



**ACT/EMP – IOE research project:**

# **EMPLOYERS' TOOLKIT ON ILO STANDARDS**



## NEED FOR THE TOOLKIT

- 188 ILO Conventions
- 7624 ratifications of ILO Conventions- average 80 new ratifications every year
- Ratification implies obligation to implement Conventions in national law and practice
- Employers` organizations are supposed to influence decisions at the time of ratification and implementation
- To do so effectively, employers` organizations need information on Conventions **from an employers' perspective**
- **but this does not yet exist!**



## PURPOSE OF THE TOOLKIT

- To provide information on employers' views on the Conventions, as expressed in ILO bodies
- To help understand and assess the contents of ILO Conventions
- To inform about possible implications of ratification/implementation of a Convention
- To enable to develop and lobby for business-friendly ways of implementation



## COVERAGE

### First Stage:

41 Conventions and  
2 Protocols



### Later stage:

Other Conventions;  
Selected  
Recommendations



## LIST OF THE 41 CONVENTIONS AND 2 PROTOCOLS IDENTIFIED

### Freedom of Association and Collective Bargaining

- C. 87, Freedom of Association and protection of the right to organize Convention, 1948
- C. 98, Right to organise and collective bargaining Convention, 1949
- C.154, Collective Bargaining Convention, 1981

### Forced Labour

- C. 29, Forced labour Convention, 1930
- C. 105, Abolition of forced labour Convention, 1957

### Child Labour

- C.138, Minimum Age Convention, 1973
- C. 182, Worst Forms of Child Labour Convention, 1999

### Equality of Opportunity and Treatment

- C. 100, Equal Remuneration Convention, 1951
- C. 111, Discrimination (Employment and Occupation) Convention, 1958
- C.156, Workers with family responsibilities Convention, 1981

### Tripartite Consultation

- C. 144, Tripartite Consultation (International Labour Standards) Convention, 1976

### Labour Administration and Inspection

- C. 81, Labour inspection Convention, 1947
- Protocol of 1995 to the labour inspection Convention, 1947
- C. 129, Labour inspection (Agriculture) Convention, 1969
- C. 160, Labour Statistics Convention, 1985

### Employment

- C.88, Employment Service Convention, 1948
- C. 122, Employment policy Convention, 1966
- C. 142, Human Resources development Convention, 1975
- C. 158, Termination of Employment Convention, 1982
- C. 159, Vocational rehabilitation and employment (Disabled persons) Convention, 1983
- C. 181, Private Employment Agencies Convention, 1997



## Wages

- C. 94**, Labour clauses (public contracts) Convention, 1949
- C. 95**, Protection of wages Convention, 1949
- C. 131**, Minimum wage fixing Convention, 1970
- C. 173**, Protection of Workers' Claims (Employer's Insolvency) Convention, 1992

## Working Time

- C. 175**, Part-Time Work Convention, 1994

## Night Work

- C. 171**, Night Work Convention, 1990

## Occupational Safety and Health

- C.148**, Working Environment (Air Pollution, Noise and Vibration) Convention, 1977
- C.155**, Occupational Safety and Health Convention, 1981  
Protocol of 2002 to the Occupational Safety and Health Convention, 1981
- C.162**, Asbestos Convention, 1986
- C. 170**, Chemicals Convention, 1990
- C.184**, Safety and Health in Agriculture Convention, 2001
- C. 187**, Promotional Framework For Occupational Safety and Health Convention, 2006

## Social security

- C.102**, Social Security (Minimum Standards) Convention, 1953
- C.168**, Employment Promotion and Protection against Unemployment Convention, 1988

## Maternity Protection

- C. 183**, Maternity Protection Convention, 2000

## Migrant workers

- C. 97**, Migration for Employment Convention (Revised), 1949
- C. 143**, Migrant Workers (Supplementary Provisions) Convention, 1975

## Dockworkers

- C.137**, Dock Work Convention, 1973

## Indigenous and Tribal People

- C. 169**, Indigenous And Tribal People Convention, 1989

## Specific categories of workers

- C. 172**, Working Conditions (Hotels and Restaurants) Convention, 1991
- C. 177**, Home Work Convention, 1996



## SAMPLE OF CONTENT

### Convention No. xy

- A. **General information** (voting; entry into force, number of ratifications/denunciations, denunciation windows, etc.)
- B. **Basic requirements** of the Convention
- C. **Classification of the Convention** by the ILO Governing Body
- D. **Employers' attitudes** at the time of adoption and at later reviews
- F. **Assessment** of the individual provisions of the Convention and **identification** of business-friendly options for implementation
- G. **Case studies** on application of the Convention



## FORMAT

- Hard copy
- Online on ACT/EMP and IOE website

First edition available by **ILC 2010!**



## YOUR CO-OPERATION IS KEY!

- Do you have views/proposals on the
  - ◆ **selection of Conventions** – which Conventions are of particular interest to you?
  - ◆ **contents of the publication** – does it meet your information needs?
  
- Do you want to collaborate in this project, for instance
  - ◆ undertake a **legal assessment** of the provisions of a Convention(s)?
  - ◆ write a **case study** on the application of a particular Convention or particular provisions of Conventions in your country?



## **FEEDBACK? INTEREST IN CO-OPERATION?**

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**Thank you for your attention !**

**We look forward to working with you !**