



FIFTH ITEM ON THE AGENDA

**Ratification and promotion of
fundamental ILO Conventions**

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 July 2003, 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. As in previous years, information received after 25 September 2003 will be communicated orally to the Committee during the examination of this document.

**I. Overview on progress made towards
universal ratification**

2. Since the 285th Session (November 2002) of the Governing Body, 33 new ratifications of fundamental Conventions have been registered, bringing to 429¹ the number of ratifications – or confirmations of previous commitments – since the beginning of the campaign and to 155² the number of member States to have ratified fundamental ILO

¹ The full list of ratifications registered since the beginning of the campaign is appended.

² *Albania, Algeria, Angola, Antigua and Barbuda, Argentina, Austria, Azerbaijan, Bahamas, Bahrain, Bangladesh, Barbados, Belarus, Belgium, Belize, Benin, Bolivia, Bosnia and Herzegovina, Botswana, Brazil, Bulgaria, Burkina Faso, Burundi, Cambodia, Cameroon, Canada, Cape Verde, Central African Republic, Colombia, Congo, Costa Rica, Côte d'Ivoire, Croatia, Cyprus, Czech Republic, Chad, Chile, China, Democratic Republic of the Congo, Denmark, Dominica, Dominican Republic, Ecuador, Egypt, El Salvador, Equatorial Guinea, Eritrea, Estonia, Ethiopia, Fiji, Finland, France, Gabon, Gambia, Georgia, Germany, Ghana, Greece, Grenada, Guatemala, Guinea, Guyana, Honduras, Hungary, Iceland, Indonesia, Iraq, Ireland, Islamic Republic of Iran, Italy, Japan, Jordan, Kazakhstan, Kenya, Republic of Korea, Kuwait, Kyrgyzstan, Lebanon, Lesotho, Liberia, Libyan Arab Jamahiriya, Lithuania, Luxembourg, Madagascar, Malawi, Malaysia, Mali, Malta, Mauritania, Mauritius, Mexico, Republic of Moldova, , Mongolia, Morocco,*

Conventions since the launch of the campaign in May 1995. These new ratifications are marked in bold in the appendix. They are distributed as follows: 12 for Convention No. 182; 10 for Convention No. 138; three for Convention No. 105, two each for Conventions Nos. 29, 100, and 111, and one each for Conventions Nos. 87 and 98.

3. The objective of the Director-General's initiative is to achieve *universal ratification* of the ILO's fundamental human rights Conventions. Of the 177 ratifications needed for each Convention in order to achieve this goal, 163 ratifications have been registered to date for Convention No. 29, 142 for Convention No. 87, 153 for Convention No. 98, 161 for Convention No. 100, 161 for Convention No. 105,³ 159 for Convention No. 111, 130 for Convention No. 138, and 144 for Convention No. 182, making a total of 1,213 ratifications of the fundamental Conventions.⁴
4. Taking into account the ratifications registered since November 2001, *Antigua and Barbuda, Côte d'Ivoire, Ethiopia, Fiji, Grenada, Guinea, Kazakhstan, Mozambique, Russian Federation, Serbia and Montenegro, Sri Lanka, The former Yugoslav Republic of Macedonia, and Zimbabwe*, have now joined the countries that have ratified all eight fundamental Conventions.
5. To date, of the Organization's 177 member States, 96 have ratified the eight fundamental ILO Conventions, 35 have ratified seven, 15 have ratified six and 10 have ratified five. By comparison, six have ratified only one or two fundamental Conventions and 13 have ratified three or four fundamental Conventions. The two latest members of the ILO, Vanuatu and Timor-Leste, have not yet ratified any of the fundamental Conventions, and information is not yet available from either of them.⁵
6. The position with regard to the ratification of fundamental Conventions of those countries that have not yet ratified all eight of these Conventions, is summarized in Part II below. The indications given consolidate information from the replies received to the Director-General's tenth circular letter sent out in July 2003,⁶ as well as information which had been reported to the Governing Body under this item previously. Part II also includes

Mozambique, Namibia, Nepal, Netherlands, New Zealand, Nicaragua, Niger, Nigeria, Norway, Oman, Pakistan, Panama, Papua New Guinea, Paraguay, Peru, Philippines, Poland, Portugal, Qatar, Romania, Russian Federation, Rwanda, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, San Marino, Saudi Arabia, Senegal, Serbia and Montenegro, Seychelles, Singapore, Slovakia, Slovenia, South Africa, Spain, Sri Lanka, Sudan, Suriname, Swaziland, Sweden, Switzerland, Syrian Arab Republic, 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, United States, Uruguay, Uzbekistan, Viet Nam, Yemen, Zambia, Zimbabwe.

³ This total does not take into consideration the ratification – followed by the denunciation – of this Convention by *Malaysia* and *Singapore*.

⁴ The objective of the campaign will only be fully achieved when the ILO has registered the 1,416th ratification (i.e. 177 member States x eight fundamental Conventions).

⁵ No request for information was sent to Timor-Leste, as it joined the ILO only after information was requested from member States.

⁶ As of 26 September 2003, the ILO received replies to the Director-General's letter from 30 member States: *Armenia, Australia, Bangladesh, Brazil, China, Czech Republic, El Salvador, Gabon, Grenada, India, Israel, Japan, Kenya, Latvia, Lebanon, Lithuania, Malaysia, Mauritius, Morocco, Myanmar, Namibia, New Zealand, Pakistan, Paraguay, Philippines, Saudi Arabia, Sierra Leone, Suriname, United Arab Emirates, and the United States.*

information provided by governments in the context of the annual review under the follow-up to the Declaration on Fundamental Principles and Rights at Work, and information obtained by the ILO in the course of technical assistance and cooperation activities.

7. In accordance with a request made at the November 2002 session of the Governing Body, the information in this document is submitted at this session by country, for all Conventions not yet ratified.

II. Positions with regard to non-ratified fundamental Conventions

A. States having ratified one fundamental Convention

8. *Lao People's Democratic Republic* has so far ratified only Convention No. 29. An ILO/IPEC mission in May 2003 received information indicating that ratification of Convention No. 182 is being considered. No recent information on the other Conventions is available.
9. *Solomon Islands* has ratified Convention No. 29. The Government stated in 1999 that Conventions Nos. 87 and 98 were likely to be ratified during that year and that Conventions Nos. 100 and 111 might follow after a careful study of the economic and social conditions in the country. The Office has no information regarding Conventions Nos. 105, 138 and 182.

B. States having ratified two fundamental Conventions

10. *Armenia* stated in September 2003 that the Government has approved the ratification of Conventions Nos. 29, 87, 98, 105, and 182. In reply to the 2000 campaign letter, the Government stated that Convention No. 138 was being studied with a view to ratification.
11. *Myanmar* stated in September 2003 that Convention No. 182 had been submitted to the competent authorities. It is stated that the provisions of the Convention were already reflected in the 1993 Child Law and new legislation would not serve any purpose, pending the drawing up of a new Constitution. Conventions Nos. 98, 100, 105, 111 and 138 would be studied in detail. Due consideration would be given to ratification at the appropriate time.
12. *Oman* replied to the Director-General's campaign letter the last time in 2002, stating that the ratification of Conventions Nos. 87, 98, 100, 105, 111, and 138 was still being considered.
13. The *United States* stated in September 2003 that no efforts had been made since the Government's last report to ratify Conventions Nos. 29, 87, 98, 100 or 138. With respect to Convention No. 111, an update to the 1996 law and practice report is presently under review by the Tripartite Advisory Panel on International Labor Standards.

C. States having ratified three fundamental Conventions

14. *Afghanistan* has not yet ratified Conventions Nos. 29, 87, 98, 138 and 182. It has not yet provided information within the ratification campaign.
15. *China* recalled in August 2003 that it was cooperating with the International Labour Standards Department regarding Convention No. 111 which will be ratified when the Government is convinced that it can be effectively implemented. The Government also recalled the ongoing cooperation with the ILO concerning Conventions Nos. 29 and 105, and previous cooperation on Convention No. 98. While, the Government has stated in the initial phase of the campaign that it would study all fundamental Conventions, no recent specific information concerning Convention No. 87 is available.
16. *Qatar* stated in its reply to the 2002 campaign letter that the ILO would be informed in due course of any progress made concerning the outstanding ratifications of fundamental Conventions (Nos. 87, 98, 100, 105 and 138).
17. *Somalia* has not yet ratified Conventions Nos. 87, 98, 100, 138 and 182. It has not yet provided information within the ratification campaign.

D. States having ratified four fundamental Conventions

18. *Bahrain* has not yet ratified Conventions Nos. 87, 98, 100 and 138. The Government indicated in response to the 2002 letter that it was examining these Conventions in order to take the necessary measures.
19. *India* has not yet ratified Conventions Nos. 87, 98, 138 and 182. In September 2003, the Government reiterated its position as communicated previously. 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 of Convention No. 138 was not possible at this stage since there is no omnibus law on minimum age for admission to employment and existing laws prescribe different minimum ages for different sectors. Enactment of central legislation was under consideration. Ratification would be considered when satisfactory compliance with the proposed legislation is achieved. However, this would take some time due to India's large rural and informal sector, and the low level of the economy coupled with rapid population growth. The examination of national laws and practice as well as inter-ministerial and tripartite consultations concerning Convention No. 182 were still ongoing.
20. *Kiribati* has not yet ratified Conventions Nos. 100, 111, 138 and 182. The Government reaffirmed in reply to the 2002 letter its commitment to ratify these Conventions. With the assistance of the ILO, several steps towards ratification have been taken.
21. The *Republic of Korea* has not yet ratified Conventions Nos. 29, 87, 98 and 105. The Government stated in its 2002 annual report under the Declaration that compliance of national legislation with Conventions Nos. 29 and 105 is being examined. An ILO mission in June 2003 was informed that an Industrial Relations Improvement Task Force was set up with a view to bringing labour legislation into compliance with Conventions Nos. 87 and 98.

22. *Sao Tome and Principe* has not yet ratified Conventions Nos. 29, 105, 138 and 182. The Office received the instrument of ratification of Convention No. 138 in 1992, but without the declaration specifying the minimum age of admission to employment required under Article 2(1) of the Convention. In March 1997, the Government stated that it hoped to ratify Conventions Nos. 29 and 105 in the medium term. No information is available concerning Convention No. 182.
23. *Singapore* stated in 2002 that it would continue to study the fundamental Conventions not ratified (Nos. 87, 105, 111 and 138) with a view to ratifying them if the requirements for compliance were met.
24. *Suriname* has not yet ratified Conventions Nos. 100, 111, 138 and 182. The Government indicated in September 2003 that Conventions Nos. 100 and 111 are still placed on the agenda of the Labour Advisory Board, which was not yet in a position to discuss the instruments. Conventions Nos. 138 and 182 had been approved by the Council of Ministers. The ratification of Convention No. 182 is in its final phase, with the Ministry of Foreign Affairs preparing the instrument of ratification. Ratification of Convention No. 138 has been delayed due to a procedural error concerning the submission to the legislative authority.
25. *Thailand* has not yet ratified Conventions Nos. 87, 98, 111 and 138. At the 2003 International Labour Conference, the Government stated that Convention No. 138 was awaiting Cabinet approval, and that funds had been set aside to study the readiness of Thailand to ratify Conventions Nos. 87 and 98 and to bring its law and practice into conformity with these two instruments. In its reply to the 2000 campaign letter, the Government stated that ratification of Convention No. 111 was being considered, and the Ministry of Labour recently consulted with the Office in this regard.
26. *Viet Nam* has not yet ratified Conventions Nos. 29, 87, 98 and 105. The Government stated in its 2000 annual report under the Declaration that it was time for Viet Nam to ratify Conventions Nos. 29 and 105. The Government stated in January 1998 that the ratification of the remaining Conventions would be considered in the future.

E. States having ratified five fundamental Conventions

27. *Canada* has not yet ratified Conventions Nos. 29, 98, and 138. In its reply to the 2002 campaign letter, the Government reiterated that most of the jurisdictions have completed their formal approval processes and that it was working with the remaining jurisdictions in order to obtain their formal agreements, so that Canada can ratify Convention No. 29 in the near future. The Government also recalled 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 would continue to examine the situation with respect to these Conventions with the provinces and territories.
28. *Comoros* has not yet ratified Conventions Nos. 111, 138 and 182. In its 2002 annual report under the Declaration, the Government stated that these Conventions would be submitted in the shortest time possible to Parliament for ratification. The Government also reported that favourable responses had been received from the social partners concerning the Government's ratification plans with respect to Convention No. 111.
29. *Djibouti* has not yet ratified Conventions Nos. 111, 138 and 182. The Government stated in 2000 that it was starting the ratification procedure for Convention No. 111 and that a

complete revision of labour legislation was envisaged in order to reflect better Conventions Nos. 138 and 182. No information has been communicated since then.

30. *Guinea-Bissau* has not yet ratified Conventions Nos. 87, 138 and 182. The Government stated in reply to the 2001 campaign letter that these Conventions had been submitted to the Council of Ministers, but had not been approved. No information has been communicated since then.
31. The *Islamic Republic of Iran* has not yet ratified Conventions Nos. 87, 98 and 138. The Government stated in reply to the 2002 campaign letter that the Ministry of Labour and Social Affairs had included the issue of the three fundamental Conventions not yet ratified on its agenda. An ad hoc committee was to be set up to examine the matter and draw up a comprehensive report concerning the possibilities of ratification, identification of barriers to ratification and possible cooperation needs.
32. *Latvia* has not yet ratified Conventions Nos. 29, 138 and 182. The Government stated in September 2003 that this was due to financial obstacles. However, a positive recommendation from the National Tripartite Cooperation Council was received and an ILO technical cooperation project was financing the translation of these Conventions by 2004. Subsequently, the Ministry of Welfare will prepare the submission to Parliament with respect to their ratification.
33. *Malaysia* has not yet ratified Conventions Nos. 87 and 111 and denounced Convention No. 105 in 1990. In August 2003, the Government stated that its position regarding ratification of these instruments remained unchanged. According to the Government, Convention No. 111 would require several amendments be made to the Federal Constitution, legislation and policies. With regard to Convention No. 87, the Government recalled the conflicting provisions of the Trade Union Act, 1959.
34. *Saudi Arabia* has not yet ratified Conventions Nos. 87, 98 and 138. The Government stated in September 2003 that the Ministry of Labour and Social Affairs is still considering the possibility of ratifying these Conventions.
35. *Uganda* has not yet ratified Conventions Nos. 87, 100 and 111. An ILO mission in 2000 was informed that a decision in principle in favour of ratifying Conventions Nos. 100 and 111 had been taken, but that certain provisions of national legislation still needed to be amended. With regard to Convention No. 87, an ILO mission was informed that necessary legislative amendments were being discussed in Parliament. No information has been received since then.
36. *Uzbekistan* has not yet ratified Conventions Nos. 87, 138 and 182. The Government stated in the initial phase of the campaign that the documents relating to the ratification of Convention No. 87 had been submitted to the National Assembly, and that Convention No. 138 was under examination with a view to ratification. The Government requested information on Convention No. 182 from the ILO in 2000, and this was provided. No information has been received since then.

F. States having ratified six fundamental Conventions

37. *Australia* has not yet ratified Conventions Nos. 138 and 182. In September 2003, the Government affirmed its intention to ratify Convention No. 182. Consultations with the States and Territories are continuing with a view to achieving full legislative compliance with the Convention as soon as possible. The formal domestic process for ratification is

expected to commence shortly. With respect to Convention No. 138, the Government stated that Australian law and practice meets the objectives of the Convention, as outlined in its reports under the Declaration.

38. *El Salvador* has not yet ratified Conventions Nos. 87 and 98. The Government reiterated its position with regard to these instruments in August 2003. According to the Government, there are divergencies between the Constitution of the country, in particular article 145, and the Conventions.
39. *Estonia* has not yet ratified Conventions Nos. 111 and 138. In its reply to the 2002 campaign letter, the Government stated that it intends to proceed with the ratification of these Conventions after legislative amendments have been completed.
40. *Haiti* has not yet ratified Conventions Nos. 138 and 182. In reply to the 1999 campaign letter, the Government stated that the procedures for ratification were about to begin. No information has been received since then.
41. *Jamaica* has not yet ratified Conventions Nos. 138 and 182. The Government stated in reply to the 2001 campaign letter that it was still putting in place the measures necessary to ratify both fundamental Conventions concerning child labour. A new Child Care and Protection Act that includes revised minimum ages of employment in accordance with ILO standards was to be presented to the Cabinet. No information has been received since then.
42. *Japan* has not yet ratified Conventions Nos. 105 and 111. The Government stated in September 2003 that further study regarding the relations between national legislation and these Conventions was required. The Office is in close contact with the Government concerning Convention No. 111.
43. *Kuwait* has not yet ratified Conventions Nos. 98 and 100. The Government stated in reply to the 2002 campaign letter that the constitutional procedures for ratification of both Conventions had been initiated and the instruments of ratification would be provided in the near future.
44. *Liberia* has not yet ratified Conventions Nos. 100 and 138. The Government has not yet stated its position regarding these Conventions within the ratification campaign.
45. *Mexico* has not yet ratified Conventions Nos. 98 and 138. The Government stated in its reply to the 2002 campaign letter that no change has occurred regarding its position with respect to ratification of Convention No. 98, recalling that it continues to have reservations in relation to Article 1, paragraph 2(b), of the Convention. Further, national legislation incompatible with the Convention prevented ratification of Convention No. 138.
46. *Mongolia* has not yet ratified Conventions Nos. 29 and 105. The Government has taken steps towards ratification of these Conventions with the assistance of the ILO.
47. *Nepal* has not yet ratified Conventions Nos. 87 and 105. According to statements made by the Government at the International Labour Conference sessions in 1999 and 2001, ratification of both Conventions was under preparation. The Government indicated in its 2000 and 2001 annual reports under the Declaration that it was in the process of amending the Police Act and the Military Act in order to ratify Convention No. 87.
48. *New Zealand* has not yet ratified Conventions Nos. 87 and 138. The Government stated in August 2003 that it had decided not to ratify Convention No. 87 at this time as jurisprudence makes it unclear whether the ILO would consider New Zealand law, policy and practice to be compatible with the Convention, particularly in relation to sympathy

strikes. With regard to Convention No. 138, New Zealand continues to consider whether national law, policy and practice are compatible with the Convention's requirements. In its 2003 annual report under the Declaration, the Government stated that it is currently assessing whether a minimum age is the most appropriate protection against the exploitation of children in work.

49. *Sierra Leone* has not yet ratified Conventions Nos. 138 and 182. In September 2003, the Government indicated that both Conventions had been approved by Parliament and that the Attorney-General's Office would now prepare the necessary instruments for ratification.
50. *Turkmenistan* has not yet ratified Conventions Nos. 138 and 182. The Office has no recent official information at its disposal. The instrument of ratification concerning Convention No. 138 was received in 1997, but without the declaration required under Article 2(1) of the Convention. Information available to the ILO indicates that the parliamentary commission on social affairs and employment has unanimously recommended the ratification of Convention No. 182 to the National Assembly.
51. *United Arab Emirates* has not yet ratified Conventions Nos. 87 and 98. In August 2003, the Government stated that the proposed amendment to labour legislation to allow for the establishment of workers' organizations in the country was still under way and was expected to be approved by the competent authority in early 2004.

G. States having ratified seven fundamental Conventions

52. *Azerbaijan* has not yet ratified Convention No. 182. The Government indicated in reply to the 2002 campaign letter that the preparatory work for ratification was still under way and that the concrete date of ratification would be determined on the basis of ongoing research on the status of children in the country.
53. *Bangladesh* has not yet ratified Convention No. 138. The Government stated in August 2003 that the Tripartite Consultative Council had discussed the matter again in May 2003. The Council did not recommend ratification at the present moment, taking into account the socio-economic realities pertaining in the country.
54. *Bolivia* has not yet ratified Convention No. 29. The Government indicated in 1999 that it was in the process of bringing its labour legislation in line with the Conventions.
55. *Brazil* has not yet ratified Convention No. 87. The Government recalled in September 2003 the constitutional obstacles for ratification and the absence of a consensus between the social partners and the Government. The President established a National Labour Forum in July 2003, which is expected to create a platform for further negotiation and dialogue to remove the obstacles to ratification of the Convention.
56. *Cambodia* has not yet ratified Convention No. 182. The Office has no official information concerning ratification prospects at its disposal.
57. *Cape Verde* has not yet ratified Convention No. 138. The Government indicated in its reply to the 2001 campaign letter that the Convention had been submitted to the Government for approval. No information has been received since then.
58. *Chad* has not yet ratified Convention No. 138. The Office received the instrument of ratification concerning Convention No. 138 in 2001, but without the declaration required under Article 2(1) of the Convention.

59. *Colombia* has not yet ratified Convention No. 182. The Government stated in reply to the 2002 campaign letter that ratification had been approved by Act No. 704 of 21 November 2001 and that the competent ministries were taking the remaining measures for its ratification.
60. *Cuba* has not yet ratified Convention No. 182. The Government stated in 2001 that ratification was not envisaged at this stage. No information has been received since then.
61. The *Czech Republic* has not yet ratified Convention No. 138. The Government stated in September 2003 that the proposal for ratification would be submitted immediately after the Government's approval of a new Employment Act, which is currently being discussed in the Legislative Council.
62. *Eritrea* has not yet ratified Convention No. 182. In its reply to the 2002 campaign letter, the Government explained that the Ministry of Labour and Human Welfare has submitted the Convention to the competent authority for consideration.
63. *Gabon* has not yet ratified Convention No. 138. The Government indicated in August 2003 that it had submitted the Convention to Parliament for ratification together with Convention No. 182. However, only the latter has been ratified so far.
64. *Ghana* has not yet ratified Convention No. 138. The Government explained in reply to the 2001 campaign letter that the Convention was submitted to Cabinet for re-examination due to change of government. No information has been received since then.
65. *Iraq* has not yet ratified Convention No. 87. The Government stated in reply to the 2002 campaign letter that Convention No. 87 was still under consideration by the competent authorities. No request for information was sent to Iraq in 2003.
66. *Israel* has not yet ratified Convention No. 182. The Government indicated in August 2003 that the amendment of the military draft (conscription) legislation, which is a prerequisite for ratification, passed a first reading in the Knesset plenary. The second and third readings would take place after the 2003 summer recess.
67. *Jordan* has not yet ratified Convention No. 87. The Government stated in reply to the 2002 campaign letter that it was still considering the possibility of ratifying the Convention.
68. *Kenya* has not yet ratified Convention No. 87. The Government stated in September 2003 that the reason for non-ratification was that the task force appointed to review labour laws which was expected to conclude its work by June 2003, had been extended until the end of December of this year.
69. *Kyrgyzstan* has not yet ratified Convention No. 182. No recent official information on ratification prospects is available.
70. *Lebanon* has not yet ratified Convention No. 87. The Government stated in September 2003 that the new draft Labour Code includes several principles, which are not contained in the current Labour Code, but are provided for in Convention No. 87. The draft Labour Code has been brought before the Council of Ministers.
71. *Lithuania* has not yet ratified Convention No. 182. The Government stated in August 2003 that Parliament ratified the Convention on 25 March 2003 and that the instrument of ratification was sent to the ILO. The Office has not yet received the said instrument.

- 72.** *Madagascar* has not yet ratified Convention No. 105. The Government declared in its 2002 annual report under the Declaration that ratification was being studied.
- 73.** *Mauritius* has not yet ratified Convention No. 87. The Government recalled in September 2003 that this would entail extensive amendments to the Industrial Relations Act. To this end, a tripartite committee has been set up to make recommendations. The Government indicates that technical assistance has been received and that the ILO recommendations would be taken into account.
- 74.** *Morocco* has not yet ratified Convention No. 87. The Government informed the Office in September 2003 that due to the specificities of the national legislation on the public sector, some difficulties remained. The Government underlined that it will continue its efforts towards ratification.
- 75.** *Namibia* has not yet ratified Convention No. 100. The Government stated in its reply to the 2001 campaign letter that it was not considering ratification at this stage since Namibia's laws were not found to be in complete conformity with its provisions.
- 76.** *Pakistan* has not yet ratified Convention No. 138. The Government indicated in September 2003 that a process of consultation concerning ratification is under way with all stakeholders.
- 77.** *Paraguay* has not yet ratified Convention No. 138. The Government reported in August 2003 that it had initiated a broad-based process towards ratification, involving international organizations such as the ILO and UNICEF, as well as civil society.
- 78.** The *Philippines* has not yet ratified Convention No. 29. The Government stated in September 2003 that the Senate Foreign Relations Committee conducted a public hearing on 2 June 2003 on the instrument. A further hearing would be held to provide clarifications requested.
- 79.** *Saint Kitts and Nevis* has not yet ratified Convention No. 138. The Government deposited the instrument of ratification on 10 November 2000; however, the declaration stipulated in Article 2(1) of the Convention has not yet been communicated.
- 80.** *Saint Lucia* has not yet ratified Convention No. 138. The Government indicated in reply to the 2001 campaign letter that it had initiated consultations on the ratification of the Convention and intended to submit it to Cabinet for consideration.
- 81.** *Saint Vincent and the Grenadines* has not yet ratified Convention No. 138. Although the Government deposited the instrument of ratification in 2001, the declaration stipulated in Article 2(1) of the Convention has not yet been communicated.
- 82.** *Sudan* has not yet ratified Convention No. 87. The Office has no recent information at its disposal concerning ratification prospects.
- 83.** The *Syrian Arab Republic* has not yet ratified Convention No. 182. In reply to the 2002 campaign letter, the Government informed the ILO that a draft decree concerning the ratification of the Convention had been submitted to the Presidency of the Council of Ministers and that the instrument of ratification would be sent as soon as promulgated.
- 84.** *Tajikistan* has not yet ratified Convention No. 182. The Government stated in February 2001 that the Parliament had approved the ratification on 13 December 2000; however, no instrument of ratification has yet been received by the Office.

- 85.** *Trinidad and Tobago* has not yet ratified Convention No. 138. The Government stated in reply to the 2001 campaign letter that it would conduct research to determine the implications of declaring a minimum age of 16 years before ratifying Convention No. 138. No information has been received since then.
- 86.** *Venezuela* has not yet ratified Convention No. 182. The Government indicated in February 2000 that it was preparing a submission to Parliament with respect to the Convention. No information has been received since then.

III. Concluding remarks

- 87.** The progress made with regard to the ratification of the ILO's fundamental human rights Conventions has continued at a considerable pace during the period under review, with ratifications of the child labour Conventions increasing the most. The trend towards increased ratifications of Convention No. 138 continued. Outstanding ratifications in the group of those States which have ratified all but one fundamental Convention concern Conventions Nos. 138 or 182 in almost all cases. Given that the absence of a declaration under Article 2(1) of Convention No. 138 continued to prevent registration of ratification of that Convention in five instances, the Office will be making a special effort to resolve these difficulties.
- 88.** The present report consolidates information received so far in the context of the Director-General's ratification campaign. Recent information on ratification prospects is available for most of the 81 States which have not yet ratified all fundamental Conventions. A concentrated follow-up with regard to those ILO Members in respect to which no recent information is available, or which have not yet provided indications on ratification prospects, appears appropriate. It is suggested that the Office provides a similar report to the Governing Body in November 2004.

Geneva, 1 October 2003.

Appendix

Ratifications or confirmations of previous obligations since the launch of the campaign of ratification of the fundamental Conventions

(25 May 1995-25 September 2003)

New ratifications are marked in bold type.

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

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

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	Saint Vincent and the Grenadines
Democratic Republic of the Congo	Serbia and Montenegro
Equatorial Guinea	South Africa
Eritrea	Sri Lanka
Fiji	Tanzania, United Republic of
Gambia	The former Yugoslav Republic of Macedonia
Georgia	Turkmenistan
Indonesia	Zambia
Kazakhstan	Zimbabwe

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

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

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

Antigua and Barbuda	Mauritius
Bahamas	Moldova, Republic of
Bangladesh	Nepal
Belize	Pakistan
Botswana	Papua New Guinea
Cambodia	Saint Kitts and Nevis
Congo	Saint Vincent and the Grenadines
El Salvador	Serbia and Montenegro
Eritrea	Seychelles
Estonia	Singapore
Ethiopia	South Africa
Fiji	Tanzania, United Republic of
Gambia	Thailand
Georgia	The former Yugoslav Republic of Macedonia
Kazakhstan	Trinidad and Tobago
Kenya	Turkmenistan
Korea, Republic of	United Arab Emirates
Lesotho	Uzbekistan
Mauritania	Viet Nam

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

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

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

Albania	Georgia
Bahamas	Grenada
Bahrain	Indonesia
Belize	Ireland
Botswana	Kazakhstan
Cambodia	Kenya
Congo	Korea, Republic of
Democratic Republic of the Congo	Lesotho
El Salvador	Luxembourg
Equatorial Guinea	Mauritius
Eritrea	Moldova, Republic of
Fiji	Namibia
Gambia	Nigeria

Papua New Guinea	The former Yugoslav Republic of Macedonia
Saint Kitts and Nevis	Turkmenistan
Saint Vincent and the Grenadines	United Arab Emirates
Serbia and Montenegro	United Kingdom
Seychelles	Uzbekistan
Sri Lanka	Viet Nam
Tanzania, United Republic of	Zimbabwe

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

Albania	Grenada
Angola	Guinea
Argentina	Guyana
Austria	Hungary
Bahamas	Iceland
Barbados	Indonesia
Belize	Japan
Benin	Jordan
Bolivia	Kazakhstan
Botswana	Kuwait
Brazil	Lebanon
Burkina Faso	Lesotho
Burundi	Lithuania
Cambodia	Madagascar
Cameroon	Malawi
Central African Republic	Malaysia
Chile	Mali
China	Mauritania
Colombia	Moldova, Republic of
Congo	Mongolia
Côte d'Ivoire	Morocco
Cyprus	Mozambique
Democratic Republic of the Congo	Namibia
Denmark	Nigeria
Dominican Republic	Nepal
Ecuador	Panama
Egypt	Papua New Guinea
Eritrea	Peru
Ethiopia	Philippines
Fiji	Portugal
Georgia	San Marino

Senegal	Tanzania, United Republic of
Serbia and Montenegro	The former Yugoslav Republic of Macedonia
Seychelles	Tunisia
Slovakia	Turkey
South Africa	Uganda
Sri Lanka	United Arab Emirates
Sudan	United Kingdom
Swaziland	Yemen
Switzerland	Zimbabwe
Syrian Arab Republic	

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

Albania	Côte d'Ivoire
Algeria	Costa Rica
Angola	Croatia
Argentina	Cyprus
Austria	Czech Republic
Antigua and Barbuda	Democratic Republic of the Congo
Bahamas	Denmark
Bahrain	Dominica
Bangladesh	Dominican Republic
Barbados	Ecuador
Belarus	El Salvador
Belgium	Egypt
Belize	Equatorial Guinea
Benin	Estonia
Bolivia	Ethiopia
Bosnia and Herzegovina	Fiji
Botswana	Finland
Brazil	France
Burkina Faso	Gabon
Burundi	Gambia
Bulgaria	Georgia
Cameroon	Germany
Canada	Ghana
Cape Verde	Greece
Central African Republic	Grenada
Chad	Guatemala
Chile	Guinea
China	Guyana
Congo	Honduras

Hungary	Panama
Iceland	Papua New Guinea
Indonesia	Paraguay
Iraq	Peru
Ireland	Philippines
Iran, Islamic Republic of	Poland
Italy	Portugal
Japan	Qatar
Jordan	Romania
Kazakhstan	Russian Federation
Kenya	Rwanda
Korea, Republic of	Saint Kitts and Nevis
Kuwait	Saint Vincent and the Grenadines
Lebanon	Saint Lucia
Lesotho	San Marino
Liberia	Saudi Arabia
Libyan Arab Jamahiriya	Senegal
Luxembourg	Serbia and Montenegro
Madagascar	Seychelles
Malawi	The former Yugoslav Republic of Macedonia
Malaysia	Trinidad and Tobago
Mali	Singapore
Malta	Slovakia
Mauritania	Slovenia
Mauritius	South Africa
Mexico	Spain
Moldova, Republic of	Sri Lanka
Mongolia	Sudan
Morocco	Sweden
Mozambique	Swaziland
Namibia	Switzerland
Nepal	Tanzania, United Republic of
Netherlands	Thailand
New Zealand	Togo
Nicaragua	Tunisia
Niger	Turkey
Nigeria	Uganda
Norway	Ukraine
Oman	United Arab Emirates
Pakistan	United Kingdom

United States

Uruguay

Viet Nam

Yemen

Zambia

Zimbabwe