

# TENTH MEETING OF THE SRM TWG

(14 - 18 SEPTEMBER 2026)

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## EXAMINATION OF INSTRUMENTS CONCERNING WORKING TIME

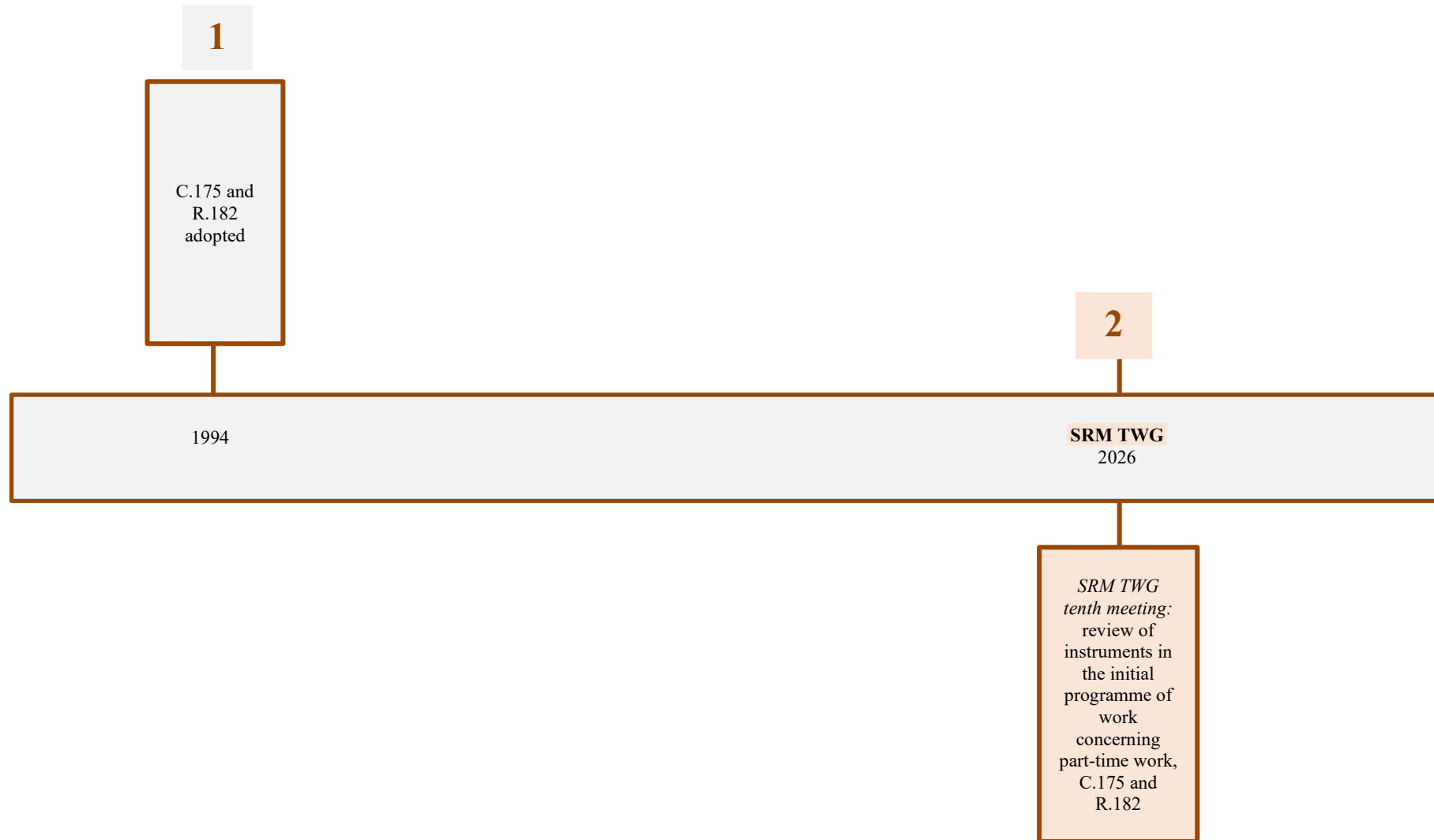
### Technical Note 1.5: Part-time work

- Two instruments in the initial programme of work concern part-time work: the Part-Time Work Convention, 1994 (No. 175) and Part-Time Work Recommendation, 1994 (No. 182).
- *Current status of instruments:* Convention No. 175 and Recommendation No. 182 are considered up-to-date (never reviewed).
- *Action to be considered:* Classification of Convention No. 175 and Recommendation No. 182; identification of any gaps in coverage; and associated follow-up action.

14 August 2026

# ILO regulation of part-time work

## Chronology of developments



## ILO regulatory approach to part-time work

Part-time work is a working-time arrangement in which “normal hours of work are less than those of comparable full-time workers”.<sup>1</sup> As national definitions of the full-time working week vary, for comparative statistical purposes part-time work is often defined as working for pay for fewer than 35 hours per week.<sup>2</sup>

While part-time workers fall within the scope of several existing international labour standards, these instruments were not specifically formulated to address the protection and promotion of part-time work, resulting in fragmented coverage.<sup>3</sup> Certain ILO instruments address specific aspects of part-time work and categories of workers, which include instruments concerning social security,<sup>4</sup> workers with family responsibilities,<sup>5</sup> older workers,<sup>6</sup> persons with disabilities,<sup>7</sup> and nursing personnel.<sup>8</sup> Part-time workers are also covered by instruments with general applicability, particularly the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87); the Right to Organise and Collective Bargaining Convention, 1949 (No. 98); the Protection of Wages Convention, 1949 (No. 95); the Equal Remuneration Convention, 1951 (No. 100); the Employment Policy Convention, 1964 (No. 122); and the Occupational Safety and Health Convention, 1981 (No. 155).

In 1994, by which time part-time work was more common in many countries,<sup>9</sup> the first instruments comprehensively addressing the situation of part-time workers were adopted: the **Part-Time Work Convention, 1994 (No. 175)** and **Part-Time Work Recommendation, 1994 (No. 182)**.

## Adoption of the instruments on part-time work

### 1994: ILC adopted Convention No. 175 and Recommendation No. 182

Convention No. 175, and supplementary Recommendation No. 182, aim to guarantee equal treatment between part-time and comparable full-time workers through the promotion of equality of employment conditions and social protection coverage for part- and full-time workers in similar positions.<sup>10</sup> These standards aim to facilitate access to productive and freely

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<sup>1</sup> Art. 1, Convention No. 175.

<sup>2</sup> ILO: *General Survey: Ensuring decent working time for the future*, Report III (Part B), ILC, 107<sup>th</sup> Session, 2018, para. 552.

<sup>3</sup> ILO: *2018 General Survey*, para. 565.

<sup>4</sup> The Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168), Articles 5(4)(f), 10(3) and 25(1), and its Recommendation (No. 176), paras 12 and 22.

<sup>5</sup> The Workers with Family Responsibilities Recommendation, 1981 (No. 165), para. 21.

<sup>6</sup> The Older Workers Recommendation, 1980 (No. 162), paras 14(d), 23 and 30(2)(b).

<sup>7</sup> The Vocational Rehabilitation and Employment (Disabled Persons) Recommendation, 1983 (No. 168), para. 11(k).

<sup>8</sup> The Nursing Personnel Recommendation, 1977 (No. 157), paras 57 and 58.

<sup>9</sup> By the 1990s, part-time employment arrangements had gained prominence particularly in industrialised market economies. While Governments believed it reduced unemployment and employers recognised the enterprise and operational flexibility it provided, workers' organisations expressed concerns regarding the creation of “core” and “peripheral” workforces. Many workers accepted part-time work due to the lack of full-time work or family responsibilities. ILO: *Report V(I)*, 1993, pp. 1, 2, 76; *2018 General Survey*, para. 562.

<sup>10</sup> ILO: *2018 General Survey*, para. 568.

chosen part-time work, improve the conditions and quality of part-time work, and explicitly guarantee or extend labour and employment rights to part-time workers.<sup>11</sup>

See: [Convention No. 175](#) and [Recommendation No. 182](#)

## Analysis of Convention No. 175 and Recommendation No. 182

The following table provides a provision-by-provision analysis of the substantive provisions of Convention No. 175 and Recommendation No. 182, compared with relevant international labour standards of general application.

| ANALYSIS OF SUBSTANTIVE PROVISIONS OF CONVENTION NO. 175 AND RECOMMENDATION NO. 182      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
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| <p><a href="#">Art. 1 of C.175</a></p> <p><a href="#">Para. 2 of R.182</a></p>           | <ul style="list-style-type: none"> <li>• <i>Objective:</i> Defines ‘part-time worker’ as an employed person whose normal hours of work are less than those of comparable full-time workers; and ‘comparable full-time worker’ as a full-time worker engaged in the same type of employment relationship, work, and establishment, enterprise, or branch of activity, as the part-time worker. Excludes full-time workers affected by partial unemployment.<sup>12</sup></li> <li>• <i>Comparison with relevant instruments:</i> No similar provisions.</li> <li>• <i>Current relevance:</i> Many countries define part-time work based on full-time hours in similar employment, including by referencing the ‘comparable full-time worker’. Some definitions rely on hours of work being less than the national definition of full-time working hours; the specific number of hours worked per day/week; or the percentages of daily/weekly working hours.<sup>13</sup></li> </ul>                                                                                                                                                                                        |
| <p><a href="#">Arts 2-3 of C.175</a></p> <p><a href="#">Paras 1 &amp; 3 of R.182</a></p> | <ul style="list-style-type: none"> <li>• <i>Objective:</i> Applies to all part-time workers. <ul style="list-style-type: none"> <li>◦ <i>C.175:</i> Allows exclusions for certain workers or establishments after tripartite consultation, when application would raise substantial problems. Art. 22 reports shall include exclusions and reasons therefor. Does not affect more favourable provisions under other Conventions.</li> <li>◦ <i>R.182:</i> Provisions to be considered in conjunction with C.175.</li> </ul> </li> <li>• <i>Comparison with relevant instruments:</i> No other instruments apply specifically to part-time workers.</li> <li>• <i>Current relevance:</i> National laws may exclude certain worker categories from part-time work provisions for various reasons. Public sector employees, police, and armed forces may fall under different regulations, while exclusions also apply to seasonal, casual, managerial, or high-earning workers. Some jurisdictions list excluded workers, with varying levels of protection. Efforts are underway to extend legal coverage to previously excluded part-time workers.<sup>14</sup></li> </ul> |
| <p><a href="#">Paras 4, 5 &amp; 22 of R.182</a></p>                                      | <ul style="list-style-type: none"> <li>• <i>Objective:</i> Employers should consult workers’ representatives on introducing or expanding part-time work, rules and procedures, and protective and promotional measures. Workers should be informed about specific conditions of employment; and information on protective measures and practical arrangements should be disseminated.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |

<sup>11</sup> ILO: [2018 General Survey](#), paras 573 and 654.

<sup>12</sup> During the preparatory work, it was clarified that the proposed instruments were not meant to apply to other forms of non-standard employment, such as temporary, casual, or seasonal work, unless these workers have shorter hours than their full-time colleagues. ILO: [2018 General Survey](#), para. 585.

<sup>13</sup> ILO: [2018 General Survey](#), paras 577-581.

<sup>14</sup> ILO: [2018 General Survey](#), paras 587-589.

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|                                                                                    | <ul style="list-style-type: none"> <li>• <i>Comparison with relevant instruments:</i> No similar provisions exist in other instruments specifically addressing part-time work.</li> <li>• <i>Current relevance:</i> Encourages consultation with workers' representatives and helps to ensure that workers are provided with information on their rights.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <a href="#">Art. 4 of C.175</a>                                                    | <ul style="list-style-type: none"> <li>• <i>Objective:</i> Part-time workers shall receive the same protection as comparable full-time workers concerning: the right to organize, bargain collectively and act as workers' representatives; occupational safety and health; discrimination in employment and occupation.</li> <li>• <i>Comparison with relevant instruments:</i> Fundamental Conventions apply to all workers regardless of their hours of work - C.87 and C.98 on freedom of association and right to collective bargaining; C.155 on OSH; and C.100 and C.111 on discrimination offer protection to all workers.</li> <li>• <i>Current relevance:</i> For these fundamental labour rights, most countries treat full- and part-time workers the same as they do not distinguish based on hours of work but on employment status.<sup>15</sup> In some countries, specific legislation is adopted to address discrimination against part-time workers.<sup>16</sup></li> </ul>       |
| <a href="#">Art. 5 of C.175</a>                                                    | <ul style="list-style-type: none"> <li>• <i>Objective:</i> Part-time workers shall not receive a basic wage which, calculated proportionately on certain criteria, is lower than that of comparable full-time workers.</li> <li>• <i>Comparison with relevant instruments:</i> No similar provisions.</li> <li>• <i>Current relevance:</i> At the national level, in many countries, wage discrimination against part-time workers is prohibited; in some, payment is calculated based on hours actually worked to ensure uniformity of the wage rate applicable to part-time and full-time workers; and in others, part-time wages are proportional to working hours. Part-time workers are usually paid their regular hourly rate for additional hours worked, unless those hours exceed the threshold for full-time employment, in which case overtime rates may apply; generally, however, they do not benefit from the premium rates typically associated with overtime.<sup>17</sup></li> </ul> |
| <a href="#">Paras 10-11 of R.182</a>                                               | <ul style="list-style-type: none"> <li>• <i>Objective:</i> Part-time workers should benefit on an equitable basis from additional financial compensation received by comparable full-time workers. Part-time workers should have access on an equitable basis to the welfare facilities and social services, adapted to their needs where possible.</li> <li>• <i>Comparison with relevant instruments:</i> No similar provisions.</li> <li>• <i>Current relevance:</i> Supplements C.175, by promoting equitable financial compensation and access to welfare facilities for part-time workers, so that they are not disadvantaged compared to their full-time counterparts.</li> </ul>                                                                                                                                                                                                                                                                                                              |
| <a href="#">Art. 6 of C.175</a><br><a href="#">Paras 6, 7, 9 &amp; 16 of R.182</a> | <ul style="list-style-type: none"> <li>• <i>Objective:</i> <ul style="list-style-type: none"> <li>○ <i>C.175:</i> Statutory social security schemes should be adapted to ensure part-time workers receive conditions equivalent to full-time workers; these conditions may be determined in proportion to hours of work, contributions or earnings, or other methods.</li> <li>○ <i>R.182:</i> These adaptations should aim to: lower threshold requirements for coverage based on earnings or hours worked; granting minimum or flat-rate benefits; ensure eligibility for unemployment benefits for those seeking only part-time work; prevent penalties for part-time workers in social security schemes; consider total work hours, contributions, or earnings across</li> </ul> </li> </ul>                                                                                                                                                                                                      |

<sup>15</sup> ILO: [2018 General Survey](#), para. 593.<sup>16</sup> ILO: [2018 General Survey](#), para. 598.<sup>17</sup> ILO: [2018 General Survey](#), paras 616-618.

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|                                                                              | <p>multiple jobs when determining eligibility; adapt statutory social security provisions that discourage part-time work; progressively reduce thresholds for private occupational schemes that supplement or replace statutory social security.</p> <ul style="list-style-type: none"> <li>• <i>Comparison with relevant instruments:</i> Arts 5(4)(f), 10(3) and 25(1) of C.168 on employment promotion, supplemented by Paras 12 and 22 of R.176, reference the possibility of adapting social security schemes to the occupational circumstances of part-time workers.</li> <li>• <i>Current relevance:</i> At the national level, access to social security varies from a constitutional right for all to one based on occupational activity, requiring part-time workers to meet time worked or wage thresholds before gaining entitlements or contributing.<sup>18</sup> Setting earnings and working hours' thresholds at an equitable level is an important way of improving access to social security, and perhaps the willingness of part-time workers to contribute to social security systems.<sup>19</sup></li> </ul>                                                                                                                                                                                                                                                                                                       |
| <p><b>Art. 7 of C.175</b></p> <p><b>Paras 8(2), 13 &amp; 14 of R.182</b></p> | <ul style="list-style-type: none"> <li>• <i>Objective:</i> <ul style="list-style-type: none"> <li>○ C.175: Part-time workers shall receive equivalent conditions to full-time workers in maternity protection; termination of employment; paid annual leave and paid public holidays; and sick leave, with financial entitlements proportional to hours worked or earnings.</li> <li>○ R.182: Part-time workers should have equal access to all leave types under the same conditions as full-time workers. Annual leave scheduling, work on rest days, and public holidays should follow the same rules. Service period requirements for benefits should not be longer for part-time workers.</li> </ul> </li> <li>• <i>Comparison with relevant instruments:</i> Para. 21 of R.165 on workers with family responsibilities and Para. 18 of R.157 on nursing personnel concern the pro rata payment of benefits.</li> <li>• <i>Current relevance:</i> The principle of “pro rata temporis”, defined as a rate proportional to the time worked with regard to financial benefits, is applied to part-time workers in many countries.<sup>20</sup> The 1975 ILO Declaration on Equality of Opportunity and Treatment for Women Workers endorsed this principle, recognizing that women make up the majority of part-time workers and emphasizing the need for equal treatment, including pro rata fringe benefits.<sup>21</sup></li> </ul> |
| <p><b>Art. 8 of C.175</b></p> <p><b>Para. 8(1) of R.182</b></p>              | <ul style="list-style-type: none"> <li>• <i>Objective:</i> <ul style="list-style-type: none"> <li>○ C.175: Part-time workers below certain work-hour or earnings thresholds may be excluded from statutory social security schemes (Article 6), except for employment injury benefits, and from Article 7 protections, except some maternity measures. These thresholds, set through tripartite consultation, must be low enough to avoid excessive exclusion. They should be periodically reviewed, with justifications for exclusions and potential extensions reported under Art. 22.</li> <li>○ R.182: Thresholds should be progressively reduced (for fields in Article 7).</li> </ul> </li> <li>• <i>Comparison with relevant instruments:</i> No similar provisions exist in other instruments addressing part-time work.</li> <li>• <i>Current relevance:</i> The provisions detail the process concerning establishment, review, revision, and reporting on the thresholds relevant to Articles 6 and 7, and the</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                      |

<sup>18</sup> ILO: [2018 General Survey](#), paras 621-626.

<sup>19</sup> ILO: [2018 General Survey](#), para. 626.

<sup>20</sup> ILO: [2018 General Survey](#), para. 600.

<sup>21</sup> ILO: [Declaration on equality of opportunity and treatment for women workers](#), ILC, Report VIII, 60th Session, Geneva, 1975.

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|                                                                          | workers excluded as a result of the thresholds. The requirement for tripartite consultations in this regard is consistent with current practice.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <a href="#">Art. 9 of C.175</a>                                          | <ul style="list-style-type: none"> <li>• <i>Objective:</i> Facilitate access to productive, freely chosen part-time work that meets employer and worker needs while ensuring Articles 4-7 protections. This includes: reviewing restrictive laws; using employment services; paying attention in employment policies to the needs of specific groups; and researching and disseminating information on the benefits of part-time work.</li> <li>• <i>Comparison with relevant instruments:</i> No similar provisions exist in other instruments addressing part-time work.</li> <li>• <i>Current relevance:</i> Various policies support freely chosen part-time work, often targeting unemployment in specific groups like the unemployed, underemployed, disabled, and older workers. Public employment services promote part-time work, while tripartite initiatives aid its development.<sup>22</sup></li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <a href="#">Art. 10 of C.175</a><br><a href="#">Paras 18-20 of R.182</a> | <ul style="list-style-type: none"> <li>• <i>Objective:</i> <ul style="list-style-type: none"> <li>◦ C.175: Transfer from full-time to part-time work or vice versa shall be voluntary, in accordance with national law and practice.</li> <li>◦ R.182: Employers should consider worker requests to transfer between full-time and part-time roles when available and provide timely information on openings. Refusal to transfer should not be grounds for termination, except for operational reasons. Workers should be allowed to shift to part-time for justified reasons, such as family needs, and return to full-time when possible.</li> </ul> </li> <li>• <i>Comparison with relevant instruments:</i> No similar provisions exist in other instruments addressing part-time work.</li> <li>• <i>Current relevance:</i> Ensures that transfers between full-time and part-time work are voluntary. The possibility to transfer between full-time and part-time work allows workers to balance personal needs while staying employed and helps employers retain productive employees.<sup>23</sup> At the national level, different approaches have been adopted to regulate the practical aspects of transfers, including in relation to the procedure, justifiable reasons for the transfer and the employer's obligation to notify workers of opportunities for transition.<sup>24</sup></li> </ul> |
| <a href="#">Para. 12 of R.182</a>                                        | <ul style="list-style-type: none"> <li>• <i>Objective:</i> The number and scheduling of part-time work hours should align with the worker's interests and the establishment's needs, with restrictions on changes, prior notice, and negotiated compensation for additional hours.</li> <li>• <i>Comparison with relevant instruments:</i> No similar provisions exist in other instruments addressing part-time work.</li> <li>• <i>Current relevance:</i> Encourages cooperation and promotes work-life balance.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <a href="#">Para. 15 of R.182</a>                                        | <ul style="list-style-type: none"> <li>• <i>Objective:</i> Specific constraints on access of part-time workers to training, career opportunities and occupational mobility should be overcome.</li> <li>• <i>Comparison with relevant instruments:</i> No similar provisions exist in other instruments addressing part-time work.</li> <li>• <i>Current relevance:</i> At the national level, provisions promoting equality of treatment ensure access to improvement opportunities for both full- and part-time workers, often focusing on training. Some countries explicitly prohibit discrimination in skill</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

<sup>22</sup> ILO: [2018 General Survey](#), paras 634-637.

<sup>23</sup> ILO: [2018 General Survey](#), para. 650.

<sup>24</sup> ILO: [2018 General Survey](#), paras 641-644.

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|                          | development, while others implement laws and policies supporting training, career growth, and mobility to encourage employment, including full-time roles. <sup>25</sup>                                                                                                                                                                                                                                                                                                            |
| <b>Para. 17 of R.182</b> | <ul style="list-style-type: none"> <li>• <i>Objective</i>: Employers should consider facilitating access to part-time work at all levels of the enterprise, including skilled and managerial positions where appropriate.</li> <li>• <i>Comparison with relevant instruments</i>: No similar provisions exist in other instruments addressing part-time work.</li> <li>• <i>Current relevance</i>: Promotes equal access to part-time work across all job levels.</li> </ul>        |
| <b>Para. 21 of R.182</b> | <ul style="list-style-type: none"> <li>• <i>Objective</i>: When employer obligations depend on workforce size, part-time workers should be counted as full-time workers.</li> <li>• <i>Comparison with relevant instruments</i>: No similar provisions exist in other instruments addressing part-time work.</li> <li>• <i>Current relevance</i>: Aims to prevent the undercounting of part-time workers where employer obligations depend on the size of the workforce.</li> </ul> |

## The instruments in 2026

### A Policy context

The most common model of part-time work establishes a number of fixed hours of work for each workday.<sup>26</sup> In 2022, an ILO-published report on working time recorded significant variations in the incidence of part-time employment globally.<sup>27</sup> The incidence of part-time employment is generally higher in high-income countries, although in some developing countries, more than 40 per cent of workers were in part-time employment.<sup>28</sup>

Since 2010, trends in part-time work as a percentage of employment have remained largely similar.<sup>29</sup> There was a slight increase in the proportion of men working part-time in 2020 and 2021, seemingly as a consequence of the recession induced by the COVID-19 pandemic.<sup>30</sup> There is a gender gap in part-time employment, including in the services sector, retail and care work. Involuntary regular or long-term part-time employment is a major source of inequality, both in respect of full-time employment and as it is often a characteristic of women's employment in low-skilled jobs. This affects pay equity and can lead to poverty in old age.<sup>31</sup>

For some employers, part-time work provides the ability to secure optimal staffing and operational flexibility, including in cases where there are peak periods and periods of less activity or where work is intermittent in nature and insufficient to justify full-time positions.<sup>32</sup> For some workers, part-time work with predictable work schedules enables more time for

<sup>25</sup> ILO: [2018 General Survey](#), paras 627-632.

<sup>26</sup> ILO: [Working Time and Work-Life Balance Around the World](#), 2022, p. 56.

<sup>27</sup> ILO: [Working Time and Work-Life Balance Around the World](#), 2022, p. 56.

<sup>28</sup> ILO: [Working Time and Work-Life Balance Around the World](#), 2022, p. 56.

<sup>29</sup> ILO: [Working Time and Work-Life Balance Around the World](#), 2022, p. 58.

<sup>30</sup> ILO: [Working Time and Work-Life Balance Around the World](#), 2022, p. 58.

<sup>31</sup> ILO: [2018 General Survey](#), para. 558.

<sup>32</sup> ILO: [Working Time and Work-Life Balance Around the World](#), 2022, p. 56.

personal responsibilities and/or leisure, leading to a better balance between paid work and personal life.<sup>33</sup> However, the positive effect of part-time work on work-life balance requires part-time work to be an entirely voluntary choice rather than due to a lack of full-time options.<sup>34</sup> Social dialogue between employers and workers at the company level is crucial to establish beneficial conditions for part-time work.<sup>35</sup>

## B International labour standards context

### (1) Information relating to the ratification of Convention No. 175

Convention No. 175 is in force in 21 Member States.

In the 2018 General Survey on working time, several Member States reported legislative obstacles to the ratification of Convention No. 175,<sup>36</sup> including in relation to provisions concerning annual leave for part-time workers;<sup>37</sup> the right to social security;<sup>38</sup> and exclusion of certain groups.<sup>39</sup> Some Member States reported that national legislation did not differentiate between full-time and part-time workers.<sup>40</sup> The Committee of Experts noted that ILO technical assistance had been requested to improve understanding of Convention No. 175.<sup>41</sup>

| Convention                | Effective ratifications:                        | Further information                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|---------------------------|-------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Convention No. 175</b> | 21 effective ratifications<br>(0 denunciations) | <ul style="list-style-type: none"> <li>• <u>Last ratification</u>: 2025 (<i>Uzbekistan</i>)</li> <li>• <u>Ratification by dates</u>: 1990s-2000s: 4; 2000s-2010s: 7; 2010s-2020s: 7; 2020-2025: 3.</li> <li>• <u>Ratification by region</u>: Europe and Central Asia: 15 ratifications;<sup>42</sup> Asia and the Pacific: 1 ratification;<sup>43</sup> Americas: 3 ratifications;<sup>44</sup> Africa: 2 ratifications;<sup>45</sup> Arab States: 0 ratifications.</li> <li>• There is no declaration of applicability to non-metropolitan territories.</li> </ul> |

### (2) Information concerning the implementation of Convention No. 175

<sup>33</sup> ILO: *Working Time and Work-Life Balance Around the World*, 2022, p. 67.

<sup>34</sup> ILO: *Working Time and Work-Life Balance Around the World*, 2022, p. 58-59.

<sup>35</sup> ILO: Part-time work, *Information Sheet No. WT-4*, June 2004, p. 3.

<sup>36</sup> ILO: *2018 General Survey*, para. 891.

<sup>37</sup> *Brazil*.

<sup>38</sup> *Denmark*.

<sup>39</sup> *Austria*.

<sup>40</sup> *New Zealand* and *Switzerland*.

<sup>41</sup> *Cabo Verde*. See: ILO: *2018 General Survey*, para. 897.

<sup>42</sup> *Albania, Belgium, Bosnia and Herzegovina, Cyprus, Finland, Hungary, Italy, Kazakhstan, Luxembourg, Netherlands, Portugal, Russian Federation, Slovenia, Sweden and Uzbekistan*.

<sup>43</sup> *Australia*.

<sup>44</sup> *Guatemala, Guyana and Paraguay*.

<sup>45</sup> *Mauritius and Sudan*.

The Committee of Experts has continued its supervision of Convention No. 175. There are currently eight pending comments concerning:

- Measures undertaken to give effect to the Convention,<sup>46</sup> including in relation to provisions concerning social security coverage and employment injury benefits,<sup>47</sup> ensuring protection of part-time workers irrespective of employment contract, including migrant workers in the informal economy;<sup>48</sup> revising thresholds applicable to earnings and hours of work in consultation with social partners;<sup>49</sup> facilitating access to productive and freely chosen part-time work, meeting the needs of employers and workers;<sup>50</sup> facilitating voluntary transfer from full-time to part-time work, or vice versa;<sup>51</sup> and those concerning working conditions for pensioners employed in part-time work as compared to comparable full-time workers.<sup>52</sup>
- Reasons for the exclusion of many categories of workers from the scope of application of the Convention.<sup>53</sup>
- Concerns raised by social partners regarding legislative reforms under consideration that may exclude part-time workers from unemployment benefits and equal pension rights,<sup>54</sup> and increasing involuntary part-time work.<sup>55</sup> The Committee, in its General Survey, acknowledged that involuntary part-time work is problematic and requested information on the situation of workers “trapped in involuntary part-time work”, notably women and young persons.<sup>56</sup>

## Key considerations

In examining Convention No. 175 and Recommendation No. 182 for the purpose of determining their status, the following considerations are particularly relevant:

- Convention No. 175 and Recommendation No. 182 are the only international labour standards regulating part-time work, including with respect to the principle of equal treatment between part- and comparable full-time workers. Although previous ILO standards covered a number of important aspects of part-time work, this coverage was fragmented.<sup>57</sup>
- Convention No. 175 is in force in 21 Member States.

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<sup>46</sup> Sudan, [direct request](#), adopted in 2025.

<sup>47</sup> Guyana, [direct request](#), adopted in 2024; Guatemala, [direct request](#), adopted in 2024.

<sup>48</sup> Kazakhstan, [direct request](#), adopted in 2024.

<sup>49</sup> Paraguay, [direct request](#), adopted in 2023; Guatemala, [direct request](#), adopted in 2024.

<sup>50</sup> Paraguay, [direct request](#), adopted in 2023; Guatemala, [direct request](#), adopted in 2024; Kazakhstan, [direct request](#), adopted in 2024.

<sup>51</sup> Paraguay, [direct request](#), adopted in 2023; Kazakhstan, [direct request](#), adopted in 2024.

<sup>52</sup> Slovenia, [direct request](#), adopted in 2024.

<sup>53</sup> Finland, [direct request](#), adopted in 2022; Guatemala, [direct request](#), adopted in 2024.

<sup>54</sup> Belgium, [direct request](#), adopted in 2025.

<sup>55</sup> Finland, [direct request](#), adopted in 2022.

<sup>56</sup> ILO: *2018 General Survey*, para. 558.

<sup>57</sup> ILO: *2018 General Survey*, para. 565.

- The Committee of Experts has noted issues related to involuntary part-time work in its regular supervision of the Convention,<sup>58</sup> and has requested information regarding the situation of workers that are in involuntary part-time work, particularly women and young persons.<sup>59</sup>

## Possible action to be considered in relation to Convention No. 175 and Recommendation No. 182

Part-time work has remained a significant feature of labour markets since the adoption of Convention No. 175 and Recommendation No. 182. These instruments are the only international labour standards that specifically seek to promote quality part-time work, and guarantee labour and employment rights for part-time workers. The approach taken by these instruments does not appear to have been overtaken by regulatory, social or economic developments since their adoption.

Following its review of Convention No. 175 and Recommendation No. 182, the SRM TWG will tailor lessons learnt through the SRM TWG process to the specificities of this review.

If the SRM TWG were to decide to recommend the adoption of a comprehensive instrument concerning working time, it may wish to indicate that this would include the part-time work instruments and make appropriate recommendations in that regard. This could include recommending consideration of the abrogation or withdrawal of Convention No. 175 and Recommendation No. 182 following the adoption of a new comprehensive instrument, should such an instrument be adopted, that ensures the enhanced protection of the rights of workers in relation to part-time work.

Alternatively, the SRM TWG may wish to consider the review of these instruments separately as set out below.

Based on the preceding information, and ensuring consistency with past SRM TWG recommendations, **the Office proposes consideration of:**

- the classification of Convention No. 175 and Recommendation No. 182 as *up-to-date* instruments;
- the identification of *no regulatory gap in coverage* in relation to the international regulation of part-time work; and
- *practical and time-bound follow-up action* composed of the non-normative measures set out below.

In this regard, the Office has taken particular account of the fact that, other than Convention No. 175 and Recommendation No. 182 on part-time work, the body of international labour standards provides only fragmented coverage of part-time work, and does not adequately and comprehensively regulate the protection and promotion of part-time work.

<sup>58</sup> Finland, [direct request](#), adopted in 2022.

<sup>59</sup> ILO: [2018 General Survey](#), para. 558.

The SRM TWG will take decisions concerning the three elements within its mandate and make corresponding recommendations to the Governing Body concerning Convention No. 175 and Recommendation No. 182.

### **1. STATUS OF INSTRUMENTS UNDER REVIEW:**

The SRM TWG will consider whether, within their current legal status as active instruments, Convention No. 175 and Recommendation No. 182 should be classified as *up-to-date* instruments, instruments *requiring further action to ensure their continued and future relevance*, or *outdated* instruments. In deciding their status, the SRM TWG will consider whether they are fit for purpose.

### **2. IDENTIFICATION OF GAPS IN COVERAGE:**

In determining whether or not a regulatory gap in coverage exists in relation to part-time work, the SRM TWG should consider all relevant elements, including that the subject matter is regulated by two instruments currently considered to be up-to-date: Convention No. 175 and Recommendation No. 182.

### **3. FOLLOW-UP ACTION AS APPROPRIATE:**

Considering past practices of the SRM TWG and the specificities of the instruments under review, the SRM TWG will consider what follow-up action should be taken:

- i. If the SRM TWG considers that Convention No. 175 and Recommendation No. 182 are up-to-date instruments,** it could recognize that their full implementation requires the *promotion of Convention No. 175's ratification, involving concerted and committed attention by governments and the social partners, supported by the Office*. The SRM TWG could recommend that the tripartite constituents should collaborate to take active steps towards ratification and effective implementation of Convention No. 175 and Recommendation No. 182.
- ii. Alternatively, if the SRM TWG considers that Convention No. 175 and Recommendation No. 182 have the status of instruments requiring further action to ensure their continued and future relevance,** it could recommend that the Office take necessary further actions that could include:
  - (a) Continuing to provide guidance and technical support, including capacity building, to Member States on application of the instruments;
  - (b) Developing tools for the provision of Office advice to Member States considering ratification and implementation of Convention No. 175 and Recommendation No. 182 to ensure application in law and practice; and
  - (c) Conducting research to identify the key challenges and opportunities in relation to the application of Convention No. 175 and Recommendation No. 182, with a view to assessing with tripartite involvement options for possible follow-up action.