



International
Labour
Office
Geneva

The Regulatory Framework and the Informal Economy

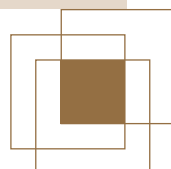


Fishermen, Dodanduma, Sri Lanka.

International Labour Standards (ILS)

4.a2 BRINGING THE UNPROTECTED UNDER THE LAW

■ ILS are the result of a consensus between governments, workers and employer's representatives. They remain extremely relevant to workers and employers and are applicable in many situations - some of which are clearly labelled "informal" today. Rather than being 'costly' or relevant only to the formal economy, the application of ILS at the national level is one of the essential ways of bringing those without organization and protection into the mainstream of economic and social life. Their application can have major benefits for economies and for improved productivity. They are important therefore not only from a rights perspective but also from an economic efficiency rationale. This brief provides information on international labour standards: what they are, why they are needed and how they are supervised. It explores a range of labour standards and their relevance to progressing out of informality towards decent work for all.



KEY CHALLENGES

- International Labour Standards and informality¹
- The heterogeneity of the informal economy and the difficulty of offering a uniform response
- The reach of the law
- Identifying the employer
- Non-enforcement
- ILS and their flexibility
- Misconceptions regarding application of ILS
- Fundamental rights at work
 - Freedom of association and the effective recognition of the right to collective bargaining
 - Elimination of all forms of forced or compulsory labour
 - Elimination of discrimination in respect of employment and occupation
 - Effective abolition of child labour
- Governance Conventions and other relevant ILS
 - Labour inspection
 - Employment Policy
 - Employment promotion
 - Tripartism
 - Labour administration
 - Vocational guidance and training
 - Wages
 - Social security
 - Occupational Safety and Health (OSH)
- ILS dealing directly with specific groups
 - Workers and Private Employment Agencies
 - Rural workers
 - Homeworkers
 - Migrant workers
 - Indigenous and tribal people
 - Fishers
 - Domestic workers

¹ Since the application of ILS at the national level is adapted to the specific historical, economic and social contexts of a state, the way they are applied to the informal economy is country specific. In many cases their application in different countries is discussed in other sections of this Policy Resource Guide. Hence this brief deviates from the usual structure of the resource guide. It acts as an information resource on ILS and the informal economy without a section on Emerging responses and good practices.

What are International Labour Standards and why are they needed?

International labour standards are part of international labour law. They take the form of conventions, which are, according to international law, legally binding on States when ratified, and recommendations, which provide guidelines. These instruments are adopted at the International Labour Conference (ILC) by representatives of Governments, employers and workers after long and numerous discussions have taken place between the three groups as to the topic, the scope, and the content of each instrument. 189 conventions, 5 protocols and 200 recommendations have been adopted since 1919.⁴

Rationale for ILS

ILS are based on the fundamental constitutional principle that “labour is not a commodity”. Their *raison d’être* can also be found in the ILO Constitution: on the one hand, they stem from the quest for social justice, which aims notably at ensuring that “all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity” (Declaration of Philadelphia), and on the other, from the realisation that a State will not improve labour conditions if other States do not do so as well. ILS are one of the main means of achieving the objectives of the Constitution.

■ **International Labour Standards and informality.** Since its inception the ILO has always affirmed that all those who work have rights at work, irrespective of where they work. The Decent Work agenda has reaffirmed this principle. International labour standards (ILS) set the framework for the application of rights at the national level. They are essential not only from a human rights and social justice perspective but also because they have profound economic and social benefits. Rights included in ILS - fundamental rights at work and beyond - are also included in basic human rights instruments such as the 1948 Universal Declaration of Human Rights and the two 1966 Covenants² that apply to all human beings.

As the ILO argues, many benefits derive from international labour standards. They provide a path for decent work, an international legal framework for a fair and stable globalization, a level playing field that contributes to avoiding a race to the bottom, a means of improving economic performance, an important safety-net in times of economic crisis, and a strategy for reducing poverty. Most importantly, they represent the sum of international experience and knowledge and reflect international consensus on the way a labour issue can be tackled at the global level.³

Yet multitudes of worker and entrepreneurs around the world work in vulnerable situations in the informal economy, often not registered, not regulated, unprotected and unrecognised. Informality is often cast in terms of the weak relationship to the law. The 2002 Resolution concerning Decent Work and the informal economy emphasised this lack of protection by the law. It recognized that informality encompasses ‘activities by workers and economic units that are – in law or in practice – not covered or insufficiently covered by formal arrangements’. This may be because their activities are not included in the formal reach of the law or because the law is not applied or not enforced, or because compliance with the law imposes excessive costs, and procedures may be burdensome or inappropriate.⁵

Serious “rights deficits” exist for workers in the informal (and formal) economy and these concern all ILS, including fundamental rights at work:

- **Forced labour** is often characterised as “the antithesis of decent work”. The least protected persons – women, youth, indigenous peoples, migrant workers – are particularly vulnerable to forced labour. While most countries have legislation that considers forced labour a criminal offence, it prevails in the informal economy where the law is *de facto* not applied.
- **Child labour** is closely associated with the informal economy. Child labour is largely beyond the reach of formal institutions, including labour inspection services.
- **Discrimination** is widespread everywhere but workers who suffer discrimination in the formal economy are more present in the informal economy (women, migrants, or workers with disabilities, for example). However, legal provisions prohibiting discrimination often exclude certain categories of workers (such as casual workers, domestic workers and migrant workers), do not cover all the grounds of discrimination and

2 International Covenant on Civil and Political Rights and International Covenant on Economic, Social and Cultural Rights with, respectively, 167 and 160 ratifications (in March 2011).

3 ILO, 2009b, pp.10-13.

4 76 conventions, and related recommendations, are considered up-to-date and should, according to the ILO Governing Body, be actively promoted (for the list of these Conventions, see <http://www.ilo.org/global/standards/lang-en/index.htm>).

5 ILO 2002b para 3 and 9.

do not cover all aspects of employment, from recruitment to termination. Moreover, discriminatory laws still exist.⁶

- Obstacles remain great in the informal economy with regards to **Freedom of Association** – union coverage is low – and the recognition of the right to **Collective Bargaining** is rare.

Although there are many examples of actors in informal situations having successfully organized, the case of freedom of association shows the difficulties faced in law and in practice when dealing with the informal economy.⁷ In some countries, freedom of association is limited by law to those in regular employment or those considered “employees” – those in the informal economy cannot create legally recognised trade unions. Being recognised and acquiring legal identity is essential for trade unions to function and provide services. There are also practical difficulties relating to organising informal workers as they are often either geographically dispersed or physically isolated, and can frequently change jobs or sector of activity. Moreover, many of these workers face economic hardship which makes them focus on day to day survival rather than medium to long term commitments. Furthermore, as it may be difficult to know who the employer is, an added difficulty for trade unions is knowing with whom to engage in collective bargaining and social dialogue. (see also briefs on Social Dialogue and on Trade unions in this Policy Resource Guide).

● In some countries, freedom of association is limited by law to those in regular employment or those considered “employees”

■ **The heterogeneity of the informal economy and the difficulty of offering a uniform response.** Informal work covers a wide spectrum of situations that present different legal challenges. The broad parameters for understanding informality, i.e. the non application, de jure or de facto, of the law, implies that the situations informal workers and employers find themselves in are extremely varied, as are the difficulties they face. This diversity of the informal economy makes a uniform response impossible: an informal worker may be working for a transnational company, in an EPZ, be an illegal migrant, be a child labourer working in dangerous situations, s/he may be working informally because it suits him/her (admittedly, these cases are rare), or, much more frequently, because of lack of choice.

● The diversity of the informal economy makes a uniform response inappropriate

The various forms that informality can take include the following categories:⁸

- **unregistered workers** (those in a genuine employment relationship but who do not enjoy any rights – the situation is worse if they are irregular migrants or if their employer is unregistered);
- **under-registered workers** (those who receive part of their earnings informally – they are registered as part-time workers but in fact work full-time – which means that less taxes are paid on their behalf);
- **disguised workers** (those who perform the same tasks as ‘regular’ employees but often do not have the same rights because they are employed under different contracts such as civil or commercial contracts);
- **ambiguous workers** (those about whom doubts are raised concerning whether they are employees or not);

6 ILO, 2009, Report III (IA), General Report, Para.110.

7 ILO, 2008, Report I (B), Paras. 206-222.

8 Taken from Tuch, 2005.

- **vulnerable own-account workers** (those who are genuinely self-employed but vulnerable and exploited);
- **employees in precarious situations** (fixed-term, part-time or temporary workers who may not enjoy the same rights as ‘regular’ workers, or do not enjoy the same rights in practice);
- **special cases** (domestic workers, home workers, and other types of workers who are not always covered by employment laws); and
- **workers in triangular relationships** (often, one does not know who the employer is because of the involvement of one or more third parties to the relationship; this includes situations where one resorts to an employment agency, or where there is franchising – see brief on the employment relationship).

■ **The reach of the law.** One of the issues raised by the problem of informal work may be the reach of the law. Its scope is – willingly or not – limited. This involves, for example, excluding certain activities or sectors from the scope of the law, but also, excluding, in law or in practice, certain type of atypical work. Discussions on how to encompass new types of atypical work are not recent and emerged at the same time as atypical contracts in industrialised countries during the 1970s. Discussions at the international level took place notably in the 1990s, with an attempt by the ILO to adopt a convention on the topic of contract labour. The difficult discussions surrounding the topic finally led to the adoption in 2006 of a Recommendation on the employment relationship (No.198) (see brief on the Employment Relationship). This is a key instrument concerning the application of labour regulation to the informal economy as the application of national labour law often depends on the establishment of an employment relationship.

Extending the scope of application of labour laws to the informal economy

In 2010, the ILO’s International Labour Standards department launched a valuable tool to support the application of labour standards to the informal economy, as part of the process of facilitating the transition to formality. This Digest of comments from the ILO’s supervisory bodies related to the informal economy provides a wealth of information which can assist policy makers to assess the extent of application of nation laws, regulations and practices, as well as to identify obstacles to the application of relevant labour standards to unprotected workers and how they can be addressed. Importantly, it counters widespread misconceptions that International Labour Standards are applicable only to the formal economy.

The tool compiles not only principles and comments from various ILO supervisory bodies, but also lists Conventions and Recommendations relevant to the informal economy, with their key provisions. The tool will be an important resource to assist ILO’s tripartite constituents in developing laws, policies and institutions at the national level afford greater protection to those currently vulnerable and unprotected in the informal economy

The tool, entitled *Extending the scope of application of labour laws to the informal economy: A Digest of Comments of the ILO’s supervisory bodies related to the Informal Economy* is available in English, Spanish and French on the ILO International Standards Department website: http://www.ilo.org/global/standards/information-resources-and-publications/publications/WCMS_125855/lang--en/index.htm

■ **Identifying the employer.** The answer to the question “who is the employer” is also vital in order to determine the applicable law, the competent tribunal or jurisdiction (federal or provincial for example), and the applicable collective agreement. The simple question of who is the owner of an enterprise has been rendered much more difficult with globalization: complex layers of subcontracting, and the spread of multinationals has added further problems, which may escape national and international law. International business operators now have the opportunity to “zap through an infinite variety of normative zones”,⁹ leaving workers in uncertainty as to which law is applicable to them. However, the employer is not the only one to bear obligations – the State has obligations as well.

■ **Non-enforcement.** Certainly, changing the law alone will not solve the problem which must be fought by diverse actors and on a variety of fronts. The lack of access to courts is not only a legal problem, but can also be a much wider problem of underdevelopment, for example. Similarly, the recourse to specific types of contracts that do not afford as many rights as others, or the non registration of employees, is more often than not a problem of poverty but also of exploitation, vulnerability and inequality. However, it is also a problem of lack of workers’ legal awareness,¹⁰ of lack of information on affordable means to conform with the legislation and of lack of information concerning the social and economic benefits of conforming with legislation. An enabling framework of institutions and administrative resources is imperative to translate rights into reality.¹¹ Law must be viewed as a tool: it will always be facilitated or constrained by social, economic or political factors.

■ **ILS and their flexibility.** Concrete problems emerge when national legislations exclude workers from their scope but ILS do not, and also when ILS permit the exclusion of workers from their scope through flexibility clauses. These clauses are essential to finding a consensus between the ILO’s constituents, and in respecting the variable levels of development, historical background and legal systems of Members States. Flexibility clauses may mean that the scope of ILS does not reach certain sectors or certain workers, or that some key definitions are left to be determined at the national level. MSEs in particular are sometimes excluded from the scope of ILS.¹² Some conventions exclude from their scope “particular categories of workers or establishments when its application to them would raise particular problems of a substantial nature” (*Part-Time Work Convention, 1994 (No. 175)*; see also *the Maternity Protection Convention, 2000, (No. 183)* – although no State has to date made use of this flexibility clause – and the *Safety and Health in Agriculture Convention, 2001 (No. 184)*). It is important to underline that the use of these flexibility clauses is often not meant to be permanent.

● The simple question of who is the owner of an enterprise has been rendered much more difficult with globalisation: complex layers of subcontracting, and the spread of multinationals has added further problems, which may escape national and international law

● ILS are flexible to enable ILO’s constituents to reach consensus and also to respect variable levels of development of member states. Nonetheless ILS flexibility clauses are often not meant to be permanent

9 Daugareilh, 2008.

10 See Lee and McCann, 2009.

11 Sengenberger, 2006.

12 Faundez, 2008.

ILO supervision

The ILO supervises and encourages the application of ILS through a number of bodies. These include:

- The Committee of Experts on the application of conventions and recommendations (Committee of Experts) engages in a dialogue with Governments by examining their reports on the application in law and in practice of ratified conventions. Governments are required to submit copies of their reports to employers' and workers' organisations, who may submit comments; they may also send comments on the application of conventions directly to the ILO. This allows for a national tripartite dialogue to take place. In its annual General Surveys, the Committee highlights good practices that may serve as examples;
- The Conference Committee on the Application of Standards, a tripartite body, examines the work of the Committee of Experts and selects a number of cases that are discussed at the ILC;
- The Committee on Freedom of Association (CFA) examines cases brought by workers or employers' associations concerning the violation of the constitutional principle of freedom of association and the right to collective bargaining and makes recommendations;
- Representations, brought by a workers or an employers' association, and complaints, brought by a member State which has ratified the convention in question, an ILC delegate or the Governing body, may be brought against a State for non-compliance with a ratified convention. The latter may involve the setting up of a Commission of inquiry that will make recommendations.

● ILS apply to all workers, dependent, independent, formal and informal

■ **Misconceptions regarding application of ILS.**¹³ The ILO's mandate is not limited to workers in the traditional meaning of the word; it extends to all human beings. There is a common misconception that ILS are not applicable to the informal economy when in fact, most ILS are applicable to all workers, dependant and independent, and are as relevant to the informal economy as to the formal economy.¹⁴ Indeed, a number of ILS apply to "workers" rather than the legally narrower term "employees", and some explicitly refer to the informal economy. It is certainly true that many ILS are not applied in practice to informal workers, but non-enforcement is unfortunately not limited to the informal economy: the question is therefore not whether to apply relevant standards, but how.¹⁵

How do States respect ILS?

In international law, there is a legal obligation on States that have ratified a convention to respect it. There are several ways to comply with ILS, often provided in ILS themselves: through law, regulation, collective agreements, arbitration, awards, courts decisions or a combination of these methods. A State may decide to bring its law in line with a ratified convention – for example, if a State has ratified the Right to Organise Convention, 1948 (No. 87), which applies to all workers, national law concerning the right to form and join an organisation must apply to all workers. However, compliance in law is not enough in international law and States also have to bring their practice in line with a ratified convention. ILS, including unratified conventions and recommendations, are models for States, they can help shape their laws and policy, they can inspire NGOs or various labour rights defenders, and they can be used by national Courts in deciding cases.

● Eight fundamental conventions and four 'Governance' conventions are particularly relevant to the informal economy

Fundamental rights are often cited in isolation as being particularly relevant to the informal economy. The implementation of the eight fundamental conventions is indeed essential but is not sufficient to attain Decent Work. In this regard, four other conventions have been considered by the ILO's Governing Body to be "priority conventions" since 1995 (they are today referred as "governance" conventions). They relate to three topics: labour inspection,

13 This brief relies on the summaries prepared by the Standards Department of the ILO. See, ILO, 2009, Rules of the Game. For the complete list of ILS see, www.ilo.org/normes.

14 Sengenberger, 2005, pp.51-52; Trebilcock, 2004, p. 588; ILO, 2002, p.47.

15 Trebilcock, 2004, pp.588-589.

employment policy, and tripartite consultation, and they were singled out in the 2008 Declaration, along with core labour standards, as “the most significant from the viewpoint of governance”.¹⁶ These conventions are the:

- Labour Inspection Convention, 1947 (No. 81),
- the Labour Inspection (Agriculture) Convention, 1969 (No. 129),
- the Employment Policy Convention, 1964 (No. 122), and the
- Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)

Taken together, the effective application of these twelve conventions constitute the minimum to help workers and employers progress out of informality. However, implementation of other ILS is of crucial importance as well. As stated by the ILO in its 2002 report on Decent work and the informal economy, “to address more fully the decent work deficits in the informal economy, it is necessary to extend basic minimum standards on substantive matters such as conditions of work, safety and health and income security, as well as basic rules for fair treatment, for example with regard to job security and vulnerable groups”.¹⁷

Of course, not all up-to-date conventions are applicable all the time – some are clearly aimed at formal enterprises, such as the *Termination of Employment Convention, 1982 (No. 158)* which provides for notification of closure of undertakings of a certain size. While some ILS are applicable immediately to informal workers, others have provisions for the progressive extension of their terms to workers or sectors they do not initially cover. Progressive extension is more generally endorsed by the *Labour administration Convention, 1978 (No. 150)* and by the *Employment Policy Recommendation, 1984 (No. 169)*. What follows is an overview of the most relevant ILS and their scope.

■ **Fundamental rights at work.** It is well accepted that fundamental rights at work should be promoted, realized and respected in the formal and the informal economy. As discussed above, however the application of fundamental rights at work poses particular challenges in the informal economy:

- **Freedom of association and the effective recognition of the right to collective bargaining.** Freedom of association and the right to collective bargaining aim to give voice to workers and employers, enabling them to influence issues that have a direct effect on them and improve their conditions of work. In other words, it represents democracy at the workplace. The two relevant fundamental conventions are the *Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)*, which establishes the right for workers and employers to establish and join organisations of their own choosing without previous authorisation, and the *Right to Organise and Collective Bargaining Convention, 1949 (No. 98)*, which provides for protection against anti-union discrimination and acts of interference. It also provides for measures to be taken to encourage and promote voluntary negotiation between employers or employers’ organisations and workers’ organisations, with a view to the regulation of the terms and conditions of employment by means of collective agreements.

Fundamental principles and rights at work

Various expectations and obligations arise for States from the mere fact of being a member of the ILO. In 1998 for example, the ILO’s Conference adopted the Declaration on fundamental principles and rights at work which states that “all Members, even if they have not ratified the Conventions in question, have an obligation arising from the very fact of membership in the Organization to respect, to promote and to realize, in good faith and in accordance with the Constitution, the principles concerning the fundamental rights which are the subject of those Conventions”. These are freedom of association and the effective recognition of the right to collective bargaining, the elimination of forced labour, the abolition of child labour and the elimination of discrimination in respect of employment and occupation.

¹⁶ For more details see Resources section to access: ILO 2008 Declaration, Para. II B iii) and Annex, Para. IIA vi).

¹⁷ For more information see Resources section to access: ILO, 2002 Decent Work and the Informal Economy, p.44.

The right to establish and to join organisations provided by Convention No. 87 applies to all workers and employers.¹⁸ The CFA has therefore stated that this right should be enjoyed by self-employed workers, domestic workers, agricultural workers, temporary workers, migrant workers, etc. It has also stated that legal formalities for the establishment of a trade union are in breach of Convention No. 87 when they are applied in such a manner as to delay or prevent the establishment of a trade union.¹⁹ The *right to collective bargaining afforded by Convention No. 98* is also held by all workers – with the exception of members of the police and the armed forces and public servants engaged in the administration of the State.

Other relevant non-fundamental conventions concerning freedom of association and collective bargaining are the *Rural Workers' Organisations Convention, 1975 (No. 141)* which applies to all categories of rural workers, whether they wage earners or self-employed, and the *Collective Bargaining Convention, 1981 (No. 154)*.

● Freedom of association and the right to collective bargaining aim to give voice to those concerned, enabling them to influence issues that have a direct effect on them and improve their conditions of work

- **Elimination of all forms of forced or compulsory labour.** Forced labour occurs when work or service is exacted under the menace of any penalty – such as withholding food or land or wages, physical violence or sexual abuse, restricting peoples' movements or locking them up – and is undertaken involuntarily.²⁰ The interdiction of forced labour is covered by two fundamental conventions: the *Forced Labour Convention, 1930 (No. 29)*, which asks ratifying States to suppress the use of forced labour and requires that the illegal extraction of forced labour be punishable with adequate and strictly enforced penalties, and the *Abolition of Forced Labour Convention, 1957 (No. 105)*, which specifies certain purposes for which forced labour can never be imposed. Both conventions apply to all human beings.
- **Elimination of discrimination in respect of employment and occupation.** The elimination of discrimination is essential for workers to choose their employment freely, to fully develop their potential, and to obtain economic rewards on the basis of merit. This fundamental right is covered by the *Equal Remuneration Convention, 1951 (No. 100)*, which requires ratifying States to ensure the application of the principle of equal remuneration for men and women workers for work of equal value, and the *Discrimination (Employment and Occupation) Convention, 1958 (No. 111)*. For the purpose of Convention No. 111, “discrimination” means any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation. Convention No. 111 requires ratifying States to declare and pursue a national policy designed to promote, by methods appropriate to national conditions and practice, equality of opportunity and treatment in respect of employment and occupation, with a view to eliminating any discrimination in these fields. Both conventions apply to all workers but Convention No. 111 covers specific grounds of discrimination only.

Other non-fundamental conventions and recommendations relevant to this fundamental right are: the *Workers with Family Responsibilities Convention, 1981 (No. 156)* and its accompanying recommendation no. 165 – the latter mentions in particular that part-time workers, homeworkers

¹⁸ With the exception of members of the armed forces and the police.

¹⁹ ILO, 2006, Para. 279.

²⁰ For more details see

<http://www.ilo.org/declaration/principles/eliminationofchildlabour/lang--en/index.htm>.

and temporary workers should have adequately regulated and supervised terms and conditions of employment (Paragraph 21); the *Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)*, which, according to the Commission of Experts, facilitates the placement and employment of disabled persons in the formal and the informal economy;²¹ and the *Indigenous and Tribal Peoples Convention, 1989 (No. 169)*.

- **Effective abolition of child labour.** Children are considered in need of special protection because, by virtue of their age, they may lack the knowledge, experience or physical development of adults and the power to defend their own interests. Child labour also perpetuates poverty and reproduces the informal economy through the generations – children who work will not go to school which will limit their future possibilities including the ability to enter the formal economy. The abolition of child labour is dealt with by the *Minimum Age Convention, 1973 (No. 138)*, and the *Worst Forms of Child Labour Convention, 1999 (No. 182)*.

Convention No. 182 applies to all children under the age of 18. According to the convention, the worst forms of child labour include trafficking, debt bondage and other forms of forced labour including forced recruitment of children for use in armed conflict; prostitution and pornography; and the use of children for illicit activities such as the trafficking of drugs; dangerous work that can harm the health, safety or morals of children as determined at national level in consultation with workers' and employers' organisations.

● Child labour perpetuates poverty and reproduces the informal economy through the generations

Convention No. 138 is the fundamental convention with the most flexibility clauses. It has a clear objective however: to achieve the total abolition of child labour. In order for this goal to be attained, it requires States to “pursue a national policy designed to ensure the effective abolition of child labour and to raise progressively the minimum age for admission to employment or work to a level consistent with the fullest physical and mental development of young persons” (Article 1). It sets the general minimum age for admission to employment or work at 15 years (13 for light work) and the minimum age for hazardous work at 18 (16 under certain strict conditions). It provides for the possibility of initially setting the general minimum age at 14 (12 for light work) where the economy and educational facilities are insufficiently developed. Convention No. 138 is flexible and allows States to exclude limited categories of work and employment on a temporary basis, only when necessary and after consultation with the employers and workers' organisations concerned (Article 4). It also allows ratifying States whose economy and administrative facilities are insufficiently developed to limit its scope, again, after consultation with the organisations of employers and workers concerned. Convention No. 138 however also lists sectors that cannot be excluded.

Other non-fundamental conventions relevant to this fundamental right are: the *Medical Examination of Young Persons (Non-Industrial Occupations) Convention (No. 78)*. Its scope clearly encompasses the informal economy (occupations carried out in the street, etc).

²¹ Schlyter, 2002.

How ILS contribute to the promotion of Decent Work for all

ILS are designed to be flexible and adaptable to specific national contexts. They should be adopted through tripartite consultations to ensure the democratisation of the legal environment and better governance. ILS set a minimum social floor for all those who work, enabling them to not only enjoy basic rights but contributing toward their ability to articulate more broad ranging rights. They are therefore a vital pathway towards Decent Work and the move out of informality. ILS are useful in a variety of ways:

- “(i) some enable and empower people in the informal economy;
- (ii) some contain substantive provisions that guide policy, particularly for governments that may have neglected informal economy issues;
- (iii) when ratified (or examined in a general survey), international labour standards trigger a supervisory system that involves periodic review and offers opportunities for employers’ and workers’ organizations to raise issues of concern in relation to the informal economy;
- (iv) they can offer platforms for advocacy towards achieving “decent work for all”;
- (v) when not applied (although applicable), they lay bare failures of governance;
- (vi) when applied in the context of the informal economy, they promote development with equity”.

Source: Trebilcock, A. 2004. “International labour standards and the informal economy”, in J.C. Javillier; B. Gernigon; G. Politakis (eds). *Les normes internationales du travail: un patrimoine pour l’avenir* (Geneva, ILO), pp.585-613 p.613.

■ Governance Conventions and other relevant ILS

● Labour inspection is key to ensure the application of labour regulation and its establishment is requested by many ILS related to working conditions and the protection of workers. It is an essential element to combat informal work

- **Labour inspection.** Labour inspection is key to ensure the application of labour regulation and its establishment is requested by many ILS related to working conditions and the protection of workers. It is an essential element to combat informal work. Governance Convention No. 81 requires ratifying States to maintain a system of labour inspection in industrial and commercial undertakings, although mining and transport industries may be exempted. It establishes the functions of labour inspection, recruitment of inspectors, their number, the necessary arrangements that must be granted to them, their powers and obligations, etc. Its 1995 Protocol,²² however, extends the coverage of labour inspection to all workers in the non-commercial services sector and all categories of workplaces that are not considered industrial or commercial. Governance Convention No. 129 is similar in content to Convention No. 81, but aims at inspection in agriculture. (See brief on Labour Inspection).
- **Employment Policy.** A number of ILS provide guidance to national economic and social policy, and as such are extremely relevant to the informal economy; they concern “all who are available for and seeking work”. The *Employment Policy Convention, 1964 (No. 122)* requires ratifying States to “declare and pursue, as a major goal, an active policy designed to promote full, productive and freely chosen employment” and the Committee of Experts has stated that, in the application of this policy, Governments should consult representatives of persons active in the informal economy.

22 Protocol of 1995 to the Labour Inspection Convention, 1947 (No. 81)

The Employment Policy Recommendation, 1984 (No. 169) is also relevant as it explicitly refers to the informal economy. It states that the policy should recognise the importance of the informal economy as a provider of jobs and that “employment promotion programmes should be elaborated and implemented to encourage family work and independent work in individual workshops, both in urban and rural areas”. It calls for measures to improve the access of undertakings in the informal economy to resources, product markets, credit, infrastructure, training facilities, technical expertise and improved technologies. Recommendation No. 169 provides that, while taking measures to increase employment opportunities and improve working conditions in the informal sector, Members should seek to facilitate the progressive integration of the latter into the national economy as well as progressively seek to extend measures of regulation to the informal sector.²³

- **Employment promotion.** Another important and quite comprehensive instrument is the *Job creation in Small and Medium-Sized Enterprises Recommendation, 1998 (No. 189)*, which addresses in details the issue of workers’ rights in SMEs.²⁴ The Committee of Experts believes that this recommendation provides valuable guidance for the adoption of measures aimed at encouraging job creation or facilitating the integration of informal employment into the formal sector by promoting SMEs.²⁵ Mention should also be made of the *Promotion of Cooperatives Recommendation, 2002 (No. 193)*. The need to “establish an institutional framework with the purpose of allowing for the registration of cooperatives in as rapid, simple, affordable and efficient a manner as possible” is recognised in Paragraph 6(a) and it states that “Governments should promote the important role of cooperatives in transforming what are often marginal survival activities (sometimes referred to as the “informal economy”) into legally protected work, fully integrated into mainstream economic life” (Para. 9).
- **Tripartism.** Tripartism is important at the international level, for the functioning of the ILO, but is also crucial at the national level. Indeed, it encourages cooperation between social partners and their participation in the implementation of ILS and therefore promotes wider social dialogue on different labour issues within a country. The *Tripartite Consultation Convention, 1976 (No. 144)* establishes that all ratifying States undertake to operate procedures which ensure effective consultation with respect to some ILS related activities of the ILO (Government reports on ratified conventions, re-examination of unratified conventions and Recommendations to which effect has not been given, denunciations of ratified conventions, etc). The Committee of Experts has stated in regard to this convention that although it “requires that the most representative organisations of employers and workers participate in consultations, it does not in any way prevent the involvement of representatives of other organisations. Above all, it may be useful to receive the opinions of representatives of categories of workers or employers who may be inadequately represented by the principal representative organizations, such as self-employed workers, farmers or members of cooperatives”.²⁶

● A number of ILS provide guidance to national economic and social policy, and as such are extremely relevant to the informal economy; they concern “all who are available for and seeking work”

● Labour Administration Convention, 1978 (No. 150), promotes “the extension, by gradual stages if necessary, of the functions of the system of labour administration” to workers who are not in law employees, such as the self-employed who do not engage outside help and who are occupied in the informal sector

● Tripartism is essential at the national level to develop effective and sustainable solutions to informality

²³ Jobs in the informal sector are defined here as “economic activities which are carried on outside the institutionalised economic structures”.

²⁴ The topic of MSEs is developed in briefs on informal enterprises and on MSEs and labour law in this Guide. See as well, Faundez, 2008.

²⁵ See ILO, 2004, Para. 173.

²⁶ ILO, 2000, Para. 37.

● The international instruments on training and education include aims to transform informal economy activities into decent work integrated with the mainstream economy

- **Labour administration.** Both the *Labour Administration Convention, 1978 (No. 150)*, and the *Protocol No. 81 of 1995 to the Labour Inspection Convention*, provide for a progressive extension of coverage. Convention No. 150 provides that “[w]hen national conditions so require, with a view to meeting the needs of the largest possible number of workers (...) each Member (...) shall promote the extension, by gradual stages if necessary, of the functions of the system of labour administration” to workers who are not in law employees, such as the self-employed who do not engage outside help and who are occupied in the informal sector, as defined by Members (Article 7).
- **Vocational guidance and training.** Training and education are key to keeping people employable and to realising decent work. *The Human Resources Development Convention, 1975 (No. 142)*, and the *Human Resources Development Recommendation, 2004 (No. 195)* are concerned with skills and are thus relevant to the informal economy. The Committee of Experts has stated that the informal sector is implicitly covered by various provisions of *Convention No. 142* and related instruments.²⁷ *Convention No. 142* applies to “persons” and the *Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)* covers “individuals”. The *Recommendation No. 195* (adopted in 2004 and replacing a previous recommendation No. 148) refers explicitly to the informal economy by stating that Members should identify human resources development, education, training and lifelong learning policies which “address the challenge of transforming activities in the informal economy into decent work fully integrated into mainstream economic life; policies and programmes should be developed with the aim of creating decent jobs and opportunities for education and training, as well as validating prior learning and skills gained to assist workers and employers to move into the formal economy” (Para. 3). Moreover, Members should “promote access to education, training and lifelong learning for people with nationally identified special needs, such as youth, low-skilled people, people with disabilities, migrants, older workers, indigenous people, ethnic minority groups and the socially excluded; and for workers in small and medium-sized enterprises, in the informal economy, in the rural sector and in self-employment” (Para. 5). (see also brief skills and employability).
- **Wages.** ILS related to wages address the questions of regular payment of wages, fixing of minimum wage levels, and the settlement of unpaid wages in case of employer insolvency. The *Minimum Wage Fixing Convention, 1970 (No. 131)* requires ratifying states to establish mechanisms for fixing a minimum wage that are capable of determining and periodically reviewing and adjusting it. This Convention has been said to “explicitly or implicitly provide[...] for the implementation of standards in a way that is appropriate to local circumstances, including the inequalities between the formal and the informal economy”.²⁸ The *Protection of Wages Convention, 1949 (No. 95)* applies to all persons to whom wages are paid or payable (Art. 2(1)). Certain persons may be excluded from the scope of the Convention however. The Commission of Experts noted that, in certain cases, large numbers of workers - such as agricultural workers, casual workers and home workers - are left unprotected by national law. It considers this inconsistent with the limited and provisional nature of the exemptions permitted the Convention.²⁹ The *Protection of Wages Recommendation, 1949 (No. 85)* contains specific protections in relation to payment periodicity for work done on a piece-work basis (Paras. 4 and 5).

27 ILO, 1991, Para. 275.

28 Sengenberger, 2005, p. 53.

29 ILO, 2003, Para. 64.

- **Social Security.** The main relevant instrument regarding social security is the *Social Security (minimum Standards) Convention, 1952 (No. 102)*, which, despite its gender-biased language, is based on the notion of solidarity and aims at the progressive extension of its coverage. Conventions adopted subsequently expand the scope of protection while authorising certain exceptions to ensure flexibility. The *Maintenance of Social Security Rights Convention, 1982 (No. 157)* applies to persons who are, or have been, the subject of legislation in several States. The *Maternity Protection Convention, 2000 (No. 183)* specifically applies to “all employed women, including those in atypical forms of dependant work”. The most recent instrument: the *Recommendation concerning national floors for social protection 2012 (No.202)* makes explicit reference to people in the informal economy, acknowledging that social security is an important tool to prevent and reduce poverty and support the transition from informal to formal employment. (See also briefs on social security and on maternity protection).
- **Occupational Safety and Health (OSH).** A very large number of ILS relate to occupational safety and health issues and they offer important policy guidance and advocacy tools for the informal economy. The *Occupational Safety and Health Convention, 1981 (No. 155)* requires States to adopt a coherent national OSH policy aiming at “prevent accidents and injury to health arising out of, linked with or occurring in the course of work” (Article 4) in “all branches of economic activity”. It is a promotional convention and implies a constant effort to improve workers protection. It contains several flexibility clauses – it allows a ratifying State, after consultation with the representative organisations of employers and workers concerned, to exclude from its application, in part or in whole, particular branches of economic activity and “limited categories of workers in respect of which there are particular difficulties” (Article 1(2) and 2(2)). According to the Committee of Experts, these exclusions are not intended to be permanent and States are expected to progress towards a full application of the Convention. Indeed, these flexibility clauses are enabling provisions that should not be used as a means of derogation from effective OSH protection for workers.³⁰ As such, several countries have indicated that they are currently extending the scope of their national OSH legislation. Furthermore, while the Convention is silent with regard the self-employed, *Occupational Safety and Health Recommendation, 1981 (No. 164)* specifies that States should extend the protection afforded in the Convention and the Recommendation to such workers (Para. 1(2)).

● A very large number of ILS relate to occupational safety and health issues and they offer important policy guidance and advocacy tools for the informal economy

● Some standards have also been adopted dealing specifically with particular forms of employment that may not be covered, or completely covered, by some national legislations, and for which exclusions may be possible under existing ILS

A number of ILS deal directly with the self-employed, who may find themselves in a situation of informal work. The *Safety and Health in Agriculture Recommendation (No. 192)* adopted in 2001 with the *Safety and Health in Agriculture Convention (No. 184)* takes into account the situation of self-employed farmers and calls for the progressive extension of the protection afforded by the Convention. While exclusions regarding certain undertakings and certain workers are possible, States have to “make plans to cover progressively all undertakings and all categories of workers”. These instruments exclude from their scope however subsistence farming, industrial processes that use agricultural products as raw material, and the related services, and the industrial exploitation of forests.

The recent *2006 Promotional Framework for Occupational Safety and Health Convention (No. 187)* importantly provides that Members are to establish a national system that should include support mechanisms for

³⁰ ILO, 2009, para. 24.

the progressive improvement of occupational safety and health “in micro-enterprises, in small and medium-sized enterprises and in the informal economy”.

Other relevant up-to date conventions in this field are the:

- Radiation Protection Convention, 1960 (No. 115);
- Asbestos Convention, 1986 (No. 162);
- Chemicals Convention, 1990 (No. 170);
- Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148); Safety and Health in Construction Convention, 1988 (No. 167).

■ **ILS dealing directly with specific groups.** Some standards have been adopted dealing specifically with particular forms of employment that may not be covered, or completely covered by some national legislations and for which exclusions may be possible under existing ILS. They concern part-time work, home work, work on plantations, nursing personnel and hotel and restaurants workers;³¹ they ask ratifying states to afford specific rights and protection to workers, or else to grant conditions that are similar to those granted to other workers. Other very important ILS with regards to vulnerable groups are the *Private Employment Agencies Convention, 1997 (No. 181)*, ILS concerned with migrant workers, the *Convention No. 169 (on Indigenous and Tribal Peoples)*, and the *Work in Fishing Convention, 2007 (No. 188)*. These are examined below. It should be noted however that some of these conventions have not been widely ratified: only 5 States have ratified the Home Work convention, 11 have ratified the Part-Time Work convention, and 21 have ratified the Private Employment Agencies Convention.

- **Workers and Private Employment Agencies.** The *Private Employment Agencies Convention, 1997 (No. 181)* mentioned above applies to all categories of worker in all sectors, but its scope may be reduced by a ratifying state after consultation. It provides that private employment agencies “shall not charge directly or indirectly, in whole or in part, any fees or costs to workers”. It asks of ratifying states to adopt measures to ensure adequate protection for the workers employed by private employment agencies regarding: freedom of association and collective bargaining, minimum wages, working time and other working conditions, statutory social security benefits, access to training, occupational safety and health, compensation in case of occupational accidents or diseases, compensation in case of insolvency and protection of workers claims, and maternity protection and benefits, and parental protection and benefits (Article 11). It further asks for the respective responsibilities of private employment agencies providing the services referred to on the one hand, and of user enterprises on the other, to be determined and allocated in a manner respecting rights to collective bargaining, minimum wages, working time and other working conditions, statutory social security benefits, access to training, protection in the field of occupational safety and health, compensation in case of occupational accidents or diseases, compensation in case of insolvency and protection of workers claims, maternity protection and benefits, and parental protection and benefits (Article 12).

● Standards related to rural work encourage the organization of rural workers

- **Rural workers.** Rural workers comprise a large proportion of the informal workforce. Several ILS are specifically targeted to them. Adopted in 1921, the *Right of Association (Agriculture) Convention (No. 11)* states that agriculture workers have the same rights of association as industrial workers.

31 Part-Time Work Convention, 1994 (No. 175), Home Work Convention, 1996 (No. 177), Plantations Convention, 1958 (No. 110) and its Protocol of 1982, Nursing Personnel Convention, 1977 (No. 149) and Working Conditions (Hotels and Restaurants) Convention, 1991 (No. 172).

The *Rural Workers' Organizations Convention, 1975 (No. 141)*, and accompanying Recommendation, 1975 (No. 149), encourage the establishment of rural organisations. Agricultural workers benefit however from the guarantees provided for in general freedom of association Conventions (Conventions Nos. 87 and 98).

- **Home workers.** The *Home Work Convention, 1996 (No. 177)* defines home work as work carried out by a person, for remuneration, in his or her home or in other premises of his or her choice, other than the employer's workplace, which results in a product or service as specified by the employer, irrespective of who provides the equipment, materials or other inputs used. The Convention calls for a national policy that aims at improving the situation of home workers by promoting equality between them and other workers (see also brief on Home work).
- **Migrant workers.** Many migrant workers are the victims of exploitation and abuse, and work in a situation of informality. ILS insist on the obligation to give the same treatment to all workers – without mentioning nationality – the fundamental Convention No 111 on discrimination provides for equal opportunity on the basis of race, colour and religion which are often relevant features of migrant workers, for example. According to the *Migration for Employment (Revised) Convention, 1949 (No. 97)*, ratifying States have to apply the same treatment to all workers in certain areas such as conditions of employment, freedom of association and social security. The *Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)* extended this scope. Migrant workers who find themselves in the worst situations are often in irregular situations. Convention No. 143 contains a number of provisions to combat clandestine and illegal migration, but also provides that all migrant workers, with legal or illegal status, should enjoy “cultural rights and of individual and collective freedoms”.³² (See also brief on Migrant workers).
- **Indigenous and Tribal Peoples.** The *Indigenous and Tribal People Convention No. 169* is the only international treaty dealing exclusively with indigenous and tribal people, and has been widely used to promote the rights of these people. It is of particular relevance to the topic of informality as indigenous and tribal people are often concentrated in the informal economy. Convention No. 169 indicates that indigenous and tribal people should be consulted and that they should participate at all the levels of decision-making that may affect them. It covers a number of issues, including customs and traditions, access to natural resources, employment, education and vocational training, handicrafts and rural industries, social security and health, and cross-border contacts and communication. Special mention should be made of the specific reference to land rights – *Convention No. 169* notably provides for the recognition of the rights of ownership and possession of the peoples concerned over the lands which they traditionally occupy. It further calls on Governments to take steps to identify such lands and to establish adequate procedures to resolve land claims (Article 14).³³
- **Fishers.** About 27 million people work solely in capture fishing,³⁴ and a majority of fishers belong to the informal sector working in the small-scale fishing sector. They may be excluded from legislation because of the particular arrangements in this sector (fishers are often paid on the

● Migration for Employment (Revised) Convention, 1949 (No. 97), requires the same treatment to all workers in areas such as social security, employment, freedom of association

● Indigenous and tribal people are often concentrated in the informal economy

● Fishers are often excluded from legislation and left unprotected. International instruments were adopted to address these issues

³² For more information, see ILO, 2007.

³³ For more information, see <http://www.ilo.org/indigenous/lang--en/index.htm>.

³⁴ ILO, 2004.

basis of the share of the catch), and left without protection. The *Work in Fishing Convention, 2007 (No. 188)* and *Work in Fishing Recommendation, 2007 (No. 199)* were adopted to tackle these issues.

- **Domestic workers.** The Decent Work for Domestic Workers Convention 2011 (No.189) and its accompanying Recommendation, 2011 (No.201) have been primarily designed to bring a large sub-sector of workers currently under-protected or unprotected by the national law, out of informality. For more details see the brief on domestic work.



Street haircutter, Beijing, China.

RESOURCES

This section provides a list of resources which can enable the reader to delve deeper into the issue. The section comprises international instruments, International Labour Conference conclusions, relevant publications and training tools. A bibliography of references in the text is further below. There may be some overlap between the two.

ILO and UN Instruments and ILC Conference conclusions

Conventions

<http://www.ilo.org/ilolex/english/convdisp1.htm>

Recommendations

<http://www.ilo.org/ilolex/english/recdisp1.htm>

Fundamental Conventions

<http://www.ilo.org/global/standards/introduction-to-international-labour-standards/conventions-and-recommendations/lang-en/index.htm>

Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
Right to Organise and Collective Bargaining Convention, 1949 (No. 98)

Forced Labour Convention, 1930 (No. 29)
Abolition of Forced Labour Convention, 1957 (No. 105)

Minimum Age Convention, 1973 (No. 138)
Worst Forms of Child Labour Convention, 1999 (No. 182)

Equal Remuneration Convention, 1951 (No. 100)
Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

Governance Conventions

Labour Inspection Convention, 1947 (No. 81)
Labour Inspection (Agriculture) Convention, 1969 (No. 129)
Employment Policy Convention, 1964 (No. 122)
Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)

Other relevant Conventions

Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946 (No. 78)
Protection of Wages Convention, 1949 (No. 95)
Migration for Employment Convention (Revised), 1949 (No. 97)
Social Security (Minimum Standards) Convention, 1952 (No. 102)
Radiation Protection Convention, 1960 (No. 115)
Minimum Wage Fixing Convention, 1970 (No. 131)
Rural Workers' Organisations Convention, 1975 (No. 141)
Human Resources Development Convention, 1975 (No. 142)
Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148)
Labour Administration Convention, 1978 (No. 150)
Collective Bargaining Convention, 1981 (No. 154)
Occupational Safety and Health Convention, 1981 (No. 155)
Workers with Family Responsibilities Convention, 1981 (No. 156)
Maintenance of Social Security Rights Convention, 1982 (No. 157)
Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)
Asbestos Convention, 1986 (No. 162)
Safety and Health in Construction Convention, 1988 (No. 167)
Indigenous and Tribal Peoples Convention, 1989 (No. 169)
Chemicals Convention, 1990 (No. 170)
Home Work Convention, 1996 (No. 177)

Private Employment Agencies Convention, 1997 (No. 181)
Maternity Protection Convention, 2000 (No. 183)
Safety and Health in Agriculture Convention, 2001 (No. 184)
Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)
Work in Fishing Convention, 2007 (No. 188)
Protocol of 1995 to the Labour Inspection Convention, 1947 (P81)
Decent Work for Domestic Workers Convention, 2011 (No.189)

Relevant Recommendations

Protection of Wages Recommendation, 1949 (No. 85)
Rural Workers' Organizations Recommendation, 1975 (No. 149)
Occupational Safety and Health Recommendation, 1981 (No. 164)
Family Responsibilities Recommendation, 1981 (No. 165)
Employment Policy Recommendation, 1984 (No. 169)
Job creation in Small and Medium-Sized Enterprises Recommendation, 1998 (No. 189)
Safety and Health in Agriculture Recommendation (No. 192)
Promotion of Cooperatives Recommendation, 2002 (No. 193)
Human Resources Development Recommendation, 2004 (No. 195)
Work in Fishing Recommendation, 2007 (No. 199)
Recommendation concerning Decent Work for Domestic Workers, 2011, (No.201)
Recommendation concerning national floors for social protection, 2012, (No.202)

Declaration on Fundamental Principles and Rights at Work, 1998
<http://www.ilo.org/declaration/thedeclaration/textdeclaration/lang--en/index.htm>

Declaration on Social Justice for a Fair Globalization, 2008
http://www.ilo.org/wcmsp5/groups/public/---dgreports/---cabinet/documents/publication/wcms_099766.pdf

Human Rights instruments

Universal Declaration of Human Rights, 1948
International Covenant on Civil and Political Rights, 1966
International Covenant on Economic, Social and Cultural Rights, 1966

Databases

APPLIS - a database on the application of international labour standards
<http://webfusion.ilo.org/public/db/standards/normes/appl/index.cfm?lang=EN>

Database of Conditions of Work and Employment Laws: Maternity protection, minimum wages, and working time.
<http://www.ilo.org/public/english/protection/condtrav/database/index.htm>

ILO departments' websites

Bureau for gender equality
<http://www.ilo.org/gender/lang--en/index.htm>

International Labour Standards (NORMES)
<http://www.ilo.org/global/standards/lang--en/index.htm>

International Migration Programme
<http://www.ilo.org/public/english/protection/migrant/>

International Programme for the elimination of child labour (IPEC)
<http://www.ilo.org/ipec/lang--en/index.htm>

Job Creation and Enterprise Development Department
<http://www.ilo.org/empent/lang--en/index.htm>

Labour administration and Labour Inspection Programme (Lab/Admin)
<http://www.ilo.org/labadmin/lang--en/index.htm>

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Weblinks

Constitution

<http://www.ilo.org/public/english/bureau/leg/download/constitution.pdf>

Conventions

<http://www.ilo.org/ilolex/english/convdisp1.htm>

International Labour Standards

<http://www.ilo.org/global/standards/lang--en/index.htm>

ILO DECLARATION website

<http://www.ilo.org/declaration/lang--en/index.htm>

Up-to-date instruments

http://www.ilo.org/wcmsp5/groups/public/@ed_norm/@normes/documents/genericdocument/wcms_125121.pdf

Recommendations

<http://www.ilo.org/ilolex/english/recdisp1.htm>

ILO Standards department

<http://www.ilo.org/global/standards/lang--en/index.htm>

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