



## SEVENTH ITEM ON THE AGENDA

**Ratification and promotion of  
fundamental ILO Conventions****Contents**

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1. On 25 May 1995, the Director-General launched the campaign to promote the fundamental ILO Conventions with a view to their universal ratification. Each year he submits a report, for information, to the Governing Body on progress made in the ratification of the fundamental ILO Conventions during the previous year and on the future prospects for the ratification of these instruments, based on information communicated by the member States. In August 2001, the Director-General sent a circular letter to governments of countries that had not ratified all the fundamental Conventions, asking them to indicate their position with regard to these Conventions and in particular whether or not their position had changed since their previous communication.
2. Part I of this document summarizes prospects for ratification based on replies received to date to the Director-General's eighth circular letter,<sup>1</sup> which was sent to 120 States.<sup>2</sup> As regards the position of member States which did not reply to the Director-General's last circular letter, the members of the Committee are requested to refer to documents GB.279/LILS/4 and GB.279/11/2 (paragraphs 15-18), which summarize the information communicated by these countries by last November.<sup>3</sup> As in previous years, information received after 2 October 2001 will be communicated orally to the Committee during the examination of this document. Part II of the document deals with countries that have requested the assistance of the ILO or referred to it, and Part III contains concluding remarks.

## I. Overview

3. Since the 279th Session (November 2000) of the Governing Body, 95 new ratifications of fundamental Conventions – or confirmations of previous commitments – have been registered, bringing to 325<sup>4</sup> the number of ratifications since the beginning of the

<sup>1</sup> As at 2 October 2001, 43 ILO member States had replied to the Director-General's letter: *Antigua and Barbuda, Armenia, Australia, Austria, Bahrain, Belgium, Benin, Canada, Chad, China, Costa Rica, Czech Republic, El Salvador, Ethiopia, Germany, Ghana, Greece, Guinea-Bissau, India, Islamic Republic of Iran, Japan, Kazakhstan, Kiribati, Latvia, Lebanon, Lithuania, Malaysia, Mali, Mauritius, Mexico, Morocco, Mozambique, Myanmar, Netherlands, Pakistan, Peru, Philippines, Poland, Saint Lucia, Singapore, Syrian Arab Republic, Thailand, United States.*

<sup>2</sup> Following the participation of a Government delegation of Somalia at the 55th Session of the General Assembly of the United Nations and the admission of the Federal Republic of Yugoslavia to the ILO on 24 November 2000, the Director-General sent these governments the circular letter this year. The Federal Republic of Yugoslavia accepted, as from that date, the international labour Conventions which had been ratified by the former Socialist Federal Republic of Yugoslavia, which required "re-registration" of their ratification, namely Conventions Nos. 29, 87, 98, 100, 111 and 138. Naturally, no letter was sent to member States that had ratified all the fundamental Conventions.

<sup>3</sup> Information on the ratification prospects for the fundamental Conventions in certain countries, communicated to the Office outside the framework of the current exercise (information obtained under article 19, para. 5, of the ILO Constitution; the reading of official gazettes; or information communicated by the permanent missions in Geneva or the ILO multidisciplinary advisory teams, etc.), will be accompanied by an asterisk (\*). In addition, at the end of each of the sections of the present document, dealing with one of the eight ILO fundamental Conventions, the names of countries that have *never* supplied any information on the ratification prospects of the instrument in question will be recalled.

<sup>4</sup> The full list of ratifications registered since the beginning of the campaign is annexed.

campaign and to 130<sup>5</sup> the number of member States to have ratified fundamental ILO Conventions since the launch of the campaign in May 1995. These 95 new ratifications are as follows: Convention No. 29 was ratified by *Equatorial Guinea, Kazakhstan, Namibia, Rwanda and Yugoslavia*; Convention No. 87 by *Angola, Bahamas, Democratic Republic of the Congo, Equatorial Guinea, Kazakhstan and Yugoslavia*; Convention No. 98 by *Equatorial Guinea, Kazakhstan and Yugoslavia*; Convention No. 100 by *Bahamas, Kazakhstan, Kenya and Yugoslavia*; Convention No. 105 by *Bosnia and Herzegovina, Democratic Republic of the Congo, Equatorial Guinea, Kazakhstan, Lesotho, Namibia and Ukraine*; Convention No. 111 by *Bahamas, Democratic Republic of the Congo, Equatorial Guinea, Kenya, Luxembourg, United Arab Emirates and Yugoslavia*; Convention No. 138 by *Angola, Benin, Brazil, Cameroon, Colombia, Democratic Republic of the Congo, Kazakhstan, Namibia and Yugoslavia*; and Convention No. 182 by *Albania, Algeria, Angola, Argentina, Bahamas, Bahrain, Bangladesh, Burkina Faso, Costa Rica, Croatia, Cyprus, Czech Republic, Democratic Republic of the Congo, Dominica, Dominican Republic, Equatorial Guinea, Estonia, France, Gabon, Gambia, Guyana, Iraq, Japan, Kenya, Republic of Korea, Lebanon, Lesotho, Luxembourg, Malaysia, Malta, Mongolia, Morocco, Namibia, New Zealand, Norway, Oman, Paraguay, Philippines, Romania, Saint Lucia, Singapore, Slovenia, Spain, Sri Lanka, Sweden, United Republic of Tanzania, Thailand, Turkey, Uganda, Ukraine, United Arab Emirates, Uruguay, Viet Nam and Zimbabwe*. Taking into account the ratifications registered since November 2000, *Albania, Algeria, Angola, Argentina, Burkina Faso, Costa Rica, Croatia, Cyprus, Democratic Republic of the Congo, Dominica, Dominican Republic, Equatorial Guinea, France, Gambia, Guyana, Luxembourg, Malta, Norway, Romania, Rwanda, Slovenia, Spain, Sweden, Turkey, Ukraine and Uruguay* are now among the countries that have ratified all eight fundamental Conventions.

4. The objectives of the Director-General's initiative launched in May 1995 is to achieve *universal ratification* of the ILO's fundamental human rights Conventions. Of the 175 ratifications needed for each Convention in order to achieve this goal, 159 ratifications have been registered to date for Convention No. 29, 138 for Convention No. 87, 150 for Convention No. 98, 153 for Convention No. 100, 157 for Convention No. 105,<sup>6</sup> 152 for

<sup>5</sup> *Albania, Algeria, Angola, Argentina, Austria, Azerbaijan, Bahamas, Bahrain, Bangladesh, Barbados, Belarus, Belize, Benin, Bolivia, Bosnia and Herzegovina, Botswana, Brazil, Bulgaria, Burkina Faso, Burundi, Cambodia, Cameroon, Canada, Cape Verde, Central African Republic, Chad, Chile, China, Colombia, Congo, Costa Rica, Croatia, Cyprus, Czech Republic, Democratic Republic of the Congo, Denmark, Dominica, Dominican Republic, Ecuador, Egypt, El Salvador, Equatorial Guinea, Eritrea, Estonia, Ethiopia, Finland, France, Gabon, Gambia, Georgia, Ghana, Guyana, Hungary, Iceland, India, Indonesia, Iraq, Ireland, Italy, Japan, Jordan, Kazakhstan, Kenya, Republic of Korea, Kuwait, Kyrgyzstan, Lebanon, Lesotho, Lithuania, Luxembourg, Madagascar, Malawi, Malaysia, Mali, Malta, Mauritania, Mauritius, Mexico, Republic of Moldova, Mongolia, Morocco, Mozambique, Namibia, Nepal, New Zealand, Norway, Oman, Papua New Guinea, Paraguay, Philippines, Portugal, Qatar, Romania, Russian Federation, Rwanda, Saint Lucia, Saint Kitts and Nevis, Saint Vincent and the Grenadines, San Marino, Senegal, Seychelles, Singapore, Slovakia, Slovenia, South Africa, Spain, Sri Lanka, Suriname, Sweden, Switzerland, Tajikistan, United Republic of Tanzania, Thailand, The former Yugoslav Republic of Macedonia, Togo, Trinidad and Tobago, Tunisia, Turkey, Turkmenistan, Uganda, Ukraine, United Arab Emirates, United Kingdom, Uruguay, Uzbekistan, Viet Nam, Yemen, Yugoslavia, Zambia, Zimbabwe*.

<sup>6</sup> This total does not take into consideration the ratification – followed by the denunciation – of this Convention by *Malaysia and Singapore*.

Convention No. 111, 112 for Convention No. 138 and 100 for Convention No. 182, making a total of 1,121 ratifications of the fundamental Conventions.<sup>7</sup>

5. To date, of the Organization's 175 member States, 58 countries<sup>8</sup> have ratified the eight fundamental ILO Conventions, 48 countries<sup>9</sup> have ratified seven, 27 countries<sup>10</sup> have ratified six and 17 countries<sup>11</sup> have ratified five. By comparison, seven countries have ratified only one<sup>12</sup> or two<sup>13</sup> fundamental Conventions and only one – *Kiribati* – has not ratified any. In this regard, it will be recalled that this country has only been a Member of the Organization since 3 February 2000.

## A. Forced or compulsory labour

### 1. Forced Labour Convention, 1930 (No. 29)

6. Since the 279th Session (November 2000) of the Governing Body, Convention No. 29 has been ratified by *Equatorial Guinea, Kazakhstan, Namibia, Rwanda* and *Yugoslavia*, bringing to 159 the total number of ratifications of this instrument registered to date.

Ratification proposal currently before the competent authorities

7. The Government of *Ethiopia* reported that a proposal for ratification of Conventions Nos. 29 and 182 had been submitted to Parliament, but that ratification of these Conventions had not yet been possible due to the heavy workload of the executive and legislative bodies. However, the Government would follow up the case and remained

<sup>7</sup> It will be recalled that the objective of the campaign will only be fully achieved when the ILO has registered the 1,400th ratification (i.e. 175 member States x eight fundamental Conventions).

<sup>8</sup> *Albania, Algeria, Angola, Argentina, Barbados, Belarus, Belize, Botswana, Bulgaria, Burkina Faso, Central African Republic, Chile, Costa Rica, Croatia, Cyprus, Democratic Republic of the Congo, Denmark, Dominica, Dominican Republic, Ecuador, Equatorial Guinea, Finland, France, Gambia, Guyana, Hungary, Iceland, Indonesia, Ireland, Italy, Libyan Arab Jamahiriya, Luxembourg, Malawi, Malta, Nicaragua, Niger, Norway, Panama, Papua New Guinea, Portugal, Romania, Rwanda, San Marino, Senegal, Seychelles, Slovakia, Slovenia, South Africa, Spain, Sweden, Switzerland, Togo, Tunisia, Turkey, Ukraine, United Kingdom, Uruguay, Yemen.*

<sup>9</sup> *Austria, Azerbaijan, Bahamas, Bangladesh, Belgium, Benin, Bosnia and Herzegovina, Brazil, Burundi, Cambodia, Cameroon, Chad, Colombia, Congo, Cuba, Czech Republic, Egypt, Eritrea, Gabon, Georgia, Germany, Ghana, Greece, Guatemala, Honduras, Iraq, Israel, Jordan, Kazakhstan, Kenya, Kyrgyzstan, Lesotho, Lithuania, Mali, Republic of Moldova, Morocco, Netherlands, Paraguay, Philippines, Poland, Russian Federation, Saint Kitts and Nevis, Saint Lucia, Sri Lanka, Tajikistan, Venezuela, Zambia, Zimbabwe.*

<sup>10</sup> *Antigua and Barbuda, Australia, Bolivia, Cape Verde, Côte d'Ivoire, El Salvador, Estonia, Ethiopia, Guinea, Haiti, Jamaica, Japan, Kuwait, Lebanon, Madagascar, Mexico, Namibia, Peru, Sierra Leone, Swaziland, Syrian Arab Republic, United Republic of Tanzania, The former Yugoslav Republic of Macedonia, Trinidad and Tobago, Turkmenistan, United Arab Emirates, Yugoslavia.*

<sup>11</sup> *Canada, Comoros, Djibouti, Grenada, Guinea-Bissau, Latvia, Lebanon, Liberia, Malaysia, Mauritius, Mongolia, Mozambique, New Zealand, Nigeria, Pakistan, Sudan, Uzbekistan.*

<sup>12</sup> *Lao People's Democratic Republic, Solomon Islands.*

<sup>13</sup> *Armenia, China, Myanmar, Oman, United States.*

optimistic that the Conventions would be ratified by early 2002. The Government of *Nepal* indicated that Convention No. 29 was submitted to Parliament, but ratification of this instrument was not approved due to the closing of the parliament session. It would be dealt with at the next session, during the winter.

#### Ratification procedure under way

8. The Government of *Armenia* stated that Conventions Nos. 29, 87, 98, 105, along with other Conventions,<sup>14</sup> had been approved by the Government and that they would be submitted to the National Assembly for ratification. The Government of *Canada* stated that most of the relevant institutions had completed the formal approval process for Convention No. 29 and that the Government was continuing to work with the remaining jurisdictions to obtain their formal agreement. The Government of *Mozambique* indicated that Conventions Nos. 29, 138 and 182 were before the Assembly of the Republic for consideration. The Government of the *Philippines* stated that the ratification process was still under way.

#### Ratification being considered

9. The Government of *Latvia* stated that it was going to submit the question of the ratification of Conventions Nos. 29, 138 and 182 to the next meeting of the National Tripartite Co-operation Council. The Government of the *United States* reported that there had been no development in relation to Conventions Nos. 29, 87, 98, 100 and 138, and that they were still under consideration. The Government of *Viet Nam* indicated that it had been high time to ratify Conventions Nos. 29 and 105 in order to prevent misunderstandings between the Government and the ILO concerning definition of forced labour and public works duties for the citizens of the country.
10. The Government of *Kiribati* replied for the first time to the Director-General's circular since it has become a Member of the International Labour Organization in February 2000. The Government stressed its strong commitment to ratifying all the fundamental Conventions. To this end, it indicated that certain steps would be necessary before it would become possible to ratify the Conventions. The first step would be to translate them into I-Kiribati, which would be completed in a month or two. Upon completion of the translation, the Ministry of Labour, Employment and Cooperatives would conduct community information sessions about the Conventions. The second step would be to ensure the national legislation was in compliance with the Conventions. The Minister of Labour, Employment and Cooperatives was recommending the establishment of a committee to review Kiribati laws and to formulate recommendations on compliance with the Conventions. To finalize the process, a national tripartite seminar would be held as the third step. The Government envisages that the whole process would be completed by the end of 2002.

#### Divergences between legislation and the Convention

11. The Government of the *Republic of Korea* stated that it had received ILO technical assistance in April 1998 as part of the preparations for ratification of Conventions Nos. 29 and 105 to verify compliance of the national legislation with the Conventions. The finding was that certain national laws and regulations might contradict principles enshrined in these instruments.

<sup>14</sup> Conventions Nos. 17, 81, 94, 95, 131, 144, 150, 154 and 160.

## Ratification not being considered

12. The Government of *China*, in relation to its Conventions Nos. 29, 105, 87 and 98, stated that the situation was fully reflected in its reports under the follow-up procedure of the Declaration on Fundamental Principles and Rights at Work.

## No information communicated to the Office

13. To date, the ILO still has no official information on prospects for the ratification of this instrument by *Afghanistan*.

## 2. **Abolition of Forced Labour Convention, 1957 (No. 105)**

14. Since the 279th Session (November 2000) of the Governing Body, Convention No. 105 has been ratified by *Bosnia and Herzegovina*, *Democratic Republic of the Congo*, *Equatorial Guinea*, *Kazakhstan*, *Lesotho*, *Namibia* and *Ukraine*, bringing to 157 the total number of ratifications of this instrument to date.<sup>15</sup>

15. The position of *Armenia*, *China*, *Kiribati*, *Republic of Korea* and *Viet Nam* on the ratification prospects for this Convention is set out in the section on Convention No. 29.

## Ratification being considered

16. The Government of *Japan* stated that further study was needed with respect to the relations between Conventions Nos. 105 and 111 and national legislation. The Government of *Madagascar* indicated that Convention No. 105 was currently being studied with a view to submission to the competent authority for ratification.

## Divergences between legislation and the Convention

17. The Government of *Sri Lanka* stated that certain provisions of the national laws need to be re-examined and amended in order to ratify Convention No. 105.

## Ratification not being considered

18. The Government of *Malaysia* indicated in relation to all the fundamental Conventions it had not yet ratified (Nos. 87, 105<sup>16</sup> and 111) that it considered its current policies provided the necessary safeguards for the interests and welfare of the workers of the country, and it did not envisage new developments in the near future. However, it does not preclude discussion with the ILO for greater understanding and cooperation. The Government of *Singapore* stated that it would continue to review the situation with regard to unratified fundamental Conventions (Nos. 87, 105,<sup>17</sup> 111 and 138) with a view to ratifying them if they were able to comply without difficulties.

<sup>15</sup> See footnote No. 6.

<sup>16</sup> *Malaysia* denounced this Convention in 1990.

<sup>17</sup> *Singapore* denounced this Convention in 1979.

No information communicated to the Office

19. To date, the ILO still has no official information on prospects for the ratification of this instrument by the *Solomon Islands* and *Yugoslavia*.

## B. Freedom of association

### 1. ***Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)***

20. Since the 279th Session (November 2000) of the Governing Body, Convention No. 87 has been ratified by *Angola, Bahamas, Democratic Republic of the Congo, Equatorial Guinea, Kazakhstan* and *Yugoslavia*, bringing to 138 the total number of ratifications of this instrument to date.
21. The position of *Armenia, China, Kiribati* and *United States* on the ratification prospects for this Convention is set out in the section on Convention No. 29; and that of *Malaysia* and *Singapore* is reflected in the section on Convention No. 105.

Legislation being amended

22. The Government of *Lebanon* indicated that the Ministry of Labour has set up a tripartite committee to study amendments to the draft Labour Code, and that the committee suggested concrete amendments. The Government of *Mauritius* stated that consideration of draft legislation to review the Industrial Relations Act was still in progress. The Government of *Morocco* indicated that it had the will to ratify Convention No. 87, and that it had adopted Dahir No. 1-00-01 of 15 February 2000 that promulgated Act No. 11-98, and carried out a national tripartite seminar on freedom of association that formulated recommendations to harmonize the national legislation with Convention No. 87. It further explained that technical difficulties remained on several points. The Government of *Nepal* reported that it was currently in the process of amending the Police Act and the Military Act in order to ratify Convention No. 87. The Government of *Zimbabwe* stated that initiatives to ratify Convention No. 87 would commence after the Labour Amendment Bill was resubmitted and passed by Parliament.

Ratification being considered

23. The Government of *Bahrain* indicated that it was currently examining Conventions it had not yet ratified (Conventions Nos. 87, 98, 100, 138) so as to take the necessary measures. The Government of the *Islamic Republic of Iran* stated that Conventions Nos. 87 and 98 were brought up in the 2nd National Labour Forum in May 2001 in Tehran, and included in its final declaration. It also noted that the country would examine the issue by setting up a specialized group to translate them and to consider conformity between the Conventions and the national legislation and practice. The Government of *Iraq* indicated that Convention No. 87 was still under consideration by the competent authorities. The Government of *Kenya* reported that it was considering ratification of Convention No. 87, in consultation with the social partners, but it wished first to review conformity between the national legislation and practice and the principle of freedom of association. The Government of *Saudi Arabia* reported that it was currently examining the possibility of ratifying the fundamental Conventions which it had not yet ratified (Nos. 87, 98, 138 and 182). The Government of *Thailand* stated that a committee chaired by the Permanent Secretary of the Ministry of Labour and Social Welfare had been set up to explore the possibility of ratifying Conventions, and that the unratified fundamental Conventions

(Nos. 87, 98, 111 and 138) were given the highest priority. Among them, Convention No. 138 has the best prospects of ratification.

#### Divergences between legislation and the Convention

24. The Government of *El Salvador* indicated that legal studies were carried out in relation to Conventions Nos. 87 and 98, which concluded that there were divergences between the Constitution of the country, in particular article 145, and the Conventions. The Government of *India* again stated that, while the protections provided under Conventions Nos. 87 and 98 were guaranteed to their workers through their laws and regulations, they could not ratify the Conventions due to the special role and treatment provided for government officials.

#### Ratification not being considered

25. The Government of *Guinea-Bissau* indicated that Conventions Nos. 87, 138 and 182 had been submitted to the Council of Ministers, but they were not approved.

#### No information communicated to the Office

26. To date, the ILO has no official information on prospects for the ratification of this instrument by *Afghanistan* and *Somalia*.

## 2. **Right to Organise and Collective Bargaining Convention, 1949 (No. 98)**

27. Since the 279th Session (November 2000) of the Governing Body, Convention No. 98 has been ratified by *Equatorial Guinea*, *Kazakhstan* and *Yugoslavia*, bringing to 150 the total number of ratifications of this instrument registered to date.
28. The position of *Armenia*, *China*, *Kiribati* and the *United States* on the ratification prospects for this Convention is set out in the section on Convention No. 29; and that of *Bahrain*, *El Salvador*, *India*, *Islamic Republic of Iran*, *Saudi Arabia* and *Thailand* is reflected in the section on Convention No. 87.

#### Ratification being considered

29. The Government of *Mauritania* reported that it had adopted Convention No. 98 with a view to its submission to Parliament for ratification.

#### Divergences between legislation and the Convention

30. The Government of *Canada* reiterated its position regarding Conventions Nos. 98 and 138, to the effect that there remained a number of divergences between some of the specific requirements of the Conventions and its national legislation, though it promoted and respected the principles of these Conventions and there was a high degree of conformity with their provisions in Canadian jurisdiction. However, the Government would continue to examine these Conventions in consultation with the provinces and territories, and the social partners. The Government of *Kuwait* indicated that ratification would require amending the Labour Law in order to bring national law into harmony with the Convention.

Ratification not being considered

31. The Government of *Mexico* reconfirmed its previous position that it was still not in a position to ratify this instrument in view of its reservations in relation to Article 1, paragraph 2(b), of Convention No. 98.

No information communicated to the Office

32. To date, the ILO has no official information on prospects for the ratification of this instrument by *Afghanistan* and *Somalia*.

**C. Non-discrimination**

**1. Equal Remuneration Convention, 1951 (No. 100)**

33. Since the 279th Session (November 2000) of the Governing Body, this Convention has been ratified by *Bahamas*, *Kazakhstan*, *Kenya* and *Yugoslavia*, bringing to 153 the total number of ratifications of this instrument registered to date.

34. The position of *Kiribati* and the *United States* on the ratification prospects for this Convention is contained in the section on Convention No. 29; and that of *Bahrain* is set out in the section on Convention No. 87.

Ratification approved by the authorities

35. The Government of *Pakistan* stated that the ratification of Conventions Nos. 100 and 182 had been approved and the instrument of ratification would be sent to the Office shortly.

Ratification proposal currently before the competent authorities

36. The Government of *Antigua and Barbuda* stated that the ratification of Conventions Nos. 100 and 182 was on the agenda of the present sitting of Parliament and that a decision would be taken by 31 December 2001.

Ratification being considered

37. The Government of *Mauritania* stated that it had approved Convention No. 100, which would be adopted by Parliament in the immediate future. The Government of *Mauritius* reported that it has received a technical advisory mission from the International Labour Standards Department of the ILO, in relation to Conventions Nos. 100 and 111 and that the recommendations of the mission would be examined before any decision is taken regarding ratification. The Government of *Singapore* stated that it had decided to ratify Convention No. 100, following a visit from the Office.

Divergences between legislation and the Convention

38. The Government of *Kuwait* stated that if the country was to ratify Convention No. 100, it would have to overcome the absence of provisions in the labour law on minimum wages, on the basis of which equal remuneration for work of equal value would be measured. The Government of *Suriname* indicated that the following conditions need to be fulfilled in order to attain the Government's objectives in the field of the elimination of discrimination in respect of employment and occupation, which include, among others, ratifying Conventions Nos. 100 and 111. The first condition would be to set minimum wages in the national legislation; the second would be to solve discrepancies between wages in various

sectors of the economy; and the third would be to acquire data on the situation of workers in the rural sector and workers in the informal sector, as well as on wages and employment. The Government of *Uganda* reported that certain legislation, especially the labour legislation, needed to be harmonized in conformity with the provisions of the National Constitution and the principles relating to Conventions Nos. 100 and 111.

No information communicated to the Office

39. To date, the ILO has no official information on prospects for the ratification of this instrument by *Liberia* and *Somalia*.

## 2. ***Discrimination, Employment and Occupation Convention, 1958 (No. 111)***

40. Since the 279th Session (November 2000) of the Governing Body, Convention No. 111 has been ratified by *Bahamas, Democratic Republic of the Congo, Equatorial Guinea, Kenya, Luxembourg, United Arab Emirates* and *Yugoslavia*, bringing to 152 the total number of ratifications of this instrument registered to date.
41. According to the latest information available to the ILO,<sup>18</sup> *Estonia\** envisaged ratifying Convention No. 111 in 2002, following legislative amendments.
42. The position of *Kiribati* on the ratification prospects for this Convention is set out in the section on Convention No. 29; that of *Thailand* is stated in the section on Convention No. 87; that of *Mauritius, Suriname* and *Uganda* is contained in the section on Convention No. 100; and that of *Japan, Malaysia* and *Singapore* is reflected in the section on Convention No. 105.

Ratification approved by the authorities

43. The Government of *Comoros* stated that the Council of Ministers approved the ratification of Conventions Nos. 111, 138 and 182 in February 2000, and that the instruments of ratification for these Conventions would be communicated to the ILO after promulgation by the President of the Republic.

Ratification proposal currently before the competent authorities

44. The Government of the *United States* indicated that the situation had not changed since last November, i.e. that Convention No. 111 had been submitted to the Senate for advice and consent for ratification.

Ratification procedure under way

45. The Government of *Djibouti* stated that it was currently starting the ratification procedure for Convention No. 111.

Ratification being considered

46. The Government of *China* stated that it would continue cooperation with the Office to organize two seminars on Convention No. 111 which were planned to take place in

<sup>18</sup> See footnote No. 3.

September 2001. One of them, a high-level seminar in Beijing, would identify future actions of the country regarding ratification.<sup>19</sup>

## D. Child labour

### 1. Minimum Age Convention, 1973 (No. 138)

47. Since the 279th Session (November 2000) of the Governing Body, Convention No. 138 has been ratified by *Angola, Benin, Brazil, Cameroon, Colombia, Democratic Republic of the Congo, Kazakhstan, Namibia* and *Yugoslavia*, bringing to 112 the number of ratifications of this instrument registered to date.
48. The ILO has been informed that the instrument for ratification of Convention No. 138 by the *Syrian Arab Republic* has been sent, but has not yet received it.
49. According to the information available to the ILO,<sup>20</sup> *Estonia\** stated that ratification of Convention No. 138 would take place after the Youth Employment Act was adopted, probably in early 2002.
50. The position of *Kiribati, Latvia, Mozambique* and *United States* on the ratification prospects for this Convention is set out in the section on Convention No. 29; that of *Bahrain, Guinea-Bissau, Saudi Arabia* and *Thailand* is reflected in the section on Convention No. 87; that of *Canada* is contained in the section on Convention No. 98; that of *Singapore* is stated in the section on Convention No. 105; and that of *Comoros* is in the section on Convention No. 111.

#### Ratification approved by the authorities

51. The Government of *Chad* stated that it had ratified Convention No. 138 on 8 December 2000. The Office has not yet received the instrument of ratification for the Convention and the declaration on minimum age required by Article 2(1) of the Convention. The Government of *Mali* indicated that it approved the ratification of Convention No. 138 by Act No. 061 of 3 July 2001, and that the ILO would receive the instrument of ratification shortly. The Government of *Peru* stated that it had approved the ratification of Convention No. 138 on 30 May 2001, but the declaration stipulated in Article 2(1) of the Convention, specifying the minimum age for employment or work, has still not been received. The Government of *Trinidad and Tobago* reported that the ratification of Convention No. 138 had been approved, but the declaration on minimum age, based on Article 2(1) of the Convention, was not contained in the ratification proposal, and that the administrative procedures for preparing this declaration were still under way.

#### Ratification proposal currently before the competent authorities

52. The Government of *Ghana* has stated that Convention No. 138 was submitted to Cabinet for re-examination due to the change of Government. The new Government requires that issues that had not received parliamentary approval before the change of Government had to be re-examined by the Cabinet of the new Government.

<sup>19</sup> This seminar took place with the Office's assistance.

<sup>20</sup> See footnote No. 3.

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### Ratification procedure under way

- 53.** The Government of *Gabon* reported that it had already initiated the procedures necessary for ratification of Convention No. 138. The Government of *Lebanon* stated that the Ministry of Labour had referred Convention No. 138 to the Presidency of the Council of Ministers to suggest the ratification of the Convention and the submission of the Convention by virtue of an expedited draft law to the National Assembly. The Government of *Lesotho* reported that it had decided to ratify Convention No. 138, and that the ratification procedure was in its final stages. The Government of *Sudan* stated that the ratification process for Convention No. 138 was under way, and that the Council of Ministers would meet soon and formal ratification was expected in the forthcoming months.

### Legislation being amended

- 54.** The Government of the *Czech Republic* stated that it would be able to ratify Convention No. 138 after new legislation was enacted in order to bring its legislation into conformity with the Convention. The draft was to be prepared in January 2002, submitted to Parliament in April 2002 and enter into force at the end of the year 2002. The Government envisages that it would be ready to ratify Convention No. 138 within two years. The Government of *Uganda* indicated that it was working towards the ratification of Convention No. 138, and that the labour legislation was currently under review to incorporate the principles of the Convention.
- 55.** The Government of *Djibouti* indicated that it envisaged a complete revision of the labour legislation and regulations in order to reflect better Conventions Nos. 138 and 182, with a view to initiating the ratification process for these Conventions. The Government of *Estonia* stated that the draft of the Employment Contracts Act had been submitted to the Ministry of Justice for approval, and that the draft would be adopted by Parliament.

### Ratification being considered

- 56.** The Government of *Armenia* stated that preparatory work for the ratification of Conventions Nos. 138 and 182 had started. The Government of the *Bahamas* expressed its will to ratify Convention No. 138. The Government of *Côte d'Ivoire* reported that it was making efforts to implement the ratification procedure for Conventions Nos. 138 and 182. The Government of *Haiti* stated that it had adopted measures to complete the ratification of Conventions Nos. 138 and 182 as soon as possible. The Government of the *Islamic Republic of Iran* indicated that it would examine the issue by setting up a specialized group to translate Convention No. 138 and to consider the compliance of national legislation and practice with it. The Government of *Jamaica* stated that all the social partners agreed with the ratification of Convention No. 138. The Government of *Saint Kitts and Nevis* indicated that a Tripartite Committee, established in 1997, had promoted and recommended the ratification of Convention No. 138, and that it was anticipated that the ratification would be formalized soon. The Government of *Saint Lucia* stated that the Government had initiated consultations on Convention No. 138 as part of its attempt to reverse the past trend of not following ILO constitutional requirements on submission and reporting procedures. A tripartite committee on the draft Labour Code intended to include some provisions of the Convention. In view of this effort, it was hoped that the Convention would be submitted to Cabinet before the end of this year for consideration. The Government of *Suriname* reported that the Labour Advisory Board, a tripartite body, supported the ratification of Convention No. 138, and that the Government's intention was to ratify this instrument.

## Divergences between legislation and the Convention

57. The Government of *India* indicated that India is unable to ratify Convention No. 138 because there is no central legislation fixing a minimum age for admission to employment and work. It further stated that such legislation was under consideration and that the ratification of Convention No. 138 would be considered upon satisfactory compliance with the Convention of the legislation on minimum age for employment. The Government of *Mexico* indicated that consultations took place, as it had informed the Office last year, and concluded that there was divergence between the national legislation and Convention No. 138, and that the Senate would not be able to ratify this instrument unless the legislation was changed.

## Ratification not being considered

58. The Government of *Australia* stated that its position towards Convention No. 138 remained unchanged. The Government of *Pakistan* indicated that Convention No. 138 was not under consideration at the moment. The Government of *Viet Nam* reported that Convention No. 138 would be considered when appropriate.

## No information communicated to the Office

59. To date, the ILO has no official information on prospects for the ratification of this instrument by *Afghanistan, Guinea, Liberia, Solomon Islands, Somalia, Swaziland* and *Turkmenistan*.

## 2. **Worst Forms of Child Labour Convention, 1999 (No. 182)**

60. Since the 279th Session (November 2000) of the Governing Body, Convention No. 182 has been ratified by *Albania, Algeria, Angola, Argentina, Bahamas, Bahrain, Bangladesh, Burkina Faso, Costa Rica, Croatia, Cyprus, Czech Republic, Democratic Republic of the Congo, Dominica, Dominican Republic, Equatorial Guinea, Estonia, France, Gabon, Gambia, Guyana, Iraq, Japan, Kenya, Republic of Korea, Lebanon, Lesotho, Luxembourg, Malaysia, Malta, Mongolia, Morocco, Namibia, New Zealand, Norway, Oman, Paraguay, Philippines, Romania, Saint Lucia, Singapore, Slovenia, Spain, Sri Lanka, Sweden, United Republic of Tanzania, Thailand, Turkey, Uganda, Ukraine, United Arab Emirates, Uruguay, Viet Nam* and *Zimbabwe*, bringing to 100 the total number of ratifications registered to date. It may be noted that, since its adoption by the International Labour Conference on 17 June 1999, Convention No. 182 has received more ratifications than any other ILO Convention during a similar period of time; this shows that the specific campaign launched by the Director-General immediately after the adoption of Convention No. 182 has borne fruit. In particular, it will be recalled that the number of new ratifications for this Convention registered this year has nearly doubled in comparison with last year.
61. According to the latest information available to the ILO,<sup>21</sup> *Guatemala\** had already decided to ratify Convention No. 182 and it was ready to proceed with registration of the ratification. *Honduras\** has approved ratification of Convention No. 182 and it was in the process of sending the ILO the instrument of ratification. *Poland\** adopted a resolution on ratification of Convention No. 182 on 30 August 2001 and the ratification instrument was to be signed by the President of the Republic.

<sup>21</sup> See footnote No. 3.

62. The position of *Ethiopia, Kiribati, Latvia* and *Mozambique* on the ratification prospects for this Convention is set out in the section on Convention No. 29; that of *Guinea-Bissau* is stated in the section on Convention No. 87; that of *Antigua and Barbuda* and *Pakistan* is reflected in the section on Convention No. 100; that of *Comoros* is in the section on Convention No. 111; and that of *Armenia, Côte d'Ivoire, Djibouti* and *Haiti* is contained in the section on Convention No. 138.

#### Ratification approved by the competent authorities

63. The Government of *Benin* indicated that it had approved the ratification of Convention No. 182 by Decree No. 2001-178 of 28 May 2001 and that it would send the Office the instrument of ratification. The Government of the *Netherlands* stated that its Parliament had approved the ratification of Convention No. 182 in December 2000, but that the Government still had to send to Parliament a bill providing for the necessary adaptation of the national legislation. The bill was at the moment before the Lower Chamber of Parliament, together with the national programme of action required under Article 6 of the Convention. It hoped to ratify Convention No. 182 by the end of this year. The Government of the *Syrian Arab Republic* stated that a legislative decree to ratify Convention No. 182 had been submitted to the Presidency of the Council of Ministers for promulgation.

#### Ratification proposal currently before the competent authorities

64. The Government of *Austria* reported that the Council of Ministers had submitted a ratification proposal for Convention No. 182 to Parliament, but the proposal could not be discussed before the summer recess. The ratification procedure is expected to be completed by the end of 2001 or the beginning of 2002. The Government of *Germany* stated that it only remained for the Bundesrat (Federal Council) to complete its reading of the law to ratify Convention No. 182 and no objection was expected. It was of the view that ratification of the Convention would be approved before the end of this year. The Government of the *Islamic Republic of Iran* indicated that the question of the ratification of Convention No. 182, after being seconded by the Government, was currently under deliberation by the Parliament's Social Committee. The Government of *Peru* stated that the ratification proposal for Convention No. 182 was submitted to the previous session of Congress, but it had not been able to discuss the proposal. In view of this, the Ministry of Labour had prepared an updated report in order to ratify this instrument at the current session.

#### Ratification procedure under way

65. The Government of *Cameroon* has stated that its national plan to fight against child labour includes the acceleration of the ratification process of Convention No. 182. The Government of *China* indicated that it had initiated the legal procedure for ratification of Convention No. 182 after a successful national seminar in April 2001 on this instrument. It would complete the procedure in the near future. The Government of *Kazakhstan* stated that Convention No. 182 was approved by the relevant ministries and institutions and it was now in the process of internal procedures to secure agreement.

#### Ratification being considered

66. The Government of *Australia* explained that Convention No. 182 was tabled in the Federal Parliament in December 2000 in accordance with article 19 of the ILO Constitution and it remained under active consideration by the Commonwealth, state and territory governments. The Government of *Belgium* reported that all institutions relevant to the application of Convention No. 182 must be able to approve the Convention in order to

ratify this instrument, and that the provisions contained in the Conventions are perfectly respected in the country. The Government of *Eritrea* confirmed the necessity of considering the ratification of Convention No. 182. The Government of *India* indicated that examination of national laws and practices and inter-ministerial consultations were in progress. The Government of *Myanmar* stated that Convention No. 182 had been submitted to the competent authority on 31 October 2000 and that the authority took due note of the Convention.

#### Divergences between legislation and the Convention

67. The Government of *Lithuania* stated that ratification of the Convention was foreseen after some amendments of the legislation which was not fully in compliance with the Convention. For this purpose, technical assistance from the ILO was already agreed to analyse the national legislation, and to conduct research to identify the extent of commercial exploitation of children.

#### No information communicated to the Office

68. To date, the ILO still has no official information on prospects for the ratification of this instrument by *Afghanistan, Burundi, Cambodia, Congo, Cuba, Georgia, Grenada, Guinea, Honduras, Lao People's Democratic Republic, Liberia, Mauritania, Sao Tome and Principe, Sierra Leone, Solomon Islands, Somalia, Sudan, Swaziland, The former Yugoslav Republic of Macedonia, Turkmenistan, Yugoslavia and Zambia*.

## II. References to ILO assistance

69. The following countries referred to ILO technical assistance in their replies to the Director-General's last circular letter, or in their reports under the Declaration on Fundamental Principles and Rights at Work. The Government of the *Czech Republic* stated that it would welcome consultation on interpretation and application of certain articles of Convention No. 138 and requested that such assistance be provided as soon as possible. The Government of *Djibouti* expressed its hope to carry out, with the assistance of the ILO, the initiative of including the principle of equal pay for work of equal value in the global framework of the next legislative and statutory revision of labour standards. The Government of *Lesotho* expressed its hope to receive ILO technical assistance for its continuing national efforts to eliminate child labour. The Government of *Liberia* reiterated its request for technical assistance for the abolition of child labour. The Government of *Mauritania* indicated that it hoped to receive ILO assistance to strengthen its labour administration, considering that the labour inspectorate, responsible for monitoring the application of the relevant legal provisions, was at a disadvantage owing to the lack of adequate human and financial resources, and equipment. The Government of *Morocco* requested the ILO to provide assistance so that it could initiate the ratification of Convention No. 87. The Government of the *United Republic of Tanzania* stated that the ILO could support the following activities in the field of the elimination of discrimination in respect of employment and occupation: the establishment of an Equal Opportunity Council, the concretization of the disaggregated labour market information and monitoring compliance with ratified Conventions. The Government of *Thailand* requested ILO technical assistance to hold a national tripartite seminar to examine possible ratification of Conventions Nos. 87 and 98. The requests have been forwarded to the competent service of the Office.

### III. Concluding remarks

70. While information on prospects for the ratification of the fundamental Conventions has been received to date from most countries, the following three countries have still not replied directly to the Director-General's various letters: *Afghanistan, Congo and Somalia*.
71. While the results of the ratification campaign have been very fruitful, the Governing Body is invited to encourage these Members to take part and to indicate their positions.
72. It is proposed that a report should again be presented to the Governing Body, at its 284th Session (November 2002), on the progress made in ratifying the fundamental ILO Conventions and on the ratification prospects for these instruments.

Geneva, 16 October 2001.



## Appendix 1

### Ratifications or confirmations of previous obligations since the launch of the campaign of ratification of the fundamental Conventions (25 May 1995-2 October 2001)

#### **I. *Forced Labour Convention, 1930 (No. 29)***

Botswana	Rwanda
El Salvador	Saint Kitts and Nevis
Equatorial Guinea	Saint Vincent and the Grenadines
Eritrea	South Africa
Estonia	The former Yugoslav Republic of Macedonia
Gambia	Turkey
Georgia	Turkmenistan
Kazakhstan	Uruguay
Malawi	Uzbekistan
Moldova, Republic of	Yugoslavia
Namibia	Zimbabwe
Qatar	

#### **II. *Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)***

Angola	Libyan Arab Jamahiriya
Bahamas	Moldova, Republic of
Botswana	Mozambique
Cambodia	Papua New Guinea
Cape Verde	Saint Kitts and Nevis
Chile	South Africa
Democratic Republic of the Congo	Sri Lanka
Equatorial Guinea	Tanzania, United Republic of
Eritrea	The former Yugoslav Republic of Macedonia
Gambia	Turkmenistan
Georgia	Yugoslavia
Indonesia	Zambia
Kazakhstan	

#### **III. *Right to Organise and Collective Bargaining Convention, 1949 (No. 98)***

Botswana	Saint Kitts and Nevis
Burundi	Saint Vincent and the Grenadines
Cambodia	Seychelles
Chile	South Africa
Congo	Suriname
Equatorial Guinea	Switzerland
Eritrea	The former Yugoslav Republic of Macedonia
Gambia	Turkmenistan
Georgia	Uzbekistan
Kazakhstan	Yugoslavia
Madagascar	Zambia
Moldova, Republic of	Zimbabwe
Mozambique	

**IV. Equal Remuneration Convention, 1951 (No. 100)**

Bahamas	Lesotho
Bangladesh	Moldova, Republic of
Belize	Nepal
Botswana	Papua New Guinea
Cambodia	Saint Kitts and Nevis
Congo	Seychelles
El Salvador	South Africa
Eritrea	Thailand
Estonia	The former Yugoslav Republic of Macedonia
Ethiopia	Trinidad and Tobago
Gambia	Turkmenistan
Georgia	United Arab Emirates
Kazakhstan	Uzbekistan
Kenya	Viet Nam
Korea, Republic of	Yugoslavia

**V. Abolition of Forced Labour Convention, 1957 (No. 105)**

Albania	Kazakhstan
Azerbaijan	Kyrgyzstan
Bahrain	Lesotho
Belarus	Malawi
Bosnia and Herzegovina	Mauritania
Botswana	Namibia
Bulgaria	Romania
Burkina Faso	Russian Federation
Cambodia	Saint Kitts and Nevis
Chile	Saint Vincent and the Grenadines
Congo	Slovakia
Croatia	Slovenia
Czech Republic	South Africa
Democratic Republic of the Congo	Tajikistan
Equatorial Guinea	Togo
Eritrea	Turkmenistan
Estonia	Ukraine
Ethiopia	United Arab Emirates
Gambia	Uzbekistan
Georgia	Zimbabwe
Indonesia	

**VI. *Discrimination (Employment and Occupation) Convention, 1958 (No. 111)***

Albania	Korea, Republic of
Bahamas	Korea, Republic of
Bahrain	Lesotho
Belize	Luxembourg
Botswana	Moldova, Republic of
Cambodia	Papua New Guinea
Congo	Saint Kitts and Nevis
Democratic Republic of the Congo	Seychelles
El Salvador	Sri Lanka
Equatorial Guinea	The former Yugoslav Republic of Macedonia
Eritrea	Turkmenistan
Gambia	United Arab Emirates
Georgia	United Kingdom
Indonesia	Uzbekistan
Ireland	Viet Nam
Kazakhstan	Yugoslavia
Kenya	Zimbabwe

**VII. *Minimum Age Convention, 1973 (No. 138)***

Albania	Japan
Angola	Jordan
Argentina	Kazakhstan
Austria	Kuwait
Barbados	Lithuania
Belice	Madagascar
Benin	Malawi
Bolivia	Malaysia
Botswana	Moldova, Republic of
Brazil	Morocco
Burkina Faso	Namibia
Burundi	Nepal
Cambodia	Panama
Cameroon	Papua New Guinea
Central African Republic	Philippines
Chile	Portugal
China	San Marino
Colombia	Senegal
Congo	Seychelles
Cyprus	Slovakia
Democratic Republic of the Congo	South Africa
Denmark	Sri Lanka
Dominican Republic	Switzerland
Ecuador	Tanzania, United Republic of
Egypt	The former Yugoslav Republic of Macedonia
Eritrea	Tunisia
Ethiopia	Turkey
Georgia	United Arab Emirates
Guyana	United Kingdom
Hungary	Yemen
Iceland	Yugoslavia
Indonesia	Zimbabwe

**VIII. Worst Forms of Child Labour Convention,  
1999 (No. 182)**

Albania	Luxembourg
Algeria	Malawi
Angola	Malaysia
Argentina	Mali
Bahamas	Malta
Bahrain	Mauritius
Bangladesh	Mexico
Barbados	Mongolia
Belarus	Morocco
Belize	Namibia
Botswana	New Zealand
Brazil	Nicaragua
Burkina Faso	Niger
Bulgaria	Norway
Canada	Oman
Central African Republic	Panama
Chad	Papua New Guinea
Chile	Paraguay
Costa Rica	Philippines
Croatia	Portugal
Cyprus	Qatar
Czech Republic	Romania
Democratic Republic of the Congo	Rwanda
Denmark	Saint Kitts and Nevis
Dominica	Saint Lucia
Dominican Republic	San Marino
Ecuador	Senegal
El Salvador	Seychelles
Equatorial Guinea	Singapore
Estonia	Slovakia
Finland	Slovenia
France	South Africa
Gabon	Spain
Gambia	Sri Lanka
Ghana	Sweden
Guyana	Switzerland
Hungary	United Republic of Tanzania
Iceland	Thailand
Indonesia	Togo
Iraq	Tunisia
Ireland	Turkey
Italy	Uganda
Japan	Ukraine
Jordan	United Arab Emirates
Kenya	United Kingdom
Republic of Korea	United States
Kuwait	Uruguay
Lebanon	Viet Nam
Lesotho	Yemen
Libyan Arab Jamahiriya	Zimbabwe

## Appendix 2

### Table of ratifications and information concerning the ILO's fundamental Conventions

(as at 2 October 2001)

No. 29	–	Forced Labour Convention, 1930
No. 87	–	Freedom of Association and Protection of the Right to Organise Convention, 1948
No. 98	–	Right to Organise and Collective Bargaining Convention, 1949
No. 100	–	Equal Remuneration Convention, 1951
No. 105	–	Abolition of Forced Labour Convention, 1957
No. 111	–	Discrimination (Employment and Occupation) Convention, 1958
No. 138	–	Minimum Age Convention, 1973
No. 182	–	Worst Forms of Child Labour Convention, 1999

### Explanation of symbols in the table

- X** Convention ratified.
- O** Formal ratification process already initiated (with or without mention of time frame); approval of ratification by the competent body, although the Director-General has not yet received the formal instrument of ratification or it is incomplete (concerns chiefly Convention No. 138) or is a non-original copy; bill currently before the legislative body for approval.
- ▲** Ratification will be examined after amendment/adoption of a Constitution, Labour Code, legislation, etc.
- Convention currently being studied or examined; preliminary consultations with the social partners.
- Divergencies between the Convention and national legislation.
- ◆ Ratification not considered/deferred.
- No reply, or a reply containing no information.

Member States	Forced labour		Freedom of association		Equal treatment		Child labour	
	C. 29	C. 105	C. 87	C. 98	C. 100	C. 111	C. 138	C. 182
Afghanistan	–	X	–	–	X	X	–	–
Albania	X	X	X	X	X	X	X	X
Algeria	X	X	X	X	X	X	X	X
Angola	X	X	X	X	X	X	X	X
Antigua and Barbuda	X	X	X	X	O	X	X	O
Argentina	X	X	X	X	X	X	X	X
Armenia	O	O	O	O	X	X	•	•
Australia	X	X	X	X	X	X	♦	•
Austria	X	X	X	X	X	X	X	O
Azerbaijan	X	X	X	X	X	X	X	O
Bahamas	X	X	▪	X	X	X	•	X
Bahrain	X	X	•	•	•	O	•	X
Bangladesh	X	X	X	X	X	X	•	X
Barbados	X	X	X	X	X	X	X	X
Belarus	X	X	X	X	X	X	X	X
Belgium	X	X	X	X	X	X	X	•
Belize	X	X	X	X	X	X	X	X
Benin	X	X	X	X	X	X	X	O
Bolivia	▲	X	X	X	X	X	X	•
Bosnia and Herzegovina	X	X	X	X	X	X	X	•
Botswana	X	X	X	X	X	X	X	X
Brazil	X	X	▲	X	X	X	X	X
Bulgaria	X	X	X	X	X	X	X	X
Burkina Faso	X	X	X	X	X	X	X	X
Burundi	X	X	X	X	X	X	X	–
Cambodia	X	X	X	X	X	X	X	–
Cameroon	X	X	X	X	X	X	X	O
Canada	O	X	X	▪	X	X	▪	X
Cape Verde	X	X	X	X	X	X	•	♦
Central African Republic	X	X	X	X	X	X	X	X
Chad	X	X	X	X	X	X	O	X
Chile	X	X	X	X	X	X	X	X
China	♦	♦	♦	♦	X	•	X	O
Colombia	X	X	X	X	X	X	X	O
Comoros	X	X	X	X	X	O	O	O
Congo	X	X	X	X	X	X	X	–
Costa Rica	X	X	X	X	X	X	X	X

Member States	Forced labour		Freedom of association		Equal treatment		Child labour	
	C. 29	C. 105	C. 87	C. 98	C. 100	C. 111	C. 138	C. 182
Côte d'Ivoire	X	X	X	X	X	X	•	•
Croatia	X	X	X	X	X	X	X	X
Cuba	X	X	X	X	X	X	X	–
Cyprus	X	X	X	X	X	X	X	X
Czech Republic	X	X	X	X	X	X	▲	X
Democratic Republic of the Congo	X	X	X	X	X	X	X	X
Denmark	X	X	X	X	X	X	X	X
Djibouti	X	X	X	X	X	○	▲	▲
Dominica	X	X	X	X	X	X	X	X
Dominican Republic	X	X	X	X	X	X	X	X
Ecuador	X	X	X	X	X	X	X	X
Egypt	X	X	X	X	X	X	X	•
El Salvador	X	X	■	■	X	X	X	X
Equatorial Guinea	X	X	X	X	X	X	X	X
Eritrea	X	X	X	X	X	X	X	•
Estonia	X	X	X	X	X	•	▲	X
Ethiopia	○	X	X	X	X	X	X	○
Fiji	X	X	○	X	○	○	○	○
Finland	X	X	X	X	X	X	X	X
France	X	X	X	X	X	X	X	X
Gabon	X	X	X	X	X	X	•	X
Gambia	X	X	X	X	X	X	X	X
Georgia	X	X	X	X	X	X	X	–
Germany	X	X	X	X	X	X	X	○
Ghana	X	X	X	X	X	X	○	X
Greece	X	X	X	X	X	X	X	○
Grenada	X	X	X	X	X	▲	▲	–
Guatemala	X	X	X	X	X	X	X	○
Guinea	X	X	X	X	X	X	–	–
Guinea-Bissau	X	X	◆	X	X	X	◆	◆
Guyana	X	X	X	X	X	X	X	X
Haiti	X	X	X	X	X	X	•	•
Honduras	X	X	X	X	X	X	X	–
Hungary	X	X	X	X	X	X	X	X
Iceland	X	X	X	X	X	X	X	X
India	X	X	■	■	X	X	■	•

Member States	Forced labour		Freedom of association		Equal treatment		Child labour	
	C. 29	C. 105	C. 87	C. 98	C. 100	C. 111	C. 138	C. 182
Indonesia	X	X	X	X	X	X	X	X
Iran, Islamic Republic of	X	X	▲	▲	X	X	•	○
Iraq	X	X	•	X	X	X	X	X
Ireland	X	X	X	X	X	X	X	X
Israel	X	X	X	X	X	X	X	▲
Italy	X	X	X	X	X	X	X	X
Jamaica	X	X	X	X	X	X	•	•
Japan	X	•	X	X	X	•	X	X
Jordan	X	X	•	X	X	X	X	X
Kazakhstan	X	X	X	X	X	X	X	○
Kenya	X	X	▲	X	X	X	X	X
Kiribati*	•	•	•	•	•	•	•	•
Korea, Republic of	■	■	▲	▲	X	X	X	X
Kuwait	X	X	X	■	■	X	X	X
Kyrgyzstan	X	X	X	X	X	X	X	•
Lao People's Democratic Republic	X	•	•	•	•	•	•	–
Latvia	○	X	X	X	X	X	○	○
Lebanon	X	X	▲	X	X	X	○	X
Lesotho	X	X	X	X	X	X	○	X
Liberia	X	X	X	X	–	X	–	–
Libyan Arab Jamahiriya	X	X	X	X	X	X	X	X
Lithuania	X	X	X	X	X	X	X	▲
LuXembourg	X	X	X	X	X	X	X	X
Madagascar	X	•	X	X	X	X	X	•
Malawi	X	X	X	X	X	X	X	X
Malaysia	X	◆	◆	X	X	◆	X	X
Mali	X	X	X	X	X	X	○	X
Malta	X	X	X	X	X	X	X	X
Mauritania	X	X	X	○	○	X	○	–
Mauritius	X	X	▲	X	•	•	X	X
MeXico	X	X	X	◆	X	X	■	X
Moldova, Republic of	X	X	X	X	X	X	X	◆
Mongolia	○	○	X	X	X	X	•	X
Morocco	X	X	▲	X	X	X	X	X
Mozambique	○	X	X	X	X	X	○	○
Myanmar	X	◆	X	•	◆	◆	◆	•

Member States	Forced labour		Freedom of association		Equal treatment		Child labour	
	C. 29	C. 105	C. 87	C. 98	C. 100	C. 111	C. 138	C. 182
Namibia	X	X	X	X	•	•	X	X
Nepal	O	•	^	X	X	X	X	•
Netherlands	X	X	X	X	X	X	X	O
New Zealand	X	X	^	^	X	X	♦	X
Nicaragua	X	X	X	X	X	X	X	X
Niger	X	X	X	X	X	X	X	X
Nigeria	X	X	X	X	X	♦	^	–
Norway	X	X	X	X	X	X	X	X
Oman	X	•	•	•	•	•	•	X
Pakistan	X	X	X	X	O	X	♦	O
Panama	X	X	X	X	X	X	X	X
Papua New Guinea	X	X	X	X	X	X	X	X
Paraguay	X	X	X	X	X	X	O	X
Peru	X	X	X	X	X	X	O	O
Philippines	O	X	X	X	X	X	X	X
Poland	X	X	X	X	X	X	X	O
Portugal	X	X	X	X	X	X	X	X
Qatar	X	▪	▪	▪	▪	X	▪	X
Romania	X	X	X	X	X	X	X	X
Russian Federation	X	X	X	X	X	X	X	O
Rwanda	X	X	X	X	X	X	X	X
Saint Kitts and Nevis	X	X	X	X	X	X	•	X
Saint Lucia	X	X	X	X	X	X	•	X
Saint Vincent and the Grenadines	X	X	O	X	O	O	O	O
San Marino	X	X	X	X	X	X	X	X
Sao Tome and Principe	•	•	X	X	X	X	O	–
Saudi Arabia	X	X	•	•	X	X	•	•
Senegal	X	X	X	X	X	X	X	X
Seychelles	X	X	X	X	X	X	X	X
Sierra Leone	X	X	X	X	X	X	♦	–
Singapore	X	♦	♦	X	•	♦	♦	X
Slovakia	X	X	X	X	X	X	X	X
Slovenia	X	X	X	X	X	X	X	X
Solomon Islands	X	–	O	O	•	•	–	–
Somalia	X	X	–	–	–	X	–	–
South Africa	X	X	X	X	X	X	X	X

Member States	Forced labour		Freedom of association		Equal treatment		Child labour	
	C. 29	C. 105	C. 87	C. 98	C. 100	C. 111	C. 138	C. 182
Spain	X	X	X	X	X	X	X	X
Sri Lanka	X	▲	X	X	X	X	X	X
Sudan	X	X	•	X	X	X	○	–
Suriname	X	X	X	X	■	■	•	•
Swaziland	X	X	X	X	X	X	–	–
Sweden	X	X	X	X	X	X	X	X
Switzerland	X	X	X	X	X	X	X	X
Syrian Arab Republic	X	X	X	X	X	X	○	○
Tajikistan	X	X	X	X	X	X	X	•
Tanzania, United Republic of	X	X	X	X	•	•	X	X
Thailand	X	X	•	•	X	•	•	X
The former Yugoslav Republic of Macedonia	X	•	X	X	X	X	X	–
Togo	X	X	X	X	X	X	X	X
Trinidad and Tobago	X	X	X	X	X	X	○	•
Tunisia	X	X	X	X	X	X	X	X
Turkey	X	X	X	X	X	X	X	X
Turkmenistan	X	X	X	X	X	X	○	–
Uganda	X	X	•	X	■	■	▲	X
Ukraine	X	X	X	X	X	X	X	X
United Arab Emirates	X	X	◆	◆	X	X	X	X
United Kingdom	X	X	X	X	X	X	X	X
United States	•	X	•	•	•	○	•	X
Uruguay	X	X	X	X	X	X	X	X
Uzbekistan	X	X	○	X	X	X	•	•
Venezuela	X	X	X	X	X	X	X	○
Viet Nam	•	•	◆	◆	X	X	◆	X
Yemen	X	X	X	X	X	X	X	X
Yugoslavia**	X	–	X	X	X	X	X	–
Zambia	X	X	X	X	X	X	X	–
Zimbabwe	X	X	▲	X	X	X	X	X

\* Kiribati only became a Member of the ILO on 3 February 2000.

\*\* The Federal Republic of Yugoslavia became a Member of the ILO on 24 November 2000. It accepted, as from that date, the International Labour Conventions which had been notified by the former Socialist Federal Republic of Yugoslavia.