

Fact Sheet on Committee on Application of Standards (CAS)

What is the CAS?

The Committee on the Application of Standards (CAS) is a permanent standing committee of the International Labour Conference (ILC) and an essential component of the ILO supervisory system. It provides an opportunity for representatives of Governments, Employers' and Workers' organisations to review the measures taken by the Member States to give effect on the provisions of the Conventions and the observations made in the Committee of Experts on the Application of Conventions and Recommendations ([CEACR annual report](#)) in a tripartite setting.

The CAS has provided a regular platform for dialogue between tripartite constituents from all ILO member States on the application of ratified Conventions and other standards-related obligations. In delivering its task, the CAS has received technical preparatory support from the Committee of Experts (CEACR) and the ILO Office. However, the CAS is not bound by any views of the Committee of Experts' views and analysis. Governments, Employers and Workers can use other sources to prepare their submissions in CAS.

Each year, a preliminary list of 40 cases selected from the CEACR report are published and a final list of 24 individual cases are adopted by the CAS. The list normally includes a few "double-footnoted cases", which are cases that the CEACR has requested Governments to supply full particulars to the Conference, as well as one case of progress. In determining the final list, a viable and fair procedure based on agreed objective criteria has been applied taking due consideration of the type of conventions, regional balance, as well as to the level of development.

During the CAS discussions, the Governments on the list of 24 individual cases are invited to

respond and to provide information on the current application in law and practice. Employers and Workers' representatives then also have an opportunity to comment and provide any information relevant for the discussions. Following the examinations, the CAS draws up conclusions recommending Governments to take specific steps in order to remedy the problem; or to invite an ILO mission or seek technical assistance. The discussions and conclusions of the cases examined by the CAS are published in its Report, which is publicly available online.

The [CAS Reports](#) adopted by the ILC reflect only those recommendations agreed on consensus. This is clearly indicated the beginning of the individual cases section, which reads: "*CAS has adopted short, clear and straightforward conclusions. Conclusions identify what is expected from Governments to apply ratified conventions in a clear and unambiguous way. Conclusions reflect concrete steps to address compliance issues. Conclusions will no longer repeat elements of the discussion or reiterate Governments' declarations which can be found in the opening and closing of the discussion set out in the Record of Proceedings. CAS has adopted conclusions on the basis of consensus. CAS has only reached conclusions that fall within the scope of the convention being examined. If the employers, workers and/or governments have divergent views, this has been reflected in the CAS record of proceedings, not in the conclusions*".

Any controversial issues or fundamental disagreements, such as those related to a right to strike in the context of Convention 87 cases, are not reflected and accordingly not covered in the conclusions of the cases discussed.

Why is the CAS important for Employers?

It is important for Employers' organisations to engage actively in the CAS:

- To provide information on the challenges and balanced ways of implementation of ratified Conventions in law and in practice at the national level that take into account the needs of protection of workers, the needs of sustainable enterprises and the evolving patterns of the world of work;
- To ensure employers' views are included on the assessment on how an ILO Member State is applying a ratified Convention in law and practice at the national level;
- To neutralize, balance or complement comments made by trade unions, who can sometimes be very critical on the Government's implementation of ratified Conventions in law and in practice;
- To influence the conclusions and recommendations of follow up actions to be made by the Government in order to address the issues identified in the cases;
- To observe and update the CAS on the Government's progress and implementation of the CAS conclusions and recommendations.

How can IOE assist?



IOE provides valuable support to:

- ✓ alert national employers when their government is selected on the list of 24 individual cases;
- ✓ assist employers in preparing their observations and comments on the ratified Conventions;
- ✓ liaise and provide guidance to the employers' spokesperson dealing with the discussion of the particular case;
- ✓ negotiate with the workers' representatives to ensure the conclusions and recommendations are balanced and consider the employers' views; and
- ✓ advise its members on the functioning of this supervisory mechanism and its relationship with other aspects of the ILO standards supervisory system and its potential impact at national level.

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