as an "organ of international public opinion with the object of securing mutual encouragement and emulation in striving for social amelioration" – encouraging progress through scrutiny, exchange and cooperation.
60. The history of this body has not been without tension, periods of disagreement, and even crises. Yet, these moments have also shaped it. What matters is not the absence of disagreement, but the capacity to remain engaged and to move forward together. The centenary of the Committee that we mark today is not an end point. It is a moment of reflection – but also of renewal. At a time when positions can at times become more divergent, the relevance of this Committee lies precisely in its ability to provide a space where differences are not avoided, but addressed through structured and respectful tripartite dialogue. As has been recalled before in this Committee, as long as there is dialogue, there remains a way forward. This Committee exists precisely to ensure that international labour standards can, over time, be translated into reality – and that, in doing so, the pursuit of social justice in the world of work continues to advance.
61. Madam Chairperson, Mr Reporter, Vice-Chairpersons, distinguished delegates, on the occasion of the Committee's centenary, you may wish to follow in the footsteps of your predecessors and include, at the end of your general report, one or two paragraphs of general conclusions on your work during this special year, reaffirming your shared commitment.
62. Let me now conclude by saying that the International Labour Standards Department is pleased and honoured to place once again this year its expertise at the service of your Committee. Mr Tim de Meyer, Chief of the Freedom of Association Branch, and Mr Horacio Guido, Chief of the Application of Standards Branch, will accompany me in guiding the Secretariat of your Committee this year, along with, Ms Rosinda Silva and Mr Carlos Magalhaes Tomé, who ensure the smooth coordination of your Committee's work
63. Finally, I would like to take this opportunity to pay tribute to the fact that this will be Mr Carlos Magalhaes Tomé's final session of the Committee. As Head of the Chancellery and coordinator of the Committee's Secretariat, his role has been instrumental to the efficient and effective functioning of the Committee, as well as to that of the ILO supervisory system as a whole. His

dedication and hard work have been essential in ensuring the smooth conduct of its work. I would like to express our sincere recognition and gratitude for his outstanding service.

Working methods of the Committee and list of individual cases

- 64. Chairperson:** One of the important challenges that our Committee will have to face once again this year will be to complete its crucial work in a tight time frame. This brings me to the question of how best to manage our time. To ensure success we must abide by our working schedule and strictly implement the measures contained in document D.1, in particular concerning time management. Let me emphasize certain key points in this respect. First, maximum speaking time will apply during the general discussion, the discussion of the General Survey and the examination of individual cases. I intend to strictly enforce these limits and I count on your support and understanding. Details about time limits are contained in Part IX of document D.1 which is also available on the Committee's web page. During the interventions, screens will indicate the remaining time for speakers. Once the maximum speaking time has been reached, the time indication will turn red on the screen, and I will have the unpleasant duty of interrupting the speaker. The speaking times will be adjusted according to the number of speakers who may have registered. Where necessary, I will have recourse to the possibility of deciding, in consultation with the Officers of the Committee, to reduce speaking time limits, for instance where there is a very long list of speakers. Where such a decision is warranted, the Committee will be informed and the Secretariat will try, as far as possible, to inform the delegates on the list of speakers, thus allowing them to adapt the text (more precisely shorten the text) of their statements to the time they will finally be allocated. Speakers who have not registered in advance may only be given the floor if time allows.
- 65.** Let me now turn to registration on the list of speakers. To allow efficient time management, delegates are requested to register on the list of speakers as early as possible. As indicated in document D.1, the practice of drawing up a list of speakers 24 hours before the examination of each item on the Committee's agenda remains in force. Delegates who are accredited to the Conference and registered in the Committee should request their inclusion on the list of speakers by filling in the relevant form which is available on the Committee's web page and by sending this form by email to can@ilo.org. In addition, in line with the practice of the Committee, observers can be placed on the list of speakers after approval by the Officers of the Committee. The list of speakers will be visible on screens in both the rooms for each sitting of the Committee. The number of speakers registered to take the floor will be clearly indicated. Moreover, group interventions are encouraged over individual statements or interventions.
- 66.** Let me now turn to the minutes of the sitting. The discussions of the Committee will be produced in the form of verbatim transcripts. Each intervention will be reported in extenso in the working language in which it has been delivered or, failing that, the language chosen by the government, which is English, French or Spanish. The verbatim draft minutes will be made available online on the Committee's dedicated web page.
- 67.** It has been the Committee's practice to accept amendments to the verbatim draft minutes of sittings prior to their adoption by the Committee. I will clearly indicate the time available to delegates to submit amendments to the verbatim draft minutes. Delegates are kindly requested to send their amendments to the Secretariat by email with track changes. Where needed, in order to make track changes, delegates are invited to request the Word version of the draft verbatim minutes by email. Also, to avoid delays in the preparation of the Committee's Report, no amendments may be accepted once the draft minutes have been approved.

68. Finally, in accordance with Part X of document D.1, all delegates have an obligation to the Conference to abide by Parliamentary language and by the generally accepted procedure. Interventions should be relevant to the subject under discussion and should avoid references to extraneous matters. It is my responsibility as Chairperson of this Committee to ensure that the rules of decorum are respected. During the Committee's sittings, filming is not allowed and delegates may not take photos of delegations other than their own. Nor is it allowed to send live tweets during Committee sittings.
69. In conclusion, let me underline that while the challenges ahead of us are great, I trust that we can count on our collective wisdom and experience, as well as on that of our dedicated Secretariat to ensure the success of this Committee.
70. **Worker members:** The working methods of our Committee are essential because they constitute the common thread of our work. They are the scaffolding that enables our Committee to work in a stable, consistent and rigorous manner to deliver on its mandate of supervision of the standards ratified by Member States. Our Committee is a dialogue-based compliance monitoring body focused on improvement and, with the necessary tools and support, assistance to governments falling short to improve. Rigorous and fair working methods will stand our Committee in good stead.
71. The informal tripartite consultations on the working methods, established in 2006, are serving us well in this regard. We have seen that all the tripartite constituents are engaging constructively in these discussions, with the indispensable support of the Office, leading to document D.1. This document reflects the consensus reached among all the groups represented. The discussions are difficult sometimes, given that the three constituents may not always approach issues from the same perspective or with the same interests, but we all make the effort to be constructive, and it is in this spirit that the Worker members intend to engage in the work of our Committee.
72. Last year at the closing plenary of our Committee, we raised the issue of governments that fail to submit their credentials to attend the Conference, despite appearing on the Committee's preliminary list, and that consequently do not participate in the Committee's work if they are included in the final list, as it happened last year with the case of Afghanistan. As we have always said, once a country is on the long list, it is also likely to be on the short list. Once the country is on the long list, it should already serve as notice for a possible discussion at the Committee. Therefore, with due respect, it is not acceptable for the case not to be discussed unless the government concerned provides compelling reasons for the non-submission of credentials in a note verbale. Our Committee is not here to merely sing praises or promote best practices. It is here to ensure observance of obligations voluntarily assumed by governments for the benefit of workers and employers. This must be reflected in the dialogue between our Committee and the Member States appearing before us. We will raise this matter again at the next informal tripartite consultations on the working methods.
73. Allow me to also to address another perennial issue to which we hope we can also find a solution in order to bring greater clarity to our working methods. This relates to cases of progress. Our Committee focuses on compliance, monitoring and accountability, not the promotion of best practices. As we do for the cases of serious failure, we could consider including a moment in the work of our Committee where we mention a number of countries where progress is achieved. However, the discussion of the individual cases should remain within the framework of supervision of the application of standards. This comes with the added value of making recommendations and providing the tools to improve the situation.

74. The requirements of due process dictate that governments should have no role in the determination of the preliminary and final lists of cases, as these relate to matters of institutional legality: the supervision of the application of standards. The discussion of cases of progress, while relevant, does not demand those same procedural requirements. We raise this in the spirit of efficiency and effectiveness of the work of our Committee, and we are ready to explore, in the next informal tripartite consultations on the working methods, a common way forward, particularly in light of the implementation of a new thematic reporting system.
75. We also adopt the final list of cases that our Committee will examine in the course of its work. This list reflects, for some, the seriousness and persistence of shortcomings in the application of the various Conventions, and for others, the urgency of those shortcomings in terms of their impact on workers or employers. This is in addition to those that have been double-footnoted. In these cases, employers' and workers' organizations have made comments regarding these shortcomings and how they affect them in law and practice, or on the scope, meaning and content of the Convention and its application.
76. We have also taken into account the likelihood of discussing a case and the tangible impact it would make. We have also tried to reflect the needed balance, which is not an exact science. Overall, the balance and accommodations taken into account in determining the list also reflect the areas of particular danger for workers and employers in the world, and where more capacity and improvements in labour market institutions are needed for effective compliance, for the benefit of both. We are certainly not adopting a rigid quota system or displacing the most serious persistent or significant issues of compliance, but we also avoid any undue perception of selective supervision. If we take the Sustainable Development Goal (SDG) 8.8.2 indicator regarding compliance with labour rights and look at the data for 2024, we see that the balance of the list is not significantly different from that. Furthermore, it corresponds to the findings of the ITUC Global Rights Index. With all this, we see that the world has not changed much since 2024. It has even become worse in terms of protection for workers, and it has become more dangerous for workers and their representatives. The more than 1,000 pages of the report of the Committee of Experts bear clear witness to this trend.
77. We intend to seize the opportunity of the selection of these cases to conduct a constructive dialogue leading to the formulation of recommendations that will contribute to the improvement of workers' lives. In that regard, we commend all governments who have sent written information following the publication of the preliminary list. We also welcome the increasing interaction and engagement we see in our Committee. As we have already said, the multiple crises and geopolitical tensions we are experiencing at the global level are impacting both countries and the multilateral system, and this not only in the countries on the short list. This context is negatively impacting the rights and freedoms protected by ILO Conventions all over the world.
78. Increasingly, these rights and freedoms are seriously curtailed, totally denied or are at risk of being so. Unfortunately, we cannot address all the situations that deserve to be discussed. We want to mention here, in a non-exhaustive way, a number of countries that were on the long list but were not selected on the final list. Let us be clear that those countries not being on the final list does not mean that we are abandoning them. On the contrary, we will ensure that we mobilize in every way possible to try and resolve the issues there, and the governments concerned should still engage constructively, follow up on the comments made by the Committee of Experts and seek technical assistance from the ILO.
79. We can mention Peru and Hungary, where we witness blatant violations of freedom of association and collective bargaining, depriving workers from the basic and fundamental

rights to meaningful representation and bargaining abilities. In Costa Rica and France, the principles of equal pay and non-discrimination demand serious consideration and engagement from the governments concerned. The situation of labour inspection is also a matter of concern in India and North Macedonia, where the effectiveness of working rights and dignity at work relies on strong labour inspections. In Uganda, the issue of the minimum wage does not allow workers to enjoy decent wage for the work they perform, endangering their livelihoods and that of their families. In Belgium, workers' livelihoods are also threatened by employment policies which are deteriorating working conditions and social protection. Workers and children also remain very vulnerable in countries suffering a crisis of instability, as we witness in Haiti.

80. The Worker members express full solidarity with all those who suffer the consequences of non-compliance with international labour Conventions. We urge the governments on the short list not to consider this selection as a sanction, but rather as an opportunity to enter into deeper dialogue with the Committee as part of the supervision of standards, with the aim of helping to improve the situation. That, in our view, should be the aim of every government – building capacity to better comply with one's obligations and, through that, contribute to improving the living and working conditions at home.
81. **Employer members:** With regard to the working methods, the Employer members think that it is a welcome, established practice that we, the three parties with the Office, seek to continuously improve on how this Committee does its work. We have reviewed and found useful things that we can adopt and embed in the way we work. We appreciate that and we believe that it is something that we should continuously do to improve how we work as a Committee. Therefore, the sessions that we have during the informal tripartite consultations serve a very good purpose and clearly bear fruit in the way we, year after year, continue and conclude our work in the time permitted. In our view, that is a very good practice that we should continue.
82. With regard to how cases are selected, again we would like to thank the Committee of Experts who make observations on the application of various Conventions in practice, and it is those that we believe may require some focus in our Committee's work. Our view as Employer members is consistent with the statement that was read by the representative of the Secretary-General, quoting a previous Chairperson, that this is not a tribunal. The Committee is not a tribunal where a government should feel that it is called on to come and answer for any wrongdoing. The intention is certainly to provide a platform where any observed shortcomings in the implementation of a Convention may be discussed with a view to improving compliance.
83. It is also our view that, where our work has contributed to positive outcomes, those find a place in our Committee as good examples for other governments. If it is a case of progress, we should not shy away from signalling that our work has resulted in something positive. We think that is something that we should embrace rather than shun. We are looking forward to engaging in the work of this Committee with this in mind: where good practices are happening, that governments that are responding may learn from the discussions and from how other governments have dealt with it, and the conclusions that emanate from our discussions may assist the governments concerned to close any gaps that may exist without feeling like a judgment is being passed on them or that they are being punished in any way. This is the spirit in which we, as Employer members, will certainly be undertaking the engagements over the next two weeks.
84. We also would like to thank the governments on the preliminary list that have taken time to provide information, because that information certainly helps us assess what may have

happened in the country since they submitted the reports to the Committee of Experts, which may shape the outcome of whether a particular government is on the short list. It is therefore a practice that we would like to encourage – for governments to submit information that would be useful for consideration by the Vice-Chairpersons.

85. **Government member, Brazil:** It is an honour to participate on behalf of the Government of Brazil in the work of this Committee, which is celebrating 100 years, as a fundamental pillar for the promotion of decent work and global social justice.
86. I would like to consider, respectfully and constructively, the methods that guide the preparation of the preliminary list of individual cases. We recognize the social partners' work in overseeing this process. However, in order to maintain the authority and balance that historically characterize this Committee, it is crucial that the selection criteria reflect as accurately as possible the factual reality of each nation.
87. Brazil was included on the preliminary list of individual cases concerning the Worst Forms of Child Labour Convention, 1999 (No. 182). This is the second time in the past three years that we are included on the preliminary list. Both in 2024 and this year, representatives of the Brazilian Government, workers and employers expressed their objection to the inclusion of the country on the preliminary list. In a statement on 30 April 2026, the official tripartite delegation of Brazil at this Conference expressed its dismay at the country's inclusion on the list of 40 cases, noting that there is no factual or legal basis that justifies it, nor any grounds for its inclusion on the short list, which will be examined before the Committee.
88. We therefore express our concerns at the criteria for the composition of the preliminary list and request greater transparency in the decision-making processes, as well as in the advanced notification of the grounds for inclusion. We suggest that the Office examine this procedure, which should be extended to the short list, with a view to refining working methods and strengthening the monitoring and supervisory mechanisms.
89. With regard to Convention No. 182, the Committee of Experts' report shows an apparent and alarming triplication of cases of the worst forms of child labour in Brazil. We consider this an inaccurate interpretation of the data, which indicate a 38 per cent-rise in cases, which is in fact related to an improvement in institutional detection, inspection and transparency by the State, and not to a worsening of the problem. We request that the data on Brazil be rectified, although we still do not know the reasons for its inclusion on the preliminary list, which does not set out any justifications by the social partners.
90. Brazil is one of the countries that has ratified the most ILO Conventions. This reflects our commitment to multilateralism, tripartism, social dialogue, decent work and the incorporation of ILO principles and guidelines into national labour legislation. This commitment bears out, even with regard to Conventions not ratified by Brazil, such as the Forty-Hour Week Convention, 1935 (No. 47). Last week, the Chamber of Deputies adopted a constitutional reform led by President Lula that reduces working time from 44 hours to 40 hours per week without a drop in wages, and establishes a system of five working days and two rest days per week, with pay. This proposal will now be examined by the Senate of the Republic.
91. The strengthening of the supervisory mechanisms depends on a fair, precise and transparent analysis of the application of international labour standards by the ratifying countries, and on a composition of the list of individual cases, both the preliminary and the short lists, that properly reflects this analysis.
92. **Government member, Spain:** Spain notes with astonishment its inclusion on the short list of cases to be examined by the Committee. In addition to echoing the insightful comments made

by the distinguished delegate of Brazil, I would like to remind this assembly that Spain is the country that has ratified the most ILO Conventions to date and is a responsible and compliant Member of this Organization. We find it very difficult to understand the technical criteria that justify this inclusion, and prefer to avoid consideration of other types of criteria or unacceptable pressure which could only damage the good reputation of this forum, and to which we do not wish to contribute.

Statement by the Chairperson of the Committee of Experts

93. I congratulate Ms López Benítez, who has been nominated Chair of the Committee, as well Mr Iftekhar, Reporter of this Committee. I welcome the Vice-Chairpersons of the Committee and all the delegates of the Conference.
94. With regard to the relationship between our two committees: there has been cooperation between the Committee of Experts and the Conference Committee for a century. This cooperation has contributed considerably to ensuring the effective application of international labour standards. The discussion held last year in your Committee and the bilateral exchange with the two Vice-Chairpersons that I had during this session were precious opportunities to continue this dialogue. I reported back on these exchanges to the members of the Committee of Experts at our previous session. They welcomed the exchanges warmly and encouraged further dialogue.
95. The composition of the Committee of Experts has been fundamentally overhauled. In 2025, the Committee welcomed four new members: two judges, Ms Molokomme and Ms Vélez Juárez, and two professors, Mr Banks and Mr Kun. We welcome their arrival and already benefited, at the previous session, from their knowledge, different backgrounds and valuable insights they were able to give us.
96. Concerning the meetings organized by the Committee of Experts, in 2025, it held its fourth exchange with the governments. The members of the Committee of Experts commend these exchanges which give rise to very important and interesting discussions, with many questions raised by the participants, on both the Committee of Experts' way of working as well as on fundamental questions, such as the requirement to submit newly adopted international labour instruments to the competent national authorities or the modernization of working methods. Last year, we also spoke about the follow-up to the recommendations of the SRM TWG.
97. We also had an exchange with the Chairpersons of the United Nations human rights treaty bodies, and their representatives. This discussion focused on the complementarity of the mandates of the various organizations, particularly in the context of the business and human rights agenda.
98. Turning to the report of the Committee of Experts, I draw your attention to the fact that, to mark 100 years since its establishment in 1926, it adopted a Centenary Declaration, inserted at the beginning of the General Report. The Declaration reaffirms the fundamental principles that have always guided the Committee of Experts' work: integrity, independence and impartiality. These principles are intrinsic to its mandate. It solemnly reaffirmed them and renewed its commitment to ensure that its work remained useful for all the constituents, in view of the full application of the international labour standards.
99. The report also underscores that a record number of reports has been received: 1,340 under article 22 were sent by the governments. I note that in 1926 – albeit with a much smaller number of Conventions – the Office received 180 reports. Today we have 1,340, and 898 observations from employers' and workers' organizations have also been received. I

express the Committee of Experts' gratitude to the Member States and the employers' and workers' organizations who made special efforts to fulfil their obligations.

100. With regard to the working methods of the Committee of Experts, the record number of reports means that the Committee is modernizing its those methods. It is important for us to have a dialogue with you on this point. The modalities of this dialogue will change and enter into a new phase further to the adoption, by the Governing Body in November 2025, of the modernization of the reporting system. We already considered this matter during our last session and will, of course, continue to examine the implications of this reform on our own working methods throughout 2026. The modernization process extends the practice – already applied in certain areas – of thematic consolidation of the Committee of Experts' comments. During your session, you will already examine such consolidated comments. For example, in the case of Argentina, where a single comment concerns the Conventions relating to labour inspection and labour administration.
101. As regards the 2026 General Survey, entitled *Employment and decent work for peace and resilience*, it presented a major challenge given the number of areas covered by the Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205). The General Survey is based on reports from 128 governments and numerous employers' and workers' organizations, reflecting the strong commitment of constituents. As to the content of this General Survey, I would simply emphasize that employment and decent work must not be mere objectives: they are essential conditions for peace in all countries. The General Survey highlights that shortcomings in decent work fuel exclusion, inequality and, consequently, instability, whereas the implementation of decent work policies fosters inclusion, social cohesion and stability.
102. The General Survey identified progress in a number of cases, and it is important to highlight advances made, where they exist. Unfortunately, significant gaps remain, for example in social protection coverage and labour inspection systems, which are not necessarily always functional. It should also be noted that these same groups of people are particularly affected by crises, and that reductions in official development assistance further threaten the effectiveness of multilateral responses. The General Survey calls for employment, social protection, rights at work and social dialogue to remain at the heart of public policy, and encourages the strengthening of the ILO's operational presence.
103. In conclusion, I would say that the Committee of Experts remains attentive to the discussions taking place within the Conference Committee, and to the concerns and suggestions expressed by the constituents. The ongoing dialogue between the supervisory bodies and the tripartite constituents is one of the key strengths of the ILO supervisory system and contributes to its unique character. The Committee of Experts is also mindful of the wider discussions concerning the reform process within the Organization and the financial constraints currently affecting the entire United Nations system, from which the ILO has not been spared. In this context, the Committee of Experts wishes to commend the efforts undertaken by the Office and the constituents to ensure the continued and effective functioning of the supervisory system. Throughout its 100-year history, the ILO supervisory system has demonstrated a strong capacity to adapt to institutional, economic and social developments, while upholding the principles underpinning its legitimacy, independence and authority. Its resilience and continuity over the past century bear witness to the collective commitment to the effective application of international labour standards.

Statement by the Chairperson of the Committee on Freedom of Association

- 104.** It is an honour for me to appear before you to deliver the report of the Committee on Freedom of Association. Let me start, Madam Chairperson, by joining to congratulate you and your Vice-Chairpersons, on your election to guide the work of this important Committee. I would also like to congratulate your Committee and the Committee of Experts for clocking 100 years of critical important work.
- 105.** I come before you to deliver the report of the CFA, which is 75 years old. The role of the CFA is to examine violations of freedom of association regardless of ratification of the relevant freedom of association Conventions, as its mandate stems directly from the fundamental aims and purposes set out in the ILO Constitution. The purpose of the CFA complaints procedure is not to blame governments. In fact, your Vice-Chairperson underlined that. Like your Committee, we are not a tribunal. Our objective is to help governments to engage with their social partners and improve, in a constructive manner, social dialogue, improve the implementation of freedom of association and the right to collective bargaining, both in law and in practice.
- 106.** I would like to underline that the conclusions of the CFA in specific cases are issued, as is the case in your Committee, following robust discussions among the tripartite constituents. This is guided by shared values and the intention to promote universal respect for freedom of association and the right to collective bargaining. The CFA's decisions are intended to guide national authorities in their discussions and also be taken into account in following up with its recommendations through constructive tripartite dialogue.
- 107.** We last met your Committee last year. Since then, the CFA has issued its ninth annual report which covers the year 2025. The CFA's annual reports are intended to provide useful information on the work it has undertaken throughout the year and to assist our constituents to understand its work and how it functions. They contain information, supported by visual statistical data, on the developments over the years in the use of the CFA's special procedure, the progress made, and the serious and urgent cases examined.
- 108.** In 2025, the CFA examined 51 active cases and 17 cases concerning the effect given to its recommendations through its follow-up procedure. Among these 68 cases, the CFA has been able to close 23, either because the matters can be effectively handled at national level by resolution achieved by the parties, because the governments have provided information demonstrating the effective follow-up of the Committee's recommendations, or quite simply because the Committee has found no violation of freedom of association principles. Follow-up cases may also be closed because no information is provided by either the government or the complainant in a period of 18 months.
- 109.** Freedom of association is a fundamental right which must be ensured for both workers and employers, lest we forget. Last year, the CFA examined one such case brought by an employer's organization. That emphasizes that the role of the CFA is to protect the rights of both social partners.
- 110.** The annual report also outlines, among other information, the types of allegations that came before it: protection against anti-union discrimination, protection against acts of interference, trade unions and employers' organization rights and liberties and collective bargaining, were the topics most frequently examined by the CFA in 2025.
- 111.** While a lot remains to be done, it is my pleasure to inform you that there has been some important progress noted by the CFA with interest or satisfaction during this period, as well as positive developments that have been welcomed by the CFA in various cases examined. The

progress noted has included a variety of measures, for example: progress reported in the investigation of acts of anti-union violence, including convictions in cases of homicide of members of the trade union movement; legislative amendments to further freedom of association and the right to collective bargaining; reinstatement of dismissed trade unionists; renewed and ongoing social dialogue reflecting in the establishment of bipartite and tripartite forums; dismissal of criminal charges brought against employees for trade union activities; engagement by the government with trade unions to explore ways of enhancing protections and the right to collective bargaining for self-employed workers. I invite you to consult the report, which contains tables and graphs on the cases of progress by the type of allegations as well as by region.

112. Aware of the fact that ILO technical assistance is critically important in assisting governments and social partners to resolve outstanding matters in 2025, the CFA suggests that the governments avail themselves of ILO technical assistance in 11 cases with a view to addressing its conclusions and recommendations. Furthermore, with a view to facilitating the dialogue with the governments concerned and identifying solutions to the issues raised, the CFA may propose on-the-spot missions and governments may invite such missions at various stages of the examination of the complaints. The CFA has proposed three missions during the period covered by this report.
113. Engagement over the years with the CFA's procedures demonstrates that its work is well known and appreciated as an authoritative voice that identifies shortcomings, assists to find workable solutions, and promotes social dialogue at national level for the full resolution of disputes. You will recall that five years ago, the CFA adjusted its methods of procedure to further promote the space for crucial national dialogue when parties consider a complaint and, therefore, resolve it within the national jurisdiction.
114. In order to ensure complementarity while avoiding duplication, the CFA often transmits aspects of legislative cases, where governments have ratified the relevant Conventions, to the Committee of Experts. In 2024, comparable to the numbers that were covered in the previous years, this practice was used in nine cases. This also ensured a pertinent dialogue between the CFA, which is a complaint-based procedure, on the one hand, and the Committee of Experts and your Committee on the other. The regular review provided by the Committee of Experts and by your Committee provides an important key to ensuring sustainable progress in respect for freedom of association around the world.
115. As always, I feel privileged and proud to present this report to your Committee, which underlines the commitment of my colleagues on the CFA and their willingness to engage in constructive and useful dialogue. This report would not be complete without, of course, mentioning the work that the Office does. They enable the CFA not only to work, but also guide me, with their knowledge of long experience, to ensure that our discussions and the outcomes are not only fair but in keeping with international labour standards and our mandate. I thank them, as I thank, as always, the interpreters. Too often, people forget that we would not be talking if it was not for them.

B. General questions relating to international labour standards

Centenary of the Committee

116. **Employer members:** It is a particular honour for me to take the floor as the Committee marks the centenary of its establishment. One hundred years ago, this Committee was created as a practical expression of the ILO's commitment to supervise the application of international

labour standards through tripartite dialogue. A century later, it continues to fulfil that mandate. Today, the Committee remains the only standing committee of the Conference and a cornerstone of the ILO's supervisory system. The Employer members welcome this opportunity to reflect on the centenary of the Committee in a forward-looking spirit.

- 117.** In doing so, we are mindful not only of the Committee's long history but also of the significant responsibility it carries in an increasingly complex and demanding global environment. Over the past 100 years, the Committee has played a central role in examining the application of international labour standards within the ILO's tripartite framework. It has provided a forum where governments, employers and workers jointly assess individual cases of concern, exchange views on national realities, and identify ways to improve the implementation of standards both in law and in practice. This tripartite work is not merely procedural. It is fundamental to the legitimacy, credibility and effectiveness of the supervisory system.
- 118.** Preserving that tripartite foundation remains essential to maintaining confidence in the supervisory system, particularly at a time of increasing pressure on multilateral institutions. From the perspective of the Employer members, the ILO's supervisory system must serve all constituents and operate within the agreed mandate. Its integrity depends on the active and meaningful participation of governments, employers and workers. The Committee has endured for a century precisely because it has ensured that supervision remains grounded in dialogue, shared responsibility and mutual respect. Confidence in the supervisory system also depends on processes and outcomes that are consistent, predictable and credible.
- 119.** For a century, the Committee has combined continuity with adaptation. Over time, its structure, format and working methods have been adapted and refined through tripartite engagement, reflecting changes in the world of work and the increasing complexity of labour markets and national implementation challenges. The Employer members consider that a number of these changes have contributed to strengthening the efficiency and effectiveness of the Committee's work, allowing discussions to be more focused, structured and disciplined. At the same time, the Employer members have consistently emphasized that the value of the Committee does not lie in the number of cases examined, but rather in the quality of its discussions and the conclusions that flow from them. When discussions take proper account of national context, institutional capacities and economic realities, they are far more likely to lead to conclusions that are balanced, credible and implementable.
- 120.** One of the enduring strengths of the Committee is its ability to look beyond formal compliance and explore how international labour standards operate in practice. For employers, this is critical. The Committee contributes to the world of work not just by identifying gaps but by providing governments with practical and realistic guidance and supporting sustainable improvements that reflect realities on the ground. Ultimately, the credibility of the supervisory system depends not only on identifying concerns but on supporting outcomes that can realistically be implemented and sustained in practice.
- 121.** This contribution is not abstract. In a number of instances, long-standing engagement with ILO standards has contributed to strengthening institutionalized social dialogue mechanisms, supporting more structured and regular consultation between governments and social partners. An illustration of how the supervisory system can contribute to gradual institutional reform and strengthen social dialogue is the case of Kazakhstan. This case demonstrates how the supervisory system can contribute to progress in complex and evolving situations through dialogue and continued follow-up. The case of Kazakhstan has been examined repeatedly by the Committee over a number of years, reflecting ongoing attention to issues related to freedom of association and trade union registration. For employers, it has been especially

significant because discussions have addressed matters directly affecting employers' organizations and the broader functioning of social dialogue.

122. In particular, the Committee's work has focused on institutional arrangements affecting the organization and representation of employers, including the framework surrounding the National Chamber of Entrepreneurs. These discussions highlighted the importance of ensuring that representative organizations are able to operate freely and independently without structures and mechanisms that may affect their autonomy. For employers, this goes to the heart of the international labour standard system. Predictability, respect for representative organizations and effective institutional dialogue are essential elements of a stable business environment and sustainable economic development, as well as key foundations of meaningful social dialogue.
123. Through repeated discussions and conclusions, the Committee called for the removal of obstacles affecting independent employers' organizations, encouraged review of relevant institutional arrangements and emphasized the importance of free and independent participation in social dialogue. It also supported legislative and practical reforms, stronger engagement with social partners and the development of follow-up measures, including technical cooperation. A concrete outcome of this process was the direct contacts mission that took place in 2022 following the Committee's discussions. This mission created an opportunity for in-depth engagement with the Government and social partners and helped to identify practical paths for reform and implementation. Since then, certain adjustments have been made to the legal framework. While implementation challenges remain, the Committee illustrates that progress in strengthening independent and representative social dialogue institutions is often gradual and requires sustained engagement.
124. Importantly, this experience highlights that the supervisory process does not end with Committee discussions. Follow-up mechanisms such as reporting, technical assistance and sustained dialogue help to maintain momentum and encourage constructive engagement among governments and social partners. While challenges remain, cases such as Kazakhstan show how the Committee works in practice. They demonstrate how the Committee contributes to visibility, accountability and gradual reform while supporting Member States in addressing complex institutional issues. More broadly, they illustrate how over time the work of the Committee can contribute incrementally but meaningfully to stronger institutions, more effective social dialogue and better conditions for representative organizations to operate independently.
125. As we look ahead and reflect, we obviously appreciate the centenary of the Committee and its achievements over time, but what lies ahead? For many years, the Employer members have advocated for an approach to individual case discussions that not only addresses serious violations but also gives greater prominence to cases of progress and positive developments. We believe, as employers, that highlighting progress matters. It enables Member States to learn from successful reform initiatives and effective social dialogue practices, reinforces confidence in international labour standards as tools that can be implemented successfully, and strengthens the supportive and preventive dimension of the supervisory system. Recognizing progress does not undermine standards. It reinforces credibility and encourages compliance through learning and example.
126. The Committee enters its second centenary at a time of profound transformation in the world of work. Economic uncertainty, technological change, new forms of employment and the shifting labour markets all raise complex supervisory questions. In this context, the Committee must remain anchored in its core principles of tripartism, dialogue, balance and pragmatism

while adapting intelligently to new realities in a measured and disciplined manner. As the supervisory system continues to evolve, it will be important that future discussions remain firmly anchored in social dialogue, practical implementation and respect for the diversity of national legal and industrial relations systems.

127. For the Employer members, a strong and credible Committee is one that promotes respect for international labour standards by producing conclusions that are implementable in practice by governments, supported by social partners at the national level, and contribute to sustainable enterprises and job creation. The Committee remains indispensable to the ILO supervisory system. The Employer members are fully committed to constructive engagement in its work, supporting its continued evolution and ensuring that its outcomes are balanced and credible. As we commemorate this centenary, we do so not only in recognition of the Committee's past, but with a shared responsibility to ensure that the Committee continues to serve all ILO constituents effectively in the decades to come.
128. **Worker members:** It is an honour to address you on behalf of the Worker members at a moment of rare institutional significance, the centenary of the Committee. One hundred years of scrutiny, monitoring, evidence-based dialogue, accountability and major progress for workers and employers between 1926 and 2026 – this is how our Organization has been waging its battles for social justice and a better life for millions of workers. Progress has been made, though more needs to be done. But today is for celebration.
129. We dare state that the most significant contribution of the Committee has most definitely been the setting of the normative and institutional conditions that facilitated the decolonization and the consolidation of newly independent States. Ghana gained independence in March 1957, the first country in sub-Saharan Africa to do so. By May of the same year, it had ratified ten ILO Conventions, showing that it was ready to integrate into the global economy, that it was ready to be treated on equal footing and ready to use the system to improve the conditions of workers in the newly independent state.
130. This Committee has also served as a mechanism of safeguarding a floor of dignity to check any further exploitation of workers and a race to the bottom. Through its scrutiny of the application of the first Conventions on forced labour, freedom of association, collective bargaining, discrimination and equal pay, this Committee contributed to the spread of freedom and democracy without which workers are unable to exercise their rights and defend their interests with dignity. The ILO Centenary Declaration, adopted in 2019, recalls with clarity and urgency that “continuous and concerted action of governments and representatives of employers and workers is essential to the achievement of social justice, democracy and the promotion of universal and lasting peace”. It also reaffirms, against every attempt to reduce work to a mere input, that labour is not a commodity. The Committee stands at the heart of realizing this principle. It is not merely a procedural forum: it is one of the places where ILO action becomes a reality. The Centenary Declaration is explicit: “The setting, promotion, ratification and supervision of international labour standards is of fundamental importance to the ILO”. This is clear because standards without supervision risk becoming aspiration without consequence or just mere declarations, and supervision without engagement risk becoming form without legitimacy or credibility. Our system is built to avoid both failures.
131. Let us share with you some examples of our results, current and going further back in time. Let us start with Fiji and this year's observation by the Committee of Experts. The case of Fiji was discussed in this Committee on the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), in 2019. This also led to the observations on the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), in following years.

The Conference Committee called upon the Government to refrain from interfering in the designation of the representatives of the social partners in tripartite bodies and to reconvene the Employment Relations Advisory Board (ERAB) without delay. In its observation for this year, the Committee of Experts has been able to express satisfaction with the appointment of the members of the reconstituted ERAB, ensuring equal representation of the Government, workers and employers.

132. Taking a further step back, we can see the case of Botswana, which the Committee took up in 2017 to guarantee the application of Convention No. 87. The Committee asked to amend the Trade Disputes Act and the Trade Unions and Employers Organizations Act, and urged the adoption of a time-bound implementation plan with the social partners. In 2018, the case returned because these issues were still unresolved, although a tripartite review process and action plan had begun. In the 2019 report of the Committee of Experts, it could express satisfaction that in line with its recommendations, as the law had been amended.
133. I would also like to bring the case of Ireland, discussed in 2016 under the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), concerning in particular the application of the Irish Competition Law to self-employed workers. After discussion within our Committee, the Committee of Experts could note with satisfaction the adoption of legislation which provided that the prohibition of entering into agreements for setting prices shall not apply to collective bargaining and agreements in respect of relevant categories of self-employed workers, such as session musicians and freelance journalists.
134. We continue with Mexico and the Worst Forms of Child Labour Convention, 1999 (No. 182), discussed in 2008. It concerned the serious use of trafficking of children, the situation of children carrying out hazardous work in the agriculture sector, and the situation of street children. In 2015, the Committee of Experts could welcome the ratification of the Minimum Age Convention, 1973 (No. 138). It took note with satisfaction of the adoption of legislation under which it is prohibited to use children under 18 years in work which, by its nature or the circumstances in which it is carried out, is likely to harm to health, safety or morals of children.
135. Going back even further and setting the scope even larger, we refer to the case of Poland. Many discussions were held in this Committee during the 1980s on the right to freedom of association and the right to collective bargaining under Conventions Nos 87 and 98. In 1990, the Committee of Experts could note with satisfaction the adoption of legislation which grants all citizens, whatever their religion or opinion, the right to establish associations of their own choosing. It also noted with satisfaction that all convictions imposed in respect of strikes or other protest actions committed after the 31 August 1980 were annulled.
136. These are but a small sample of sometimes very big positive results. Our work in the Committee has been to the benefit of workers and employers in those countries, but also to the benefit of all constituents everywhere. It is important and right that this is said here today on the occasion of this centenary year.
137. Our work in the Committee should focus on supervision and accountability regarding implementation of standards, but what we call cases of progress could be put forward in the manner in which we have done today: a separate segment in the work of the Committee. As we discuss cases of serious failure every year, reminding us regularly that our work also leads to improvement in the lives of workers is equally important. It provides an opportunity to remind us all that the supervisory system is a public good that leads to wider social benefits. It protects workers from abuse. It provides states with guidance. It gives employers clarity and a level-playing field and it upholds the rule of international labour law.

138. The system matters most when it is uncomfortable, when it must speak plainly about violations, about regression, about the targeting of trade unions or about failures to implement obligations freely undertaken by ratification. Yet, the system works best when it is understood as complementary: the Committee does not stand alone. It is a part of a broader supervisory architecture alongside the Committee of Experts and the CFA, each contributing essential functions, each reinforcing the credibility of the whole. We should therefore mark the centenary with a renewed sense of responsibility for the supervisory system itself, a system that must fully play its role now and for the years to come.
139. **Government member, Cyprus, speaking on behalf of the European Union (EU) ⁷ and its Member States:** I have the honour to speak on behalf of the EU and its Member States. The candidate countries, North Macedonia, Montenegro, Serbia, Albania, Ukraine, Republic of Moldova and Georgia, the European Free Trade Association (EFTA) country Norway, member of the European Economic Area, as well as the United Kingdom, align themselves with this statement.
140. We would like to welcome and extend our best wishes to the new Chairperson of the Committee, the Vice-Chairpersons and the Reporter. We welcome the discussion at the Committee, a crucial pillar of the ILO supervisory system. We reaffirm our strong belief in the fundamental importance of international labour standards, their ratification and the effective and authoritative supervision of their implementation.
141. At the centenary of both the Committee of Experts and the Conference Committee, and in the face of current challenges for the multilateral system, this cannot be stressed enough: the Committee of Experts remains specifically relevant as a cornerstone of the ILO supervisory system. We strongly value the impartial, legal and evidence-based guidance it has provided to Member States throughout the years in order to implement international labour standards. In its centenary statement, the Committee of Experts rightly recognizes the rapid changes shaping the world of work and stresses its members' attention to evolving laws and practices across ILO Member States to ensure that its comments continue to be accurate, comprehensible, reliable and responsive to ongoing developments. We share this commitment to ensure that the work of the Committee of Experts remains useful for all constituents in advancing the full application of international labour standards for the achievement of social justice and decent work in the future. We recall our strong commitment to the independence, objectivity and impartiality of the Committee of Experts. The analysis and expertise of the Committee of Experts is shown in its annual reports which provide a solid basis for the work of the Conference Committee.
142. Our Committee's discussions and conclusions are and will continue to be an invaluable contribution to improving our implementation of the international labour standards that lead to decent work and social justice. We attach great importance to the follow-up to these conclusions and to the technical assistance provided by the Office in this regard. Evaluation and adaptation of working methods and procedures are necessary elements to ensure an effective and authoritative supervisory system. The streamlining of article 22 reporting and the generalized thematic reporting across 15 thematic implementation reports to which we are transitioning following the Governing Body decision are good examples of this. We will work on consolidated reports by subject for the instruments we have ratified and look forward to

⁷ Unless otherwise specified, all statements made by Government members on behalf of regional groups or intergovernmental organizations, are reported as having been made on behalf of all Government members of the group or organization in question, who are Members of the ILO and are attending the Conference.

the Committee of Experts' modernized, clearly prioritized technical strategic guidance through concise comments.

143. The EU and its Member States reiterate their full support to the well-functioning and authoritative supervisory system of the ILO which has been established and adapted over more than a century on the basis of tripartism and continued social dialogue. It is unique and robust, providing a valuable example of a multilateral rule-based order. We are looking forward to a constructive engagement with tripartite constituents during the debate in this Committee.
144. **Government member, Canada:** It is a privilege to take the floor on behalf of the Government of Canada to mark the centenary of the Committee, which is a key pillar of the ILO supervisory system.
145. The Committee holds a unique position within the ILO. As a permanent committee of the Conference, it provides an unparalleled tripartite forum, bringing together governments, employers and workers, in order to examine the application in practice of international labour standards. With its inclusive and transparent nature, the Committee fully embodies the fundamental values of social dialogue that are at the core of the Organization's mandate.
146. The Committee is part of a rigorous and complementary supervisory system that has been in place for a century now. Building on the work of the Committee of Experts, the Conference Committee engages in an open, constructive and solution-oriented dialogue with Member States, in order to identify the best means of implementing, at the national level, the commitments undertaken within this Organization. This process is essential. It enables Member States to report publicly on their efforts, reply to the concerns raised, and benefit from the perspectives of the social partners and other governments. This tripartite review, combined with the richness of the discussions, enhances the transparency, credibility and effectiveness of the ILO supervisory system.
147. Canada remains a staunch advocate of this system. We are convinced that the Committee is an effective and credible mechanism, which has enabled concrete progress in the protection of workers' and employers' rights worldwide. Since 1926, Canada has participated actively and constructively in the Committee's work to promote respect for fundamental rights at work, which is an essential condition for the achievement of social justice for all. Our commitment is based on a clear conviction: social dialogue is crucial. Collaboration between governments, employers and workers is the key to the effective and sustainable application of international labour standards and, ultimately, to the realization of the ideals that underpinned the very founding of the ILO, that is that "universal and lasting peace can be established only if it is based upon social justice".
148. Lastly, at a time when the world of work is undergoing rapid and far-reaching changes, it is essential to preserve the relevance and strength of the ILO supervisory system. Canada remains steadfastly committed to supporting this system in order for it to continue to effectively address current and future challenges in the world of work.
149. **Government member, China:** This Committee is one of the most important components of the ILO supervisory mechanism. We welcome this thematic discussion at the centenary of this Committee. A century ago, this mechanism was born out of the post-World War I reconstruction, as part of the workers' aspiration for fairness, dignity and justice. Over these hundred years, the mechanism has played a remarkable and unique role in promoting Member States' compliance with international obligations, improving domestic labour

legislation and safeguarding workers' rights and interests, making positive contribution to the development of international labour governance.

150. Today, the world is undergoing accelerated changes unseen in a century, and the international landscape is fraught with turbulence. Multilateralism is facing headwinds. International labour governance stands at new crossroads. It has become an issue of our time to promote this institutional design from a century ago and adapt it to new trends and challenges in the world of work, including technological transformation, climate change and demographic shifts. More importantly, it is our shared responsibility and mission to ensure that the mechanism refrain from politicization, instrumentalization and weaponization and return to its original aspiration.
151. China is a founding Member of the ILO and has actively and responsibly participated in labour governance, promoting the mechanism to fulfil its role. We earnestly practice true multilateralism, implement ratified Conventions, engage in frank technical discussions and continuously improve our domestic legal regulatory framework, achieving effective alignment between international labour standards and domestic systems. We actively draw upon valuable elements of international labour standards to improve our mechanism for coordinating labour relations, strengthening labour inspection and law enforcement, demonstrating the real-world value of international labour standards through China's best practices. We have advocated that the supervisory mechanism must remain objective and impartial, respect the development approaches and national conditions, oppose politicization, instrumentalization and weaponization.
152. Last September, Chinese President Xi Jinping put forward the Global Governance Initiative, pointing out that, to reform and improve global governance, we must adapt to the evolving situation, respond promptly and effectively to various global challenges and better serve the interests of all countries, especially developing nations. The reform and improvement of the supervisory mechanism should also uphold the same principles. First, we must uphold fairness and inclusiveness, respect different stages of development and diverse models, refrain from double standards and ensure that the mechanism reflects characteristics of our times. Second, we must uphold equality and integrity, ensure equal participation and decision-making of all tripartite constituents, and prioritize the appeals and voice of developing countries. Third, we must advocate pragmatic cooperation, strengthen technical support and the sharing of experiences, and mobilize more resources to support developing countries to improve their capacity.
153. Standing at this historic juncture, the Chinese Government stands ready to work with all parties to strive for the reform and improvement of the supervisory mechanism, make it more fair, effective and inclusive. We are of the view that such a mechanism that respects differences, focuses on tangible results and serves development, can truly bring decent work and social justice for all.
154. **Government member, Belgium:** Belgium associates itself with the statement made by the EU and its Member States. It is an honour for me to speak today on behalf of Belgium, a founding member of this Organization, in the year of the centenary of this Committee, to which my country's tripartite constituents have always placed great importance.
155. Belgium remains deeply attached to the ILO's standards mandate and to the establishment of standards based on dialogue and tripartism, which allow for the conciliation of economic growth and social progress. This commitment is reflected in Belgium's high number of ratifications, which stands at 119 Conventions, thereby ranking our country as the third Member State to have ratified the most Conventions. Beyond ratification, we pay special

attention to effective implementation, in close cooperation with the social partners at the national level, who play a central role in the follow-up and application of standards.

156. On the occasion of this centenary, we wish to reaffirm our full support for the ILO supervisory system – the real cornerstone of the effective application of the international labour standards. For over a century, the comments formulated by our Committee, in addition to those by the Committee of Experts – the two pillars of the ILO supervisory system – have guided the Member States in defining and implementing their national legislation and practice, with a view to achieving social justice and decent work. The Committee of Experts is an independent and impartial body, whose legal expertise is an essential reference point for the interpretation of international labour standards.
157. In a changing international context, ILO standards remain a bedrock for the establishment of a level playing field, thereby ensuring decent working conditions and fair competition. It is nonetheless vital that the standards be ratified and, once ratified, fully implemented. In this regard, compliance with international labour standards and implementation of the recommendations of the supervisory systems are essential for maintaining the credibility and efficiency of the system.
158. Nevertheless, these standards must also continue to evolve in order to remain relevant to the new realities of the world of work, thus maintaining their value for all constituents. In this regard, we welcome the Committee of Expert's centenary declaration, which rightly focuses on the rapid developments in the world of work and the need for its comments to remain relevant, clear, reliable and adjusted to current changes. This future-oriented approach will help to strengthen the dialogue between Member States and the Committee, and to best guide the constituents in their effective application of the international labour standards. The work carried out by the SRM TWG is also essential to ensure that the ILO has a body of solid, clearly defined and updated international labour standards that enable it to respond to the changes in the world of work, in order to protect workers and mindful of the needs of sustainable enterprises.
159. Belgium remains steadfastly committed to continuing its collaboration with all the tripartite constituents to ensure that the ILO supervisory system – one like no other at the international level – remains solid, stable and wholly relevant for years to come.
160. **Government member, Greece:** It is a true honour to take the floor today on the occasion of the centenary of the Committee, in alignment with the statement delivered already by the EU and its Member States. Greece, as a founding member of the ILO, is particularly proud to have participated in the International Labour Conference of 1926, which established the Conference Committee as well as the Committee of Experts. Over the years, the membership and work of the Committee have expanded, reflecting the evolution of the ILO itself and the achievements of this unique tripartite supervisory body. In this time, Greece has also had its share of the Committee's attention like many other countries.
161. Our engagement with the Committee has been an opportunity for an open and constructive engagement and exchange, leading to enhanced compliance with international labour standards and strengthened collaboration with the ILO. The world is currently going through challenging transformations at the social, economic, and multilateral level. In this context, we are encouraged to see that the Committee continuously improves its working methods and its collaboration with the Committee of Experts, leading to an advanced level of supervision and assistance to the ILO's constituency in our common goal for decent work and social justice.

- 162. Government member, Germany:** Germany aligns itself with the statement of the EU. “Work is not a commodity”: this sentence is over 100 years old. Since 1944, it has been enshrined in the Philadelphia Declaration and means that work is not a random product that can be traded on an abstract market according to supply and demand. Rather, it goes hand in hand with dignity and the life of people. This sentence represents an important principle that needs to be protected if we are to breathe life into it rather than just pay lip service to it. It is for this reason that the ILO was founded.
- 163.** Since 1924, Germany has been a member of the ILO, and shortly after entering the Organization my country unleashed suffering on the world, and also experienced repression and restrictions of human and civil rights. Germany was not a member of this Organization between 1933 and 1954. Yet, after World War II, we were welcomed back into the international community and strongly integrated into the international community. We have been able to grow economically and socially and to prosper. These experiences have left their mark on my country and our population.
- 164.** With hindsight, we are now able to say, from this positive development, that a seed was planted, and that this seed bore fruit. There are reasons for this. There were very clever people who, back in the 1930s, drew on their experience and their expertise, and were able to craft the German Constitution. They coined a very core aspect, reflected in article 1 of our Constitution, which says that human dignity shall be inviolable and that to respect all shall be the duty of all State authorities. This is something that gives us the principle of the social market economy, which has as its objective to bring harmony between the ideas of individual and economic freedom and social justice. The social welfare state principle is also anchored in our Constitution, and this requires that the State must guarantee social justice and social security for all citizens and, therefore, that we need to work together, with rules and laws as a basis, and that all of this needs to draw on dialogue and cooperation. In Germany, we know that it is rules and laws that make it possible for us to work together to move in a positive direction and create trust. The German policies are underpinned by standards and laws, including international standards.
- 165.** For many decades, Germany has been a reliable partner in the ILO, and we are committed to the Organization's principles and rules, as well as to dialogue and cooperation. For this reason, we call on everybody present here to continue to work based on the rules that the constituents in the ILO have signed up to, so that we can continue to work for decent work and social justice by abiding by rules. Through common dialogue and cooperation, we can move forward.
- 166.** The Conference Committee and the Committee of Experts are the heart of this Organization, and we would like to take the opportunity to underscore and pay tribute to the excellent job done by the members of the Committee of Experts, and by the members of the ILO International Labour Standards Department, and want to express our gratitude to them.
- 167.** In Germany, we say that we stick together through thick and thin. What this means is that we will stand together in good and bad times because our objective must be to work together for a better future. This means that we can have social justice because it is clear to us that our compass is pointing forward. We want progress and positive developments for people and our environment for today's and future generations. This Committee is both a pillar and a bridge for a common future, which we all have a responsibility to build.
- 168. Government member, Cyprus:** Cyprus aligns itself with the statement of the EU and its Member States. We are honoured to participate in the commemoration of the centenary of the Conference Committee and of the Committee of Experts. As cornerstone of the ILO and a unique forum for tripartite dialogue for 100 years, the Conference Committee has made a

significant contribution to the promotion and effective application of international labour standards.

169. Through its work, the Committee has supported the realization of the ILO's mandate and contributed to advancing social justice through decent work. Its discussions and conclusions have helped strengthen the implementation of labour standards and encouraged continuous progress across Member States. This centenary provides an opportunity to reflect on the qualities that have defined the Committee's work throughout its history. We recall that throughout its first century, the Committee has indeed been guided by the principles of dialogue and cooperation. Through dialogue, it has enabled a better understanding of national circumstances and challenges. Through cooperation, it has fostered constructive engagement among governments, employers and workers in support of the effective application of international labour standards.
170. Over the course of its history, the Committee has addressed a wide range of complex and sensitive issues. While views have not always converged, the Committee has consistently demonstrated its capacity to advance its work through constructive dialogue and a shared commitment to the objectives of the Organization. This ability to engage across different perspectives remains one of its defining strengths. The centenary is both a celebration of past achievements and an opportunity to look ahead.
171. At a time of profound transformations in the world of work and increasing complexity in the international environment, we reaffirm that the principles that have guided the Committee for the past century remain as relevant as ever. Cyprus welcomes this occasion to reaffirm its commitment to the values of tripartism, social dialogue and the effective application of international labour standards. We pay tribute to all those who have contributed to the Committee's work over the past century and express our confidence that it will continue to serve as a trusted forum for advancing decent work and social justice in the years to come.
172. **Observer, Office of the High Commissioner for Human Rights (OHCHR):** It is a great honour to address you on this landmark occasion, the centenary anniversary of the Committee. I am deeply grateful for this opportunity to reflect together on our shared mission of defending and advancing the dignity, rights and livelihoods of workers around the world, especially those in precarious situations. The work of this Committee is an important intersection between international human rights laws and international labour standards. Both frameworks are grounded in a common objective to protect human dignity and ensure equality, fairness and opportunity for all.
173. While international human rights laws provide the universal framework of rights, including the rights to equality, to work and to social security, ILO standards translate these rights into practical and concrete protections in the world of work. This relationship is one of complementarity. Human rights norms and labour standards reinforce each other with regard to core protections, such as prohibiting forced labour, child labour, discrimination at work and ensuring freedom of association and collective bargaining, safe and healthy working conditions and social security. The ILO's instruments and supervision have to operationalize these rights in law and in practice, while the human rights framework strengthens accountability mechanisms and provides broader norms and principles to guide the implementation.
174. The ILO's unique tripartite structure also reflects key human rights principles, such as participation, dialogue and transparency. Meanwhile, the conclusions of this Committee and UN human rights mechanisms, including the Universal Periodic Review, are becoming increasingly coherent and mutually reinforcing in their guidance to States. Together, they have

to shape labour policies that are more effective and inclusive. Through this shared normative ecosystem, the two mechanisms together support the legislative reform, stronger labour protections, access to representation and redress, and more effective social security systems. The Committee's work is also closely linked to the broader vision of human rights economies, which support human dignity, equality, social justice and decent work at the heart of economic policymaking.

175. In an increasingly unequal, fragmented, politically and economically insecure world, the Committee's supervisory role helps ensure that labour market reforms and economic policies remain firmly grounded in international human rights and labour standards. By doing so, the Committee not only improves labour conditions, but also advances more inclusive, equitable, sustainable economies that leave no one behind. Therefore, synergies between this Committee and the UN human rights mechanisms, and between OHCHR and ILO, have become increasingly important. I am very pleased to note the increased cooperation and collaboration between the two entities in recent years. Through regular dialogue, joint initiatives, technical assistance and coordinated engagement with Member States within the framework of the Global Coalition, we aim to ensure that labour governance is informed by human rights norms and, at the same time, that labour standards strengthen the implementation of human rights obligations.
176. In the field, this collaboration provides concrete support to governments and social partners in areas such as labour law reform, labour inspections, social dialogue and social protection. We have seen some encouraging examples of this cooperation in Cambodia, Ethiopia, Liberia, Rwanda and South Africa, just to name a few. Ultimately, however, the true measure of success lies not in reports or recommendations but in daily realities: whether people can work with dignity on a decent living, enjoy safe and healthy working conditions and have a meaningful say in decision-making that affects their lives.
177. As we celebrate this centenary, you will also look to the future. The world of work is being reshaped by informality, inequality, technological transformation, climate impact, migration, and conflict. In this context, strengthening the cooperation and collaboration between the ILO supervisory mechanisms and the wider human rights system will be essential to address emerging challenges and strengthen protections for all, especially those who are invisible, excluded, and left behind. On behalf of the OHCHR, I would like to reaffirm our strong commitment to continuing and strengthening our collaboration with the ILO and all our partners to promote decent work, human dignity and social justice for everyone.

General discussion

178. **Worker members:** It is always a great honour for our Committee to receive the Chairpersons of the Committee of Experts and of the Committee on Freedom of Association. It is an important moment for the supervisory system of the ILO as its three pillars come together to reflect on how to supervise and promote the effective implementation of international labour standards. All three pillars share this common purpose, each with its own mandate composition and working methods. This moment should not aim at influencing how one pillar executes its mandate, but at emphasizing the complementary nature of each pillar with the others to realize the fundamental objective set out in the Constitution of the ILO. Let us not divert from this objective and let us not interfere with the working methods of the other committees. The independence of our respective committees should be seen as the guarantee of a well-functioning supervisory system based on dialogue, accountability and the tools for the improvement of the identified violation or gap.

- 179.** We celebrate, this year, the centenary of two of the supervisory committees. Would it be exaggerated to say that both committees proved their relevance and fundamental importance during this time? Now is certainly not the time to weaken the supervisory bodies of the ILO. On the contrary, more than ever, we need an effective and well-functioning supervisory system and a tripartite engagement that continues to support it. Celebrating the centenary of both our Committee and the Committee of Experts, we also recognize that the two bodies – in their 100 years of existence – have shown evolution, room to improve and adapt, and resilience even in the most difficult times.
- 180.** It is in this context that we welcome the modernization of the supervisory system, including the streamlining of the article 22 and 23 reports as well as the introduction of the thematic implementation reports. This will impact the work of the Committee of Experts, but also the work of our Committee. We are convinced that this evolution will occur keeping in mind our common preoccupation of effective supervision and implementation of international labour standards. It is also important to ensure that the transitioning and final implementation results in more legal clarity and not less. At the moment, we may need to reflect some more on the clarity needed regarding situations where there are grouped observations and how they impact the selection of Conventions for supervision by the Committee and the legal clarity of the guidance given in the conclusions of the Committee regarding those groups of Conventions. We are confident that the Committee of Experts and the Office will ensure that the new reporting system does not weaken or water down the observations and recommendations formulated in its report. We in the Committee will also discuss the areas in which our working methods are being impacted.
- 181.** The transition from the current reporting system to the new one needs to be organized. We have seen that this transition bears consequences, as certain special notes requesting reports to be submitted outside the reporting cycle needed to be modified, and that the practice of urgent appeals has been suspended in 2025 except for first reports. We are confident that this new system, and indeed the transition period, will not lead us to throw away the practical and innovative mechanism that have helped to build a resilient and responsive Committee.
- 182.** Let us also note and share the appreciation by the Committee of Experts of the improvement in reports received this year. We know the efforts it takes for Member States to fulfil their reporting obligations and we should thank and acknowledge the Member States respecting these obligations. This makes our supervisory system truly interactive and responsive as it was designed to be. The remaining difficulty is with cases of serious failure to report and non-take-up of technical assistance when it is available. From the trade union side, we want to emphasize that there has been a substantial increase of observations communicated by workers' organizations compared to last year. We went from 607 observations last year to 744 observations this year, which represents a little more than a 20 per cent increase. This shows the interest of constituents in the supervisory system, both in terms of an obligation but also in terms of the support it can give. In this respect, let me echo the Committee of Experts' consideration that, and I quote, "the combination of the work of the supervisory bodies and the practical guidance given to Member States through development cooperation and technical assistance has always been one of the key dimensions of the ILO supervisory system".
- 183.** This consideration of the Committee of Experts is a fundamental reminder that even with the best institutional infrastructure, the supervisory system of the ILO and the Office must be given the necessary means to follow up on the findings of its supervisory bodies to assist Member States in complying with international labour standards and improve the working and living conditions around the world. In paragraph 95 of the Committee of Experts' report, the list of countries needing technical assistance is quite long, and it is fundamental that every Member

State of the ILO is granted the necessary technical assistance it needs. We also want to emphasize that the level of technical assistance provided should match the gravity and the complexity of the issues at hand, as well as the capacity of the Member State concerned to resolve these issues. In this respect, we commend the dialogue that the Committee of Experts continues to hold with other United Nations (UN) bodies and we want to encourage them to continue to nurture such dialogue. The respective mandates of all those UN bodies can make a decisive contribution to the protection and improvement of conditions of peoples and the planet. They are certainly linked to our mandate of social justice as we all work for the advancement of human dignity and labour rights in line with the Declaration of Philadelphia and the International Bill of Rights.

184. Once again, I want to thank the Chairperson of the Committee of Experts and the Chairperson of the CFA for their presence and the dialogue we can conduct to deepen the reflection on how the complementary relationship between our committees can lead to delivering for workers and employers in the context of the mandate of the ILO.
185. **Employer members:** We extend a warm welcome to the Chairperson of the Committee of Experts, as well as all members of the Committee, to this general discussion. We congratulate the newly appointed members of the Committee of Experts, Professor Kevin Banks, Professor Sando Atila Kuhn, Judge Atalia Molokome, and Judge Rosalinda Vélez Juárez, and wish them every success in their new roles. We look forward to continued open dialogue with the Committee of Experts in our standard supervisory activities. Allow me now to outline a few issues that, as Employer members, we consider important for the ILO supervisory system.
186. First, the ILO reform and the international standards system. The centenary of this Committee, together with the current ILO reform process, presents an opportunity to reflect and consider ways to make our work more effective. From the perspective of the Employer members, the international labour standards system must be further attuned to the realities and constraints faced by employers and businesses on the ground, including economic uncertainty, technological change and the spread of artificial intelligence, demographic shifts and highly diverse national contexts. A renewed effort is needed to modernize the standard-setting process, strengthen governance across the supervisory system, including its regular and special procedures, and improve coherence between the standard-setting, supervision, technical assistance and capacity-building activities. Standards must remain credible, implementable and responsive to diverse national contexts.
187. While the protection of workers' rights remains a core objective, it must be pursued alongside the need to maintain an enabling environment for sustainable enterprises. Viable and resilient enterprises are a prerequisite for job creation, investment and achievement of lasting decent work. These objectives are mutually reinforcing and should be treated as such. In this regard, the Employer members highlight the essential role of the Committee of Experts within the ILO standards supervisory system. The credibility and effectiveness of the international labour standards oversight depend to a significant extent on the Committee of Experts' technical competence, independence and objectivity. In exercising this role, the Committee of Experts' comments on individual countries as well as its general reports should consistently reflect a pragmatic approach that takes into account the diversity of national situations, institutional capacities, and industrial relations systems, while also recognizing the importance of conditions conducive to sustainable enterprises. Striking this balance is critical to fostering national ownership, promoting compliance and preserving confidence in the supervisory systems overall.

- 188.** The second point we would like to reflect on is the status of compliance with ratified Conventions. Once again, the Committee of Experts' report runs into more than 1,000 pages containing 613 observations and 1,025 direct requests. These figures continue to point to persistent and wide-ranging non-alignment with ratified Conventions or with the Committee's interpretations of them at least. This persistent pattern raises important questions regarding implementation readiness at the time of ratification. Effective ratification must be preceded by rigorous and tripartite pre-ratification assessments of the legal and practical implications for compliance with the Convention; consideration of the Committee of Experts' interpretation of the Convention; meaningful consultation with representative employers' and workers' organizations; clear national implementation plans; and a realistic appraisal of administrative and reporting capacity. Yet the Committee of Experts has noted that 83 Member States require technical assistance in addressing gaps in law and practice in the implementation of ratified Conventions. This continued reliance strongly suggests that ratification too often takes place despite limited readiness for implementation.
- 189.** We continuously hear of how some governments have ratified the most Conventions. While that is laudable, we think ratification by itself should not be the end. It is the implementation in law and in practice that should matter. And that is where, in our view, the pre-ratification assessments would come in handy. The Employer members reiterate that ratification is a step in a broader process of dialogue, national ownership and sustainable implementation. We reaffirm that ratification reflects a legal commitment under international law, not a political aspiration. A more realistic and deliberate approach to ratification would improve implementation in practice, reduce repetitive comments and ease the growing burden on the supervisory system allowing greater focus on persistent and structural cases of non-compliance.
- 190.** Moving on to the third area: promotion of international labour standards. In this context, the Employer members believe that the Office should adopt a balanced and objective approach to the promotion of ratification. When Governments express an interest in ratifying new standards, the Office should prioritize pre-ratification assessments, enabling Governments to consult meaningfully with their social partners and determine whether effective implementation is realistically achievable. With regard to the interpretation of labour standards, it is equally important that the Office respects the plurality of views among ILO constituents and allows space for tripartite discussion and decision-making, consistent with the ILO's unique tripartite governance model.
- 191.** The fourth area is article 22 streamlining reporting. The Employer members support the ongoing efforts to streamline reporting under article 22 of the Constitution. This initiative has the potential to ease the reporting burden on ratifying States while improving the overall efficiency of the supervisory system. This matters because reporting remains an essential foundation for effective supervision of international labour standards and for informed, credible discussions within the Committee. From the perspective of the Employer members, streamlining can only deliver meaningful results where governments have adequate institutional and technical capacity to report. However, we caution against reducing the discussion to reporting mechanics alone. While streamlining may improve efficiency, it should also be seen as an opportunity to strengthen the performance, proportionality and credibility of the supervisory system as a whole. In this respect, the Employer members will continue to actively engage in and participate in all discussions related to the reform of the reporting system to ensure that our views are fully represented. Within this broader context of supervisory governance, the Employer members recall their earlier exchanges on the distinction between observations and direct requests made by the Committee of Experts. As

already noted in previous years, we continue to see limited practical value in this distinction and question why substantive issues of a technical nature or raised in a first report are addressed through direct requests which do not appear in the Committee's report and therefore are not subject to discussion at the Committee. This raises concerns about transparency and the visibility of compliance challenges. In light of the ongoing efforts to modernize the reporting system, the Employer members reiterate their suggestion to discontinue the use of formal direct requests in order to free up the Committee's resources and streamline the process and trust that ongoing reform discussions will lead to greater clarity and consistency in the supervisory practice.

192. Actors of the ILO supervisory system must play their role in fulfilling the goal set out in the ILO's Centenary Declaration which is: "to have and promote a clear, robust, up-to-date body of international labour standards and to further enhance transparency. International labour standards also need to respond to the changing patterns of the world of work, protect workers and take into account the needs of sustainable enterprises and be subject to authoritative and effective supervision."
193. In conclusion, we affirm our commitment to the ILO's standards supervisory system and to its reform through constructive tripartite dialogue. We will continue to support improvements to the system and it remains our strong view that for the supervisory system to have a real and lasting impact, it must be balanced, pragmatic and responsive to the needs of all three constituents. We underscore that without sustainable enterprises there are no jobs. There is no decent work. In the current context of economic uncertainty, trade tensions and geopolitical change, greater attention must be given to fostering an enabling environment for sustainable enterprises. This interconnectedness is not peripheral. It is central to delivering decent work and we hope to see it more clearly reflected in the Committee's comments. In this spirit, we thank the Committee of Experts for this exchange and look forward to continued cooperation with the Governments and Worker members during the session of the Committee.
194. **Government member, Cyprus, speaking on behalf of the European Union (EU) and its Member States:** I have the honour to speak on behalf of the EU and its Member States. The candidate countries North Macedonia, Montenegro, Serbia, Albania, Ukraine, Republic of Moldova and Georgia, the European Free Trade Association (EFTA) country Norway, member of the European Economic Area, as well as the United Kingdom, align themselves with this statement.
195. We welcome the discussion at the Committee, a crucial pillar of the ILO supervisory system where we affirm our strong belief in the fundamental importance of international labour standards, their ratification and the effective and authoritative supervision of their implementation. The analysis and expertise of the Committee of Experts is shown in its annual reports which provide a solid basis for the work of the Conference Committee.
196. Our Committee's discussions and conclusions are and will continue to be an invaluable contribution to improving our implementation of the international labour standards that lead to decent work and social justice. We attach great importance to the follow-up to these conclusions and to the technical assistance provided by the Office in this regard. Looking further into the general report, we appreciate the fourth information session the Committee of Experts held with governments and look forward to a new meeting in 2026. We also appreciate the exchanges between the Committee of Experts and Conference Committee, documenting the continued spirit of mutual respect, cooperation and responsibility. We are pleased that the Committee of Experts continues to deepen its cooperation with the UN human rights treaty bodies, most recently through an exchange on complementarities of their

respective mandates with the business and human rights agenda and stock taking of joint initiatives.

197. This collaboration is crucial to enhance the effective fulfilment of human rights including labour rights and needs to feed into the UN process. We look forward to continuation of exchanges that provide scope for synergies and streamline reporting burdens while respecting the autonomous mandates of all bodies. With regards to reporting obligations, we are pleased to note the slight increase in the percentage of requested reports received from 73.6 per cent in 2024 to 74.1 per cent in 2025, including the significant rise in the percentage of reports received before the due date of 1 September from 42.4 per cent to 54.9 per cent.
198. At the same time, we remain concerned about persistent cases of non-reporting and failure to submit first reports, as highlighted in the general report. We understand also that late reports disrupt the Committee of Experts' review process and impairs the capacity for thematic evaluation and timely dialogue. We hear and echo the Committee of Experts' call to respect reporting obligations and deadlines and to request ILO technical assistance where needed.
199. The EU and its Member States reiterate their full support to the well-functioning and authoritative supervisory system of the ILO which has been established and adapted over more than a century on the basis of tripartism and continued social dialogue. It is unique and robust providing a valuable example of a multilateral rules-based order.
200. **Government member, Indonesia:** At the outset, Indonesia extends its appreciation to the Committee of Experts for the comprehensive report and comments and to the ILO for its continued commitment to promoting social justice, decent work and inclusive economic development amid the rapidly evolving world of work. Indonesia welcomes this important discussion as an opportunity to reflect collectively on the progress achieved as well as the challenges that remain in advancing the objective of the ILO as the Organization approaches the centenary of the Committee. Indonesia recognizes the enduring relevance of the ILO normative system and its unique tripartite structure fostering balanced, inclusive and sustainable labour governance at the global level. Indonesia believes that international labour standards continue to play an essential role in guiding Member States in responding to profound economic, social, technological and demographic transformation.
201. In this regard, the standard-setting function of the ILO must remain responsive, realistic, inclusive and adaptable to the changing realities of the labour market while taking into account the diverse level of development and national circumstances of Member States. Indonesia further recognizes the importance of constructive dialogue and cooperation among governments, employers and workers in ensuring the effective application of international labour standards. The tripartite approach remains fundamental to strengthening mutual trust, promoting social cohesion and ensuring that labour policy contribute meaningfully to economic resilience and social progress. As a developing country with a large and diverse labour force, Indonesia continues to undertake effort to strengthen labour governance, expand decent work opportunities, enhance social protection, improve occupational safety and health and promote productive and inclusive employment. Indonesia also continues to strengthen institutional capacity and social dialogue mechanism at national and local levels as important instrument for achieving balance and sustainable labour relation.
202. Indonesia acknowledges that the world of work is currently undergoing a significant transformation driven by digitalization, technological innovation, climate change, demographic shift and emergence of new form of employment including work in the platform economy, while this transformation creates opportunities for innovation, productivity and economic inclusion. They also present challenge related to employment protection, skills

development, social protection, coverage and labour market adaptability. In this context, Indonesia supports continued discussion with the ILO aimed at deepening understanding and building a common approach regarding decent work in emerging forms of employment. Indonesia believes that any future international labour standards should be developed through inclusive evidence-based and consensus-driven deliberation while fully respecting national legal systems, policy priorities and stages of economic development.

- 203.** Indonesia also underlines the importance of ensuring that the policy response to labour market transformation remains balanced and supportive of innovation, investment, entrepreneurship and job creation, particularly for developing countries that continue to face structural employment challenges and significant participation in the informal economy.
- 204.** Looking ahead, Indonesia remains committed to continued engagement within the ILO and reaffirms its support for strengthening the Organization's supervisory and standards-related functions in a manner that promotes dialogue, technical cooperation, capacity-building and shared responsibility among all constituents. Indonesia believes that with true constructive cooperation and genuine tripartite engagement, the ILO will continue to play a central role in shaping a human-centred, inclusive, resilient, and sustainable future of work.

Reply of the Chairperson of the Committee of Experts

- 205.** Once again, I would like to express my thanks for the invitation addressed to the Committee of Experts to participate in this meeting. It is an honour for me to represent the Committee on this occasion, and I can assure you that I will report back to my colleagues on the discussions and views expressed in this forum. Such exchanges strengthen the ties between our two committees and underscore the complementarity of our respective roles within the supervisory system. I am also pleased to note that the governments continue to attach importance to the annual exchange with the Committee of Experts and that they see real value in maintaining this essential space for dialogue.
- 206.** A certain number of speakers evoked the Committee's growing commitment to the United Nations system and made observations which I will convey to my colleagues. The exchanges with the Chairpersons of the human rights treaty bodies and the special procedures mandate holders are based on mutual respect for our respective mandates, as well as a shared commitment to promote respect for human rights, including international labour standards. These exchanges represent a valuable opportunity to strengthen cooperation within the multilateral system for social justice and decent work.
- 207.** I am particularly pleased to note that some of you referred to the principles enshrined in the Committee of Experts' Centenary Declaration – reproduced in the General Report this year – and expressed your support for these principles. As recalled in this Declaration, the Committee of Experts conducts an independent, impartial and technical examination of the application of ratified Conventions. It attaches great importance to the dialogue it holds with the governments, as well as with the employers' and workers' organizations, and strives to ensure that its comments remain grounded in national realities, while contributing to the effective protection of workers and the creation of an environment conducive to sustainable enterprises.
- 208.** Several speakers emphasized the importance of ensuring that the Committee of Experts provides governments with clear, concise and strategic guidance. I duly noted these observations and will communicate them to my colleagues. The way in which the Committee of Experts formulates its comments and presents its recommendations is an oft debated topic, and is also regularly the subject of discussions in the subcommittee on working methods. As

part of the modernization of the reporting system, from this year the Committee of Experts will have another opportunity to reflect on these matters to ensure that its comments continue to provide practical, accessible guidance to support the effective application of international labour standards.

- 209.** With regard to the General Survey, I would like to express my sincere gratitude for the rich exchanges that have taken place today and for the opportunity for me to hear firsthand your observations on the Survey prepared by the Committee of Experts. Once again, this discussion has demonstrated the ILO constituents' strong commitment to peace and social justice through employment and decent work. The central message of the Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205), is clear: employment and decent work are not only the consequences of peace and stability, they are prerequisites for them. In summary, as one of the speakers very rightly recalled, "if you want peace, cultivate justice".
- 210.** In the General Survey, the Committee of Experts further recalls that crisis situations do not suspend obligations under ratified ILO Conventions and Protocols. It is precisely in times of crisis that the protection established by ILO Conventions and Protocols assumes its full significance, shielding against retrogressive measures going below the minimum standards that they establish. Any derogations should be only temporary and exercised within clearly defined limits, based on legality, necessity, proportionality and non-discrimination. Rest assured that I will convey your observations to the other members of the Committee of Experts and that we will take them into account in our work. I thank you once more for your invitation, and I am convinced that the fruitful dialogue between our two Committees will continue in the years to come.

Reply of the representative of the Secretary-General

- 211.** I would just like to come back to certain points raised during the general discussion which concern the Office more particularly. A number of you have emphasized the importance of ensuring close links between supervising the application of standards and the technical assistance provided by the Office with a view to promoting the effective application of international labour standards. This is an issue that is of great importance to the Office. I think that some of you will have had the opportunity hearing the Director-General speaking on the subject of the mandate of the Organization and the Office's priorities, including in the context of the reform; it is an aspect on which I insist personally to assure you that we give the greatest importance to the provision of technical assistance to countries to ensure the effective application of international labour standards.
- 212.** And we are doing this. We are providing these services, both before and after ratification. Prior to ratification, we provide support for preliminary evaluations, which in our jargon we call, in the three languages "analyse de brèches, gap analysis, análisis de brechas". I am saying this because sometimes our jargon is not very well understood, and this work, which we carry out very regularly, at the request of Governments, does not seem to be well known, or at least is not very visible, in light of the comments that I have heard, even though it accounts for a not insignificant share of the technical assistance that we provide.
- 213.** I would also like to take this occasion to assure you, and even to reassure you, that the analyses that we carry out on such occasions are technical and robust. They may even result in the Office concluding, on certain occasions, that ratification may be premature if the essential conditions are not present. I have promised to share an anecdote: when I was a standards specialist in the field, I have myself recommended, when addressing the Parliament of an African country,

that it was premature for that country to envisage the ratification of a social security Convention, because it did not, at the time, have the necessary financial infrastructure. We therefore carry out this work in a technical, robust and objective manner.

214. Following ratification, we give priority attention to requests for technical assistance to ensure the effective application of international standards. A number of you have referred to the follow up to the conclusions adopted by your Committee. I would like to remind you that you can find information on the Committee's web page on the technical assistance that we have provided to give effect to the various conclusions adopted by your Committee over the years and which required such assistance. So you can see in real time what has been done and what remains to be done.
215. Allow me also to respond to the argument that encountering difficulties of application or having recourse to technical assistance from the Office may suggest that the analysis prior to ratification was faulty. In previous years, by way of response I referred to the analogy of a health check-up: having a positive health check-up does not amount to a lifetime guarantee of good health. It does not mean that the health check-up that was carried out was wrong if we fall ill several years later. But this analogy has not convinced everyone, as the argument has been raised again. This year I am going to try using another analogy, the car. When a new vehicle comes out of the factory, it meets all the technical requirements and functions perfectly. However, after several years of use, normal usage, the conditions in which it has been driven or changes in the environment may make it necessary to carry out certain adjustments or repairs. That does not mean that the new vehicle as it came out of the factory had an original fault. Similarly, the world of work is constantly developing, which may lead to the appearance over time of implementation challenges that had not been foreseen at the time of ratification and which require adjustments, because the world of work is a living world.
216. I now turn to the question of the modernization of the reporting system, which you referred to frequently during the general discussion. As I mentioned in my introductory remarks, the two Committees – yours and the Committee of Experts – will come back to this question in the context of the discussions on their methods of work, with a view to evaluating them and making the necessary adjustments. I would like to reiterate once again that the Office is fully committed to accompanying this transition as effectively as possible so that you can all engage in a smooth transition to this new way of working. We are in the process of preparing a whole programme of technical assistance and tools that we will make available and deploy to accompany you in this fairly major transition in the way in which reports will be provided in future.
217. I would like to finish by reassuring the Vice-Chairpersons in particular that we have taken due note of the comments on the subjects that should be discussed during the next informal tripartite consultations on the methods of work. The Employer and Worker members emphasized the importance of finding space to discuss cases of progress. We will include that in the working paper on which your informal discussions will be based next year, and we will also include the question raised by the Worker members concerning the rules that apply to countries that are not accredited and concerning which you would like to discuss the case despite their non-accreditation.

Concluding remarks on the general discussion

218. **Employer members:** I would like to thank the representative of the Secretary-General for the responses and the assurances that the messages that we have been passing during the discussions have been heard and that they will be attended to. That is certainly encouraging,

and thanks for sharing some of the examples that we believe certainly show alignment between what we have been asking for and what the Office is doing. Allow me also to thank the Chairperson of the Committee of Experts for your presence and for sitting through our discussions and sharing your report and observations with us, as well as your assurances about the Committee of Experts' commitment to continued engagement and hearing what our Committee is saying. I will also thank Professor Kalula because I also have messages to the Committee on Freedom of Association (CFA) as well.

- 219.** Let me start with a message to the Committee of Experts. As I said, I would like to thank the Chairperson for the comprehensive overview of the Committee of Experts' activities. The Employer members welcome the Committee of Experts' continued engagement with the tripartite constituents and the recognition that dialogue with all groups remains essential to the effectiveness of the system, particularly to ensure that guidance remains grounded in practical realities. The record number of article 22 reports received from governments, together with a notable volume of observations submitted by employers' and workers' organizations, demonstrates both the vitality of the supervisory system and the growing demands placed upon it. We welcome the recognition by the Chairperson that these developments require a review of working methods and reporting modalities, especially in light of increasing demands placed on employers' organizations, to contribute meaningfully to the system.
- 220.** In this regard, the Employer members strongly support efforts to modernize and streamline the reporting system, and we welcome the assurances we have just heard from the Chairperson. We have just heard from the Office that this is already being taken on board and assistance will be given. As reporting obligations increase and resources are more constrained, modernization is no longer simply desirable. It is necessary. Efficiency, improved accessibility, thematic consolidation, targeted reporting processes and usable outputs all contribute to a system that serves constituents and is more responsive to operational realities. Similarly, greater transparency on the working methods will strengthen confidence and facilitate more effective engagement by constituents.
- 221.** I would like to also address the Chairperson of the CFA. As the Employer members, we welcome the overview that the Chairperson provided on the work of the CFA. We note with appreciation that the CFA's work over the past year, including the examination of 68 cases and the closure of 23 of those cases. These figures demonstrate the continued relevance of the CFA and the considerable efforts undertaken to address complaints in a timely and constructive manner. We particularly welcome the Chairperson reminder that the CFA is not a tribunal. Its purpose is not to issue legally binding judgments but rather to assist governments and social partners in resolving freedom of association issues through dialogue and engagement. This understanding is important and reflects a broader principle that applies throughout the ILO supervisory system, and preserving this distinction is essential to maintaining balance in the supervisory system. The Employer members strongly support this approach as it echoes our views of the Committee, whose role is to facilitate workable solutions that can be implemented in diverse national and business contexts.
- 222.** We also welcome the emphasis placed on positive developments and progress achieved at the national level. Recognition of progress is an essential component of a credible supervisory system and reinforces confidence among all actors. The Employer members further welcome the reaffirmation that freedom of association is a fundamental right that applies to both employers and workers. Maintaining this balance is essential to preserving confidence in the system and in ensuring that it reflects the realities of both sides of the employment

relationship. We also welcome the CFA's continued efforts to promote social dialogue and complementarity within the supervisory system.

- 223.** With regard to the optional voluntary conciliation procedure, the Employer members wish to emphasize that we have strongly supported the option to suspend the procedure under article 24 when voluntary conciliation is chosen at national level. We do have examples where this has produced good results in practice. We believe that in addition to being a valuable mechanism for achieving lasting solutions between the social partners, voluntary conciliation contributes to the improvement of social dialogue. Greater coherence between the supervisory bodies is important for those required to apply international labour standards in practice.
- 224.** Allow me to also reflect on other priorities that the Employer members have identified for the supervisory system. The interventions by the Chairpersons of both committees provide an opportunity to reflect on other priorities that the Employer members consider essential for future-proofing the supervisory system. The legitimacy of the supervisory system derives from the mandates entrusted to each body by the ILO's tripartite constituents. Coordination between supervisory bodies is important, but it must always be accompanied by respect for the distinct functions and responsibilities assigned to each body or institution. This is very relevant at a time when the Organization is considering broader reforms and when important discussions are ongoing, including those that may have implications for regulatory certainty. Supervisory bodies must remain anchored within their mandates to supervise international labour standards, in line with ILO Conventions adopted and ratified by Member States, and avoid pre-empting matters that are subject to tripartite deliberation.
- 225.** In conclusion, the Employer members remain committed to a strong and balanced supervisory system and support continued dialogue, coherence and modernization across the entire supervisory system. Maintaining confidence in the system requires respect for mandates, tripartite governance and the non-binding nature of supervisory outputs. These unique features remain as important today as ever if we are to ensure that the supervisory system continues to support governments, employers and workers in the effective application of international labour standards in a way that also sustains productive enterprises and quality employment.
- 226. Worker members:** I thank my Employer colleague and all the participants in the general discussion, and I thank the Chairperson of the Committee of Experts and the representative of the Secretary-General for their replies and responses. The general discussion has been a rich exchange as always for a number of topics raised. Our views are known, and we won't come back on them. Still allow me to come back on specific topics as we conclude.
- 227.** First, the topic of streamlining of the reporting obligations is and will be defining how we work in our Committee. We could say that even while celebrating our 100-year anniversary, looking back at the achievements of the past, we are also already looking at the 100 years to come by building a future-proof supervisory system linked to the promotion of the ratification of Conventions. We welcome the statement of the Chairperson of the Committee of Experts that an assessment of the impact of the new thematic implementation reports will be conducted by the Committee of Experts. We are also pleased to hear that the Chairperson of the Committee of Experts wishes to foster dialogue with us, and this very impactful reform on the work of our Committee.
- 228.** This allows me to go to my second point. The Worker members want to emphasize on the need for effective follow-up to our conclusions and to the comments of the Committee of Experts. Without effective follow-up, there are no real gains for workers on the ground. We regret that

there are still governments who have failed the follow-up on Committee's conclusions. We can see this on the follow-up tables provided on the website of the Committee. Some may have also dealt with these conclusions in an apparently superficial manner. Some of these may be falling into the category of repeated refusal on the part of a State to comply with its obligations. As we all heard yesterday, our Committee discussed shortcomings in the application of standards by Member States and proposed tools within the ILO system to help them improve.

- 229.** On cases of progress, we think it is useful, but we would rather find a dedicated session for it in the framework of our working methods. We have seen the example this morning, so we can all reflect on it.
- 230.** Going now to another issue raised by the Employer members: the matter of direct requests. For us, as we have said in the past, direct requests are one of the modalities of the dialogue between the Committee of Experts and the governments to ensure that there is clarity where needed before a full observation is provided. It may not survive in the new reporting system, but nothing should prevent the Committee of Experts from innovating to make their work more efficient and effective.
- 231.** Finally, and on a lighter note, my friend Kaizer mentioned that without sustainable enterprises, there are no jobs and there is no decent work. We are rather of the view that without decent work, there are no sustainable enterprises. This is the experience our centenary shows us. Employers and enterprises want these regulations and supervision mechanisms so that there is a level playing field applicable to all enterprises. Otherwise, the bad nuts among them will cheat the good ones. We want enterprises to be decent from the outset. Addressing decent work gaps lies at the heart of the ILO mandate.
- 232.** We thus urge the ILO to continue to take its role as an institutional leader in the international human and labour rights community and to continue in a complementary and collaborative manner to deliver effective labour rights protections.

C. Reports requested under article 19 of the Constitution

General Survey: Employment and decent work for peace and resilience

- 233.** The Committee dedicated a sitting to the discussion of the General Survey carried out by the Committee of Experts concerning the Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205). The record of this discussion is contained in section I of Part Two of this report.

Concluding remarks on the General Survey

- 234.** At the meeting on the adoption of the outcome of the discussions on the General Survey, the following statements were made by members of the Committee.
- 235. Employer/Worker members:**

Outcome of the discussion of the General Survey

- 236.** The Committee approved the outcome of its discussion, which is reproduced below.

D. Compliance with specific obligations

1. Cases of serious failure by Member States to respect their reporting and other standards-related obligations

237. During a dedicated sitting, the Committee examined the cases of serious failure by Member States to respect their reporting and other standards-related obligations. As explained in document D.1, Part V, the following criteria are applied: failure to supply the reports due for the past two years or more on the application of ratified Conventions; failure to supply first reports on the application of ratified Conventions for at least two years; “Urgent appeals” – failure to supply reports on the application of ratified Conventions for at least three years and failure to supply first reports on the application of ratified Conventions for at least three years; failure to supply information in reply to all or most of the comments made by the Committee of Experts; failure to supply the reports due for the past five years on unratified Conventions and Recommendations; failure to submit the instruments adopted for at least seven sessions to the competent authorities; and failure during the past three years to indicate the representative organizations of employers and workers to which, in accordance with article 23(2) of the Constitution, copies of reports and information supplied to the Office under articles 19 and 22 have been communicated. The Chairperson explained the working methods of the Committee for the discussion of these cases. The record of this discussion is found in section II of Part Two of this report.

1.1. Failure to submit Conventions, Protocols and Recommendations to the competent authorities

238. In accordance with its terms of reference, the Committee considered the manner in which effect was given to article 19(5), (6) and (7) of the ILO Constitution. These provisions required Member States within 12, or exceptionally 18, months of the closing of each session of the Conference to submit the instruments adopted at that session to the authority or authorities within whose competence the matter lies, for the enactment of legislation or other action, and to inform the Director-General of the ILO of the measures taken to that end, with particulars of the authority or authorities regarded as competent.

239. The Committee noted that, in order to facilitate its discussions, the report of the Committee of Experts mentioned only the governments which had not provided any information on the submission to the competent authorities of instruments adopted by the Conference for at least seven sessions (from the 100th Session (2011) to the 111th Session (2023), because the Conference did not adopt any Conventions and Recommendations during the 97th (2008), 98th (2009), 102nd (2013), 107th (2018), 109th (2021), 110th (2022) and 112th (2024) Sessions). This time frame was deemed long enough to warrant inviting Government delegations to the dedicated sitting of the Committee so that they may explain the delays in submission.

240. The Committee took note of the information and explanations provided by the Government representatives who took the floor during the dedicated sitting. It noted the specific difficulties mentioned by certain delegates in complying with this constitutional obligation, and in particular the intention to submit shortly to competent authorities the instruments adopted by the International Labour Conference. Some governments have requested the assistance of the ILO to clarify how to proceed and to complete the process of submission to national parliaments in consultation with the social partners.

241. The Committee recalled that compliance with the obligation to submit Conventions, Recommendations and Protocols to competent national authorities is a requirement of the

highest importance to ensure the effectiveness of the Organization's standards-related activities. It also recalled that governments could request technical assistance from the Office to overcome their difficulties in this respect.

242. The Committee noted that the following countries were still concerned with the serious failure to submit the instruments adopted by the Conference to the competent authorities: **Bahrain, Brunei Darussalam, Dominica, Gabon, Gambia, Grenada, Equatorial Guinea, 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**. The Committee expressed the firm hope that appropriate measures would be taken by the governments concerned to comply with their constitutional obligation to submit.

1.2. Failure to supply reports and information on the application of ratified Conventions

243. The Committee took note of the information and explanations provided by the Government representatives who took the floor during the dedicated sitting. Some governments have requested the assistance of the ILO. The Committee recalled that the submission of reports on the application of ratified Conventions is a fundamental constitutional obligation and the basis of the system of supervision. It also recalled the particular importance of the submission of first reports on the application of ratified Conventions. It stressed the importance of respecting the deadlines for such submission. Furthermore, it underlined the fundamental importance of clear and complete information in response to the comments of the Committee of Experts to permit a continued dialogue with the governments concerned. In this respect, the Committee recalled that the ILO could provide technical assistance to contribute to compliance in this respect.
244. The Committee noted that, by the end of the 2025 meeting of the Committee of Experts, the percentage of reports received (article 22 of the ILO Constitution) was **73.7** per cent (72.9 per cent for the 2024 meeting). Since then, further reports have been received, bringing the figure to **81.9** per cent (as compared with 79.2 per cent in June 2025).
245. The Committee noted that no reports on ratified Conventions have been supplied for the past two years or more by the following States: **Afghanistan, Guinea-Bissau, Equatorial Guinea, Haiti, Saint Lucia and Yemen**
246. The Committee also noted that first reports due on ratified Conventions have not been supplied by the following countries for at least two years: **Antigua and Barbuda, Barbados, Comoros, Iraq, Saint Lucia, Tonga and Vanuatu**.
247. The Committee noted that no information has yet been received regarding any or most of the observations and direct requests of the Committee of Experts to which replies were requested for the period ending 2024 from the following countries: **Afghanistan, Barbados, Belize, Congo, Central African Republic, Croatia, Djibouti, Dominica, France (New Caledonia), Guinea-Bissau, Equatorial Guinea, Haiti, Jamaica, Kenya, Kyrgyzstan, Marshall Islands, Nicaragua, North Macedonia, Papua New Guinea, Saint Lucia, Singapore, United Kingdom of Great Britain and Northern Ireland (British Virgin Islands), United States of America and Yemen**.

1.3. Urgent appeals

248. Following the decision of the Committee of Experts to institute a new practice of launching urgent appeals for cases corresponding to countries which have failed to send, under article 22 of the Constitution, the reports due for at least three years, and failed to send first reports for

at least three years, to draw the attention of the Committee on the Application of Standards to those cases, the Committee invited the countries concerned to provide information during the examination of cases of serious failure to fulfil reporting obligations, and expressed the hope that the Governments of **Antigua and Barbuda, Comoros, Iraq, Saint Lucia, Tonga** and **Tuvalu** will supply their reports due as soon as possible.

- 249.** The Committee brought to the attention of these governments that the Committee of Experts could examine in substance, at its next session, the application of the Conventions concerned on the basis of publicly available information, even if the government has not sent the corresponding report. The Committee recalled the possibility of governments availing themselves of the technical assistance of the Office in this regard.

1.4. Supply of reports on unratified Conventions and Recommendations

- 250.** The Committee stressed the importance it attaches to the constitutional obligation to supply reports on unratified Conventions and Recommendations. These reports permit a better evaluation of the situation in the context of the General Surveys of the Committee of Experts. In this respect, the Committee expressed the firm hope that the governments concerned will comply with their obligation to supply these reports and recalled that the ILO can provide technical assistance to contribute to compliance in this respect.
- 251.** The Committee noted that over the past five years none of the reports on unratified Conventions and Recommendations, requested under article 19 of the Constitution, have been supplied by: **Afghanistan, Dominica, Equatorial Guinea, Haiti, Marshall Islands, North Macedonia, Palau, Saint Lucia, San Marino, Syrian Arab Republic, Timor Leste** and **Tuvalu**.

1.5. Communication of copies of reports to employers' and workers' organizations

- 252.** The Committee welcomes the fact that no Member State has failed to indicate during the past three years the names of the representative organizations of employers and workers to which, in accordance with article 23(2) of the Constitution, copies of reports and information supplied to the ILO under articles 19 and 22 have been communicated. The Committee pointed out that the fulfilment by governments of their obligation to communicate reports and information to the organizations of employers and workers was a vital prerequisite for ensuring the participation of those organizations in the ILO supervisory system. The Committee expresses the firm hope that this is a sign of genuine tripartite social dialogue in all ILO Member States. The Committee encourages Member States to continue in that direction.

2. Application of ratified Conventions

- 253.** The Committee noted with **interest** the information provided by the Committee of Experts in paragraph 76 of its report, which lists new cases in which the Committee has expressed its satisfaction at the measures taken by governments following comments it had made as to the degree of conformity of national legislation or practice with the provisions of a ratified Convention. In addition, the Committee of Experts has listed in paragraph 101 of its report cases in which measures ensuring better application of ratified Conventions have been noted with interest. These results are tangible proof of the effectiveness of the supervisory system.

3. Participation in the work of the Committee

254. The Committee wished to express its appreciation to the **46** Governments which collaborated by providing information on the situation in their countries and participating in the discussion of the individual cases and special sitting concerning their country.
255. The Committee nevertheless **regretted** that the Governments of the following States failed to take part in the discussions concerning the fulfilment of their reporting and other standards-related obligations: **Afghanistan, Antigua and Barbuda, Barbados, Belize, Central African Republic, Comoros, Czechia, Djibouti, Equatorial Guinea, Gabon, Gambia, Guinea-Bissau, Iraq, Kenya, Marshall Islands, Nicaragua, North Macedonia, Palau, Papua New Guinea, Saint Kitts and Nevis, Sierra Leone, Singapore, Solomon Islands, Syrian Arab Republic, Tonga, Tuvalu, United Kingdom of Great Britain and Northern Ireland (British Virgin Islands), Vanuatu and Yemen.**

E. Special sittings

Application by Belarus of 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)

256. The Committee held a special sitting on Belarus, in application of the resolution adopted at the 111th Session of the International Labour Conference (June 2023) ⁸ with a view to securing compliance with the recommendations of the Commission of Inquiry established to examine the observance by Belarus of Conventions Nos 87 and 98. The Committee adopted conclusions by vote: [...].
257. The full record of this discussion and the Committee's conclusions appears in section III of Part Two of this report. The Committee's conclusions are also reproduced below.

* * *

Application by Myanmar of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Forced Labour Convention, 1930 (No. 29)

258. The Committee held a special sitting on Myanmar, in application of the resolution adopted at the 113th Session of the International Labour Conference (June 2025) ⁹ with a view to securing compliance with the recommendations of the Commission of Inquiry established to examine the observance by Myanmar of Conventions Nos 87 and 29.
259. The full record of this discussion and the Committee's conclusions appears in section III of Part Two of this report. The Committee's conclusions are also reproduced below.

* * *

⁸ Resolution concerning the measures recommended by the Governing Body under article 33 of the ILO Constitution on the subject of Belarus.

⁹ Resolution concerning the measures recommended by the ILO Governing Body under article 33 of the ILO Constitution on the subject of Myanmar.

F. Individual cases

- 260.** During this session, the Committee examined **23** individual cases concerning the application of various Conventions. The information submitted by governments, the discussion and conclusions of the examination of the individual cases are contained in section IV of Part Two of this report.

Conclusions adopted on the examined individual cases

- 261.** The conclusions adopted this year on the **23** individual cases examined by the Committee are presented below.

* * *

G. General conclusions of the Committee, adoption of the report and closing remarks

- 262.** As the Committee marks the centenary of its creation, it may look back with pride and a deep sense of accomplishment on a century of service to advancing the principles of social justice enshrined in the ILO Constitution.
- 263.** Over the past 100 years, the Committee has continuously evolved in response to far-reaching changes in the world of work, while preserving the essential features that have underpinned its authority and relevance: tripartite dialogue, a shared commitment to the effective application of international labour standards, and support for their implementation through practical and effective follow-up actions, grounded in the examination of the Committee of Experts. Its history demonstrates that its unique characteristics have enabled the supervisory system not only to endure, but also to adapt and become more resilient in the face of new challenges.
- 264.** In these uncertain times, when competing priorities can overshadow the imperatives of social justice, the role of this supervisory machinery is more important than ever. The discussions held this year – including on the timely General Survey on employment and decent work for peace and resilience – reaffirm that the Committee remains an indispensable forum for promoting respect for and advancing international labour standards through tripartite dialogue and effective implementation. Through its examination of individual cases, the Committee continues to play a vital role in strengthening social dialogue, safeguarding international labour standards and their effective implementation in law and practice.
- 265.** As the supervisory system enters its second century, including through ongoing efforts to modernize its methods, the Committee's experience inspires confidence in the future. Its continued effectiveness will depend, as it has throughout its history, on constructive dialogue, mutual respect and the shared resolve of governments, employers and workers to translate common aspirations into tangible progress.

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266. The Committee's report was adopted, as amended.

267. Employer members:

268. Worker members:

269. Government member:

Geneva, 12 June 2026

(Signed) Ms. Verónica López
Chairperson

Mr G.M. Iftekhar
Reporter