
Committee on the Application of Standards

Draft outcome of the discussion by the Committee on the Application of Standards of the General Survey concerning working-time instruments

Introduction

1. Recalling that working time has been at the heart of the Organization's standard-setting activities over its first century, the Committee welcomed the opportunity to discuss this important and topical issue in the context of its examination of the General Survey concerning the following working-time instruments: the Hours of Work (Industry) Convention, 1919 (No. 1), the Hours of Work (Commerce and Offices) Convention, 1930 (No. 30), the Forty-Hour Week Convention, 1935 (No. 47), the Reduction of Hours of Work Recommendation, 1962 (No. 116), the Weekly Rest (Industry) Convention, 1921 (No. 14), the Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106), the Weekly Rest (Commerce and Offices) Recommendation, 1957 (No. 103), the Holidays with Pay Convention (Revised), 1970 (No. 132), the Holidays with Pay Recommendation, 1954 (No. 98), the Night Work (Women) Convention (Revised), 1948 (No. 89), the Protocol of 1990 to the Night Work (Women) Convention (Revised), 1948, the Night Work of Women (Agriculture) Recommendation, 1921 (No. 13), the Night Work Convention, 1990 (No. 171), the Night Work Recommendation, 1990 (No. 178), the Part-Time Work Convention, 1994 (No. 175), and the Part-Time Work Recommendation, 1994 (No. 182).
2. The Committee noted that the organization of working time has a major impact on the physical and mental health of workers, work–life balance, the contribution of workers to society, workplace safety and the competitiveness, agility, productivity and sustainability of enterprises. The Committee recognized that finding an appropriate balance between the protection of workers and the needs of enterprises in the organization of working time remained an important goal for the realization of social justice. The Committee considered that this was all the more important in the context of the major process of change that the world of work was undergoing.

Realities and needs of member States

3. The Committee noted that the transformations currently taking place in the world of work, facilitated by developments and improvements in technology and communications, were changing many of the traditional time and space dimensions in work and having an impact on its organization. The Committee made particular reference to the new emerging working arrangements, including telework and work on platforms. It noted that these new arrangements were also being considered in the context of the Future of Work Initiative.

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4. The Committee considered that the adoption of an appropriate regulatory framework on working time was important both to protect workers and to ensure a level playing field for employers. The Committee also noted that social partners through social dialogue and collective bargaining had an important role to play in setting rules and providing guidance on working time and thus ensuring that working-time arrangements better meet the concrete needs of both employers and workers.
 5. The Committee noted the challenges related to the balanced adaptation and the enforcement of working-time regulations, including in the context of the new working arrangements. It stressed the need to strengthen efforts in these areas, as well as the opportunity of exploring a diversity of measures in this respect.

ILO means of action

1. *Standards-related action*

6. The Committee considered that the findings of the General Survey and its discussion could feed into the tripartite meeting of experts, should it take place, as contemplated in paragraph 21(a) of the conclusions concerning the recurrent discussion on social protection (labour protection) adopted by the Conference in 2015.
7. The Committee also considered that the General Survey, together with the report and outcome of this discussion, shall contribute to the work of the Standards Review Mechanism Tripartite Working Group on this matter.

2. *Development cooperation and technical assistance*

8. Acknowledging the references by a number of member States to the need for technical assistance in relation to working-time issues, the Committee expected the Office to provide the requested support and to continue to conduct the necessary research to identify possible responses to the current and emerging realities in this area, including integrated and innovative approaches to reconcile the needs of workers in terms of the balance between work, family and private life with the needs of enterprises in an increasingly integrated and competitive economy.